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THE WHITE HOUSE

WASHINGTON

April 17, 1989

It is a pleasure to send best wishes to everyone observing Asian/Pacific American Heritage Week 1989.

The thousands of immigrants from Asia and the Pacific who braved the unknown and ventured to our nation's shores have helped to write the story of America's success. Their legacy is a proud one, marked by significant achievements in the arts, science, education, and business.

Today, Asian and Pacific Americans continue to enrich our life as a nation. Your efforts to preserve the proud traditions of your ancestral homelands greatly enhance the beauty and color of American culture. Your faith, your determination and hard work, and your devotion to family life inspire men and women throughout the United States. The celebration of Asian/Pacific Heritage Week provides a welcome opportunity to acknowledge the many contributions you have made to American society and to thank you for them.

Barbara joins me in sending our best wishes for a most successful and enjoyable week. God bless you.

George Bush

(Smith/Wallace)
May 3, 1989
Draft One *nel*
ASIAN

PRESIDENTIAL REMARKS: ASIAN HERITAGE WEEK
ROSE GARDEN
MONDAY, MAY 8, 1989

- o Ladies and gentlemen, my fellow Americans.

- o You know, an Oriental proverb says, "The two words, 'peace' and 'tranquility,' are worth a thousand pieces of gold." Well, my pleasure in welcoming you to the White House would be worth a thousand times that total.

- o We meet as special friends, in a special week, and for a very special reason: To salute the millions of immigrants from Asia and the Pacific who braved the unknown and ventured to our shores. And whose community has enriched America's community -- socially, culturally, economically, spiritually.

- o Someone once told me of a restaurant in China where three American tourists walked in wearing the most outlandish safari clothes, complete with Panama hats, backpacks, videocameras, a brace of walkmans and a few Chinese phrases picked up from a stateside friend who happens to own a wok.

o The friends stood around looking for a waiter, and finally one asked in a loud voice: "How do we attract attention?"

o My friends, as we proclaim this Asian/Pacific Heritage Week, let me observe that you haven't had to rely on outrageous attire to "attract attention." You've done it quietly, through excellence, with the values of your lives.

o Those values are, of course, discipline and self-sacrifice. Humility and compassion. An abiding belief in work. A soaring love of freedom. Values which brought your parents, your grandparents, and some of you to America. Values which are now enriching America.

o I think, for example, of pioneers like Gerald Tsai, Jr. of American Can. Or countless teachers who uplift our kids. Or Henry Tang and I.M. Pei. Or Sichan Siv of our White House staff.

o In 1976, Sichan escaped from Cambodia, spent three months in a refugee camp in Thailand, and finally made his way to the United States. Since then, to quote his words, "I have experienced the real values of freedom, peace, prosperity, independence, and democracy. The correct spelling of these words is A-M-E-R-I-C-A."

o My friends, he -- you -- came to find a better life. And you're finding it. You came to build a better America. And you're building it. Creating new jobs. Enhancing our medical schools, the law, our small and large businesses. In short, honoring your heritage by the lives you lead.

o For that, I congratulate you. And, in a personal sense, I want to thank you, too. For as Ambassador to China, I came, with Barbara, to love that heritage. And in a different different ways -- with a thousand different friends -- to see, and share, what lies at its center: the family.

o Ten weeks ago, on a trip to the Pacific Rim, Bar and I visited the non-denominational church we'd attended in Beijing. It's different now, bigger. But the values -- the heritage -- are the same. And the memories are even better. Like when our daughter Dora was baptized -- the first person to be publicly baptized in China in over 40 years.

o Yes, the Asian/Pacific community has a special place in my heart. And so does an old Chinese proverb which I have often cited. It goes, "One generation plants the trees; another gets the shade."

o For decades, Asian-Americans have planted the trees of prosperity, opportunity, and human dignity. And in coming years,

more than ever, I know that my children -- America's children -- will thank you for the shade.

o God bless you, thank you for coming here, and God bless the United States of America.

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THE WHITE HOUSE
WASHINGTON

April 21, 1989

Dear Friends:

On behalf of President Bush, it is my pleasure to invite you to join us at the White House to witness a Presidential proclamation signing ceremony declaring the week of May 6-13 as Asian/Pacific American Heritage Week, 1989.

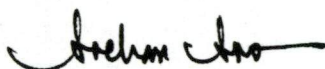
The President's proclamation marks a continuing recognition of the rich cultural heritage Americans of Asian and Pacific descent have brought to our country. President Bush knows that while all Americans unite in the love of the freedom, independence, and democracy that our country offers, it is also appropriate that Americans celebrate and promote their diverse cultural backgrounds.

Shortly after the proclamation signing ceremony, you are also invited to a briefing on topics relating to Asia and the Pacific in the Old Executive Office Building. The ceremony and briefing will take place beginning at ten o'clock in the morning on Monday, May 8, 1989. If you would like to be with us, please respond by phone to (202) 456-2499 on either May 3rd or 4th between the hours of 10:00 a.m. and 4:00 p.m. Eastern Daylight Time. Because space is limited we will only be able to accomodate a limited number of guests.

For purposes of security, when you call, it will be necessary for you to furnish us with the correct spelling of your first and last name as it appears on your driver's license or passport, your Social Security number, and your date of birth.

On May 8th, please arrive at the White House's East Visitors Gate on East Executive Drive near the U.S. Treasury Building, no later than 9:15 a.m. In order to be admitted to this ceremony and the briefing, you are required to bring identification bearing your photograph, date of birth, and Social Security number. We look forward to having you join us for this ceremony and the briefing celebrating Asian/Pacific American Heritage Week, 1989.

Sincerely,



Sichan Siv
Deputy Assistant to the President
for Public Liaison

o As Ambassador to China, I came, with Barbara, to know, and love, your compassion, and faith in God. And in a hundred different ways -- with a thousand different friends -- we saw, and shared, your emphasis on family.

Dear, self-same, & qe...

u

o Ten weeks ago, on a trip to the Pacific Rim, Bar and I visited the non-denominational church we'd attended in Peking. It's different now, bigger. But the values are the same, and the memories are even better. Like when our daughter Dora was baptized -- the first person to be publicly baptized in China in over 40 years.

Ben

o My friends, then, as now, we felt the Asian values which lift America -- caring and discipline, love of country and belief in work. Values which today enrich our medial schools, our legal profession, our small and large businesses.

values which lift America

u Park

La Dora, love of God

Sidun ... your values -- you

o Those values brought your parents, your grandparents, and some of you to America. They -- you -- came to find a better life. You're finding it. And you're building a better America. Creating new jobs. Forging leaders like __, __, and __. In short, honoring your heritage by the lives you lead.

o ... We Sidun Siv ...

Chinese ...

o For that, I congratulate you. And yet I challenge you, too. Together, let us show that the Promise of America is the Promise of Opportunity -- for rural and urban, native-born and

Dear ...

Dear ...

Nikar ...

Dear ...

foreign-born, Asian and non-Asian. Together, let us say to those left behind: "Do not despair. We will help you catch up."

o And as we do, let me remind of the old Chinese proverb which goes: "One generation plants the trees; another gets the shade."

o For decades, Asian-Americans have planted the trees of prosperity, opportunity, and human dignity. And in coming years, more than ever, I know that America will thank you for the shade.

o God bless you, thank you for coming here, and God bless the United States of America.

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To promote prosperity and human dignity -- this is the meaning of Asian Heritage Week. And our enduring mission as Americans.

So, let us join hands together, for the future is ours. And as we do, let's recall these words of M: future

God bless you, thank you for coming here, and God bless the America that we, as one, are building.

#

FRANK HORTON
U.S. REPRESENTATIVE
29TH DISTRICT OF NEW YORK

COMMITTEES:
GOVERNMENT OPERATIONS
RANKING MINORITY MEMBER
POST OFFICE AND
CIVIL SERVICE
DEAN, NEW YORK
REPUBLICAN DELEGATION

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(202) 225-4916
RUBY G. MOY
ADMINISTRATIVE ASSISTANT

Congress of the United States
House of Representatives
Washington, DC 20515

April 26, 1989

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Dear Mr. Siv:

Enclosed is a copy of my letter to President Bush concerning the signing ceremony of Asian/Pacific American Heritage Week. Because this week is of special significance to my office, it is my sincere hope that my request to have the Jew Family and Ms. Moy and her family be included.

With best regards,

Sincerely,


Frank Horton

Honorable Sichan Siv
Deputy Assistant to the President
for Public Liaison
The White House
Washington, D.C. 20500

Encl.

FRANK HORTON
U.S. REPRESENTATIVE
29TH DISTRICT OF NEW YORK

COMMITTEES:
GOVERNMENT OPERATIONS
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RUBY G. MOY
ADMINISTRATIVE ASSISTANT

Congress of the United States
House of Representatives
Washington, DC 20515

April 26, 1989

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(TUESDAY ONLY)
WAYNE COUNTY COURT HOUSE
26 CHURCH STREET
LYONS, NY 14489
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307 METCALF PLAZA
144 GENESEE STREET
AUBURN, NY 13021
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RIVERFRONT OFFICE BUILDING
OSWEGO, NY 13126
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Honorable George Bush
The President
The White House
Washington, DC 20500

Dear Mr. President:

I was pleased to learn that the White House will have a signing ceremony declaring May 6-13 as Asian/Pacific American Heritage Week. As the chief sponsor of legislation for this week, it is my hope that not only Members of Congress be invited, but those two persons most directly responsible for this legislation, Jeanie F. Jew, the creator for the idea of a commemorative week and Ruby G. Moy, Chairman, Congressional Asian/Pacific American Heritage Week Caucus, who assisted Mrs. Jew in the passage of the legislation.

While many organizations continue to celebrate this week, its origins have been misstated. I wish to point out this specifically and hope your remarks on May 8 will include the following:

The creation of Asian/Pacific American Heritage Week has a special and personal place for Jeanie Jew and her family. The story began some time in the 1800s when a young man, M. Y. Lee, left Canton, China to find a better life in America. Mr. Lee was one of the first Chinese pioneers to help build the Transcontinental Railroad. He later became a prominent California businessman. When Chinese immigrants were having difficulties in Oregon, he went to help and was killed during that period. The revelation about Mr. Lee and the stories of other Asian Americans led one woman to believe that not only should Asians understand their own heritage but that all Americans should know about the contributions and histories of the Asian/Pacific Americans experience in the United States. This is the chief reason why Mrs. Jew and Ms. Moy selected May 10. The creator of the idea for the Asian/Pacific American Heritage Week is the grand-daughter of that early pioneer: Jeanie Jew. In addition, Ruby G. Moy is a second generation Chinese-American and holds the highest professional level among Asians in the Congress.

451-8188

Mr. President, I hope that Mr. and Mrs. Jew and Ms. Moy will have a prominent place in your remarks on May 8 and that special seating signify their presence.

