

1: Women Who Lead – provides retreat experiences and coaching services

Get this from a library! For women to lead-- ideas and experiences from Asia: a study on the legal and political impediments to gender equality in governance.

Gregorio Billikopf University of California To all who took the proxemics survey between December and June a warm thank you! We are in the process of analyzing the data. Helping Others Resolve Differences, which you may download free here. I was there to provide some technical assistance in the area of agricultural labor management. One of my interpreters, once I was there, explained that a gentleman will pour the limonad type of juice for the ladies and show other courtesies. Toward the end of my three week trip I was invited by my young Russian host and friend Nicolai Vasilevich and his lovely wife Yulya out to dinner. At the end of a wonderful meal Yulya asked if I would like a banana. I politely declined and thanked her, and explained I was most satisfied with the meal. But the whole while my mind was racing: Do I offer her a banana even though they are as close to her as they are to me? What is the polite thing to do? So all the while thinking about Russian politeness I picked the banana Yulya had pointed at and peeled it half way and handed it to her. After this experience I spent much time letting the world know that in Russia, the polite thing is to peel the bananas for the ladies. Sometime during my third trip I was politely disabused of my notion. And here I had been proudly telling everyone about this tidbit of cultural understanding. Certain lessons have to be learned the hard way. Some well meaning articles and presentations on cultural differences have a potential to do more harm than good and may not be as amusing. They present, like my bananas, too many generalizations or quite a distorted view. Some often-heard generalizations about the Hispanic culture include: Hispanics need less personal space, make less eye contact, touch each other more in normal conversation, and are less likely to participate in a meeting. Generalizations are often dangerous, and especially when accompanied by recommendations such as: Here is an attempt to sort out a couple of thoughts on cultural differences. My perspective is that of a foreign born-and-raised Hispanic who has now lived over two decades in the United States and has had much opportunity for international travel and exchange. Commonality of humankind Differences between people within any given nation or culture are much greater than differences between groups. Education, social standing, religion, personality, belief structure, past experience, affection shown in the home, and a myriad of other factors will affect human behavior and culture. Sure there are differences in approach as to what is considered polite and appropriate behavior both on and off the job. In some cultures "yes" means, "I hear you" more than "I agree. For instance, someone who walks into a group of persons eating would say provecho enjoy your meal. In Chile, women often greet both other women and men with a kiss on the cheek. In Russia women often walk arm in arm with their female friends. Paying attention to customs and cultural differences can give someone outside that culture a better chance of assimilation or acceptance. Ignoring these can get an unsuspecting person into trouble. Hence, we are comparing two bell curves and generalization cannot be avoided. True and true, but the danger comes when we act on some of these generalizations, especially when they are based on faulty observation. Acting on generalizations about such matters as eye contact, personal space, touch, and interest in participation can have serious negative consequences. Cross-cultural and status barriers Sometimes, observations about cultural differences are based on scientific observation see, for instance, Argyle, Michael, Bodily Communication, 2nd ed. Argyle cites several studies on non-verbal communications and culture see pp. According to the studies cited, Latin Americans make more eye contact, face each other more, and touch more p. Strong eye contact used by Hispanics goes along with my observations. If Hispanics face each other more, it is probably because of the need for eye contact. I do not believe that Hispanics touch more, with the exception of some very specific social contexts, one of them being between dating or married couples. One of the studies cited more contact among Latin American couples p. Another study showed that Latin Americans stand closer than North Americans something that goes contrary to my observations but that there are regional variations among countries p. Argyle asserts that there are few genuine cross-cultural studies in the area of spatial behavior. Interestingly, yet another study p. Much of the differences in culture have to do with food preparation, music,

