2012 API REPRESENTATION ON THE TOP 100 FOUNDATION BOARDS





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2012 API Representation on the Top 100 Foundation Boards report was provided by AT&T.



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Introduction

This year, Leadership Education for Asian Pacifics, Inc. (LEAP) celebrates its 30th anniversary. As we reflect on the last three decades, we have seen how the Asian and Pacific Islander (API) community has changed and grown to become an important force in our country. Despite the fact that APIs are now the fastest growing minority group and a vital part of the nation's talent pipeline, APIs remain one of the least represented groups in leadership roles.

EAP's 2012 API Representation on the Top 100 Foundation Boards marks the seventh report in the Leadership Research Series and the second edition of research focusing on foundations. For this report, LEAP chose the largest U.S. grant making foundations as reported by the Foundation Center¹. Our report shows that despite the burgeoning population and the growing need of segments of our community for greater access to services supported by large grant making foundations, APIs remain largely absent from foundation boards.

As of October 31 2012, 71 percent of the top 100 foundations lacked API representation in their boardrooms. The Good News: APIs increased their share of board seats from 37 in 2010 to 44 in 2012. Also, five foundations elected an API director: three of them did not have API board representation in 2010 and two of them are new to the top 100 list. The Bad News: the percentage of API board seats (4 percent) decreased by almost one percent due to an increase in the total number of board seats at top 100 foundations in the past 2 years.

The top 100 foundations controlled almost one-quarter of a trillion dollars in assets, which was leveraged to support specific programs in the U.S. and abroad. Interesting to note is that 59 of the top 100 foundations are located in 9 out of the 10 states with the largest

API population concentrations in the United States:² California, New York, Texas, Illinois, New Jersey, Washington, Florida, Virginia and Massachusetts. Hawaii does not have any foundations in the top 100.

Diverse boards with different experiences enable these foundations to develop unique strategies to accomplish their goals. API directors bring rich and diverse voices that enhance foundation boards' ability to achieve their defined missions. At the same time, APIs must be ready and willing to step into leadership roles and the API community must advocate for APIs to have seats at the decision-making table. Foundations must take the initiative to diversify their board membership and gain the advantages that diversity and inclusion bring. LEAP strongly encourages these foundations to partner with API community organizations, locally and nationally, to take advantage of our knowledge in how to best assist our community's needs.

¹ National nonprofit organization established in 1956. Its mission is to strengthen the nonprofit sector by advancing knowledge about U.S. philanthropy.

² U.S. Census Bureau, 2010 Census.

About Asian and Pacific Islanders (APIs)

People of Asian and Pacific Islander (API) descent make up more than half the world's population and 6 percent (18.5 million) of the total U.S. population.¹ According to the 2010 Census, the Asian American population in the United States grew 46 percent between 2000 and 2010, faster than any other major race group in the country, including Hispanics. The Census Bureau's latest population projections estimate APIs to reach 41 million by 2050.² Its buying power is projected to climb to more than \$1 trillion by 2017.³

here are several terms that are used referring to this community: Asian, Asian American, Asian Pacific Islander, Asian Pacific Islander American and Pacific Islander American and Pacific Islander American to name a few. There are two major groups that comprise the community: Asian and Native Hawaiian or other Pacific Islander.

The U.S. Census Bureau defines the *Asian* category as "a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent," which includes over 20 different ethnic groups. Southeast Asian generally includes Cambodian, Hmong, Laotian and Vietnamese. South Asian generally includes Asian Indian, Bangladeshi, Bhutanese, Nepalese, Pakistani, and Sri Lankan. According to the U.S. Census Bureau's 2010 American Community Survey, the largest Asian groups in the U.S. include: Chinese (23.5%), Asian Indian (18.8%), Filipino (17.1%), Vietnamese (11%), Korean (9.9%) and Japanese (5.3%).