With kindest personal regards,

Sincerely,



Frank Horton

FH:ela

5/2/89
Jessie & Rbbt
Jew
Ruby Moy
were phoned by A
and accepted

For years, Mrs. McQuade has worked tirelessly to establish Grandparents Day. She has been instrumental in Grandparents Day designations in 25 States as well as a resolution that has already been approved by our colleagues in the Senate. All of us who are now grandparents, and those who will be in the future, owe Mrs. McQuade a debt of gratitude. ◉

Mr. LEHMAN. Mr. Speaker, I have no further requests for time.

Mr. ROUSSELOT. Mr. Speaker, I yield 3 minutes to the gentleman from Ohio (Mr. LATTI).

(By unanimous consent, Mr. LATTI was allowed to speak out of order.)

(Mr. LATTI asked and was given permission to revise and extend his remarks.)

INVESTIGATIONS INTO RECENT DEATHS OF TWO ARMY RECRUITS

Mr. LATTI. Mr. Speaker, on June 29, 1978, two young Army recruits, on their first day of basic training, died at Fort Jackson, S.C. One of these recruits, Wayne A. Krassow, 18, was from Cygnet, Ohio, which is located in my district. The other recruit was Lester T. Watts, 17, of York, S.C. Both were fine young men.

Since both of these recruits were in their first day of training, it is natural that the Army should investigate their deaths and the investigation is now going forward. I have been promised a report from the Army some time today.

I have asked the chairman of the Committee on Armed Services, the gentleman from Illinois, Mr. MEL PRICE, to also investigate their deaths and the activities of their company which immediately preceded the same. At this point in time we are not certain as to what happened to cause these two young men to collapse and die on their first day of training. We must have such an independent investigation in order to establish the cause of their deaths beyond any doubt whatsoever.

The chairman of the committee has assured me that the Committee on Armed Services will undertake such investigation of its own and I thank the chairman for this assurance.

Mr. ROUSSELOT. Mr. Speaker, I yield back the balance of my time.

Mr. LEHMAN. Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Florida (Mr. LEHMAN) that the House suspend the rules and pass the joint resolution (H.J. Res. 613) as amended.

The question was taken.

Mr. ASHBROOK. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The SPEAKER pro tempore. Pursuant to the provisions of clause 3 of rule XXVII and the Chair's prior announcement, further proceedings on this motion will be postponed.

ASIAN-PACIFIC AMERICAN HERITAGE WEEK

Mr. LEHMAN. Mr. Speaker, I move to suspend the rules and pass the joint

resolution (H.J. Res. 1007) authorizing the President to proclaim a week, which is to include the 7th and 10th of the month, during the first 10 days in May of 1979 as "Asian/Pacific American Heritage Week" as amended.

The Clerk read as follows:

H.J. Res. 1007

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the President is hereby authorized and requested to issue during the first ten days of May of 1979, which is to include the seventh and tenth days of the month, a proclamation designating the seventh day beginning on May 4, 1979, as "Asian/Pacific American Heritage Week" and calling upon the people of the United States especially the educational community to observe such week with appropriate ceremonies and activities.

The SPEAKER pro tempore. Is a second demanded.

Mr. ROUSSELOT. Mr. Speaker, I demand a second.

The SPEAKER pro tempore. Without objection, a second will be considered as ordered.

There was no objection.

The SPEAKER pro tempore. The gentleman from Florida (Mr. LEHMAN) will be recognized for 20 minutes, and the gentleman from California (Mr. ROUSSELOT) will be recognized for 20 minutes.

The Chair recognizes the gentleman from Florida (Mr. LEHMAN).

Mr. LEHMAN. Mr. Speaker, I yield myself such time as I may consume.

(Mr. LEHMAN asked and was given permission to revise and extend his remarks.)

Mr. LEHMAN. Mr. Speaker, House Joint Resolution 1007 has over 235 signatures. It was introduced by the gentleman from California (Mr. MINETA).

Mr. ROUSSELOT. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of House Joint Resolution 1007 which authorizes the President to proclaim a week, to include the 7th and 10th of the first 10 days of May 1979, as "Asian/Pacific American Heritage Week." House Joint Resolution 1007 was reported unanimously by the Post Office and Civil Service Committee on June 21.

This resolution is consistent with previous resolutions which have recognized the contributions of black Americans and those of Spanish heritage.

The 7th and 10th of May are especially significant in the history of Asian/Pacific Americans as they represent accomplishments and contributions to this country.

First, May 7, 1979, will be the 136th anniversary of arrival of the first Japanese who immigrated to America; and

Second, May 10, 1979, will be the 110th anniversary of the driving of the Golden Spike, signifying the contribution of the Chinese to the building of the first trans-America railroad.

Asian/Pacific Americans have contributed significantly to communities all over this Nation. In California their hard work and dedication are recognized throughout the State. Over 1.4 million people in America trace their ancestors to various parts of the Pacific and it is appropriate that this group and its

achievements should be suitably honored.

I will support House Joint Resolution 1007 and urge my colleagues to do the same.

Mr. Speaker, I yield 3 minutes to my colleague, the gentleman from New York (Mr. HORTON).

Mr. HORTON. Mr. Speaker, I rise in support of House Joint Resolution 1007, a resolution calling upon the President of the United States to proclaim a week during the first 10 days in May to honor Americans of Asian/Pacific heritage.

Mr. Speaker, over 2 million Americans can trace their ancestry to Asian/Pacific areas of the world. Their contribution to the growth of the United States has been an example for all Americans.

One year ago, Congressman NORMAN MINETA and I set about obtaining the necessary 218 cosponsors of the resolution in order to comply with the rules of the Post Office and Civil Service Committee. We would like to express our gratitude to the 231 Members of the House who supported us.

I would also like to express our deepest appreciation to Jeanie F. Jew, chairperson of the National Coalition for an Asian/Pacific American Heritage Proclamation and to Ruby G. Moy, chairperson of the Asian/Pacific Congressional Caucus, for their enthusiastic and herculean contributions in making this proclamation a reality.

While this resolution is geared to the year 1979, we are hopeful that the President will see fit to proclaim such a week in subsequent years. For the 2 million Americans of Asian/Pacific heritage, such a commemoration is a most welcome recognition.

Mr. Speaker, one of the greatest elements of our society has been its ability to accommodate socially, politically, and culturally, the millions of people who have come to our land from all over the world. I am pleased and proud to be associated with this resolution recognizing our Asian/Pacific brothers and sisters and urge the House to adopt the resolution.

Mr. LEHMAN. Mr. Speaker, I yield such time as he may consume to the gentleman from California (Mr. MINETA).

(Mr. MINETA asked and was given permission to revise and extend his remarks.)

Mr. MINETA. Mr. Speaker, I wish to express my strong support for House Joint Resolution 1007, a resolution urging the President to proclaim a week in May 1979 recognizing the contribution of over 4 million Americans of Asian/Pacific heritage.

Mr. Speaker, I also thank the chairman of this subcommittee, the gentleman from Florida (Mr. LEHMAN), and the gentleman from California (Mr. ROUSSELOT), the ranking member, for their effort in helping us to get this resolution through.

Mr. Speaker, America has been called the melting pot of the world. While we have opened our Nation in an unprecedented fashion to the people from throughout the world, the free society of which we are all a part has permitted a continuation of the cultural and social

heritage of our citizens' ancestral homes. So, rather than "the melting pot of the world," this country is really more like tapestry with yarns of different fabrics and colors, interwoven to bring strength to the total tapestry of our country and yet with its differing colors—vivid and strong, signifying the cultural and social heritage of our citizens' ancestral homes.

Since the earliest days of our Republic, Asian/Pacific families have contributed to the growth, prosperity, and stability of the United States. It is fitting and appropriate that this contribution be recognized.

Mr. Speaker, I wish to join with my very distinguished colleague, the gentleman from New York, Mr. FRANK HORTON, in thanking the 231 Members of the House who cosponsored this resolution and urge the adoption of the resolution. To my colleague, the gentleman from New York (Mr. HORTON), let me express my very deep gratitude for his strong help on this measure. I would also like to join him in recognizing the very capable assistance of Mrs. Jeanie F. Jew, chairperson of the National Coalition for an Asian/Pacific American Heritage Proclamation, who encouraged the enthusiastic support from national organizations, which we have received for this bill, and to Ruby G. Moy, chairperson of the Asian/Pacific Congressional Caucus, who guided our efforts.

● Mr. DERWINSKI. Mr. Speaker, I am happy to support this worthwhile legislation which focuses attention on an often forgotten minority—Asian/Pacific Americans. While we are a culturally pluralistic society, we often have failed to recognize the contributions and specific problems of Asian/Pacific Americans.

As a result of a dramatic change in our immigration patterns, significant numbers of Asian/Pacific Americans can be found in all of our major cities. While their assimilation into American society has not been pain free, it has been a mutually beneficial experience. Their presence and contributions have resulted in a stimulating cross-fertilization of cultures which makes itself evident in art, music, literature, poetry, education, science, and research.

On the west coast Chinese architects have designed residential and nonresidential structures for a biracial clientele: Americans of Japanese background have made similar contributions to our Nation's growth and development. Yasuo Kuniyoshi is represented in all the major museums and art collections in America. Sessue Hayakawa was one of the few big names in "silent movies" to make the successful transition to "talkies." Other Asian/Pacific American communities have produced doctors, lawyers, social workers, and businessmen.

The assimilation of Asian/Pacific Americans into our society deserves the special recognition provided for in this legislation. It is a positive step toward ethnic cohesiveness and understanding. House Joint Resolution 1007 deserves overwhelming support.●

Mr. LEHMAN. Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

Mr. ROUSSELOT. Mr. Speaker, I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Florida (Mr. LEHMAN) that the House suspend the rules and pass the joint resolution, House Joint Resolution 1007, as amended.

The question was taken.

Mr. RUSSO. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The SPEAKER pro tempore. Pursuant to clause 3 of rule XXVII, and the Chair's prior announcement, further proceedings on this motion will be postponed.

NATIONAL PORT WEEK

Mr. LEHMAN. Mr. Speaker, I move to suspend the rules and pass the joint resolution (H.J. Res. 773) authorizing and requesting the President of the United States to issue a proclamation designating the 7 calendar days beginning September 17, 1978, as "National Port Week."

The Clerk read as follows:

H.J. Res. 773

Whereas United States coastal and inland ports make a direct and significant contribution to our national economic well-being; and

Whereas much of the history of the United States has been shaped by its ports and interconnecting inland waterways and greatly influenced the growth of various communities; and

Whereas ports, in serving United States waterborne commerce, generate significant employment and direct dollar income to the local and regional economies they serve, as well as have a major impact on employment and production in areas far distant from their location; and

Whereas United States ports provide a wide variety of services and activities essential to the smooth and efficient conduct of foreign trade and have a direct impact on our balance of payments; and

Whereas American ports are a vital asset in maintaining a strong posture in national security: Now, therefore, be it

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the President of the United States is authorized and requested to issue a proclamation designating the seven-day period beginning September 17, 1978, as "National Port Week" and to invite the Governors of the several States, the chief official of local governments, and the people of the United States to observe such week with appropriate ceremonies and activities.

