

Breaking the Bamboo Ceiling



What is it?

The Bamboo Ceiling refers to the societal and organizational barriers that prevent Asian Canadians from advancing into leadership positions in the workplace.

Impacts

The Bamboo Ceiling can have significant impacts on the workplace, including:

- Negative effects on employee morale and retention
- Barriers to building diverse and inclusive teams
- Decreased productivity and innovation due to homogeneity in leadership positions
- Perpetuates stereotypes and biases in the workplace



Calls to Action

- Implement equity, diversity, and inclusion (EDI) policies and practices
- Address unconscious biases and stereotypes through education and training programs
- Make merit-based hiring and promotion decisions

Considerations

- The Bamboo Ceiling is not limited to Asian Canadians and can affect other minority groups
- Solutions must be tailored to meet the specific needs and experiences of different Asian Canadian communities, as well as other minority groups



Takeaways

Addressing the Bamboo Ceiling can create a more diverse and inclusive workplace, increasing productivity, creativity, and innovation. Ultimately, this can benefit both Asian Canadian employees and the organization as a whole.

Breaking the Bamboo Ceiling: Resources

Note

The following resources are not an exhaustive list, and there may be additional resources available on this topic. We have provided a selection of resources that we hope will be helpful to those looking to learn more about the bamboo ceiling and how to address it in the workplace.

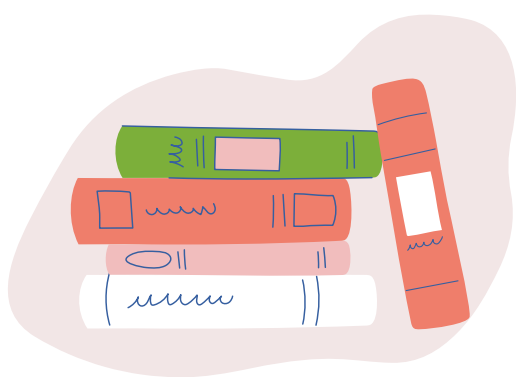
Readings

[Breaking the Bamboo Ceiling: Career Strategies for Asians by Jane Hyun](#)

[Prescriptive Stereotypes and Workplace Consequences for East Asians in North America by Berdahl and Min](#)

[How to Smash the Bamboo Ceiling in Your Workplace](#)

[Resources for Shattering the Bamboo Ceiling: Fall 2022 Edition](#)



Podcasts

Career Change Advice with Dr. Jon Tam

- Bamboo Ceiling; 4 Problems 1st generation Asian Immigrants Face at Work
- Bamboo Ceiling: 2nd Generation Asian American Workplace Challenges
- How to Break the Bamboo Ceiling; 5 Ways that Work for Asians



Videos

[How Asian Americans Break the Bamboo Ceiling](#)

[How the Model Minority Myth Keeps Asian Americans Out Of Management](#)

[TED Talk: How Asian American Women Claim Their Leadership](#)



Anti-Racism Resources

[Addressing Anti-Asian Racism](#)

[How to Support Your Asian Employees](#)

[Anti-Asian Racism Resources](#)

[Dismantling Racism in BC](#)