The Native Hawaiian or Other Pacific Islander category is defined by the U.S. Census Bureau as "a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands," which includes 20 different ethnic groups. Native Hawaiian (30.9%), Samoan (22.6%) and Chamorro or Guamanian (14.3%) are the largest Pacific Islander groups in the country.

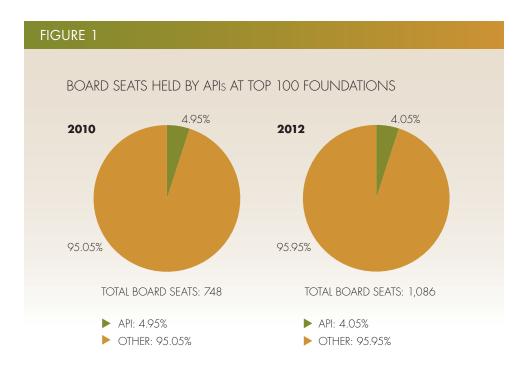
¹ U.S. Census Bureau, 2010 Census. Summary File 1, Tables P3 and P6.

² Population Projections of the U.S. by Age, Sex and Hispanic Origin: 1993-2050.

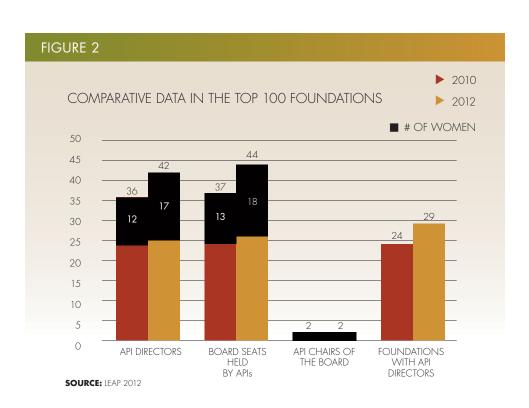
³ The Selig Center for Economic Growth at the University of Georgia, 2012.

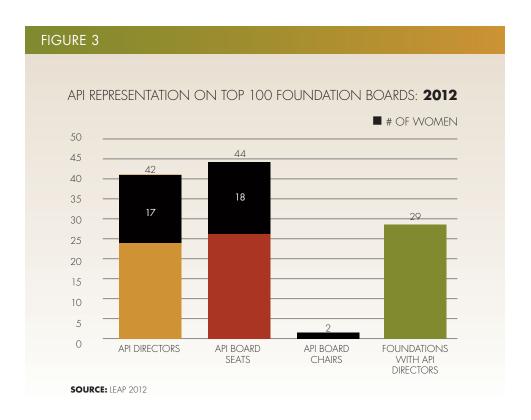
Key Findings

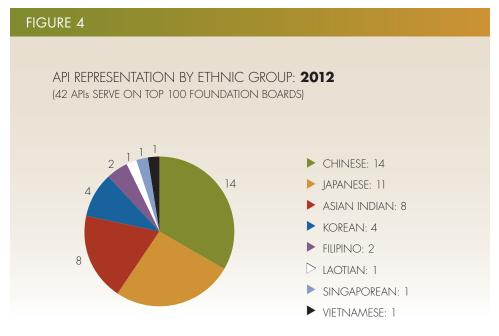
- In 2012, 71 percent of the Top 100 Foundations lacked API representation on their boards.
- 42 API directors sit on 44 board seats on 29 of the Top 100 Foundation boards.
- Although APIs increased their share of board seats from 37 in 2010 to 44 in 2012, the percentage of board seats held by APIs decreased by almost one percent due to an increase in the total number of board seats at Top 100 Foundations from 748 to 1,086.
- As in 2010, no APIs head a Top 100 Foundation in the role of executive director, president and/or CEO. Two API directors remain as chair of a foundation board: Tessie Guillermo and Irene Y. Hirano Inouye.
- Out of the 42 API directors, 17 (40.5 percent) are women, an increase from 12 (33.3 percent) in 2010.
- In 2012, the ethnic breakdown of the 42 API directors is as follows: Chinese (14), Japanese (11), Asian Indian (8), Korean (4), Filipino (2) Laotian (1), Singaporean (1) and Vietnamese (1).
- Even though 42 of the Top 100 Foundations are headquartered in two states with the largest API population (California and New York), only 33.3 percent of them have API representation on their boards.
- Nine of the Top 100 Foundations have two or more API directors on their boards (an increase from seven in 2010): The Ford Foundation, The William and Flora Hewlett Foundation, The California Endowment, Silicon Valley Community Foundation, The Cleveland Foundation, The James Irvine Foundation, The California Community Foundation, The San Francisco Foundation and The Commonwealth Fund.