The SPEAKER pro tempore. Is a second demanded?

Mr. ROUSSELOT. Mr. Speaker, I demand a second.

The SPEAKER pro tempore. Without objection, a second will be considered as ordered.

There was no objection.

The SPEAKER pro tempore. The gentleman from Florida (Mr. LEHMAN) and the gentleman from California (Mr. ROUSSELOT) will be recognized for 20 minutes each.

The Chair recognizes the gentleman from Florida (Mr. LEHMAN).

Mr. LEHMAN. Mr. Speaker, I yield myself such time as I may consume.

(Mr. LEHMAN asked and was given

permission to revise and extend his remarks and to include extraneous material.)

Mr. LEHMAN. Mr. Speaker, this legislation has 222 cosponsors, and is without opposition to my knowledge.

Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

Mr. ROUSSELOT. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, House Joint Resolution 773 authorizes and requests the President to proclaim the week beginning September 17, 1978, as "National Port Week." This resolution, with 222 cosponsors, was unanimously reported by the Committee on Post Office and Civil Service on June 21, 1978.

No cost or inflationary impact would result from the enactment of this resolution; on the contrary, we are recognizing the positive contribution made by our ports toward maintaining the vital transportation network of this great trading Nation.

In California, our numerous seaports—San Diego, Long Beach, Los Angeles, Oakland, Oxnard, Redwood City, Richmond, and San Francisco—combine with our inland ports at Sacramento and Stockton to serve both the defense of the Nation and the transportation needs of the busy commercial and industrial centers surrounding them.

I urge passage of this resolution in tribute to the past contributions and future potential of our national ports.

● Mr. ANDERSON of California. Mr. Speaker, I rise in support of this legislation which authorizes the President to proclaim the week of September 17 to 23 as "National Port Week."

I represent the ports of Los Angeles and Long Beach—two harbors that contribute much to the economic development of the surrounding communities.

Nationally, a recent study completed for the Maritime Administration—Department of Commerce—showed that the total impact of U.S. ports on the economy averaged about \$153 million per day during last year.

The study also found that the port industry was directly and indirectly responsible for: 1,046,800 jobs, or one job in the national economy for each 600 tons of foreign waterborne commerce handled through ports; personal income of \$19.2 billion; business income totaling \$7.4 billion; Federal taxes of \$10.4 billion; and State and local taxes amounting to \$4 billion.

Thus, our Nation's ports, in their role of transshipping cargo, contribute jobs, income, and tax revenues to their communities and the Nation. I am happy to cosponsor this resolution which honors them.●

● Mr. JOHNSON of California. Mr. Speaker, I rise in strong support of the bill before the House of Representatives giving formal Federal recognition to the demonstration of National Port Week beginning September 17 of this year. The ports of this Nation have played a very important role in its history from its earliest days to the present. Over 98 percent of our foreign commerce leaves the United States through our ports.



United States
of America

Congressional Record

PROCEEDINGS AND DEBATES OF THE 95th CONGRESS, FIRST SESSION

Vol. 123

WASHINGTON, THURSDAY, JUNE 30, 1977

No. 114

House of Representatives

PACIFIC ASIAN/AMERICAN
HERITAGE WEEK

HON. NORMAN Y. MINETA

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 30, 1977

Mr. MINETA. Mr. Speaker, it is with great pleasure and gratitude that I join with my colleague from the State of New York, Congressman FRANK HORTON, in cosponsoring a resolution authorizing the establishment of a "Pacific Asian/American Heritage Week."

Mr. Speaker, throughout this great land, thousands of individuals who can trace their ancestry to countries and territories in the Pacific contribute daily to the growth and vitality of this Nation. They have become a part of a nation which has been generous in the extension of its opportunities to people from all over the world. There is no definite date when the first individuals of Pacific Asian ancestry entered this country. But, we do know that on May 7, 1843, the first Japanese entered America and on May 10, 1869, the Golden Spike Day, the Chinese contributed significantly to the building of the railroad in this country.

Since the early days of this country, Pacific Asian/Americans have strengthened the vitality of the American family and competed effectively and productively in the commercial enterprises of the Nation, and have made outstanding contributions to the social, scientific, economic, cultural, and political development of the United States. I am pleased to inform this House that the National Coalition for a Pacific Asian/American Heritage Proclamation, chaired by Mrs. Jeanie F. Jew, and comprised of many associations of Pacific Asian/Americans and the Pacific Asian Congressional Caucus, chaired by Miss Ruby G. Moy, enthusiastically support our efforts to authorize the issuance of this proclamation.

The Post Office and Civil Service Committee will be able to take action in the month of October, and between now and that date, we will be seeking cosponsors for the resolution so that it will be favorably reported to the floor. I urge my colleagues to join us in support of this resolution, and I wish to extend to the Members who have already expressed support my special sense of appreciation.

STATEMENT OF REPRESENTATIVE
FRANK HORTON ON THE INTRO-
DUCTION OF THE JOINT RESOLU-
TION TO PROCLAIM "PACIFIC
ASIAN/AMERICAN HERITAGE
WEEK"

(Mr. HORTON asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. HORTON. Mr. Speaker, today I am honored to introduce with the distinguished Congressman from California, NORMAN MINETA, a resolution authorizing the President to annually issue a proclamation designating a week during the first 10 days of May as "Pacific Asian/American Heritage Week." The proclamation would recognize the distinguished contributions of Pacific Asian/Americans to the United States and its territories. It is consistent with previous resolutions which have recognized the contribution of Spanish-speaking Americans and black Americans.

Mr. Speaker, since the country was founded we have witnessed a truly remarkable accommodation of the social, political, and cultural differences of millions of people from all over the world. Americans of Pacific Asian/American heritage have contributed significantly to their community, to their Nation, and to the social, scientific, economic, and cultural growth of our people. Over 1.4 million people presently live in the United States whose ancestors started their lives in various parts of the Pacific world. It is only fitting that we recognize the contribution of many such great individuals including the cosponsor of this resolution, Representative MINETA. Other prominent Americans of Pacific Asian ancestry include Senator DANIEL INOUE; Senator SPARK MATSUNAGA; Senator S. I. HAYAKAWA; former Congresswoman Patsy Mink; Representative ANTONIO BORJA WON PAT of Guam; the present Governor of Hawaii, George R. Ariyoshi; Mrs. March Fong Eu, secretary of state

for California; former Senator Hiram Fong of Hawaii, the first Pacific Asian/American to ever be a Member of Congress. This resolution is also supported by the National Coalition for a Pacific Asian/American Heritage Proclamation, chaired by Mrs. Jeanie F. Jew, and comprised of many associations of Pacific Asian/Americans and the Pacific Asian Congressional Caucus, chaired by Miss Ruby G. Moy.

Mr. Speaker, we have previously sent a "Dear Colleague" to all Members of the House. To obtain approval by the Post Office and Civil Service Committee, we need 218 cosponsors in the House. I urge my colleagues to join with us in spon-

CS-

These are good for
notable asians. See highlights.
Am still looking for a joke
and epigrams.

Let

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At 31, Kansas-born David Wittig makes some \$500,000 a year at Kidder Peabody.



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AMERICA'S SUPER MINORITY

Asian Americans have wasted no time laying claim to the American dream. They are smarter and better educated and make more money than everyone else. Now they are vaulting the last obstacles that stand between them and this country's corner offices. ■ by Anthony Ramirez

IN THE TRUNK of Robert Nakasone's car is a brown government-issue blanket. It was the blanket handed to his mother when she, like thousands of other Japanese Americans, was "relocated" into camps during the anti-Japanese hysteria of World War II. The blanket, which Nakasone's family now uses for picnics, reminds him of how far he has come. A graduate of the University of Chicago Business School, Nakasone is president of the U.S. operations

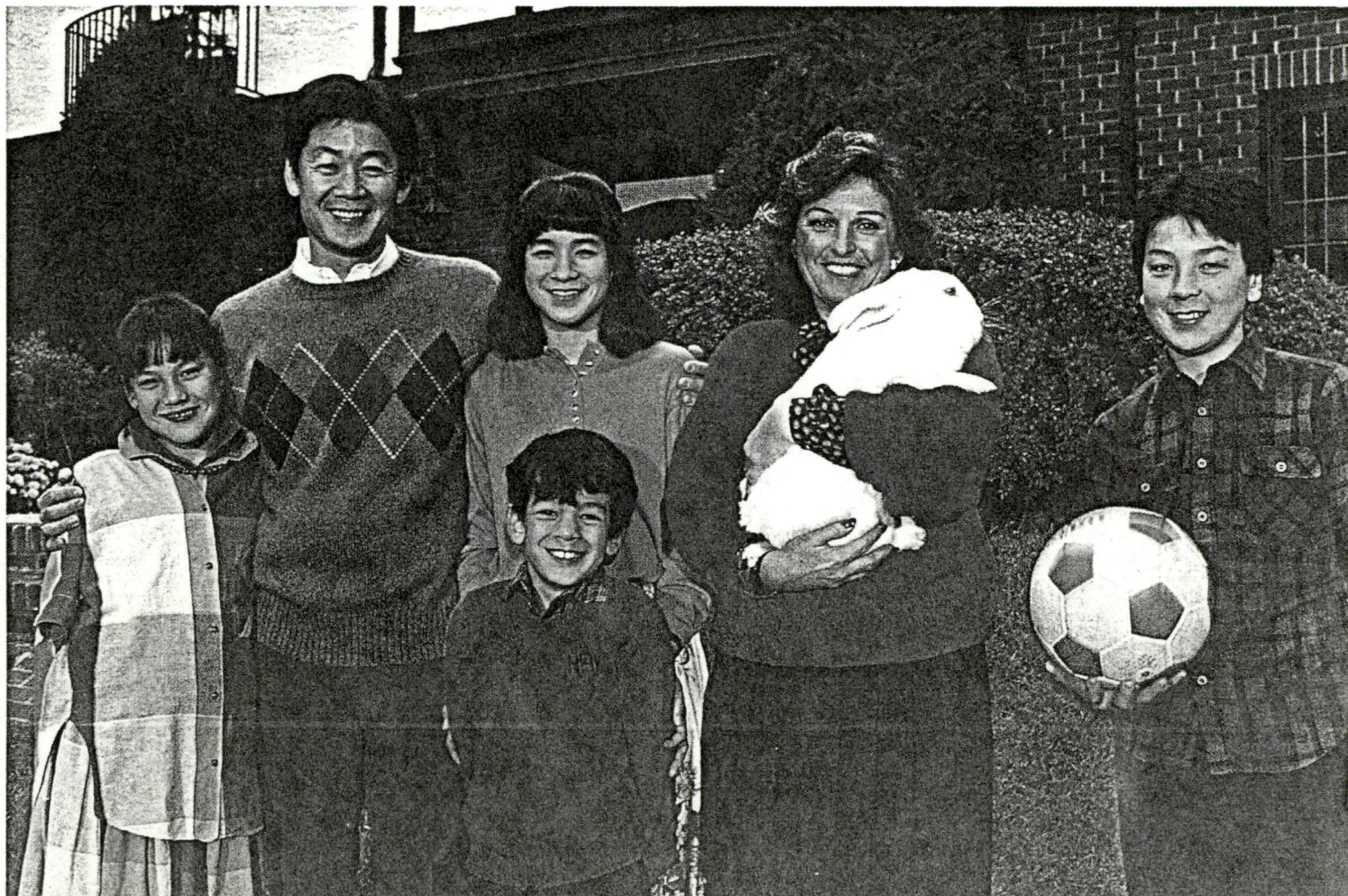
of Toys "R" Us, the \$2-billion-a-year specialty retailer in Rochelle Park, New Jersey. "I've worked very hard," says Nakasone, 38, "and I've been very fortunate."

