

May Diversity Message -

Have you heard of the "Bamboo Ceiling"? The term was coined by Jane Hyun in her book focusing on Asians in the workplace, *Breaking the Bamboo Ceiling: Career Strategies for Asians*. It is defined as a combination of individual, cultural, and organizational factors that impede Asian Americans' career progress inside organizations. Since then, a variety of sectors (including nonprofits, universities, and the government) have discussed the impact of the ceiling as it relates to people of Asian descent and the challenges they face. As described by a senior writer at Fortune magazine, "bamboo ceiling" refers to the processes and barriers that serve to exclude Asians and American people of Asian descent from executive positions on the basis of subjective factors such as "lack of leadership potential" and "lack of communication skills" that cannot actually be explained by job performance or qualifications.