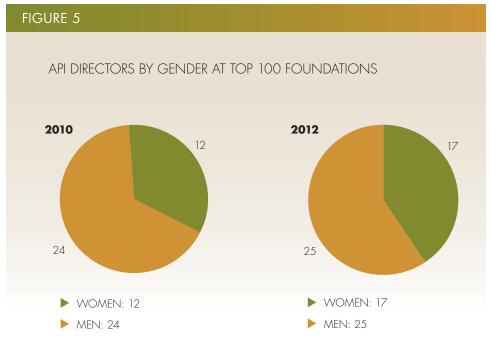
SOURCE: LEAP 2012



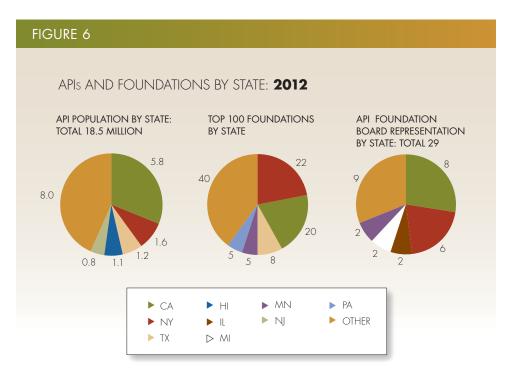




SOURCE: LEAP 2012



SOURCE: LEAP 2012



SOURCE: U.S. CENSUS 2010, FOUNDATION CENTER 2012, LEAP 2012

TABLE 1

API WOMEN DIRECTORS ON THE **TOP 100 FOUNDATION BOARDS** (17 WOMEN HOLD 18 SEATS)

BOARD MEMBER	FOUNDATION
Jennifer S. Alstad	Bush Foundation
Bette Bao Lord	The Freedom Forum, Inc.
Anne S. Chao	Houston Endowment Inc.
Tessie Guillermo	The California Endowment
Meloni M. Hallock	California Community Foundation
MayKao Hang	The Saint Paul Foundation
Irene Y. Hirano Inouye	Ford Foundation; The Kresge Foundation
Alice S. Huang	The Rockefeller Foundation
Jui M. Joshi	The Pittsburgh Foundation
Tatwina Lee	The San Francisco Foundation
Regina Liang Muehlhauser	The James Irvine Foundation
Corinne Oishi	The Oregon Community Foundation
Kavita Ramdas	Rockefeller Brothers Fund, Inc.
Peggy Saika	The San Francisco Foundation
Sarah Singh	The William and Flora Hewlett Foundation
Atsuko Toko Fish	Boston Foundation, Inc.
Sheryl Wong	The San Francisco Foundation

SOURCE: LEAP 2012

TABLE 2

API BOARD OF TRUSTEES IN THE TOP 100 FOUNDATION BOARDS: **2012** (44 BOARD SEATS)