and what each culture considers politeness. Food preparation, for instance, can be quite different in various cultures. One farmer could not understand why his workers did not attend a specially prepared end-of-season meal. The meal was being prepared by the farm owners. Instead, when the farm operators provide the beef, pork or other meat but delegate the actual preparation to the workers who can spice up their own way, such a celebration meal can be a great success. Similarly, a dairy farmer found out that his Mexican employees were not too excited about getting ground beef as a perk. With world globalization, even tastes in food and music are rapidly changing, however. While I have not conquered this disagreeable human inclination, I feel I am beginning to see the way. Often, observations on cultural differences are based on our own weakness and reflect our inability to connect with that culture. I remember that on several occasions I felt my personal space was being invaded and wondered how Anglo-Saxon men could stand being so close to each other. After all these years, I still feel uncomfortable sitting as close to other men as often dictated by chair arrangements in the US. I am not the exception that proves the rule. Jill Heiken, an HRnet correspondent, explained her learning process this way: It is sort of funny because my wife now realizes that I need to have eye contact while we talk. They were all panicked because I kept looking at my mother as I drove. They felt I was not looking at the road enough and thought we would drive off the mountain. I have a very high need for eye contact. Besides being a native Chilean, I have met, taught, been taught, roomed with, studied with, worked for, worked with, been supervised by, supervised, and been friends with Hispanics from almost every Spanish-speaking country in the world. I have interviewed and done research among hundreds of Hispanic farm workers and have noticed no difficulties with poor eye contact or invasion of personal space. Nor have I ever had difficulties in these areas with people from other nations or cultures. Strong eye contact is partially a factor of shyness; partly a measure of how safe a person feels around another. If those who have written about poor eye contact on the part of Hispanics would walk down a mostly minority neighborhood at dusk, they may also find themselves looking at the ground and making less eye contact. Cross-cultural observations can easily be tainted and contaminated by other factors. Perceived status differences can create barriers between cultures and even within organizations. For instance, farm managers, instructors, and foreign volunteers through universities, peace corps, farmer-to-farmer programs, etc. A person with this status differential will have to show, by word and action, that she values the potential contributions of those she works with. Until this happens she will only obtain compliance but never commitment. At times, then, it may appear that some workers or students, especially when there are social or ethnic differences, do not participate as easily. This is not because they do not have ideas to contribute, but rather, because they may need a little convincing that their ideas would be valued. Once this floodgate of ideas is opened, it will be difficult to stop it. In some sub-cultures, once a person has given an opinion, others are unlikely to contradict it. That is why some organizations ask their least senior employees to give an opinion first, as few will want to contradict the more senior employees. Setting up the discussion from the beginning as one where one desires to hear all sort of different opinions, can be very fruitful both in the workplace and in the classroom. Americans have been historically welcome in most of Hispanic America. With a few exceptions they are looked up to, resulting in deferential treatment. This deferential and polite treatment should not be confused for weakness, lack of interest, and the like. Studies conducted some years ago showed African American children preferred White dolls. The Second Edition, Free Press, I believe Hispanics are also valuing their contributions more than in the past, and less subservient behaviors will be observed. Only through equality of respect between races and nations can we reach positive international relations in this global economy as well as peace at home. Cultural and ethnic stereotypes do little to foster this type of equality. Breaking through status barriers can take time and effort. The amount of exertion will depend on many factors, including the skill of the manager teacher, volunteer on the one hand, and how alienated and disenfranchised from the main stream the person he is trying to reach feels. For example, in East Africa, a non-Black manager speaks to the Black African accountant and the accountant makes little eye contact and responds with submissive "Yes, Sirs" regardless of what he hears. When the manager exits, this same accountant makes plenty of eye contact and is full of ideas and creativity when dealing with those of his same and different race. In another example, an adult class of Hispanic farm workers says nothing to their Anglo-Saxon instructor over a three day period--even though they do not

understand what is being taught. This same group of farm workers, when given a chance to be active participants in the learning process, become, in the words of a second Anglo-Saxon instructor at the same junior college, "the best class of students I have ever taught. He advises others not to expect much participation from Hispanics. The first perceives that the lack of participation is somewhat inherent in the Hispanic population; the latter assumes her gender is the cause. Meanwhile, other Hispanic instructors create so much enthusiasm and active participation from the Hispanic audiences they work with, that those who walk by wonder what is going--and why participants seem to be having so much fun. It is not a cultural difference if someone can totally involve a group into a discussion, within minutes, even when that group has had little experience with a more participatory method in the past. Conclusions Stereotyping can have intense negative effects, especially when educators or managers make fewer attempts to involve those of other cultures because they have been taught not to expect participation! Or do not realize there may be something wrong when a student or employee of a different ethnicity makes little eye contact with them. Faye Lee, a concerned Japanese-American wrote:

2: Gender inequality - Wikipedia

About Women Who Lead Voted by CMO Asia and the World Federation of Marketing and Sustainability, as one of the top 50 female leaders in Asia, Natalie is an experienced innovation and leadership development specialist.

