

What About the Women?

The Double Glass Ceiling for Asian and Pacific Islander (API)
Women in Fortune 1000 Companies



Introduction

This paper follows the release of our 2023 [Ascend report](#), “The Diversity-Equity Gap In The Fortune 500: Too Few Racial Minority Executives” and examines the double glass ceiling for Asian and Pacific Islander (API) women in Fortune 1000 companies. Our focus is on API women as defined by the Equal Employment Opportunity Commission’s (EEOC) [taxonomy](#) in the Asian and Native Hawaiian or Pacific Islander racial categories.

The dataset for this paper includes only the 445 companies from the 2023 list of Fortune 1000 companies that we have found to have publicly released their latest EEO-1 reports on their corporate websites as of March 10, 2024. 81 of these companies are in the Fortune 100. The dataset includes 140 companies with 2021 reports, and 305 companies with 2022 reports, and is detailed in **Exhibit A**.

To address the question of API women in the leadership pipeline, we will use the [Executive Parity Index](#) (EPI), the ratio of racial representation at the Executive vs. Professional job classifications, as our primary analytical tool to quantify the proportional representation at corporate executive levels. For more details of the EEO-1 report and the EPI metric, please consult “The Diversity-Equity Gap” paper cited above.



API Women and the Racial Gap

In this report, we again compute the EPI by race and gender using data for the Professional and Executive workforce in the 445 companies in the Fortune 1000. The Executive Parity Indices are shown in Figure 1 for each race and gender.



Figure 1: Aggregate EPI for 445 Fortune 1000 Companies

The EPI analysis in Figure 1 indicates that, in the aggregate:

- All women and non-white men have an EPI less than 1. Only White men are over-represented (+52%) as Executives, compared to their numbers as Professionals, with EPI = 1.52.
- White women are fairly represented as Executives, with EPI = 0.98.
- Among the men, Black, Hispanic, and API men are substantially under-presented as Executives, with API men having the lowest EPI (0.61).
- Black women, API women, and Hispanic women have similar EPI figures (0.44, 0.43, 0.42), all significantly below their male counterparts, and significantly below White women (0.98).

We can use the results from EPI analysis shown in Figure 1 to quantify the effect of gender vs. race for API women.

Figure 2 is a 2x2 matrix with EPI metrics to directly compare the gender gap between API women vs. API men and the racial gap between API women vs. White women. The EPI racial gap between White and API women is $0.984 - 0.435 = 0.549$, so we see that White women's EPI is 126% higher than API women's. Similarly, the EPI gender gap between API men and women is $0.608 - 0.435 = 0.173$, so EPI for API men is 40% higher than API women.

	White	API	Racial Gap (%)
Men	1.516	0.608	149%
Women	0.984	0.435	126%
Gender Gap (%)	54%	40%	

Figure 2: EPI Gaps by Race and Gender

The comparisons in Figure 2 show:

<p>There is a large EPI gender gap for both</p> <p>API Women</p> <p>40%</p> <p>and</p> <p>White Women</p> <p>54%</p>	<p>There is a large EPI racial gap for both</p> <p>API Women</p> <p>126%</p> <p>and</p> <p>API Men</p> <p>149%</p>	<p>The racial gap for</p> <p>API Women</p> <p>126%</p> <p>is significantly wider than the gender gap</p> <p>for API Women</p> <p>40%</p>
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The most significant problem in achieving executive equity in the Fortune 1000 for API women is racial disparity.

Their racial gap is three times

3.2X

wider than their gender gap.

API Women and Pipeline Effect

To address the question about API women in Fortune 1000 companies, we began by identifying companies with more significant numbers of API women in their workforce. Of the 445 companies in our 2021/2022 EEO-1 dataset, we selected the 101 companies with API women representing 10% or more of the company's Professional workforce. Please see **Exhibit B** for a list of these 101 companies and the calculated EPI's for API and White women.

Also included in **Exhibit B** are the EPI calculations for the aggregated workforce of 101 companies, showing the aggregated EPI for API women to be 0.42. This result is virtually identical to the API women EPI = 0.43 for the entire dataset of 445 companies, as seen in Figure 1, and indicates that API women are no more likely to reach Executive levels even in companies with more API women in the leadership pipeline.

We also took a closer look at companies that appear to be more equitable for women. Within these 101 companies, all with higher representation of API women in the Professional workforce, only 14 companies had women overall achieving success in equitable Executive representation (EPI > 1.0). However, a meaningful analysis should only include those companies with an adequate sample of Executives and Professionals. Accordingly, we screened for companies in which a) the overall women EPI > 1.0; and b) the total number of women Executives > 10.

From our subset of 101 companies, only 10 met those criteria, most in the technology sector.