TRUSTEE	GENDER	ETHNICITY	FOUNDATION	2012 RANK
Jennifer S. Alstad	Female	Korean	Bush Foundation	89
Alvin Awaya	Male	Japanese	The Harry and Jeanette Weinberg Foundation, Inc.	28
Bette Bao Lord	Female	Chinese	The Freedom Forum, Inc.	71
Anne S. Chao	Female	Chinese	Houston Endowment Inc.	46
William C. Choi	Male	Korean	California Community Foundation	51
Benjamin K. Chu	Male	Chinese	The Commonwealth Fund	98
Hiroyuki Fujita*	Male	Japanese	The Cleveland Foundation	39
Tessie Guillermo	Female	Filipino	The California Endowment	15
Meloni M. Hallock	Female	Japanese	California Community Foundation	51
MayKao Hang	Female	Laoatian	The Saint Paul Foundation	97
Irene Y. Hirano Inouye	Female	Japanese	Ford Foundation	2
Irene Y. Hirano Inouye	Female	Japanese	The Kresge Foundation	17
Samuel Hoi	Male	Chinese	The James Irvine Foundation	45
Hanmin Hsu	Male	Chinese	The Starr Foundation	49
Alice S. Huang	Female	Chinese	The Rockefeller Foundation	16
Joichi Ito*	Male	Japanese	The John D. and Catherine T. MacArthur Foundation	8
Joichi Ito*	Male	Japanese	John S. and James L. Knight Foundation	30
Jui M. Joshi	Female	Asian Indian	The Pittsburgh Foundation	77
Peter S. Kim	Male	Korean	Alfred P. Sloan Foundation	43
Boon Hwee Koh*	Male	Singaporean	The William and Flora Hewlett Foundation	6
David Lee	Male	Chinese	J. Paul Getty Trust	3
Tatwina Lee	Female	Chinese	The San Francisco Foundation	62
Maurice Lim Miller	Male	Chinese	The California Endowment	15

TABLE 2: API BOARD OF TRUSTEES IN THE TOP 100 FOUNDATION BOARDS (CONTINUED)

TRUSTEE	GENDER	ETHNICITY	FOUNDATION	2012 RANK
Hanmin Liu	Male	Chinese	W. K. Kellogg Foundation	5
Thurgood Marhsall, Jr.	Male	Filipino	Ford Foundation	2
David Mas Masumoto	Male	Japanese	The James Irvine Foundation	45
Regina Liang Muehlhauser	Female	Chinese	The James Irvine Foundation	45
N. R.Narayana Murthy*	Male	Asian Indian	Ford Foundation	2
Corinne Oishi	Female	Japanese	The Oregon Community Foundation	64
William G. Ouchi	Male	Japanese	Conrad N. Hilton Foundation	25
C.S. Park	Male	Korean	Silicon Valley Community Foundation	27
Quan Phung	Male	Vietnamese	California Community Foundation	51
Rakesh Rajani*	Male	Asian Indian	The William and Flora Hewlett Foundation	6
Kavita Ramdas	Female	Asian Indian	Rockefeller Brothers Fund, Inc.	81
Peggy Saika	Female	Japanese	The San Francisco Foundation	62
Jagdish N. Sheth	Male	Asian Indian	The Community Foundation for Greater Atlanta	91
Sarah Singh	Female	Asian Indian	The William and Flora Hewlett Foundation	6
Ratanjit S. Sondhe	Male	Asian Indian	The Cleveland Foundation	39
Michael Tang	Male	Chinese	The Chicago Community Trust	44
Atsuko Toko Fish	Female	Japanese	Boston Foundation, Inc.	72
Sanjay Vaswani	Male	Asian Indian	Silicon Valley Community Foundation	27
Sheryl Wong	Female	Chinese	The San Francisco Foundation	62
Gordon Yamate	Male	Japanese	Silicon Valley Community Foundation	27
William Y. Yun	Male	Chinese	The Commonwealth Fund	98

^{*} FOREIGN NATIONAL: 5

SOURCE: FOUNDATION CENTER 2012, LEAP 2012

TABLE 3

TOP 100 FOUNDATIONS WITH API BOARD REPRESENTATION: **2012** (29 FOUNDATIONS)