Gender differences in humans Natural differences exist between the sexes base on biological and anatomic factors, most notably differing reproductive roles. Biological differences include chromosomes and hormonal differences. Men have larger lung volumes and more circulating blood cells and clotting factors, while women have more circulating white blood cells and produce antibodies faster. These changes are influenced by the male sex hormone testosterone , which increases visuospatial memory in both genders when administered. In the eyes of society, gender has a huge role to play in many major milestones or characteristics in life; like personality. The colour blue is most commonly associated with boys and they get toys like monster trucks or more sport related things to play with from the time that they are babies. Girls are more commonly introduced to the colour pink, dolls, dresses, and playing house where they are taking care of the dolls as if they were children. The norm of blue is for boys and pink is for girls is cultural and has not always historically been around. Throughout life males and females are seen as two very different species who have very different personalities and should stay on separate paths. This has historically been understood as a cause of the gendered wage gap but is no longer a predominant cause as women and men in certain occupations tend to have similar education levels or other credentials. Even when such characteristics of jobs and workers are controlled for, the presence of women within a certain occupation leads to lower wages. This earnings discrimination is considered to be a part of pollution theory. This theory suggests that jobs which are predominated by women offer lower wages than do jobs simply because of the presence of women within the occupation. As women enter an occupation, this reduces the amount of prestige associated with the job and men subsequently leave these occupations. The entering of women into specific occupations suggests that less competent workers have begun to be hired or that the occupation is becoming deskilled. Men are reluctant to enter female-dominated occupations because of this and similarly resist the entrance of women into male-dominated occupations. With horizontal segregation, occupational sex segregation occurs as men and women are thought to possess different physical, emotional, and mental capabilities. These different capabilities make the genders vary in the types of jobs they are suited for. This can be specifically viewed with the gendered division between manual and non-manual labor. It is figured by dividing the average annual earnings for women by the average annual earnings for men. The glass ceiling effect is also considered a possible contributor to the gender wage gap or income disparity. The term glass ceiling implies that invisible or artificial barriers exist which prevent women from advancing within their jobs or receiving promotions. These barriers exist in spite of the achievements or qualifications of the women and still exist when other characteristics that are job-relevant such as experience, education, and abilities are controlled for. The inequality effects of the glass ceiling are more prevalent within higher-powered or higher income occupations, with fewer women holding these types of occupations. The glass ceiling effect also indicates the limited chances of women for income raises and promotion or advancement to more prestigious positions or jobs. Statistical discrimination indicates the likelihood of employers to deny women access to certain occupational tracks because women are more likely than men to leave their job or the labor force when they become married or pregnant. Women are instead given positions that dead-end or jobs that have very little mobility. In the event of a business failure women often return to their domestic lifestyle despite the absence of income. On the other hand, men tend to search for other employment as the household is not a priority. Whites comparatively have the greatest wage gap between the genders. There are some exceptions where women earn more than men: According to a survey on gender pay inequality by the International Trade Union Confederation , female workers in the Gulf state of Bahrain earn 40 percent more than male workers. Women are highly underrepresented on boards of directors and in senior positions in the private sector. This meant that the marriage market available to any women who "delay[ed] marriage to pursue a career These participants also selected a higher starting salary and offered more career mentoring to the male applicant. White male

