

# **Out & Equal Workplace Summit**

**“Building Corporate Community  
Partnerships with LGBT Asian  
Americans / South Asians”**

## PRESENTERS



**Glenn D. Magpantay, Esq.** Executive  
Director of the National Queer Asian  
Pacific Islander Alliance (NQAPIA)



**Clara Yoon** Founder, API Project of  
PFLAG NYC and a proud Korean mother  
of a transgender, bisexual son



**Michael Dumlao**, Chair of LGBT Forum  
“GLOBE of Booz Allen Hamilton

# About Asian Americans

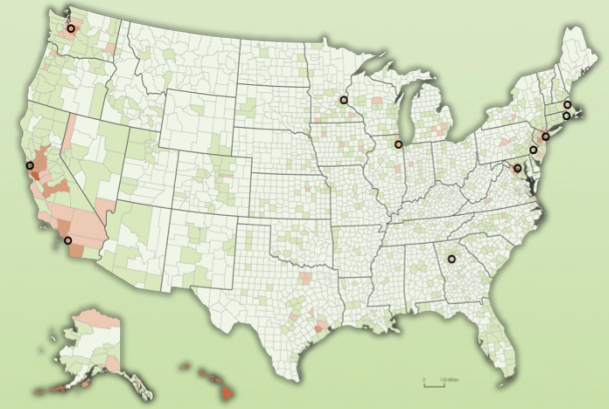
**18 Million** - Asian American population in the US

56% - Asian American population growth

**Fastest growing** minority group and increasing segment of the LGBT community

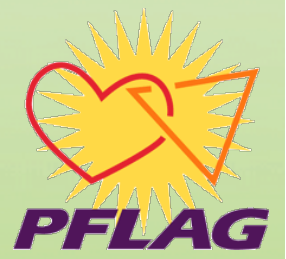
By 2060, **one out of ten** Americans will be of Asian descent.


Asians **largest set of new immigrants** to US (legal and undocumented).



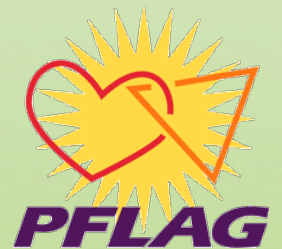
# Workshop Objectives

- learn ways that LGBT ERGs can be more inclusive of racial diversity,
- explore allyship with Asian American ERG/ BRG/ affinity groups, and
- explore challenges for employees at the intersection of sexual orientation/gender-identity, race/ ethnicity
- share ideas about effective and mutually beneficial corporate /community partnerships





Building Bridges Across  
LGBTQ and Asian Affinity  
Groups  
With Visibility



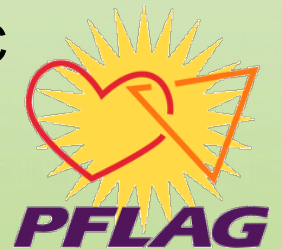
# Introduction



<https://www.linkedin.com/in/clara-yoon>

Email: [cyoon@pflagnyc.org](mailto:cyoon@pflagnyc.org)

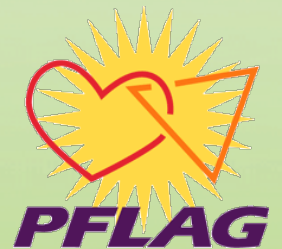
- Mother of Bisexual, Transgender Son
- First generation Korean immigrant
- Woman Technologist
- 20+ years of experience in corporate environment
- Co-chair of Ally Program in LGBT Network Steering Committee at Goldman Sachs
- Member of Asian Professional Network at Goldman Sachs
- Founder of API Rainbow Parents in PFLAG New York City chapter
- Board Member of PFLAG NYC





# Challenges of Being LGBTQ in Asian Community

- Keeping things private
- “Save face” for the family name
- English is not the first language for most families
- A false belief that LGBT individuals have a choice
- Strong religious community in certain ethnic groups
- Lack of role model in the API community & workplace