2012 RANK	FOUNDATION	STATE
2	Ford Foundation	NY
3	J. Paul Getty Trust	CA
5	W. K. Kellogg Foundation	MI
6	The William and Flora Hewlett Foundation	CA
8	The John D. and Catherine T. MacArthur Foundation	IL
15	The California Endowment	CA
16	The Rockefeller Foundation	NY
17	The Kresge Foundation	MI
25	Conrad N. Hilton Foundation	CA
27	Silicon Valley Community Foundation	CA
28	The Harry and Jeanette Weinberg Foundation, Inc.	MD
30	John S. and James L. Knight Foundation	FL
39	The Cleveland Foundation	OH
43	Alfred P. Sloan Foundation	NY
44	The Chicago Community Trust	IL
45	The James Irvine Foundation	CA
46	Houston Endowment Inc.	TX
49	The Starr Foundation	NY
51	California Community Foundation	CA
62	The San Francisco Foundation	CA
64	The Oregon Community Foundation	OR
71	The Freedom Forum, Inc.	DC
72	Boston Foundation, Inc.	MA
77	The Pittsburgh Foundation	PA
81	Rockefeller Brothers Fund, Inc.	NY
89	Bush Foundation	MN
91	The Community Foundation for Greater Atlanta	GA
97	The Saint Paul Foundation	MN
98	The Commonwealth Fund	NY

SOURCE: LEAP 2012

Appendix 1: Top 100 Foundations by Ranking



The following is a listing of the Top 100 foundations ranked by the market value of their total assets as reported by the Foundation Center as of October 8, 2012. The top 100 foundations assets range from almost \$670 million for the smallest foundation to over \$37 billion for the largest foundation. The foundations highlighted have API representation on their boards.

2012 Rank	FOUNDATION	STATE	ASSETS	WEB SITE	API BOARD MEMBER
1	Bill & Melinda Gates Foundation	WA	\$37,430,150,458	www.gatesfoundation.org	
2	Ford Foundation	NY	\$10,498,932,621	www.fordfoundation.org	3
3	J. Paul Getty Trust	CA	\$10,483,398,708	www.getty.edu	1
4	The Robert Wood Johnson Foundation	NJ	\$9,199,687,456	www.rwjf.org	
5	W. K. Kellogg Foundation	MI	\$7,696,627,040	www.wkkf.org	1
6	The William and Flora Hewlett Foundation	CA	\$7,377,220,546	www.hewlett.org	3
7	The David and Lucile Packard Foundation	CA	\$6,100,637,478	www.packard.org	
8	The John D. and Catherine T. MacArthur Foundation	IL	\$5,737,270,334	www.macfound.org	1
9	Gordon and Betty Moore Foundation	CA	\$5,585,288,763	www.moore.org	
10	The Andrew W. Mellon Foundation	NY	\$5,490,877,291	www.mellon.org	
11	Lilly Endowment Inc.	IN	\$5,184,625,647	www.lillyendowment.org	
12	The Leona M. and Harry B. Helmsley Charitable Trust	NY	\$4,143,880,203	www.helmsleytrust.org	
13	Tulsa Community Foundation	OK	\$4,022,451,000	www.tulsacf.org	
14	The William Penn Foundation	PA	\$3,987,087,217	www.williampennfoundation.org	
15	The California Endowment	CA	\$3,745,324,056	www.calendow.org	2
16	The Rockefeller Foundation	NY	\$3,593,289,629	www.rockefellerfoundation.org	1
17	The Kresge Foundation	MI	\$3,276,968,952	www.kresge.org	1
18	Foundation to Promote Open Society	NY	\$2,817,446,416	N/A	
19	The Annie E. Casey Foundation	MD	\$2,797,729,748	www.aecf.org	
20	Robert W. Woodruff Foundation, Inc.	GA	\$2,795,111,909	www.woodruff.org	
21	The Duke Endowment	NC	\$2,744,380,297	www.dukeendowment.org	
22	The Bloomberg Family Foundation, Inc.	NY	\$2,734,103,737	N/A	
23	The Susan Thompson Buffett Foundation	NE	\$2,584,393,426	www.buffettscholarships.org	
24	Carnegie Corporation of New York	NY	\$2,548,230,211	www.carnegie.org	
25	Conrad N. Hilton Foundation	CA	\$2,140,385,894	www.hiltonfoundation.org	1