Women EPI ≥ 1 , Women Execs ≥ 10 , API Women $\geq 10\%$ Professionals
Ranked EPI for all women

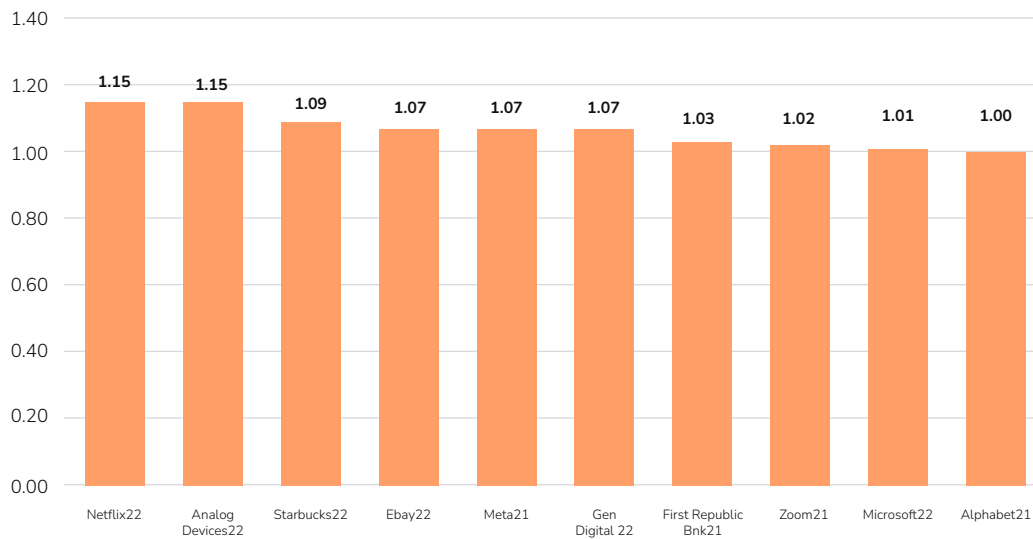


Figure 3: Women EPI: Women EPI > 1.0 and >10 women Executives

Figure 3 is a chart which ranks the overall women EPI (all races) for each of the 10 companies which met our screening criteria above, including API women representation as Professionals at 10% or more. It shows that, in these 10 companies, women appear to be equitably represented in leadership, with percentage representation in leadership Executive levels being equal to or higher than that at non-managerial Professional levels.

However, when we take a more detailed look at each of these 10 companies, we find a more nuanced story as depicted in Figure 4 below.

