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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

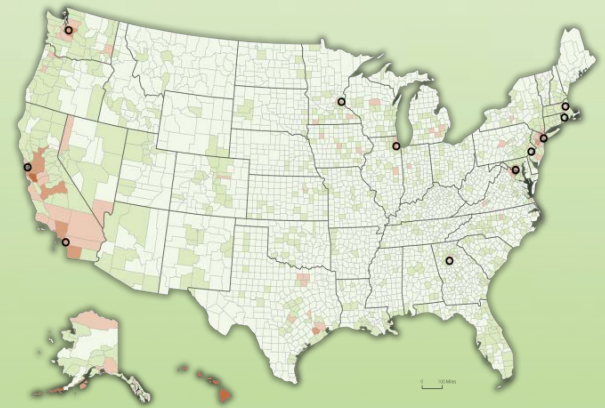
18 Million - Asian American population in the US

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

Intentional Inclusion & Intersections

*Intentional inclusion, leadership and
thinking differently about
intersectionality*





ABOUT INTENTIONAL INCLUSION

OR THE CASE FOR THE QUOTA

2016 White House LGBT Innovation Summit



Marisa Erin Photography

Intentional Inclusion

LESSONS FROM THE 2016 WHITE HOUSE LGBT INNOVATION SUMMIT *(or: stealing ideas from the lesbians)*

- When it comes to diversity, don't just cast a net. Use a harpoon.
- Practice **proactive** inclusive recruiting in your membership but particularly in your leadership cohort
- Focus on professional practice as a platform, not just demographics



TECH UP

Intentional Inclusion

50% people of color
50% women
20% transgender + gender nonconforming
geography
company size
type of company
skills



The People of Booz Allen

ABOUT BOOZ ALLEN HAMILTON

- Our founder invented management consulting in 1914
- We have 23,000 consultants who specialize in management, big data and analytics, systems delivery, cyber & engineering
- 85% revenue comes from U.S. Government (mostly defense) though fastest growth is in commercial & international

ABOUT GLOBE

- Launched in 1999
- 500+ members
- Chapters in Washington, DC Metro, Baltimore MD, Philadelphia PA, New York NY, Boston MA, Norfolk VA, Charleston SC, Huntsville AL, San Antonio TX, St Louis MO, Fort Knox KY, Columbus OH, San Diego CA, London UK, Abu Dhabi UAE, Singapore.

Applied Affirmative Action

FOCUSED ON GLOBE BOARD LEADERSHIP

16 GLOBE Board Members:

- * 50% People of Color
- * 50% Women
- * 3 veterans
- * 2 allies
- * 4 members of Asian descent
- * All capabilities

- Set up a quota and criteria
- Focused on leadership because the GLOBE Board drives programming and is the most visible part of the LGBT and Ally community
- Diverse leaders and program drivers = diverse, empathetic, relevant, **useful** programming
- Direct connection to firm-wide business priorities and drivers



RE-THINKING INTERSECTIONAL ITY

GOING BEYOND DEMOGRAPHICS TO BUILD ALLYSHIP WHERE
THEY ARE



Hacking for Equality

USING OUR PROFESSIONAL PRACTICE AS A PLATFORM

- A majority of our Asian and Asian-American workforce worked (and belonged to networks) in software engineering, data science and analytics
- Partnered with our Engineering, Data Science and IT Strategy professional communities & cohorts on a series of hackathons for social good
- Introduced LGBT issues (teen & veteran homelessness, suicide prevention, LGBT census data) to a community that would not have intersected otherwise
- Built allyship between straight and queer developers

Connecting with Lesbians Who Tech

FOCUSING ON QUEER WOMEN OF COLOR IN STEM

- Growing history and cohort of queer women of Asian descent in Booz Allen
- GLOBE Board member Pri (former) and Heather lead partnership with Lesbians Who Tech
- Focus on professional practice and network to build visibility and help recruit more queer women and women of color

Heather, Data Scientist



Diversifying the Walk to End HIV

HOW A KOREAN TIGER-MOTHER'S SON TOOK OVER AIDS WALK

- GLOBE Board member Danny came to Booz Allen with a passion for HIV/AIDS activism and community outreach
- Aligned GLOBE walk activities with the Asian American Forum, Latin American Forum and African American Forum
- Expanded programming to include a national celebration on World AIDS Day that features:
 - Firm-wide display of AIDS Quilt in headquarters and main satellites
 - Film screenings
 - Volunteer efforts with Food & Friends and other organizations
 - Targeted discussion panels and workshops on how HIV/AIDS affects communities of color

Lead With Intentional Diversity

HOW A FILIPINO TIGER-LOLA'S GRANDSON TOOK LEADERSHIP OF A FORTUNE 500 BRAND

- In steering the brand evolution of Booz Allen Hamilton, I am making it inclusive and diverse because I don't know any other way to do so

IN CONCLUSION

- Be proactive about inclusion
- Leaders are a good place to focus
- Think differently about intersections beyond demographics

CONTACT ME

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Building Bridges Across LGBTQ and Asian Affinity Groups With Visibility

Introduction



- 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

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

Email: cyoon@pflagnyc.org



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



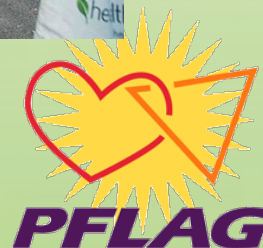
Behind the Scene Approach

- 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



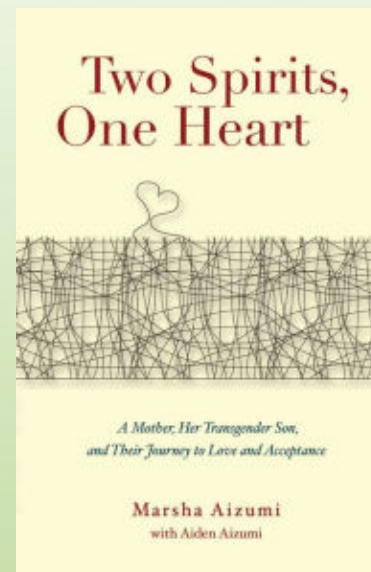
Building Bridge with Visibility

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



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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)



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