2012 RANK	FOUNDATION	STATE	ASSETS	WEB SITE	API BOARD MEMBER
26	Charles Stewart Mott Foundation	WI	\$2,130,000,000	www.mott.org	
27	Silicon Valley Community Foundation	CA	\$2,081,920,000	www.siliconvalleycf.org	3
28	The Harry and Jeanette Weinberg Foundation, Inc.	MD	\$2,072,697,349	www.hjweinbergfoundation.org	1
29	Kimbell Art Foundation	ТХ	\$2,059,995,937	www.kimbellart.org	
30	John S. and James L. Knight Foundation	FL	\$2,036,153,513	www.knightfoundation.org	1
31	Richard King Mellon Foundation	PA	\$2,018,377,846	foundationcenter.org/ grantmaker/rkmellon	
32	The McKnight Foundation	MN	\$2,014,523,000	www.mcknight.org	
33	Margaret A. Cargill Foundation	MN	\$1,968,309,988	www.macfoundation.org	
34	John Templeton Foundation	PA	\$1,939,387,570	www.templeton.org	
35	Casey Family Programs	WA	\$1,935,207,121	www.casey.org	
36	Ewing Marion Kauffman Foundation	MO	\$1,881,375,000	www.kauffman.org	
37	The New York Community Trust	NY	\$1,877,885,562	www.nycommunitytrust.org	
38	The Simons Foundation	NY	\$1,862,188,781	www.simonsfoundation.org	
39	The Cleveland Foundation	ОН	\$1,816,947,057	www.clevelandfoundation.org	2
40	Annenberg Foundation	CA	\$1,720,105,771	www.annenbergfoundation.org	
41	Doris Duke Charitable Foundation	NY	\$1,716,471,991	www.ddcf.org	
42	Eli & Edythe Broad Foundation	CA	\$1,689,096,798	www.broadfoundation.org	
43	Alfred P. Sloan Foundation	NY	\$1,653,512,812	www.sloan.org	1
44	The Chicago Community Trust	IL	\$1,595,765,501	www.cct.org	1
45	The James Irvine Foundation	CA	\$1,589,353,533	www.irvine.org	3
46	Houston Endowment Inc.	TX	\$1,527,022,391	www.houstonendowment.org	1
47	The Heinz Endowments	PA	\$1,470,209,104	www.heinz.org	
48	The Wallace Foundation	NY	\$1,410,919,607	www.wallacefoundation.org	
49	The Starr Foundation	NY	\$1,342,712,927	www.starrfoundation.org	1
50	Walton Family Foundation, Inc.	AR	\$1,282,168,113	www.waltonfamilyfoundation.org	