dolls were the ones children preferred to play with. The pay discrepancy could not be explained by specialty choice, practice setting, work hours, or other characteristics. A study done by Szymanowicz and Furnham, looked at the cultural stereotypes of intelligence in men and women, showing the gender inequality in self-presentation. Men however would much more readily discuss their own intelligence with a potential partner. Females would disclose IQ more often than men with the expectation that a real true friend would respond in a positive way. Intelligence continues to be viewed as a more masculine trait, than feminine trait. The article suggested that men might think women with a high IQ would lack traits that were desirable in a mate such as warmth, nurturance, sensitivity, or kindness. The inequality is highlighted when a couple starts to decide who is in charge of family issues and who is primarily responsible for earning income. Women may be expected to put their educational and career goals on hold in order to raise children, while their husbands work. However, women who choose to work as well as fulfill a perceived gender role of cleaning the house and taking care of the children. Despite the fact that different households may divide chores more evenly, there is evidence that supports that women have retained the primary caregiver role within familial life despite contributions economically. This evidence suggest that women who work outside the home often put an extra 18 hours a week doing household or childcare related chores as opposed to men who average 12 minutes a day in childcare activities. There was a study conducted at an "urban comprehensive school". They were asked questions regarding their views in sexual inequality. Many parents were for the equal pay for men and women. They also were in favor for men to help with the housework. In this study, the majority of the people who were interviewed wanted gender equality and more people wants a change in gender roles. Where men stay home, cleans, and cooks while the women can work and help support the family. In the article, it says that in , there was data recorded that women spent the most time care-tending with the home and family. There was a study made with the gender roles with the males and females, The results showed that as women spend less time in the house, men have taken over the role as the mother. The article also said that women who work spend less time within the house and with their children if they have any. Furthermore, men are taking the roles of women in the homes and its changing as time goes on. Have Gender Roles Changed? However, it should be noted that this study was a self-reporting study, where men evaluate themselves on their own perceived capabilities. Additionally, this study is inevitably subject to the significant bias associated with self-reported data. This turns the alleged digital gender divide into an opportunity: Property inheritance[edit] Many countries have laws that give less inheritance of ancestral property for women compared to men. This is a social process and displays how current policies in place can affect people. For example, media advertisements display young girls with easy bake ovens promoting being a housewife as well as with dolls that they can feed and change the diaper of promoting being a mother.

3: Gender Equality and Women's Empowerment | U.S. Agency for International Development

Identifying common experiences increases women's willingness to talk openly, take risks, and be vulnerable without fearing that others will misunderstand or judge them.

Men of Color White Men Total percent of women and men per level in race and gender pipeline may not sum to overall corporate pipeline totals, as the race pipeline only includes companies that were able to supply race data. Due to rounding, representation by race may sum to or 99 within some levels. The main takeaways Companies need to treat gender diversity like the business priority it is. Experts agree that articulating a business case, setting goals and reporting on progress, and rewarding success are key to driving organizational change. When it comes to gender diversity, more companies need to put these practices in place. Women are doing their part. And contrary to conventional wisdom, they are staying in the workforce at the same rate as men. There needs to be a whole lot more accountability. Companies need to be accountable for developing, mentoring, and sponsoring women. And they have to become accountable for hiring more women so that the pipeline is full. Without that kind of accountability, talk about diversity is just lip service. The two biggest drivers of the pipeline are hiring and promotions, and companies are disadvantaging women in these areas from the beginning. At the first critical step up to manager, the disparity widens further. Women are less likely to be hired into manager-level jobs, and they are far less likely to be promoted into them. This early inequality has a profound impact on the talent pipeline. Starting at the manager level, there are significantly fewer women to promote from within and significantly fewer women at the right experience level to hire in from the outside. So even though hiring and promotion rates improve at more senior levels, women can never catch up. For every men promoted to manager, just 79 women are promoted. This gap in the promotion rate to manager is worse for women of color. Most notably, for every men promoted to manager, only 60 Black women are. If companies continue to hire and promote women to manager at current rates, the number of women in management will increase by just one percentage point over the next ten years. I sit on our promotion committee. One thing I see is that when women are given more scope and responsibility, and then they deliver success, it takes six months to a year for them to be recognized. Women are more likely to face everyday discrimination or microaggressions like being subjected to demeaning comments, having to provide more evidence of their competence, or being mistaken for someone much more junior. Sexual harassment also continues to pervade the workplace: Women and men point to the need for companies to do more to create a safe and respectful work environment. Forty percent say that disrespectful behavior toward women is often quickly addressed by their company. I was in the elevator and pressed the button for the executive office. The interns are going to this floor. One in five women is an Only, and they are having a significantly worse experience than women who work with more women. They are more likely to deal with microaggressions. They often feel on guard, pressure to perform, and left out. And they are almost twice as likely to have been sexually harassed during the course of their career. These negative experiences take a toll on women Onlys. Despite having higher ambitions to be promoted and become a top executive, they are 1. Men Onlys most frequently say they feel included. I feel like I have to represent the entire race. I need to come across as more than proficient, more than competent, more than capable. I know that seems really heavy, but that is often how I feel. But a lot of Black Americans do feel like that. The benefits of diversity are proven: This report includes concrete, evidence-based steps that organizations can take right now that will make a difference. We hope companies seize this opportunity. Sign up for the study Acknowledgments LeanIn. Their information and insights offer new visibility into the state of women in the workplace and the steps that companies can take to achieve gender equality.