Asian Americans are rising in corporate America faster than any other minority group. Gerald Tsai Jr., a Chinese American, is set in January to become chairman of \$2.8-billion-a-year American Can, the first Asian American to head a FORTUNE 500 company he didn't found. Asian Americans have won

top posts at companies not only in Hawaii and California, where most Asians first settle, but across America's heartland from Memphis to Kalamazoo. They have high-powered jobs at some of the best-known firms of Wall Street and Madison Avenue as well.

Asian immigrants, their children, and their grandchildren also crowd America's top universities: While a scant 2% of the U.S. population are Asian American, they account for 12% of this year's freshman class at Harvard,

A top officer of Toys "R" Us, Robert Nakasone has roots in Ridgewood, New Jersey, with his wife, Lynn, their kids, and pet rabbit April.



for example, and 20% at the University of California at Berkeley. This year the Westinghouse Science Talent Search, one of the country's most prestigious high school academic contests, awarded all five of its top scholarships to Asians. Some 35% of Asian Americans graduate from college, twice the percentage among whites.

All that education pays off spectacularly. Even though Asian Americans are generally newcomers—the majority are not descendants of immigrants but immigrants themselves—they are already way ahead of the rest of the nation at the bank. According to the 1980 census, the median annual income for Asian American families was \$23,600. It exceeded the level not only for the overall population (\$19,900) but for whites in particular (\$20,800). Of the various ethnic groups that make up the Asian American population, only Vietnamese families, with meager annual incomes of \$12,840, fell below white and national levels (see box, page 156).

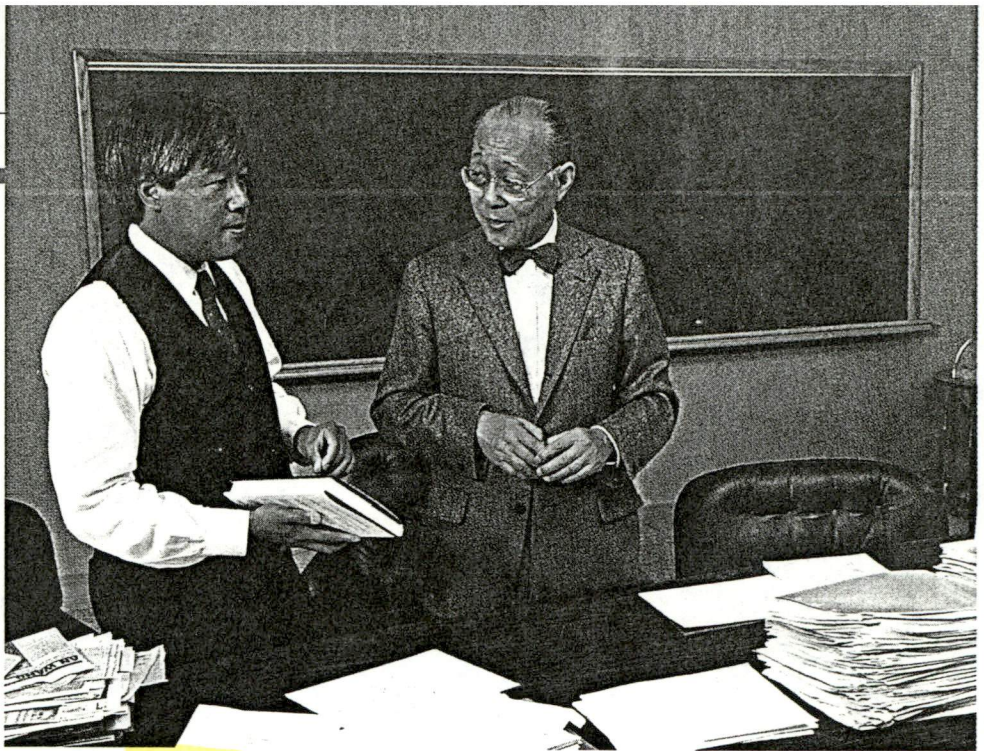
WHY IS IT that Asian Americans tower above the rest of the population in both dollars and sense? Their speeded-up realization of the American dream is due in great measure to hard work, dedication to education, a willingness to adapt to a predominantly white culture—and, not least, to brains.

The evidence is persuasive that Asian Americans are smarter than the rest of us—the 98% of the population not from the Far East. Asian American children and grownups consistently outscore whites, the population as a whole, and other racial minorities on a wide variety of tests that are used to assess intelligence, scholastic ability, and cognitive development. Says Philip E. Vernon, a psychologist at the University of Calgary: "Their intelligence can't be denied."

In 1980, for example, the U.S. Department of Education found that Asian American high school students got A's more often and failed less than whites or any other racial group in eight subjects, ranging from English to art. Asian Americans particularly stood out in subjects requiring nonverbal skills. Similarly, on the Scholastic Aptitude Test, which is used to measure college potential, Asian Americans have the highest average math score—518 compared with 491 for whites.

Asian Americans perform just as impressively in tests of cognitive development, designed to measure thinking ability rather than how much a child has learned. U.S. schoolchildren aged 9 to 12 were asked in

REPORTER ASSOCIATE *Barbara C. Loos*



Founder An Wang, right, is grooming son *Frederick* to run \$2.4-billion Wang Laboratories.

one test to copy simple geometric forms. Chinese and Japanese kids scored better than whites. And in a test of whether children aged 6 to 8 understood that the surface of a liquid in a bottle stays horizontal whether the bottle is tipped or not, Asians passed the test 43% of the time and whites 35%.

Psychologist Vernon is one of a flock of social scientists who are intrigued with the riddle of how Asian Americans got so smart. Most of these scientists agree that the answer lies in some mixture of heredity and upbringing, but they tie themselves in knots arguing about the relative importance of the two. By far the easier influence to document is upbringing. In the early 1980s researchers led by University of Michigan psychologist Harold W. Stevenson studied family commitment to education in the native lands of the Asian immigrants. They compared schoolchildren in Taipei, Taiwan; Sendai, Japan; and Minneapolis, Minnesota, which was chosen for its predominantly white population.

Stevenson's team found that American children spent substantially less time on academic activities, especially mathematics, than Chinese and Japanese children. By the fifth grade, American children spent 19.6 hours of class time on academic subjects, the Japanese 32.6 hours, and the Chinese 40.4 hours. Asians did more homework: Even on Saturday Chinese fifth-graders toiled 83 minutes and Japanese 37 minutes, in contrast to the American kids' seven minutes.

Parents' concern about their children's education was measured by a commonsense index: Did they buy their kids a desk? Among fifth-graders, 98% of the Japanese and 95% of the Chinese had a desk at home, but only 63% of the American kids had one.

Interestingly, American mothers said success was due to ability, but Asians said effort was the key. "The willingness of Japanese and Chinese children to work so hard in school," the researchers concluded, "may be due, in part, to the stronger belief on the part of their mothers in the value of hard work."

AMONG THE social scientists who think Asian American braininess is largely hereditary is Arthur Jensen, a University of California psychologist who has published controversial studies on the variation in intelligence by race. For evidence Jensen points to the wide variety of tests in which Asian Americans as a group excel. Although no single test proves the dominance of heredity, Jensen contends that taken together the tests span such a broad range of skills and abilities that no large group could ever be taught to ace all of them. Vernon, on the other hand, says the issue cannot be resolved by social science in its current state. "Asian Americans test better," he says, "because of an interaction between heredity and environment. You can't say it's purely genetic, because there is no way to measure what is purely genetic and what isn't."

Whatever the source of their talent, Asian Americans seem sure to leave as profound a mark on American society as the Irish, Italian, German, and East European immigrants of nearly a century ago. Declared a recent study published by the Population Reference Bureau, a respected, privately funded organization: "America's future is likely to be increasingly Asian." For 20 years Asians have been the fastest-growing minority. Today they number more than five million and include many ethnic groups, with Chinese, Fili-

SPECIAL REPORT

pinos, Japanese, and Vietnamese the largest, in descending order. The vast majority came to America in the past 20 years, taking advantage of immigration rules liberalized in 1965 and allowances for Indochinese refugees made after the fall of Saigon. Researchers think the Asian American population is likely to almost double again by the year 2000.

The astonishing economic prosperity of Asian American families derives in part from immigrants' success at running small businesses, from Indian newsstands to Korean greengroceries. As the immigrants' children move up the educational ladder, they are often

pushed to enter professions rather than try their luck in corporations. Asian parents of aristocratic origins often view professional jobs as appropriately elite for their offspring, in contrast to business; Asian parents of modest means favor high-paying professions like engineering and medicine as the surest path to a better life for their children. Nancy Chen, a marketing representative with IBM, recounts how she bucked her parents' wishes in pursuing a corporate career. "They said it was too risky to go into sales, and wanted me to be a doctor," she says. "My parents felt they took all the risks when they came to the U.S. so I wouldn't have to."

Pioneers like Chen blazing trails in corporate America encounter the same hazards any minority group faces. Some of the obstacles are external barriers of racism and stereotypes; some derive from genuine cultural differences and leave corporations mystified about how to get the most out of these talented employees. The age of the Asian American is only beginning to dawn in the corporation. Their numbers at the top are still disproportionately small: A scant 0.5%—or 159 out of 29,000—of the officers and directors of the nation's 1,000 largest companies have Asian surnames. Of dozens of Asian American managers interviewed by FORTUNE, only a handful have already arrived. The majority are striving, convinced, in the best American tradition, that with brains, ambition, and hard work they will win.