2012 RANK	FOUNDATION	STATE	ASSETS	WEB SITE	API BOARD MEMBER
51	California Community Foundation	CA	\$1,242,402,000	www.calfund.org	3
52	Daniels Fund	СО	\$1,207,849,555	www.danielsfund.org	
53	Marin Community Foundation	CA	\$1,207,464,129	www.marincf.org	
54	Greater Kansas City Community Foundation	MO	\$1,189,480,459	www.gkccf.org	
55	The Samuel Roberts Noble Foundation, Inc.	OK	\$1,176,519,506	www.noble.org	
56	The Moody Foundation	ТХ	\$1,175,095,528	www.moodyf.org	
57	Lumina Foundation	IN	\$1,156,840,104	www.luminafoundation.org	
58	Open Society Institute	NY	\$1,141,004,097	www.soros.org	
59	Barr Foundation	MA	\$1,134,513,133	www.barrfoundation.org	
60	The Anschutz Foundation	СО	\$1,133,090,471	N/A	
61	The Brown Foundation, Inc.	ТХ	\$1,115,833,756	www.brownfoundation.org	
62	The San Francisco Foundation	CA	\$1,101,069,000	www.sff.org	3
63	The Columbus Foundation and Affiliated Organizations	ОН	\$1,061,039,486	www.columbusfoundation.org	
64	The Oregon Community Foundation	OR	\$1,040,106,343	www.oregoncf.org	1
65	W. M. Keck Foundation	CA	\$1,022,800,000	www.wmkeck.org	
66	Bat Hanadiv Foundation No. 3	NY	\$953,358,565	N/A	
67	The Ahmanson Foundation	CA	\$938,736,097	www.theahmansonfoundation.	
68	The Michael and Susan Dell Foundation	ТХ	\$934,701,114	www.msdf.org	
69	Robertson Foundation	NY	\$874,038,503	www.robertsonfoundation.org	
70	Surdna Foundation, Inc.	NY	\$867,363,679	www.surdna.org	
71	The Freedom Forum, Inc.	DC	\$867,021,671	www.freedomforum.org	1
72	Boston Foundation, Inc.	MA	\$859,510,000	www.tbf.org	1
73	Druckenmiller Foundation	NY	\$852,353,119	N/A	
74	Shimon ben Joseph Foundation	CA	\$837,220,914	www.jimjosephfoundation.org	
75	Cummings Foundation	MA	\$834,371,069	www.cummingsfoundation.org	

2012 RANK	FOUNDATION	STATE	ASSETS	WEB SITE	API BOARD MEMBER
76	The Edna McConnell Clark Foundation	NY	\$831,854,466	www.emcf.org	
77	The Pittsburgh Foundation	PA	\$821,409,075	www.pittsburghfoundation.org	1
78	Hall Family Foundation	MO	\$816,078,893	www.hallfamilyfoundation.org	
79	The Joyce Foundation	IL	\$808,480,401	www.joycefdn.org	
80	The California Wellness Foundation	CA	\$794,337,702	www.calwellness.org	
81	Rockefeller Brothers Fund, Inc.	NY	\$789,378,035	www.rbf.org	1
82	M. J. Murdock Charitable Trust	WA	\$786,828,151	www.murdock-trust.org	
83	The Broad Art Foundation	CA	\$772,439,657	www.broadartfoundation.org	
84	Communities Foundation of Texas, Inc.	ТХ	\$769,107,000	www.cftexas.org	
85	The J. E. and L. E. Mabee Foundation, Inc.	OK	\$768,175,002	www.mabeefoundation.com	
86	Hartford Foundation for Public Giving	СТ	\$762,222,900	www.hfpg.org	
87	Otto Bremer Foundation	MN	\$761,362,288	www.ottobremer.org	
88	The Ford Family Foundation	OR	\$745,185,712	www.tfff.org	
89	Bush Foundation	MN	\$740,000,000	www.bushfoundation.org	1
90	The Packard Humanities Institute	CA	\$732,975,558	www.packhum.org	
91	The Community Foundation for Greater Atlanta	GA	\$723,793,300	www.cfgreateratlanta.org	1
92	The Meadows Foundation, Inc.	ТХ	\$720,435,662	www.mfi.org	
93	Weingart Foundation	CA	\$718,445,607	www.weingartfnd.org	
94	The Henry Luce Foundation, Inc.	NY	\$713,105,558	www.hluce.org	
95	Laura and John Arnold Foundation	ТХ	\$711,626,515	www.arnoldfoundation.org	
96	Foundation For The Carolinas	NC	\$711,620,777	www.fftc.org	
97	The Saint Paul Foundation	MN	\$702,560,293	www.saintpaulfoundation.org	1
98	The Commonwealth Fund	NY	\$690,193,069	www.commonwealthfund.org	2
99	Jack Kent Cooke Foundation	VA	\$680,297,315	www.jkcf.org	
100	Burroughs Wellcome Fund	NC	\$669,855,289	www.bwfund.org	

SOURCES: FOUNDATION CENTER, OCTOBER 8, 2012; LEAP: 2012

Methodology

LEAP conducted primary research between August and November of 2012. The primary research collection included a thorough examination of public resources, existing information, and interviews with foundations to determine the total number of directors and to identify board of directors of Asian and Pacific Islander descent and the number of seats they held at the top 100 foundations.

n order to define the top 100 foundations, LEAP chose to focus its research on the largest U.S. grant making foundations ranked by the market value of their assets based on the most current audited financial statements as reported by the Foundation Center as of October 8, 2012 (www.foundationcenter.org/findfunders/topfunders/top100assets).