4: 15 Top Girlfriend Getaways

ideas concerning identity and the intersection of multiple identities to understand the way in which gender mediates and shapes the experience of women in the workplace.

Courtesy Trump SoHo By Carrie Havranek Gather up those college roommates or far-flung female family members for a long-overdue girlfriend getaway of pampering and togetherness. In fact, Scottsdale is believed to have more spas per capita than any other place in the U. At the Sanctuary Spa and Resort in nearby Paradise Valley, carve out some down time in the meditation garden or by the reflecting pond. The rooftop pool at Willow Stream Spa, Fairmont Scottsdale Princess View Next Slide Courtesy of Canyon Ranch Hotel and Spa Resort Spa Deals Massages and skin treatments always go over well on girlfriend getaways—but with so many spas entering the market, how can you sort out the good spas from the so-so ones, and how can you learn about which ones have current specials? Love everything about Italy except the long flight? Grab the gals for a gondola ride at the Venetian. Now that should get your adrenaline going for some late-night partying. Hood -- still within sipping distance of what wine lovers call "a world of wines in 40 miles. Admittedly, the boot camp is more of a skills-related immersion experience than a by-the-books vacation, but intensive learning suits many people, and at the very least, you and your friends can reap the rewards at dinner parties to come. Twenty boot camps run year-round for two, three, four, or five days. A female staff member escorts you to the door and handles all room service and housekeeping inquiries. Small touches—such as a make-up mirror, a hair dryer, bedroom slippers, and a pile of glossy magazines—can make all the difference after a long flight. The five-star boutique hotel, less than a minute walk to Buckingham Palace, offers high tea in the afternoon. Luckily, there are also some upscale hotels and resorts to choose from. At this luxury hotel, lounging on the private pink-sand beach is all but required. Girlfriend getaway-themed packages may include spa credits or a special three-course dinner. Packages may include the choice of a rental car, a minute massage, or a two-hour surfing lesson. The eco-friendly retreat center offers yoga and Pilates classes, plus more active diversions such as hiking, surfing, and horseback riding. Or look at the offerings of Call of the Wild tel. Adventure Vacations There are scores of companies that lead women-only trips around the world. Extremely popular for booking multigenerational travel, these companies can help you plan big adventures. Gutsy Women Travel tel. It goes all over the world, including venturing to Cuba and booking blocks of cabins on cruises.

5: Cultural Differences

How Men and Women Lead Differently. For much of the twentieth century, most scientists assumed that women were essentially small men, neurologically and in every other sense except for their reproductive functions.