Stunning successes have been scored by Asian American entrepreneurs and dealmakers. The most famous is An Wang, founder



BOB SEIBERMAN (2)

and say, 'especially for an Indian.' What do you mean 'for an Indian?' For anybody!"

American Can's chairman-elect, Jerry Tsai, wheeled and dealt his way to the top. Tsai first made his reputation as a hyperkinetic stock trader during the go-go market of the mid-1960s. In 1968 he sold the highflying mutual fund he had established to CNA Financial Corp. But after five years as a CNA executive, Tsai tired of what he regarded as its suffocating bureaucracy. He bought a tiny insurance company, then sold it to American Can in 1982, joining the manufacturer as an executive vice president in

charge of its small financial services unit. Within three years Tsai had invested \$1 billion of his new employer's money in five major acquisitions. Last year 55% of American Can's operating earnings came from Tsai's side of the company. This year, at 57, Tsai was named chief executive officer.

Shanghai-born Peter Huang, 51, is equally adroit at making deals. A Stanford engineering graduate and Columbia MBA, Huang got his start organizing large urban-renewal projects in New York City. In 1966 City Investing, an old-line commercial real estate company with annual revenues of \$8 million, hired him to analyze merger and acquisition opportunities. Huang helped build the company into an empire whose revenues topped \$6 billion in 1984 and whose stock climbed from \$7 to \$33. Then, to take advantage of tax law wrinkles, City Investing liquidated itself, a move that increased the value of the

shares by a third. Last year, with the liquidation in its final stages, Huang resigned from the company's No. 2 spot. He took around \$10 million in severance and retired, temporarily at least, to the ski slopes of Sun Valley, Idaho.

With his sights on helping run a big retailer, Nakasone of Toys "R" Us began his career at Jewel Cos., a Chicago-based operator of food and drug stores. At 26 he was the youngest manager ever to make vice president. By the time Toys "R" Us recruited him 13 years later, Nakasone was boss of Jewel's second-largest food division.

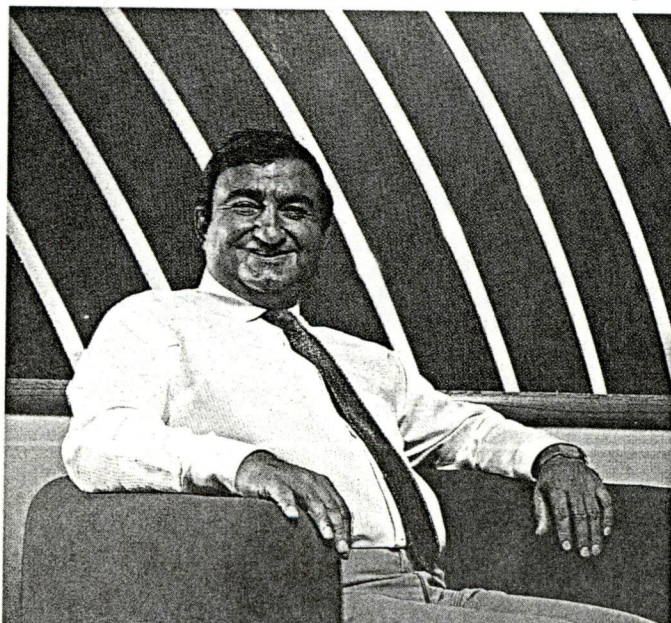
Nakasone attributes his success in part to the emphasis his parents placed on blending into a white-dominated society. After their re-

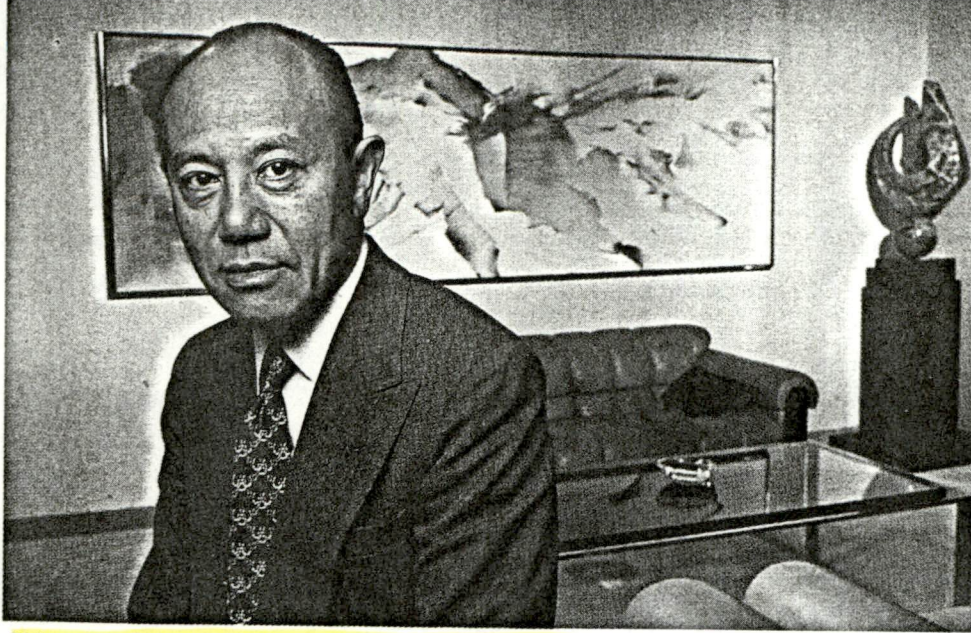
Lured by an opportunity to manage, Filipino American David Chavez signed up at Pacific Bell straight out of engineering school.

of the \$2.4-billion-a-year Wang Laboratories in Lowell, Massachusetts, one of the nation's largest computer companies. A Harvard physics Ph.D., Wang worked as a lab researcher at the university before starting the company. Shanghai-born, he had come to the U. S. in 1945 for schooling. He showed such promise as a scientist that the U.S. government asked him to become a citizen.

SIRJANG LAL TANDON, born in India, also came to the U.S. for his education and ended up staying. He founded Tandon Corp., a maker of computer disk drives and personal computers, in 1975 with \$7,000 in savings. "Ambition is what brought immigrants to the United States," says Tandon, 44. Now his company has annual revenues of \$270 million. Adds Tandon: "People say, 'Your success is an incredible story,' then they pause

Born in India, Sirjang Lal Tandon came to the U.S. for an education and stayed to found \$270-million-a-year Tandon Corp.





China-born Gerald Tsai, chairman-elect of American Can, first made his mark trading stocks.

lease from a World War II internment camp, they settled in the virtually all-white Southern California town of Sunland-Tujunga to raise their family. "They made a very conscious choice—and I'm glad they did—to not live in a predominantly Oriental community," says Nakasone, "because it wouldn't be representative of what we kids would face when we went out into the real world." Unlike Nakasone, Brian Wong, executive vice president of Worlds of Wonder, a highflying Fremont, California, toymaker with 1985 revenues of \$93 million, grew up in a mixed

neighborhood in San Francisco with plenty of other Chinese around. His immigrant father encouraged the children by speaking English at home. "This is one area of the country where you can speak Chinese all the time, shop at Chinese grocery stores, eat at Chinese restaurants—and stay Chinese forever," says the 32-year-old Wong. "But my father wanted me to be able to succeed in non-Asian society."

To some degree, race is an issue with all Asian Americans, no matter how thoroughly assimilated they are. Says Harry Kitano, a

UCLA sociology professor and Japanese American: "The American stereotype of an American still is white. I think even when Asian Americans are young, they begin to recognize very, very quickly that they don't have that qualification." Indeed, Asian Americans say they are attracted to comparatively solo professions like engineering partly because they regard these as careers where performance is judged objectively. Not so with general management at large corporations, where criteria such as white skin and membership in an old-boy network can come into play.

THE FRUSTRATIONS and successes of David Lee illustrate these concerns. A China-born mechanical engineer, Lee in 1969 helped found Diablo Systems, now a major maker of computer printers in Silicon Valley. A few years later Xerox Corp. bought Diablo, and Lee stayed on as a manager. But he was stunned when a white boss was brought in over his head. A Xerox spokesman says, "Race had nothing to do with Lee's situation." But Lee contends, "They didn't think I was good enough to be a manager for them."

Lee and other disenchanting engineers left to start Qume, another computer-printer company. It later diversified successfully into manufacturing disk drives and personal computers. After a few years Qume was bought by ITT; this time around Lee was invited to stay as president. Under his leadership Qume grew from \$143 million in sales to \$320 million in three years. ITT promoted Lee to group executive vice president and soon afterward asked him to move to headquarters in New York.

But Lee rejected the assignment and soon afterward resigned. He says he was convinced that, despite his rapid rise, there was no room at the top of ITT for an Asian American. "To have an Asian American run ITT, that's just impossible," he says. "Therefore it wasn't worth it to uproot my family from California." With a rueful laugh he adds, "I think like an American and I act like an American. It's just that I don't look like an American." ITT denies that Lee encountered racism. "At the time," says a spokesman, "we had the highest percentage of minority vice presidents of any major company." Lee, 49, now runs yet another fast-growing Silicon Valley electronics company.

Many Asian Americans say they have run into racial and cultural barriers. Roy Yamahiro, 58, a human resources manager at Martin Marietta's Denver office, felt his career

THE SUPER MINORITY'S POOR COUSINS

■ Some Asian immigrants arrived woefully ill equipped for life in the U.S. and have not shared in the buoyant success of other Asian Americans. Refugees from Indochina—Vietnamese, Laotians, and Kampuchians—are by far the poorest group. When South Vietnam fell in 1975, the first to flee came from among Indochina's elite. More than 30% of these immigrants held professional or managerial jobs. They know Western culture, if not English, because of the long French colonization, and have thrived.

But after 1976 there came a second wave more representative of Indochina's overall population, mostly poorly educated fishermen and farmers. A few, such as the Hmong tribe from the hills of Laos, were illiterate even in their own language. "The Hmong stand out like Appalachian whites," says Darrel Montero, a social work professor at Arizona State University. He and other experts worry that second-wave refugees may remain

mired in poverty and unemployment.

Among refugees, mostly Indochinese, who have settled in California in the past three years, more than 90% are on welfare. Part of the problem, says Berkeley research scientist Jacqueline Desbarats, is that it doesn't pay for refugees with families to work. A full-time job at the minimum wage pays less than \$600 a month, while welfare pays a family of four \$850, plus substantial medical benefits. To prod the refugees out of dependency, an experimental project lets them go to work without losing the medical benefits.

Indochinese refugees may eventually solve their problem themselves by becoming assimilated. A federal study found that the longer Indochinese live in the U.S., the more fluent they become in English and the more they earn. Moreover, following a classic pattern of Asian American adaptation, the Vietnamese are forming mutual aid societies to help themselves launch their own small businesses.