To help ensure accuracy in the reporting of board members' race and ethnicity, LEAP utilized the U.S. Census Bureau's definitions:

- The Asian category as "a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent."
- The Native Hawaiian or Other Pacific Islander category is defined as "a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands."

Extensive research was conducted to confirm individual board members' race, ethnicity and gender. Phone interviews were conducted with foundations' Office of the CEO and/or media relations for data confirmation. In some instances, phone or email communications were exchanged with individual board members.

For the purposes of this report, the terms "board member," "trustee" and "director" are used interchangeably and they refer to those individuals serving on governing boards who are elected or appointed to decide the

policies of foundations. Also, LEAP included Asian foreign nationals who are marked with an asterisk in Table 2 listing API directors in the top 100 foundation boards.

LEAP utilized the following sources in support of its research efforts:

- The top 100 grant making U.S. foundations by total assets as reported by Foundation Center;
- Public information from most recent foundations' annual reports, filed Internal Revenue Service Form 990: Return of Organization Exempt From Income Tax, web sites, press releases and news articles;
- LEAP proprietary databases levering three decades of information on APIs;
- Data provided directly through interviews with foundation representatives, including the Office of the CEO and/or media relations.
- Guidestar

LEAP made every effort to achieve a high degree of accuracy. Information on race, ethnicity and gender composition of board members is not always publicly available. If errors or omissions are discovered, LEAP will make necessary adjustments. Please contact the report author, Rima K. Matsumoto, Vice President of Research and Strategic Alliances at (202) 412-4190 or via email at rmatsumoto@leap.org.

About LEAP

Leadership Education for Asian Pacifics, Inc. (LEAP) is a national organization founded in 1982 with a mission to achieve full participation and equality for Asian and Pacific Islanders (APIs) through leadership, empowerment and policy. Our leadership philosophy asserts that APIs can retain their culture, identity, and values while developing the skills required for effective leadership within their organizations, their communities, and the broader society. LEAP works to achieve this by: Developing People, Informing Society, and Empowering Communities.

ith original programs in leadership training, public policy research and community education, LEAP raises the impact and visibility of Asian and Pacific Islanders in all sectors of our society. LEAP is headquartered in Los Angeles and has an office in Washington, DC.

Through the creation of culturally-relevant workshops and programs, 125,000 people across the nation have participated in over 3,000 LEAP leadership development workshops and presentations from an extensive roster of clients, including colleges and universities, community and student organizations, federal and state government agencies and Fortune 1,000 companies across the country.

LEAP's Leadership Research Series

As part of our mission to inform society and empower communities, LEAP launched a research initiative in 2009 to assess the current API representation at the highest levels of leadership positions in all sectors of our society. The intent of this baseline research is to provide a tool for advocacy on behalf of the community that businesses, public institutions, as well as political, community and educational leaders can use to develop and implement strategies for sustainable growth in this arena as well as to highlight the critical need for further work in the great

Available publications of API Representation Series:

- 2012 API Representation on the Top 100 Foundation Boards
- 2011 Fortune 500 API Executive Officers and Top Earners
- 2011 API Representation on Fortune 500 Boards
- 2011 API Representation on the Top 100 Nonprofit Boards
- 2010 API Representation on the Top 100 Foundation Boards
- 2010 API Representation on Fortune 500 Boards
- 2009 API Representation on Fortune 100 Boards

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