Women EPI ≥ 1 , Women Execs ≥ 10 , API Women $\geq 10\%$ Professionals

Ranked EPI for White vs API Women

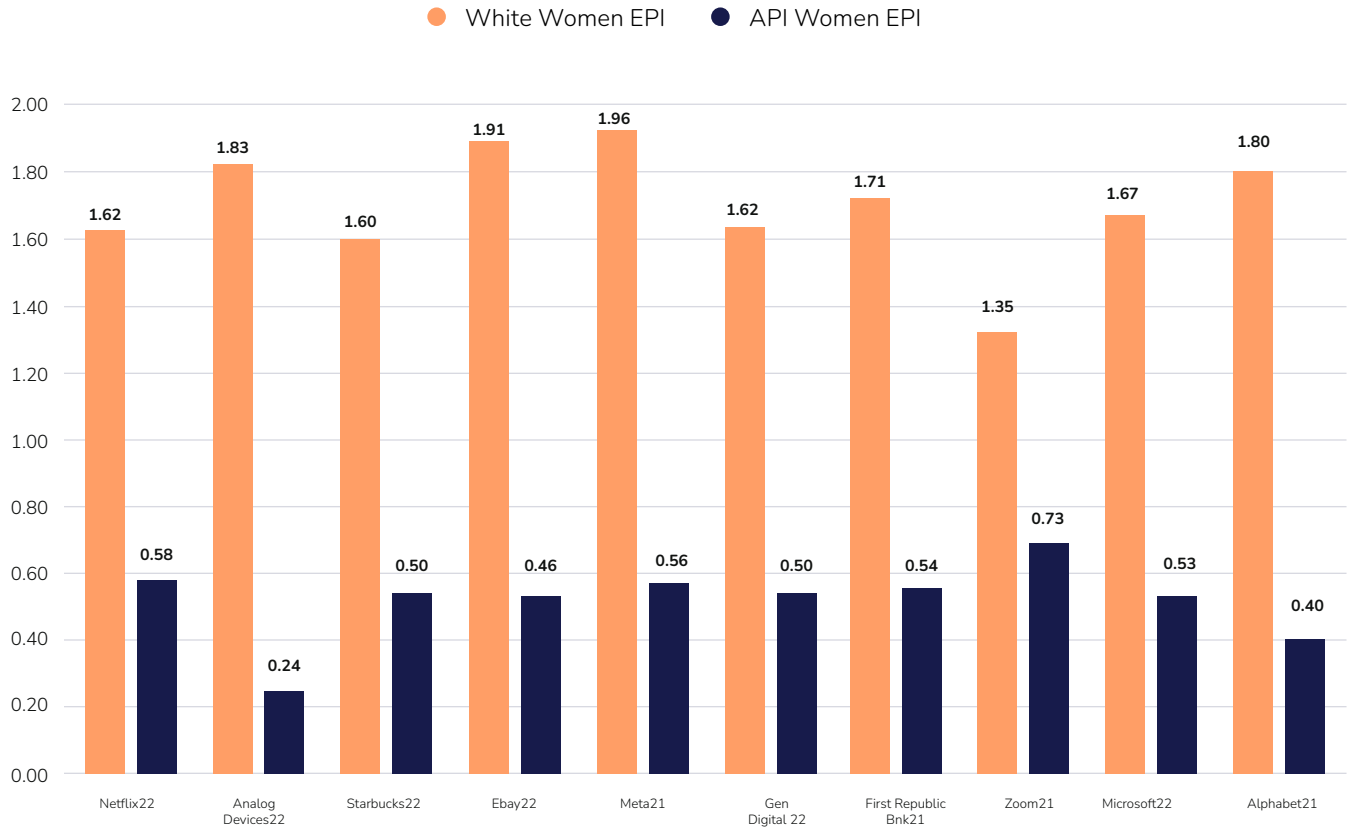


Figure 4: Women EPI: Women EPI > 1.0 and >10 Women Executives

Whereas the overall EPI results in Figure 3 indicate that women are equitably represented as Executives in these 10 companies, our EPI analysis disaggregating both gender-and-race reveals that Fortune 1000 companies have completely failed to address the glass ceiling for API women. As shown in Figure 4, API women are substantially under-represented as Executives with EPI well below 1.0. White women’s EPI greatly exceeds the API women’s EPI, by multiples in several instances, and in one case, around 7x.

We include in **Exhibit C** the URL’s to the most recent EEO-1 reports for the 10 companies in Figures 3 and 4.

Conclusion

Our analysis of EEOC workforce data shows that White women and API women continue to be much less likely than their male counterparts to reach Executive levels in Fortune 1000 companies.

In answering the question raised “what about API women?”, the 2021-2022 data show that Fortune 1000 companies have completely failed to address the glass ceiling for API women. API women are represented at Fortune 1000 Executive levels at rates 40% lower than API men but, more significantly, 126% lower than White women. Their prospects for advancement to Executive levels are no better in companies with more API women in the workforce and no better even in companies where women, as a whole, are faring better.

More generally, over time, from 2015 when we first began to use EEO-1 data to analyze leadership pipeline dynamics in different industry sectors at both national and regional levels, we consistently find that API women stubbornly remain near or at the bottom of the EPI rankings among all racial and gender demographic cohorts.

Continuing to build on our work in the “Diversity-Equity Gap” paper, a future report will focus on the glass ceiling for Black and Hispanic Professionals.

Exhibit A-1

Companies with Most Recent Publicly Available EEO-1 report from 2021 or 2022

Note: the 21 and 22 suffix attached to each company name refers to the year (2021 or 2022) of the EEO-1 company report used in our analysis.