SPECIAL REPORT

had stalled despite widely praised work in his field. Yamahiro pioneered the use of the Outward Bound survival school to train corporate executives in teamwork. After 12 years at Martin Marietta, Yamahiro eagerly produced his résumé when headhunters sought him out. He now is vice president of human resources development at Federal Express in Memphis. Martin Marietta denies that race or cultural background was ever a fac-

tor in Yamahiro's career at the company.

Upward-bound Asian American executives have discovered that the quick way to neutralize racial prejudice is to find a white mentor willing to ignore ethnicity and concentrate on talent. In the case of Peter Huang at City Investing, it was Chairman George T. Scharffenberger. He plucked Huang from the world of urban renewal and brought him into the commercial real estate

arena. In Jerry Tsai's case, it was a tough, outspoken Boston Brahmin named Edward C. Johnson Jr. who hired him as a stock analyst. When Tsai asked for money to start a mutual fund whose aggressive stock trading was to revolutionize Wall Street money management, Johnson replied with a blunt, "Here's your \$250,000 and your rope." Answered Tsai: "I'll take it."

Finding a mentor is especially important at

FOR WOMEN, GETTING HIRED IS THE EASY PART

■ "It's a double-edged sword being Asian American and a woman," says June Yee, 29, a senior associate at Booz-Allen Hamilton. Of the 18 successful Asian American women FORTUNE interviewed, nearly all believed that their double minority status both helped and hindered their careers. The women had an edge, even over their Asian male counterparts, in landing entry-level management jobs. But getting beyond that required resourcefulness. Being female and Asian, the women said, could stall a well-earned promotion or even kill an aspirant's chance for entering the inner circle.

The Asian American women claim one psychological advantage over other women on the fast track. Their Asian heritage makes them less susceptible to supermom syndrome, the burnout that threatens women who struggle to reconcile family roles with career aspirations. "In Asian culture there is no concept of mom taking care of everything," says Shirley Young, 51, the Shanghai-born president of Grey Strategic Marketing, a subsidiary of Grey Advertising. She has long relied on nannies to tend her three sons.

But Young's Asian upbringing also made it hard for her to master the all-American art of self-promotion. A Phi Beta Kappa from Wellesley, Young worked in the ad agency's research organization for ten years, rising all the way to the second spot. Then her progress stopped. A succession of white men from outside were appointed department head and then promoted out as Young stood by unprotestingly. "I didn't assert myself and say, 'Hey, that job is rightfully mine,'" Young recalls. "That's being Asian. My motto was always underpromise and overdeliver." Fed up with the job, Young finally made the profoundly American move of quitting. After nine months the research unit was in disarray, and Grey recruited Young back in the top spot.

Most Asian American women succeed by adapting: enlisting white male mentors as champions, zeroing in on open-minded firms, loading up with impressive credentials. Lily Lai, 42, direc-

tor of public affairs for AT&T International, attributes her success to her diplomas. When she began angling for upper-management responsibility in 1979, AT&T told her that the job she wanted required an MBA; her economics Ph.D. wasn't enough. Rather than protest, Lai, who as a child had the best test scores in her Taiwan elementary school, won an AT&T-sponsored fellowship at MIT's Sloan School of Management. After graduation she came back to get the post she wanted.

Armed with an MBA from Simmons College in Boston, Sally

Tsiang wanted no more school. She applied for operating jobs at major corporations, hoping to avoid having to go through a training program. At Chemical Bank she caught the attention of Robert Lipp, a fast-rising executive vice president who was willing to give her an area to manage. "He said, 'As long as you show you're able to do it, the opportunity is yours,'" Tsiang recalls. Lipp kept his word. For the next ten years he moved his protégée through a series of promotions from operations to retail to brokerage. Last year Tsiang thought it time to es-



Shirley Young was passed over but finally won at Grey Advertising.

establish her own identity. She landed a job as a vice president in the mortgage-backed securities unit of Drexel Burnham Lambert.

To Doreen Yat, 30, an account supervisor at Ogilvy & Mather, her smartest move has been "picking an industry and a company where race and gender aren't an issue." Race and gender may have tripped up another woman, a vice president in a large financial services company. She told FORTUNE that her path to a policymaking job was blocked because she didn't get along with the company's old boys. "I'm not one of the inner circle. To them I'm a 5-foot 3-inch Chinese lady, even though I'm a fourth-generation American," she says. A female manager at a communications company was almost undone by a similar problem when a powerful but prejudiced top manager blocked a promotion. She was rescued by her immediate boss. He pushed the promotion through while the top guy was on vacation. — Barbara C. Loos



Asian faces fill this business class at MIT, where one out of 14 students is Asian American.

such old-line institutions as commercial banks. Leo Au, a 1976 Harvard Business School graduate, felt himself going stale after a few years on the finance staff of Pittsburgh's Mellon Bank. His boss, Jay Roy, told Au that he had a problem. He was doing fine in his job but was rotten at giving presentations. Roy had the bank bring in a moonlighting speech professor to coach him. Now senior vice president in charge of the bank's securities trading and sales operations, Au says the lessons helped reignite his career.

Some companies go out of their way to make it easy for Asian Americans to switch from technical careers to the management fast track. David Chavez, a 24-year-old Filipino American, took advantage of such an opportunity at Pacific Bell, an \$8-billion-a-year subsidiary of Pacific Telesis. An electrical engineering graduate from the California Institute of Technology, Chavez was recruited for the company's accelerated manage-

ment program despite his lack of business education. "I chose Pacific Bell to learn the things I never could have picked up staying in a technical position," Chavez says. Similarly Chong Y. Yoon, 53, a Korean American, earned a Ph.D. in chemical engineering at MIT but wished he could be a manager. Upjohn, the Kalamazoo, Michigan, pharmaceutical giant, helped him out. "Upjohn wanted me to have the opportunity," says Yoon. "There was no problem with my lack of an MBA. Here performance determines who gets ahead." Today Yoon is a corporate vice president.

Racial prejudice in corporations makes experiences like Yoon's a rarity, believes William Ouchi, a professor of management at UCLA who has studied the progress of Asian Americans in business. "Younger managers may be in the pipeline to the top," Ouchi says, "but the pipeline has a cork." In Ouchi's view many white managers are quick

to dismiss Asian Americans as technicians too narrowly trained and docile to ever cut it as executives. Asian women, moreover, often must contend with both racist and sexist stereotypes (see box, page 160).

A number of the managers interviewed by FORTUNE believe Asian Americans are themselves partly responsible for their lack of advancement. There is truth, they say, to stereotypes used to discount Asian Americans' executive aptitude. "I can see why a lot of Asians don't get in the managerial side," says Paul Lin, a vice president at Watkins Johnson, a \$250-million-a-year electronics firm in Palo Alto, California. "Asians, from a people standpoint, aren't open. That's a big problem when you're trying to become a manager."

Asian Americans sabotage themselves because they are culturally conditioned to be humble, says Byron Kunisawa, a minority consultant at the Multi-Cultural Resource Center in San Francisco. In his view, being humble is broadcasting one's talents on the wrong wavelength. While Asian Americans act patient in the office because they believe "that good work will win out," he says, "companies are seeing only passivity."

CONSULTANTS like Kunisawa maintain that to get promotions Asian Americans have to learn more about promoting themselves. The consultants also have standard advice for corporations eager to develop promising Asian Americans. They say employers ought to unhesitatingly point out the deficiencies holding young managers back, such as poor pronunciation, and offer remedial training.

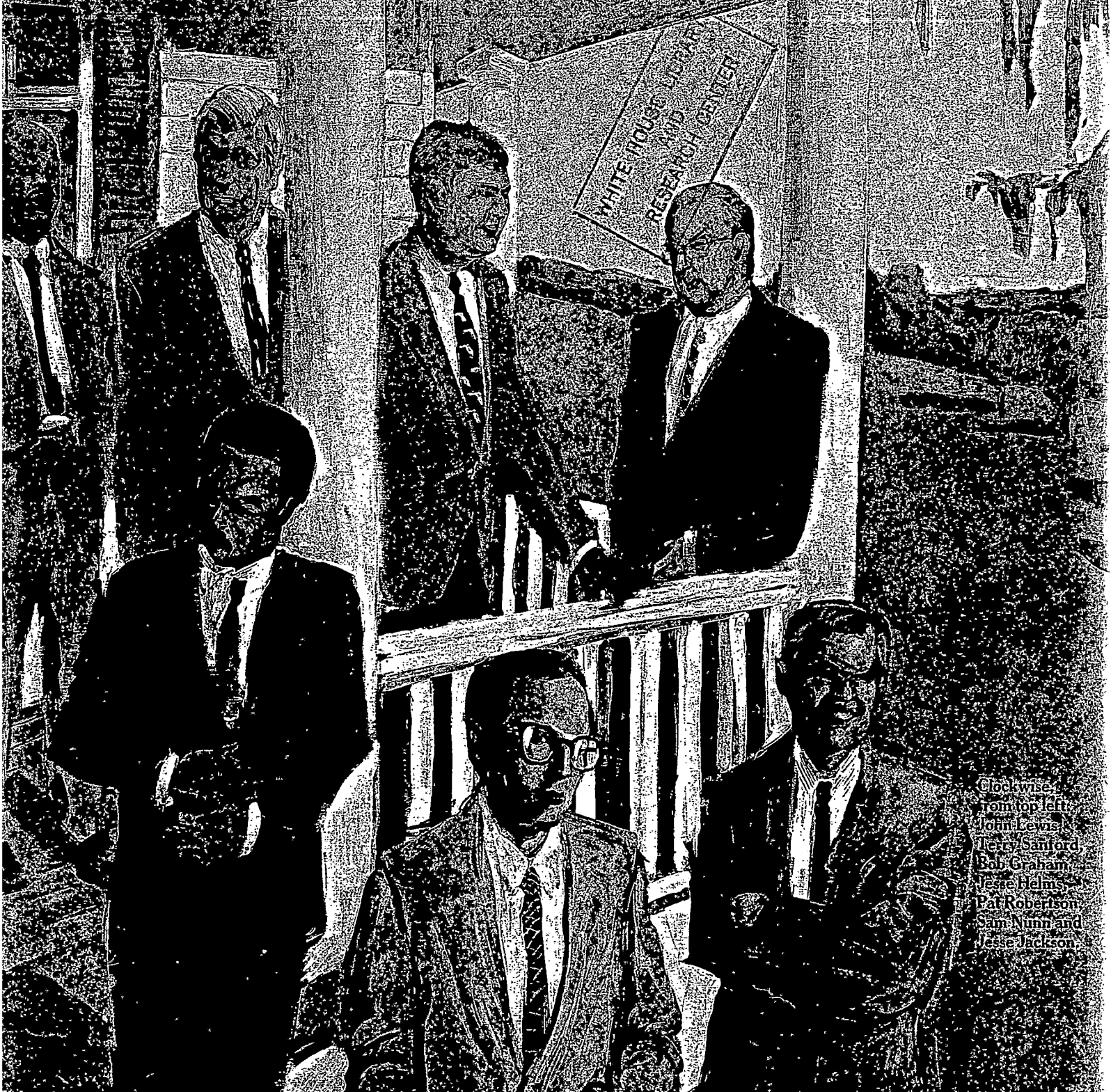
But David Wang, a China-born senior vice president at International Paper Co., says Asian Americans aren't counting on being mollycoddled. "You can't wait for your boss to help," he says. Wang thinks it inevitable that Asian Americans will master the social and political skills they need in corporate life, just as they have excelled at all the other tough lessons of immigration. If that is so, Asian American achievers will ultimately occupy a disproportionate share of the country's corner offices. Their effect on U.S. business is likely to be profound, as traditional American values such as the work ethic, promotion by merit, and self-reliance gain a powerful new constituency. The arrival of Asian Americans could herald a revitalized corporate environment—one that no strait-laced Yankee businessman would have difficulty recognizing as home. **E**

Tied for first, Wei-jing Zhu and Wendy Chung rejoice at the 1986 Westinghouse science contest.