This new edition of our report on Asian Americans provides data on 14 smaller Asian origin groups with population counts below 1 million in the Census, along with detailed data on the economic and demographic characteristics of adults in nine of these groups. Our original report contained survey and Census data on all Asian Americans as well as specific information on the six largest Asian origin groups. Asian Americans are the highest-income, best-educated and fastest-growing racial group in the United States. They are more satisfied than the general public with their lives, finances and the direction of the country, and they place more value than other Americans do on marriage, parenthood, hard work and career success, according to a comprehensive new nationwide survey by the Pew Research Center. A century ago, most Asian Americans were low-skilled, low-wage laborers crowded into ethnic enclaves and targets of official discrimination. Today they are the most likely of any major racial or ethnic group in America to live in mixed neighborhoods and to marry across racial lines. Asians recently passed Hispanics as the largest group of new immigrants to the United States. The educational credentials of these recent arrivals are striking. This is double the share among recent non-Asian arrivals, and almost surely makes the recent Asian arrivals the most highly educated cohort of immigrants in U. Compared with the educational attainment of the population in their country of origin, recent Asian immigrants also stand out as a select group. Recent Asian immigrants are also about three times as likely as recent immigrants from other parts of the world to receive their green cards—or permanent resident status—on the basis of employer rather than family sponsorship though family reunification remains the most common legal gateway to the U. The modern immigration wave from Asia is nearly a half century old and has pushed the total population of Asian Americans—foreign born and U. S born, adults and children—to a record high. Asian Americans trace their roots to any of dozens of countries in the Far East, Southeast Asia and the Indian subcontinent. Each country of origin subgroup has its own unique history, culture, language, religious beliefs, economic and demographic traits, social and political values, and pathways into America. But despite often sizable subgroup differences, Asian Americans are distinctive as a whole, especially when compared with all U. According to the Pew Research Center survey of a nationally representative sample of 3,000 Asian Americans, conducted by telephone from Jan. 2002 to Feb. 2003, they also stand out for their strong emphasis on family. Their living arrangements align with these values. They are more likely than the general public to live in multi-generational family households. Asian Americans have a pervasive belief in the rewards of hard work. By their own lights, Asian Americans sometimes go overboard in stressing hard work. The immigration wave from Asia has occurred at a time when the largest sending countries have experienced dramatic gains in their standards of living. But few Asian immigrants are looking over their shoulders with regret. And by lopsided margins, Asian Americans say the U. S. is better than their country of origin as being superior on just one of seven measures tested in the survey—strength of family ties. The survey was conducted only among Asian Americans currently living in the U. S. As is the case with all immigration waves, a portion of those who came to the U. S. have returned. However, return migration rates are estimated to be lower for immigrants from Asia than for other immigrants, and naturalization rates—that is, the share of eligible immigrants who become U. S. citizens. For more details, see Chapter 1. Asians in the U. S. For example, adults living in China are more satisfied with the way things are going in their country than Chinese Americans are with the way things are going in the United States. By contrast, the publics of India and Japan have a more downbeat view of the way things are going in their countries than their counterpart groups do about the U. S. Across the board, however, U. S. Asians are more likely than Asians in Asia to say their standard of living is better than that of their parents at a similar stage of life. Asians also exceed Asians in their belief that hard work leads to success in life. And while many U. S. Asians say that Asian-American parents place too much pressure on their children to do well in school, even more Chinese and Japanese say this about parents in their countries. For more details on these and other cross-national comparisons, see Chapter 4. For example, Indian Americans lead all other groups by a

significant margin in their levels of income and education. Seven-in-ten Indian-American adults ages 25 and older have a college degree, compared with about half of Americans of Korean, Chinese, Filipino and Japanese ancestry, and about a quarter of Vietnamese Americans. More than seven-in-ten Japanese and two-thirds of Filipinos live in the West, compared with fewer than half of Chinese, Vietnamese and Koreans, and only about a quarter of Indians. The religious identities of Asian Americans are quite varied. According to the Pew Research survey, about half of Chinese are unaffiliated, most Filipinos are Catholic, about half of Indians are Hindu, most Koreans are Protestant and a plurality of Vietnamese are Buddhist. Among Japanese Americans, no one group is dominant: There are subgroup differences in social and cultural realms as well. Japanese and Filipino Americans are the most accepting of interracial and intergroup marriage; Koreans, Vietnamese and Indians are less comfortable. Koreans are the most likely to say discrimination against their group is a major problem, and they are the least likely to say that their group gets along very well with other racial and ethnic groups in the U. In contrast, Filipinos have the most upbeat view of intergroup relations in the U. The Japanese are the only group that is majority U. Their pathways into the U. The Vietnamese are the only major subgroup to have come to the U. Asian Americans have varying degrees of attachment to relatives in their home countries—likely reflecting differences in the timing and circumstances of their immigration. They have different naturalization rates. Fully three-quarters of the foreign-born Vietnamese are naturalized U. History Asian immigrants first came to the U. They endured generations of officially sanctioned racial prejudice—including regulations that prohibited the immigration of Asian women; the Chinese Exclusion Act of 1882, which barred all new immigration from China; the Immigration Act of 1892 and the National Origins Act of 1924, which extended the immigration ban to include virtually all of Asia; and the forced relocation and internment of about 120,000 Japanese Americans after the Japanese attack on Pearl Harbor in 1941. Large-scale immigration from Asia did not take off until the passage of the landmark Immigration and Nationality Act of 1952. Over the decades, this modern wave of immigrants from Asia has increasingly become more skilled and educated. Today, recent arrivals from Asia are nearly twice as likely as those who came three decades ago to have a college degree, and many go into high-paying fields such as science, engineering, medicine and finance. This evolution has been spurred by changes in U. These trends have raised the education levels of immigrants of all races in recent years, but Asian immigrants exceed other race and ethnic groups in the share who are either college students or college graduates. It is not yet possible to make any full intergenerational accounting of the modern Asian-American immigration wave; the immigrants themselves are still by far the dominant group and the second generation has only recently begun to come into adulthood in significant numbers. Among all second-generation Asians, the median age is just 17; in other words, about half are still children. But on the basis of the evidence so far, this immigrant generation has set a bar of success that will be a challenge for the next generation to surpass. The two groups also have similar shares in poverty and homeownership rates. Not surprisingly, when it comes to language fluency, there are significant differences between the native- and foreign-born adults. Family formation patterns are also quite different. Among adults, the median age is 30, versus 44 for the foreign born. There are also differences between the native born and foreign born in the share of recent mothers who are unmarried. Even as births to single mothers have become more widespread in recent decades, Pew Research surveys find that a sizable majority of Americans believe this growing phenomenon has been bad for society. About one-in-five Asian Americans say they have personally been treated unfairly in the past year because they are Asian, and one-in-ten say they have been called an offensive name. Older adults are less likely than young and middle-aged adults to report negative personal experience with bias. Of those who do say it makes a difference, a slightly higher share say that members of their group are helped rather than hurt by their race. Those with less education are more prone than those with more education to say that being an Asian American is an advantage. Group Relations Overall, more than eight-in-ten Asian Americans say their group gets along either very or pretty well with whites; roughly seven-in-ten say the same about relations with Hispanics and just over six-in-ten say that about their relations with blacks. In several cities across the country, there has been a history of tension between Koreans and blacks, often arising from friction between Korean shopkeepers and black customers in predominantly black neighborhoods. Asian-American newlyweds are more likely than any other major racial or ethnic group to be