Count	2023 F1000	Company	Count	2023 F1000	Company	Count	2023 F1000	Company
1	1	Walmart22	76	94	Best Buy 22	151	199	Kimberly-Clark22
2	2	Amazon22	77	95	BristolMyersSquibb21	152	200	Texas Instruments21
3	3	ExxonMobil 22	78	96	United Airlines22	153	201	BNY Mellon22
4	4	Apple22	79	97	Thermo Fisher 22	154	203	Whirlpool 22
5	5	United Health 22	80	98	Qualcomm22	155	204	WasteManagemt22
6	6	CVS22	81	99	Abbot Labs 22	156	205	American ElectPwr 21
7	7	BerkshireHathaway22	82	100	Coca Cola 22	157	207	AFLAC22
8	8	Alphabet/Google22	83	101	Oracle22	158	209	Becton Dickinson22
9	9	McKesson21	84	102	Nucor22	159	210	BJ's Wholesale 22
10	10	Chevron22	85	103	TIAA 21	160	211	ColgatePalmolive22
11	11	AmerisourceBergen/Cencora21	86	105	General Dynamics22	161	212	StanleyBlackDeckr21
12	12	Costco21	87	106	Capital One21	162	214	Kinder Morgan 21
13	13	Microsoft22	88	108	Dollar General 21	163	216	Devon Energy 22
14	14	CardinalHealth 21	89	109	Arrow Electronics22	164	218	Exelon 22
15	15	Cigna22	90	110	Occidental Petro 22	165	219	General Mills21
16	16	Marathon Petrol22	91	112	Travelers Ins 21	166	221	Western Digital21
17	17	Phillips66 22	92	115	Honeywell 22	167	222	Lincoln Financial22
18	18	Valero 22	93	116	3M 21	168	223	Ross Stores 22
19	19	Ford21	94	120	DR Horton 22	169	224	Stryker22
20	20	Home Depot 22	95	122	Cheniere Energy 21	170	226	Kohl's 22
21	21	General Motors 21	96	123	Broadcom 22	171	228	Estee Lauder 21
22	22	ElevanceHealth22	97	125	Starbucks 22	172	230	Fiserv22
23	23	JP Morgan Chase 22	98	127	Uber21	173	234	Block Inc. 21
24	24	Kroger21	99	128	Philip Morris Intl 22	174	235	ADP 21
25	25	Centene21	100	129	Netflix 22	175	236	Principal Finciall22
26	26	Verizon21	101	130	NRG Energy 21	176	237	CortevaAgriscicnc22
27	27	Walgreens22	102	131	Mondelez Intl22	177	239	The Andersons 22
28	28	FannieMae 22	103	132	Danaher21	178	240	Lam Research 21
29	29	Comcast22	104	133	Salesforce22	179	241	Edison International22
30	30	ATT22	105	135	CBRE Group 22	180	242	Adobe22
31	31	Meta/Facebook21	106	136	Micron Tech 22	181	243	BookingsHoldings22
32	32	Bank of America21	107	137	VISA 22	182	244	QuantaServices22
33	33	Target 21	108	138	Southern Co 22	183	246	L3Harris 22
34	35	ADM 21	109	141	Duke Energy22	184	248	Pioneer Natl Res22
35	36	Citigroup 22	110	142	Eli Lilly 22	185	250	DuPont21
36	37	UPS 22	111	143	HPE22	186	252	Illinois Tool 21
37	38	Pfizer21	112	148	Paypal22	187	253	Parker Hannifin22
38	39	Lowe's22	113	149	US Bancorp 22	188	256	Viatris21
39	40	J & J 22	114	150	Gilead Sciences21	189	257	Dominion Energy22
40	41	Fedex22	115	152	Nvidia21	190	258	Autozone22
41	42	Humana22	116	153	KraftHeinz22	191	259	Pulte 21
42	45	Freddie Mac 22	117	154	Amgen22	192	262	BorgWarner21
43	46	Pepsico 21	118	155	Applied Materials22	193	264	Consolidated Ed 22
44	47	Wells Fargo22	119	156	EOG Resources22	194	269	Ball 22
45	48	Disney22	120	157	Truist Financial 21	195	270	Kellogg 21
46	49	ConocoPhillips21	121	158	Macys 22	196	271	XCEL Energy21
47	50	Tesla 21	122	159	Union Pacific 22	197	272	Grainger22
48	51	Procter&Gamble21	123	160	Hartford Fin22	198	274	Baxter Intl 22
49	52	General Electric22	124	162	ConstellatnEngy22	199	275	Southwestern Engy22
50	54	MetLife21	125	165	Altria22	200	277	Ameriprise Fin21
51	55	Goldman Sachs22	126	166	CDW22	201	278	Labcorp 21
52	57	Raytheon 21	127	167	AMD22	202	279	CSX 22
53	58	Boeing22	128	168	PNC22	203	283	Fidelity Nat InfSv 22
54	60	LockheedMartin22	129	169	McDonalds21	204	285	Sempra Energy 21
55	61	Morgan Stanley22	130	170	Baker Hughes 22	205	286	IQVIA22
56	62	Intel22	131	171	FreeportMcMoRan22	206	288	Leidos22
57	63	HP 22	132	173	OneOK 21	207	290	Omnicom 22
58	65	IBM 22	133	174	CarMax22	208	291	Tractor Supply22
59	66	HCA Healthcare22	134	175	Schwab 22	209	292	Corning 22
60	67	Prudential22	135	177	Marsh&McClennan 22	210	293	Ecolab 22
61	68	Caterpillar 22	136	178	Sherwin Williams22	211	296	Keurig Dr Pepper22
62	69	Merck 22	137	179	Lumen21	212	297	Loews 21
63	73	AbbVie22	138	182	Murphy USA 21	213	298	EquitableHoldings22
64	75	Dow Chemical 21	139	184	Blackrock21	214	299	Henry Schein 22
65	76	AIG 22	140	186	US Steel 22	215	300	Fox22
66	77	American Express22	141	187	Nextera Energy 22	216	301	Ebay 22
67	81	Deere 22	142	188	Targa Resources 22	217	302	Entergy 22
68	82	Cisco 22	143	189	Lear 22	218	304	Vistra 22
69	84	Allstate 22	144	190	Mastercard21	219	306	Otis 22
70	85	Delta Airlines22	145	192	Marriot Intl 22	220	308	Newmont 21
71	87	TJX 22	146	193	Westrock 22	221	309	Republic Services22
72	88	Progressive22	147	195	Moderna21	222	310	Warner Media 21
73	89	American Airlines21	148	196	Carrier 22	223	313	VmWare21
74	92	PBF 21	149	197	Halliburton 22	224	315	MGM Resorts 22
75	93	Nike 22	150	198	Delek 22	225	316	StateStreet Bank 21