MARK PORTLAND

NOVEMBER 30, 1986 / SECTION 2



Clockwise from top left: John Lewis, Terry Sanford, Bob Graham, Jesse Helms, Pat Robertson, Sam Nunn and Jesse Jackson

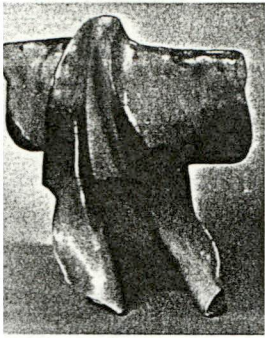
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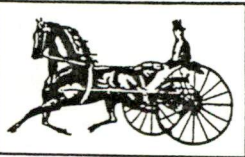
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Jay Yang with his daughter Coco. Asian-Americans thrive by transplanting old values.

WHY ASIANS SUCCEEDED HERE

By Robert B. Oxnam

THANK GOD FOR THE ASIANS," exclaims an earnest middle-aged man from Westchester County. "They're bringing back standards to our schools. And they're so successful in small businesses. It's all happened overnight. How do you explain it?"

As head of the Asia Society, I hear that question often as I travel the country. It is prompted, in part, by the enormous number of Asian-Americans who have come here since United States immigration laws were liberalized in 1965. In just two decades, the number of Americans of Asian extraction has quintupled, to more than five million people.

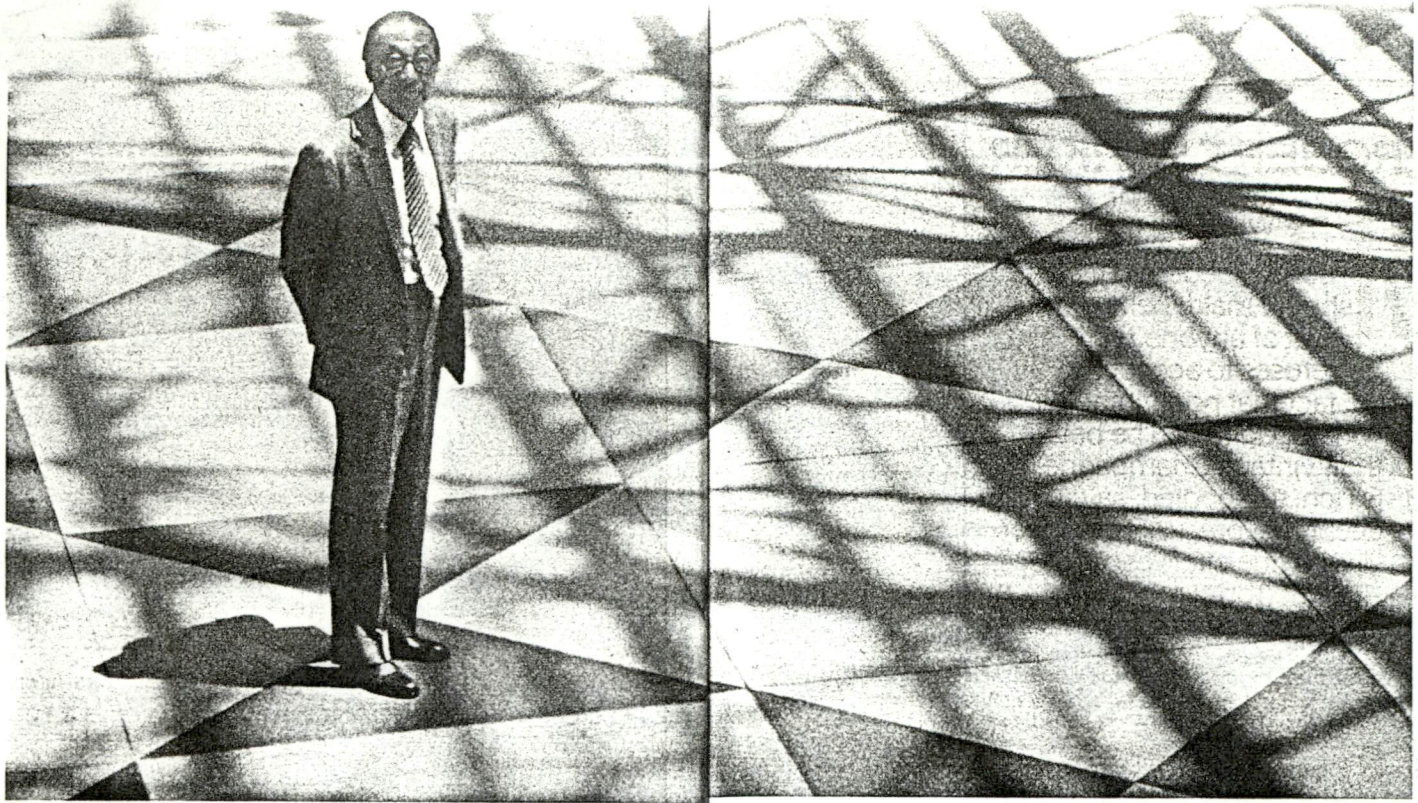
Yet more impressive than the numbers has been the remarkable success many

Robert B. Oxnam is president of the Asia Society, a nonprofit cultural and educational organization based in New York.

Asian immigrants have achieved. A substantial proportion are "elite immigrants" who have brought with them college degrees and career experience. Perhaps never before in American history have so many talented immigrants arrived and gained middle-class status in such a short span of time. "The new Asian-Americans have leapfrogged," says Alice Young, an international lawyer of Chinese extraction. "They have achieved in one generation what used to require two to three generations for European immigrants."

The story of these new immigrants goes far beyond the high school valedictorians and Westinghouse Science scholars we read about in our newspapers. It is the story of a broader cultural interaction, a pairing of old Asian values with American individualism, Asian work ethics with American entrepreneurship. And, where those cultural elements have collided, it has also been a story of sharp disappointments and frustration.

While all immigrants confront the chal-



JOHN OLSON/GAMMA-LIAISON

I.M. Pei at New York's Javits Center, designed by his firm.

lence of cultural adjustment, those who have recently arrived from Asia have often displayed a special capacity for adapting ancient values to new circumstances.

Westerners often think of modern history as a struggle between the forces of tradition and modernization. Asians tend to see a different dynamic in which past and present often reinforce each other. Asian societies have selectively adapted their traditions to meet the needs of contemporary economic progress and political integration.

Culture, in this respect, is at the heart of Asia's soaring growth. And the success of many Asian-Americans is a direct manifestation of that same powerful Asian process of cultural transformation and continuity.

"I am never quite able to convince people that I did not suffer culture shock when I arrived in the United States," observes the computer entrepreneur **An Wang**, who founded Wang Laboratories, in his recent autobiography. "People insist that I must have been overwhelmed by the things that make America different from China — the wealth, the people, even the food. But this is simply not true. I look for the similarities between cultures, not the differences."

The most pervasive ancient tradition that still infuses the societies of China, Korea,

Japan and Vietnam is Confucianism. Strong Confucian legacies are still evident in Chinese bureaucracy, Japanese industrial organizations and the lives of Korean and Vietnamese families.

Confucius himself, who lived in China some 2,500 years ago, would have been pleased at the modern-day success of his ideas. A scholar and frustrated office-seeker, Confucius was trying to find principles that would bring order to a chaotic and war-torn society. His teachings formed a powerful package that emphasized hierarchy, discipline, family, hard work and, above all, education.

Well over half of today's Asian-Americans come from societies with Confucian backgrounds. They are not importing a classical tradition, but rather a set of visceral values refined over generations of experience. "Confucianism is an ethical code and not a religion," comments Wan-go Weng, the just-retired president of the China Institute in America, "and a lot of it works in an American context."

John Brademas, a Greek-American who is president of New York University, observes, "When I look at our Asian-American students, I am certain that much of their success is due to Confucianism. And the more I see of Confucianism in action, the more I think it is the mirror

"The first priority for Americans is to learn more about Asia."

image of the Protestant ethic."

A substantial minority of Asian-Americans comes from non-Confucian societies. But they, too, bring with them a heritage that has helped them to flourish in America. The half-million Americans of Indian extraction, for instance, boast the highest median family incomes of any Asian ethnic group. Indian traditions are much more diffuse and religious than the secular and structured inheritances from East Asian societies. Nevertheless the majority of Indian immigrants are highly motivated and represent the outflowing of skilled professionals known as the "brain drain" phenomenon. "Indian and Chinese traditions are totally different in Asia," suggests Mehli M. Mistri, a senior vice president at Citibank. "But somehow when Asians bring these values to America, the bottom line is very similar. It adds up to family, education, discipline and hard work."

Filipino-Americans, who now number over one million, constitute the largest group of Asian immigrants outside the Confucian and Indian cultural spheres. The Philippines has a multi-layered history with tribal, Spanish and American influences. This unique hybrid culture has tended to make their American experiences rather mixed. While some Filipinos

have done remarkably well in America, many occupy lower rungs on the socioeconomic ladder than do most other Asian immigrants.

Vietnamese-American immigrants, who now number more than 600,000, bring with them a particularly complex heritage. On one hand, Vietnam had a long history of Confucian influences prior to its recent century of French colonialism, searing warfare and, now, Communist control. On the other hand, the Vietnamese and the other Indochinese immigrants are the only true refugees among the recent wave of Asians who have come to America. As a result of that disadvantage, Vietnamese-American incomes remain the lowest of any Asian immigrant group, even though Vietnamese children often do well at school and their parents have frequently established profitable small businesses.

PERHAPS THE MOST striking characteristic shared by all Asian cultures is their deep respect for education. "When Asians come to America," observes the home-fashion designer Jay Yang, "first they want the green card for themselves, then the green book bag for their children." Recent studies indicate that Asian students spend much more time on homework than other students.