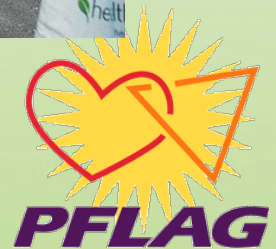


## Behind the Scene Approach

- Explicit conversation with Asian Professional Network leadership on LGBTQ topics
- Create awareness and visibility around Asian LGBTQ challenges with LGBT Network leadership
- Grass root, informal approach first as trial/pilot
- Personal connection to build trust and relationship
- Be mindful about confidentiality factor

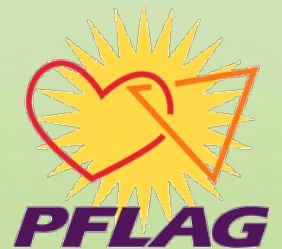
# Building Bridge with Visibility

Annual Lunar New Year for All march in Chinatown –  
Invite Asian Professional Network to march with API  
LGBTQ contingent



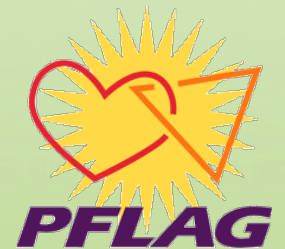
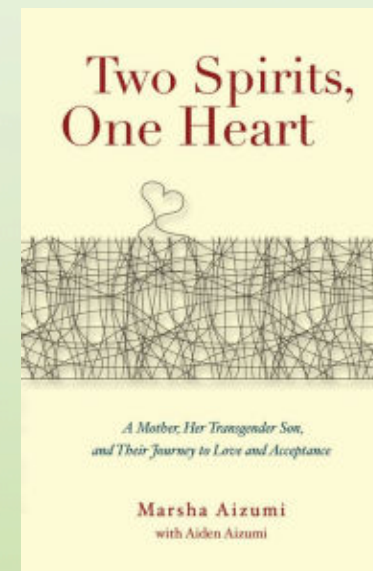
# Building Bridge with Visibility

George Takei as guest speaker in one of Asian American Heritage Month events at GS



# Building Bridge with Visibility


Marsha Aizumi, a mother of transgender son, as guest speaker in one of the Pride Month events at GS



# Best Practices

- Leverage diversity calendar i.e. Asian Heritage Month in May, Pride Month in June, Coming Out Day in October
- Create visibility through the company's website with articles & blog post
- Look for intersectionality opportunities in every aspect of employee engagement
- Partner with local API LGBTQ organizations and clubs in universities and NQAPIA / API Parents Group





**National Queer  
Asian Pacific  
Islander Alliance  
(NQAPIA)**

# About NQAPIA

- The National Queer Asian Pacific Islander Alliance is a **federation** of LGBTQ Asian American, South Asian, Southeast Asian and Pacific Islander **organizations**.
- We build a world where every LGBT API is **fully accepted in their families, jobs, places of worship, and communities**.
- **Signature Programs**
  1. Convenings & Trainings
  2. Advocacy – A national voice
  3. Promote LGBT AAPI Visibility



# Corporate & Community Partnerships

- **Networking Receptions** for LGBT Asian/ South Asian Professionals in Corporate, Finance, Law – NY, DC, SF
- **Community Catalyst Awards Dinners** – NY, DC, Boston
- **Nat'l Conferences** triennial:
  - Trainings on Career Advancement and Professional Development
- **ERG Alliances** between LGBT and APA for
  - APA Heritage Month (May)
  - LGBT Pride Month (June)
- **Marketing**-Combined reach
  - 19,539 on email
  - 27,611 on facebook





# Allyship: LGBT API Family Acceptance

- **Workshops** of API Parents who love their LGBT Children
- **Video** Public Service Announcement (PSA)
  - Bilingual in 7 Asian languages
  - Aired on ethnic TV – **13.9 million** viewers
  - 37K on social media
- **Multilingual Leaflets** for Parents
  - **20** Asian languages
  - New trans leaflet



## QUESTIONS FOR



**Glenn D. Magpantay, Esq.** Executive Director of the National Queer Asian Pacific Islander Alliance (NQAPIA)



**Clara Yoon** Founder, API Project of PFLAG NYC and a proud Korean mother of a transgender, bisexual son



**Michael Dumlao**, Chair of LGBT Forum  
“GLOBE of Booz Allen Hamilton