Exhibit A-2

Companies with Most Recent Publicly Available EEO-1 report from 2021 or 2022

Count	2023 F1000	Company	Count	2023 F1000	Company	Count	2023 F1000	Company
226	318	Textron21	301	463	Zoetis 22	376	640	Equifax22
227	319	LKQ 22	302	464	Marathon Oil 22	377	644	OneMain 22
228	320	Northfolk Southern22	303	465	Darden 21	378	646	CME Group 21
229	321	Intuit 22	304	466	Huntington Bank22	379	648	Autodesk21
230	322	Air Products 22	305	469	Fortune Brands 22	380	651	Hubbell 22
231	323	Boston Scientific22	306	470	PPL Corp 22	381	656	Host Hotels 22
232	324	AGCO 21	307	476	Rockwell Automtn22	382	661	Snap-on 22
233	326	Amphenol 22	308	477	Northern Trust 21	383	666	Palo Alto Networks21
234	327	AES 22	309	478	XPO Logistics 21	384	670	Lennox Intl 22
235	332	Intl Flavors&Frag22	310	480	Ameren 22	385	673	Digital Realty 21
236	335	Eversource Energy22	311	482	Bath&Body Works22	386	676	Qorvo 21
237	339	Regeneron Pharma22	312	483	Regions Financl 22	387	679	Maximus 21
238	341	APA Corp21	313	489	Landstar System 22	388	681	Paychex 22
239	342	Quest Diagnostics22	314	492	CF Industries 21	389	682	Perkin Elmer 21
240	343	FirstEnergy 22	315	493	Albemarle 22	390	687	Illumnia 22
241	344	Analog Devices22	316	494	Vulcan Matls 22	391	692	Domino's Pizza 21
242	348	Netapp 21	317	497	Equinix 22	392	701	American Water 22
243	349	VF Corp 22	318	500	Robert Half 22	393	703	Fortinet 22
244	350	Chesapeake Energy22	319	502	Jeffries Financial22	394	705	Elanco Animal Hlth 22
245	351	Mohawk Indust22	320	504	Agilent21	395	706	Terex 21
246	353	Interpublic Group21	321	505	Clorox22	396	707	Zoom21
247	354	Weyerhaeuser 21	322	509	Zimmer Biomet 21	397	712	Matson 22
248	355	United Rentals 22	323	512	Moody's21	398	716	Pinnacle West Cap21
249	357	Davita21	324	513	Crown Castle22	399	721	Alliant Energy 22
250	358	Hess 22	325	515	MDU Resource22	400	722	Atmos Energy 21
251	360	Conagra Brands 22	326	519	M&T Bank 22	401	724	Public Storage 21
252	363	Raymond James22	327	521	Yum! Brands 23	402	730	Ventas 22
253	366	S&P Global 21	328	522	Microchip Tech 22	403	733	Lamb Weston 22
254	369	Emcor 21	329	524	Silicon Valley Bnk21	404	735	GoDaddy 21
255	370	Williams 22	330	525	First Republic Bnk21	405	745	Charles River Labs21
256	374	Molson Coors 21	331	527	Tapestry 22	406	752	Murphy Oil 22
257	375	American Tower22w	332	528	AirBnb21	407	753	Cboe Global Mkts22
258	376	Old Republic Intl22	333	530	Penn Entertainment22	408	756	SiteOne 21
259	377	Eastman Chemical21	334	531	Servicenow21	409	758	Akamai 22
260	381	News Corp 21	335	532	KBR 22	410	773	Brinker Intl 22
261	383	Ulta Beauty 22	336	535	Darling Ingredients22	411	778	Wynn Resorts 22
262	384	Assurant 22	337	537	TRowe Price 22	412	785	Comerica Bank 22
263	386	Biogen 22	338	539	Martin Marietta22	413	791	Trimble Nav22
264	387	Dana 22	339	541	Sprouts Markets 22	414	797	Citrix21
265	388	Hershey 22	340	550	Victorias Secret21	415	809	Cadence Design 21
266	392	Public Service EG22	341	551	Hologic 21	416	810	Selective Insuranc22
267	396	Activision Blizzard21	342	552	Electronic Arts22	417	815	Pitney Bowes 21
268	400	Diamondback En22	343	553	Zebra Tech 22	418	818	Take-Two Software21
269	401	Intrcntnl Exchange22	344	557	Meritage Homes22	419	824	Hyatt Hotels 21
270	404	WEC Energy 22	345	559	NASDAQ 22	420	829	Verisk Analytics 22
271	408	Newell Brands 22	346	560	Intuitive Surgical 22	421	830	Kaiser Aluminum 22
272	409	Graphic Packaging22	347	563	Zillow 22	422	835	Idexx Labs 22
273	412	Avery Dennison21	348	564	Monster Beverage22	423	842	Realty Income 21
274	413	Masco 21	349	565	Sealed Air21	424	857	Annaly Mgmt 22
275	414	Centerpt Energy21	350	568	Organon 22	425	867	Carter's Retail 21
276	415	Fifth Third Bank21	351	570	Ametek22	426	871	Idex 22
277	416	KLA 22	352	575	Prologis 22	427	884	Energizer 22
278	417	JetBlue 22	353	579	Fortive 21	428	895	ITT 22
279	418	Motorola Solutns22	354	582	Edwards Lifescience21	429	900	Splunk 22
280	419	Citizens Financl22	355	583	Welltower 22	430	902	Stericycle 22
281	420	Corterra 22	356	584	Syneos Health 21	431	905	Dexcom 21
282	422	PVH 21	357	585	Hasbro 22	432	906	NJ Resources 22
283	425	Global Payments 22	358	589	FMC 21	433	908	West Pharma Svcs 22
284	426	J M Smucker 22	359	592	Harley Davidson 21	434	913	Pinterest21
285	430	ConstellatnBrnds21	360	594	Globe Life 21	435	919	Gen Digital 22
286	431	Hilton 21	361	595	Skyworks Solution22	436	940	Primerica 22
287	434	Burlington Stores22	362	596	Broadridge 22	437	945	Etsy 22
288	438	Chipotle 22	363	599	Western Union 22	438	945	F5 Networks 22
289	442	Campbell Soup 21	364	603	Xylem 22	439	952	PGE22 (Portland)
290	443	Arthur J Gallagher22	365	606	Gartner 22	440	958	First Solar 22
291	445	Dover 22	366	607	Roper Tech 22	441	962	Acadia Health 21
292	447	PCA 22	367	612	Howmet Aerospac 22	442	968	AvalonBay Comm22
293	448	Vertex 22	368	614	Keysight 22	443	982	Sleep Number 22
294	449	Caseys Gen Stores22	369	615	Telephone&DataSys22	444	991	Harsco 21
295	451	CMS Energy 22	370	618	Church&Dwight21	445	998	Summit Matls 22
296	455	Oshkosh 22	371	624	Simon Prop Grp22			
297	458	HanesBrands 21	372	628	AMN 22			
298	459	Keycorp 22	373	632	Juniper Networks21			