intermarried. There are notable gender differences. Asian women are twice as likely as Asian men to marry out. Among blacks, the gender pattern runs the other way—men are more than twice as likely as women to marry out. Among whites and Hispanics, there are no differences by gender. Among Asian-American newlyweds, Japanese have the highest rate of intermarriage and Indians have the lowest. More than half of recent Japanese newlyweds married a non-Asian; among recent Indian newlyweds, just one-in-eight did. Today, however, Asian Americans are much more likely than any other racial group to live in a racially mixed neighborhood. This comparison should be treated with caution: Each of the other groups is more numerous than Asians, thereby creating larger potential pools for racial enclaves. Identity Despite high levels of residential integration and out-marriage, many Asian Americans continue to feel a degree of cultural separation from other Americans. Not surprisingly, these feelings are highly correlated with nativity and duration of time in the U. In these identity preferences, Asian Americans are similar to Hispanics, the other group that has been driving the modern immigration wave. Hispanics are more likely to identify themselves using their country of origin than to identify as a Hispanic or as an American. Recent immigrants, however, tend to be somewhat less upbeat in these assessments than are immigrants who came before. By contrast, only about a third of all Americans say they are doing much better than their parents at a similar stage of life. There are only minor differences between Asian Americans and the general public in their expectations about the upward mobility of their children. On this measure, there are sizable differences among U. About a third of Koreans and Indians feel this way, as do one-in-four Chinese and Filipinos, and just one-in-five Japanese. Political and Social Attitudes Compared with the general public, Asian Americans are more likely to support an activist government and less likely to identify as Republicans. While they differ on the role of government, Asian Americans are close to the public in their opinions about two key social issues. The survey was conducted in all 50 states, including Alaska and Hawaii, and the District of Columbia.

6: International Association of Women (IAW) - Dream. Rise. Lead.

From Girls Who Code to Women for Women International, women-led organizations are making the world better. but progress is possible through new ideas and the willingness to implement them.

7: 3 Steps Women Can Take to Blaze a Leadership Trail

Join us and our partner Experience to Lead, and help ensure you and your leaders are prepared to meet your challenges and grow. What to Expect Leadership Experiences take you to locations where you will be immersed in powerful life-changing stories from leaders of today and yesterday.

8: The Rise of Asian Americans | Pew Research Center

The Women in the Workplace report from Lean In and McKinsey & Company is the largest study of the experiences women in corporate America face. For four years in a row, companies have said that they are highly committed to gender diversity—yet corporate America has made almost no progress improving women's representation.

9: Making the Case for Women in the Energy Sector | U.S. Agency for International Development

Women business owners and working women face certain challenges and obstacles that men do not. Working women who have children experience even more demands on time, energy and resources, and women face gender discrimination in business and on the job.

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