



February 12, 2024

Dear Corporate Leaders:

On behalf of the Congressional Asian Pacific American Caucus (CAPAC), we write to inquire about your company's diversity, equity, and inclusion practices for Asian Americans, Native Hawaiians, and Pacific Islanders (AANHPI) at the most senior levels of your company. CAPAC was founded in 1994 and is composed of 75 Members of Congress, including Members who are Asian American, Native Hawaiian, or Pacific Islander and those who represent large AANHPI constituencies. Our caucus is fully committed to protecting and advancing the needs, interests, and aspirations of AANHPIs, and recognizes the critical role that diversity, equity, and inclusion initiatives play in advancing equity for our communities. Given current legal challenges to such programs, we appreciate the enormous efforts from our partners across different sectors to uphold their commitment to diversity, equity, and inclusion, and we hope to learn more about how your corporation is also working to affirm these principles, as well as your engagement with and investment in the AANHPI community.

According to the U.S. Census Bureau, AANHPIs are the fastest growing racial population in our country, growing by double-digits in nearly all of the 50 states. Collectively, AANHPIs represent approximately six percent of the U.S. population. As AANHPI communities continue to grow, so does our buying power and influence. In fact, Asian American buying power in the United States is currently \$1.3 trillion – larger than the economies of all but 16 countries worldwide.^{1,2}

Despite our significant population growth and all that we have achieved in the U.S., AANHPIs still remain severely underrepresented at the senior-most levels of the largest U.S. corporations, particularly within the Fortune 100 companies. A study conducted by Leadership Education for Asian Pacifics, a nonprofit organization based in Los Angeles, revealed that AANHPIs hold only 2.7 percent of the total number of corporate board seats.^[2]

This lack of diversity in Corporate America is of deep concern to CAPAC because many of these companies have claimed for years that it is their over-arching goal to reflect the diversity of their customer base and the communities they serve. However, years of work to address racial equity have historically not always included AANHPI communities, until a surge in pandemic-fueled anti-Asian hate, and specifically the tragic Atlanta spa shootings in 2021 that killed eight individuals, including six Asian women. In the years since the pandemic began in 2020, over 11,500 hate crimes and incidents targeting individuals of Asian descent have been reported

¹ <https://nielseniq.com/wp-content/uploads/sites/4/2023/05/33919-diverse-voices-asian-american-consumer-report-d03.pdf>

² Report for Selected Countries and Subjects (imf.org)

nationwide. Since 2021, many more Fortune 100 companies have been intentional about their inclusion of AANHPIs when discussing racial equity, but there is still more progress to be made.

Without executive leadership representation at Fortune 100 companies, AANHPI employees have fewer role models and fewer internal champions to guide and mentor them. Corporate leaders also have fewer internal resources to guide them in fully understanding the needs and aspirations of AANHPI consumers.

In order to better understand your diversity, equity, and inclusion efforts and work with the AANHPI community, we request that you provide the following information no later than March 31, 2024:

1. The current number of C-Suite/Senior Executive Management members in your organization of Asian American, Native Hawaiian and/or Pacific Islander heritage, including the percentage of AANHPIs at this level.
2. The current number of employees in your company's government relations/affairs department of Asian American, Native Hawaiian, and/or Pacific Islander heritage, including the percentage of AANHPIs as part of the entire federal government affairs team.
3. The percentage of overall corporate philanthropic funding devoted to the AANHPI community, and a list of the AANHPI organizations with whom you work.
4. The percentage of all contract dollars awarded to AANHPI-owned businesses who serve as vendors to your company.
5. Specific examples of programs and initiatives you employ to advance diversity, equity, inclusion, and engagement throughout your organization.
6. Any other information you would like to furnish about your diversity, equity, and inclusion efforts in the AANHPI community.

Please send your response via email to nisha.ramachandran@mail.house.gov or in written format to:

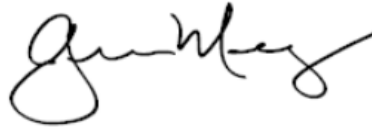
The Congressional Asian Pacific American Caucus
Attn.: AANHPI Fortune 100 Diversity Survey
2423 Rayburn House Office Building
Washington, DC 20515

If you have any questions regarding this request, please do not hesitate to contact CAPAC's Executive Director, Nisha Ramachandran, at nisha.ramachandran@mail.house.gov or (202) 225-5464. Thank you for your support and participation. We look forward to your response.

Sincerely,



Judy Chu
CAPAC Chair



Grace Meng
CAPAC First Vice-Chair



Mark Takano
CAPAC Second Vice-Chair



Ted Lieu
CAPAC Whip



Jill Tokuda
CAPAC Freshman Representative