Exhibit B-1

Companies with API Women > 10% Professionals
Sorted by all Women EPI

	F1000	Company	# Women Execs	Women Prof%	All Women EPI	White Women Prof%	White Women EPI	API Women Prof%	API Women EPI
		Aggregate of 102 companies	9,448	41.2%	0.78	19.0%	1.15	13.8%	0.42
Companies with Women EPI > 1.0 and 10+ Women Executives									
1	129	Netflix22	73	45.0%	1.15	19.3%	1.62	14.8%	0.58
2	344	Analog Devices22	11	24.5%	1.15	12.6%	1.83	10.6%	0.24
3	125	Starbucks22	19	48.5%	1.09	27.8%	1.60	11.1%	0.50
4	301	Ebay22	29	33.0%	1.07	10.9%	1.91	18.4%	0.46
5	31	Meta21	868	34.5%	1.07	10.7%	1.96	17.8%	0.56
6	919	Gen Digital 22	13	36.9%	1.07	20.6%	1.62	12.2%	0.50
7	525	First Republic Bnk21	34	40.3%	1.03	17.1%	1.71	18.0%	0.54
8	707	Zoom21	66	36.2%	1.02	17.4%	1.35	13.9%	0.73
9	13	Microsoft22	225	33.0%	1.01	12.4%	1.67	14.5%	0.53
10	8	Alphabet21	173	31.4%	1.00	11.1%	1.80	15.4%	0.40
Other Companies with Women EPI > 1.0									
11	646	CME Group 21	7	29.6%	1.58	13.5%	3.46	12.5%	0.00
12	945	F5 Networks 22	7	25.8%	1.18	12.1%	1.44	10.0%	0.87
13	599	Western Union 21	5	46.5%	1.07	22.4%	1.34	10.4%	0.96
14	683	Snap 18	3	28.5%	1.17	14.1%	2.36	10.3%	0.00
Companies where Women EPI less than 1.0									
15	148	Paypal22	52	36.6%	0.99	13.6%	1.58	18.1%	0.58
16	366	S&P Global 21	12	40.0%	0.97	21.9%	1.33	11.5%	0.56
17	386	Biogen22	56	54.3%	0.95	28.9%	1.24	14.7%	0.69
18	77	American Express22	51	44.6%	0.92	20.6%	1.49	11.2%	0.57
19	531	Servicenow21	53	37.4%	0.92	14.7%	1.80	16.8%	0.34
20	221	Western Digital21	28	25.4%	0.91	6.6%	1.75	16.3%	0.56
21	82	Cisco22	110	30.3%	0.91	12.4%	1.42	12.7%	0.46
22	687	Illumnia 22	35	45.3%	0.91	20.1%	1.40	17.1%	0.55
23	312	Nvidia21	164	18.6%	0.90	4.5%	1.71	12.5%	0.60
24	905	Dexcom 21	12	35.9%	0.90	15.7%	1.20	11.9%	0.68
25	36	Citigroup22	43	46.8%	0.89	20.4%	1.33	11.7%	0.33
26	50	Tesla 21	29	22.8%	0.87	8.3%	1.23	10.3%	0.53
27	241	Edison International22	10	42.5%	0.87	10.9%	2.03	10.6%	0.70
28	190	Mastercard21	151	42.8%	0.87	21.5%	1.21	12.4%	0.26
29	40	J & J 22	328	50.0%	0.87	26.6%	1.12	12.0%	0.47
30	900	Splunk 22	23	34.2%	0.86	16.3%	1.58	12.8%	0.10
31	127	Uber21	12	38.0%	0.85	13.1%	1.86	14.4%	0.38
32	528	AirBnb21	33	44.2%	0.85	15.6%	0.95	21.2%	0.70
33	62	Intel22	19	28.0%	0.85	9.1%	1.65	15.1%	0.41
34	648	Autodesk21	4	39.3%	0.85	20.9%	1.19	12.8%	0.65
35	154	Amgen22	67	51.4%	0.85	24.2%	1.13	17.7%	0.59
36	133	Salesforce22	804	37.6%	0.84	18.0%	1.33	13.5%	0.34
37	158	Macys 22	112	63.3%	0.83	32.9%	1.25	11.5%	0.37
38	313	StateStreet Bank 21	100	42.0%	0.82	23.9%	1.20	12.7%	0.22
39	563	Zillow 22	29	45.6%	0.82	25.3%	1.11	10.7%	0.36
40	73	AbbVie22	521	56.1%	0.81	29.9%	1.03	15.9%	0.64
41	313	VmWare21	53	29.9%	0.81	12.1%	1.24	13.5%	0.58
42	195	Moderna21	4	45.2%	0.80	23.9%	1.52	16.4%	0.00
43	2	Amazon21	792	32.2%	0.80	12.5%	1.40	14.5%	0.30
44	945	Etsy 22	23	51.4%	0.80	29.5%	0.91	11.3%	0.48
45	106	Capital One21	227	41.1%	0.80	22.2%	1.15	10.0%	0.30
46	137	VISA 22	78	44.2%	0.80	14.2%	1.65	19.1%	0.14
47	512	Moodys21	12	40.8%	0.79	16.6%	1.62	18.0%	0.00
48	778	Wynn Resorts 22	126	43.2%	0.79	16.2%	1.49	12.9%	0.38
49	69	Merck 22	522	55.4%	0.79	32.7%	0.98	13.8%	0.59

Exhibit B-2

Companies with API Women > 10% Professionals

Sorted by all Women EPI

	F1000	Company	# Women Execs	Women Prof%	All Women EPI	White Women Prof%	White Women EPI	API Women Prof%	API Women EPI
51	234	Block Inc21	4	40.1%	0.77	16.7%	0.92	15.9%	0.97
52	242	BookingsHoldings22	23	42.4%	0.75	23.1%	0.84	10.2%	0.95
53	416	KLA-Tencor 22	14	21.5%	0.75	7.0%	1.31	12.3%	0.47
54	560	Intuitive Surgical 22	33	36.5%	0.75	13.8%	1.32	16.3%	0.36
55	1	Walmart22	198	49.2%	0.74	27.1%	1.00	12.3%	0.27
56	240	Lam Research 21	20	23.8%	0.74	8.6%	1.32	12.5%	0.49
57	98	Qualcomm22	57	21.6%	0.73	4.4%	2.68	15.5%	0.22
58	38	Pfizer21	42	54.6%	0.73	33.8%	0.79	12.0%	0.55
59	4	Apple22	27	29.2%	0.73	10.3%	1.46	14.6%	0.32
60	24	Kroger21	14	62.5%	0.72	40.9%	0.95	11.0%	0.00
61	809	Cadence Design 21	2	19.8%	0.72	4.8%	2.95	13.9%	0.00
62	66	Palo Alto Networks21	37	29.8%	0.71	8.9%	1.47	16.6%	0.38
63	211	ColgatePalmolive22	34	54.6%	0.70	29.0%	1.01	11.5%	0.20
64	132	Danaher21	40	42.1%	0.70	24.1%	0.92	10.3%	0.43
65	913	Pinterest21	2	41.3%	0.69	14.6%	0.98	19.6%	0.00
66	27	FannieMae22	13	44.2%	0.68	16.2%	1.15	16.7%	0.28
67	527	Tapestry 22	31	76.0%	0.67	39.1%	1.01	14.3%	0.80
68	45	Freddie Mac22	51	44.2%	0.67	15.1%	1.23	17.5%	0.46
69	321	Intuit22	50	51.4%	0.66	23.2%	1.00	15.9%	0.47
70	504	Agilent21	4	43.3%	0.66	25.8%	1.11	11.3%	0.00
71	223	Ross Stores22	57	74.0%	0.66	40.1%	0.96	14.5%	0.59
72	595	Skyworks Solution22	1	21.8%	0.66	6.2%	2.31	12.1%	0.00
73	323	Regeneron Pharma22	100	51.7%	0.65	30.7%	0.77	13.7%	0.44
74	448	Vertex 21	24	56.2%	0.65	33.6%	0.95	15.1%	0.20
75	242	Adobe21	30	37.5%	0.65	16.8%	0.81	15.7%	0.51
76	6	CVS22	310	65.8%	0.64	39.4%	0.87	11.6%	0.19
77	23	JP Morgan Chase22	1,022	46.4%	0.63	20.4%	1.00	11.5%	0.39
78	27	Walgreens22	12	61.4%	0.63	32.0%	0.40	16.4%	0.59
79	na	Accenture22	86	44.9%	0.63	18.9%	1.28	11.1%	0.24
80	401	Intrcntrl Exchange22	3	29.8%	0.59	12.2%	0.97	13.4%	0.00
81	228	Estee Lauder 21	65	76.7%	0.58	49.4%	0.62	12.2%	0.56
82	55	Goldman Sachs22	445	44.0%	0.57	19.3%	0.85	14.0%	0.39
83	101	Oracle22	41	36.3%	0.55	19.3%	0.80	10.4%	0.28
84	461	Lululemon 22	7	62.4%	0.53	38.0%	0.63	11.7%	0.81
85	758	Akamai 22	3	26.9%	0.53	13.3%	1.07	10.1%	0.00
86	632	Juniper Networks21	10	25.5%	0.52	8.7%	1.07	15.1%	0.18
87	269	IQVIA22	90	66.1%	0.51	40.0%	0.71	11.5%	0.32
88	682	Perkin Elmer21	9	47.6%	0.50	29.8%	0.44	10.4%	0.76
89	150	Gilead Sciences21	12	55.3%	0.48	16.0%	0.83	28.2%	0.16
90	315	MGM Resorts 22	21	48.6%	0.47	18.7%	0.76	12.9%	0.25
91	184	Blackrock21	19	43.5%	0.45	18.7%	0.65	17.0%	0.24
92	422	PVH 21	3	67.4%	0.44	39.3%	0.76	12.5%	0.00
93	348	Davita21	81	81.5%	0.42	43.3%	0.68	16.3%	0.16
94	564	Monster Beverage22	8	47.7%	0.42	19.5%	0.77	10.6%	0.47
95	524	Silicon Valley Brk21	3	52.1%	0.41	27.7%	0.52	13.6%	0.53
96	155	Applied Materials22	19	28.1%	0.38	9.3%	0.42	14.1%	0.36
97	167	AMD22	2	20.8%	0.34	5.7%	0.63	13.3%	0.27
98	12	Costco21	6	48.0%	0.32	26.0%	0.49	15.8%	0.00
99	582	Edwards Lifescience21	2	49.8%	0.31	22.5%	0.68	18.7%	0.00
100	703	Fortinet 22	7	31.5%	0.29	9.3%	0.42	18.6%	0.28
101	634	Par Pacific 21	0	31.7%	0.00	13.9%	0.00	12.5%	0.00

Exhibit C

Links to EEO-1 reports for 10 Companies in Figures 3 and 4

Netflix22

https://s22.q4cdn.com/959853165/files/doc_downloads/eeo-1_reports/2023/2022-netflix-eeo-1-consolidated-report.png

Analog Devices22

<https://www.analog.com/media/en/company-csr/eeo1-2022-summary-page.pdf>

Starbucks22

https://stories.starbucks.com/uploads/2024/02/EEO1_2022_A253494_A253494_2.pdf

Ebay22

<https://static.ebayinc.com/assets/Uploads/Documents/eBay-2022-EEO-1-Report.pdf>

Meta21

<https://about.fb.com/wp-content/uploads/2022/07/2021-Equal-Employment-Opportunity-Report.pdf>

GenDigital22

https://s201.q4cdn.com/771113172/files/doc_governance/2024/01/Gen-Digital-2022-EEO1-CERTIFIED.pdf

First Republic Bnk21

No longer available online since First Republic was acquired by JP Morgan Chase in 2023

Zoom21

<https://explore.zoom.us/media/zoom-2021-eeo-1-reports.pdf>

Microsoft22

<https://www.microsoft.com/en-us/corporate-responsibility/reports-hub>

Alphabet21

https://static.googleusercontent.com/media/about.google/en//belonging/diversity-annual-report/2021/static/pdfs/2021_Alphabet_Consolidated_EEO-1_Report.pdf

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About Ascend Foundation and Ascend

The Ascend Foundation is a 501(c)(3) organization that drives research, cultivates DEI best practices, and advocates for greater awareness of the challenges facing the Asian and Pacific Islander (API) community at work and beyond. In partnership with leading business organizations, the Foundation launches initiatives like the 5-Point Action Agenda, provides student scholarships, and publishes noteworthy reports that aim to increase recognition of API leadership.

Ascend is the largest global network advancing API professionals in the workplace and corporate boardrooms. With a mission to build community and ignite change, Ascend empowers leaders throughout their entire careers to rise to their full potential.

Visit ascendleadership.org for more information.



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