(Continued on Page 88)

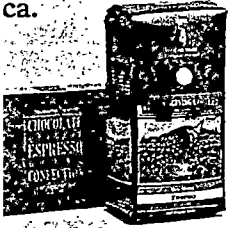
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ASIAN-AMERICANS

Continued from Page 75

In many Asian families, education seems almost an obsession. "When I was second-highest on a test," recalls Agnes Lin, now a professor of educational psychology at New York University, "my father scolded me for not trying hard enough. When I was first, he said the test was too easy." Rajan Viswanathan, who has pursued his education at colleges in New York and Maryland, observes that many Indians and Pakistanis spend their entire days on campus, from 8 A.M. to 11 P.M., just to escape parental discipline. "Sometimes," he says, "the pressure is so tough that it gets in the way of good grades."

The strong family ties and powerful work ethics of Asian cultures are key factors in Asian-American achievement. Members of the Choi family, Koreans who survived some initial hostility to set up a profitable greengrocery on New York's Park Avenue, have labored incredible hours — often 18 hours a day, seven days a week — in the eight years since they left Seoul. "We are somewhat overqualified for what we do," acknowledges Kyu-Sung Choi, "since I have a B.A. and my wife an M.A." His wife, Sung-Bok Choi, who wants to return to her career as a painter someday, hastily

adds, "But we see ourselves as successful. We are working for the dream of our children's generation. Other things must wait."

The Asian-American devotion to work may also reflect Asian attitudes toward the budgeting of personal time. Americans who travel to Asia are surprised to find offices open on Saturdays and dismayed that key business meetings are sometimes convened over weekends. Henry S. Tang, a Wall Street investment banker and president of the Chinatown Planning Council, notes that the concepts of a "weekend" and the "Sabbath" both come from the West and that most Asians do not make such a clear-cut division between work and play.

Another factor helps explain the unprecedented take-off of many Asian-Americans. With the prominent exception of the Indochinese, most Asians are not refugees in the classic sense. As a result, Asian immigrants seem less concerned with rejecting their past than with reaffirming elements of that past in a new setting. Pride seems a stronger motivation than escape for them, and frequently one detects thinly veiled expressions of nationalism.

"We Indians are arrogant," admits Somi Roy of the Asia

Society. "We are arrogant enough to say that we can adapt to anything. The Chinese might say it differently. They would probably say that they are arrogant enough to make anything adapt to them. But we both see ourselves as No. 1."

Asian-Americans also observe, sometimes vehemently, that there is much in their inherited traditions that does not mesh well with American society.

One enduring Confucian virtue is that of modesty or reserve. The "inferior" in any relationship — such as a student or a woman — was expected to hold back emotions. "When I go back to China," notes Agnes Lin, "they say to me, 'You're too open.' In China, if you know 100 percent, you only show 30 percent. In America, you try to pretend it's 120 percent!" Dr. Lin worries that this kind of excessive modesty sometimes leads Americans to think that Asians are "inscrutable." She explains that it can also lead to discrimination, since Asians may seem less ready to respond to slights or offenses.

Some Asian-Americans, particularly those in artistic fields, worry about a tension between the American emphasis on creativity and the Asian emphasis on discipline.

"Some Asian students come to Juilliard and they just go crazy," says the pianist Ken Noda. "They have been so disciplined that they have to let go. Actually the



BILL BALLEBERG

Rajan Viswanathan at the University of Maryland. The pressure to excel at school is tremendous.

best music is a strange dialogue between a dead composer and a live musician. You can't have that dialogue if you're too caught up in technique or too caught up in your own emotions."

Cho-Liang Lin, the violinist, agrees: "Lots of Asians have been so well trained in technique that they are absolutely perfect. Unfortunately, what they play makes sound, not music."

Many Asians complain that academic success is followed by occupational disappointment. Henry Tang says wryly, "The youth track can be spectacular and satisfying. The career track is usually less satisfying and often very frustrating."

The film director Peter Wang captured this frustration dramatically in his movie, "The Great Wall." When the film's leading character, a computer engineer named Leo Fang, is passed over for a promotion, the white manager explains that the decision was based principally on age. Leo Fang retorts: "You don't believe a Chinaman is good enough to be the director."

Leo Fang's experience is

not entirely fictional. A 1985-Equal Employment Opportunity Commission report indicates that Asian-Americans constitute 4.1 percent of the professionals and 3.2 percent of the technicians of private companies, but only 1.4 percent of the managers.

Discrimination and racism certainly account for part of this discrepancy. But another part may be explained by difficulties that Asians experience in adapting to the special demands of American corporate culture. Asian businesses tend to be highly structured, and successful employees are those who contribute to building consensus through loyalty and reserve. The more aggressive American business style, emphasizing individuality and innovation, is simply not in the Asian tradition.

The English language also represents a hurdle for many Asian immigrants in professional life. Lack of fluency creates barriers to employment and promotion. It also prompts some Asian-Americans to select fields which place less of a premium on language. Eileen D. Chang, a Westinghouse Science winner in 1979, confronted this issue

directly when she decided to leave the "isolation" of science to pursue a career in Asian studies. Ms. Chang, who now works as an editor at the Asia Society, recalls her debates with several Chinese language professors who tried in vain to steer her away from fields that demanded high proficiency in English.

As a group, Asian-Americans present a picture of affluence and economic success. According to the 1980 census, the median income of Asian-American families is \$23,600, while the median income of white American families is \$20,800. The statistics become less rosy, however, when one realizes that 63 percent of Asian families have two or more wage earners as compared to only 55 percent of white families. Thus many Asian-American families are in fact working units in which the individual worker's return may be quite low.

Another limiting factor is that a substantial segment of the Asian-American economy is confined to Asian immigrants themselves. Dao Spencer, a Vietnamese-American consultant and researcher, observes that the

Vietnamese are very entrepreneurial and that many have made good incomes since coming to the United States. "But there's a price," she notes, "Most of the business is with other Vietnamese. It's a miniature Vietnamese economy including everything from banking to food to real estate. It sets limits on what people can become in life."

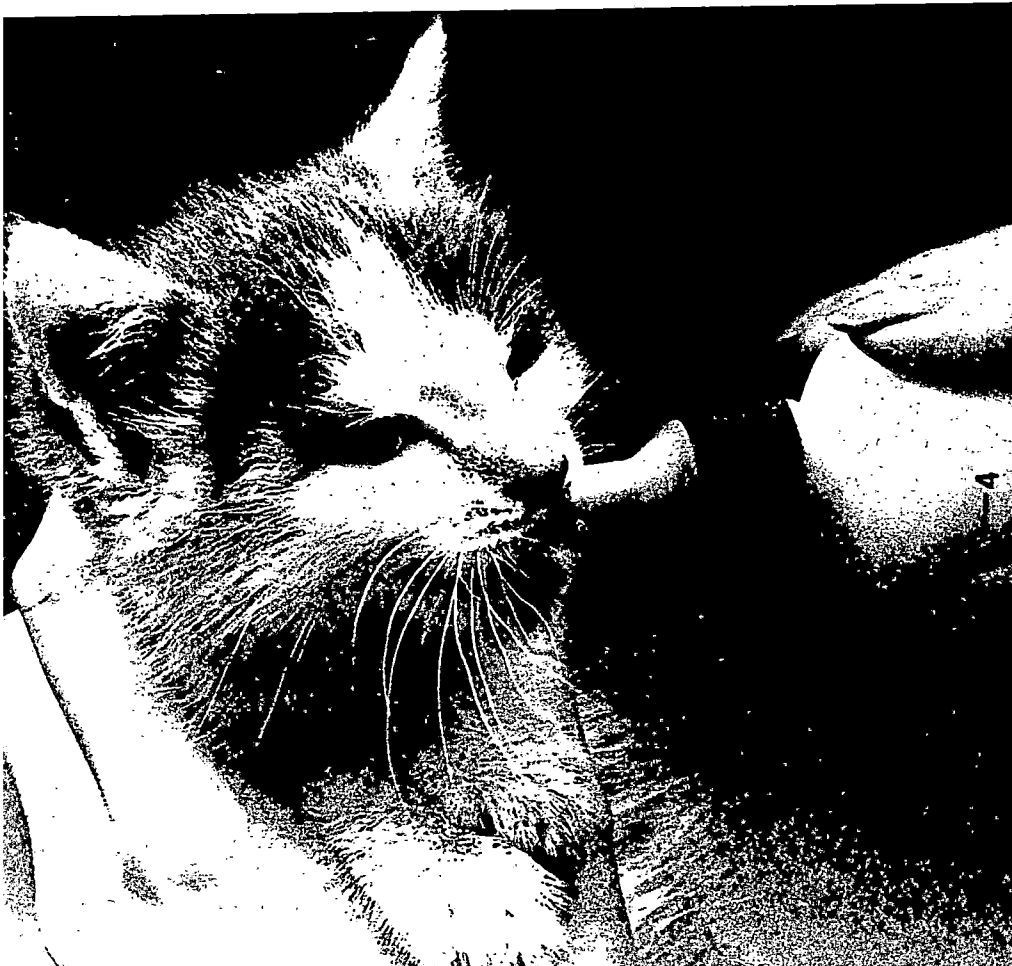
Asians often feel caught in a vise — between the pressures of their traditions and the pressures of trying to make it in America. Sometimes they respond with humor as they draw parallels to other immigrant groups. "There are a lot of similarities between Chinese and Jews," jokes Peter Wang. "Our mothers lay on the worst guilt trips. And we're both not very good at basketball."

But more often the tensions are hidden. "It's very difficult to get Asians to admit to problems of mental illness," asserts Carmencita Quesada Fulgado of St. John's University, a Philippine-born career counselor who is chairman of the Asian American Mental Health Services. "Most Asians feel a kind of shame, a

loss of 'face,' that keeps them from talking to a shrink."

The most pervasive worry among Asian-Americans is that they have been typecast as superstars who achieve wonders in a few limited fields, particularly science and mathematics. "When I was in high school," says Richard Mei Jr., an assistant to New York's Mayor Koch. "I once got a 65 on a math quiz. The teacher scolded me, 'You're Chinese! You're supposed to be good in math.'" Mr. Mei has pursued a career in foreign affairs and public service in order to break out of the stereotype. Peter Wang, who has a Ph.D. in physics from the University of Pennsylvania, overcame self-doubt and family pressures in making the switch to film directing. "Images do mold us," says Mr. Wang. "Blacks and athletics. Asians and academics. We've got to change the images."

Ginger Lew, a Washington attorney and former Deputy Assistant Secretary of State is adamant on the matter. "The 'model minority' myth is just that. It's a myth and a dangerous one. It's not true in terms of income or status" (Continued on Page 92)



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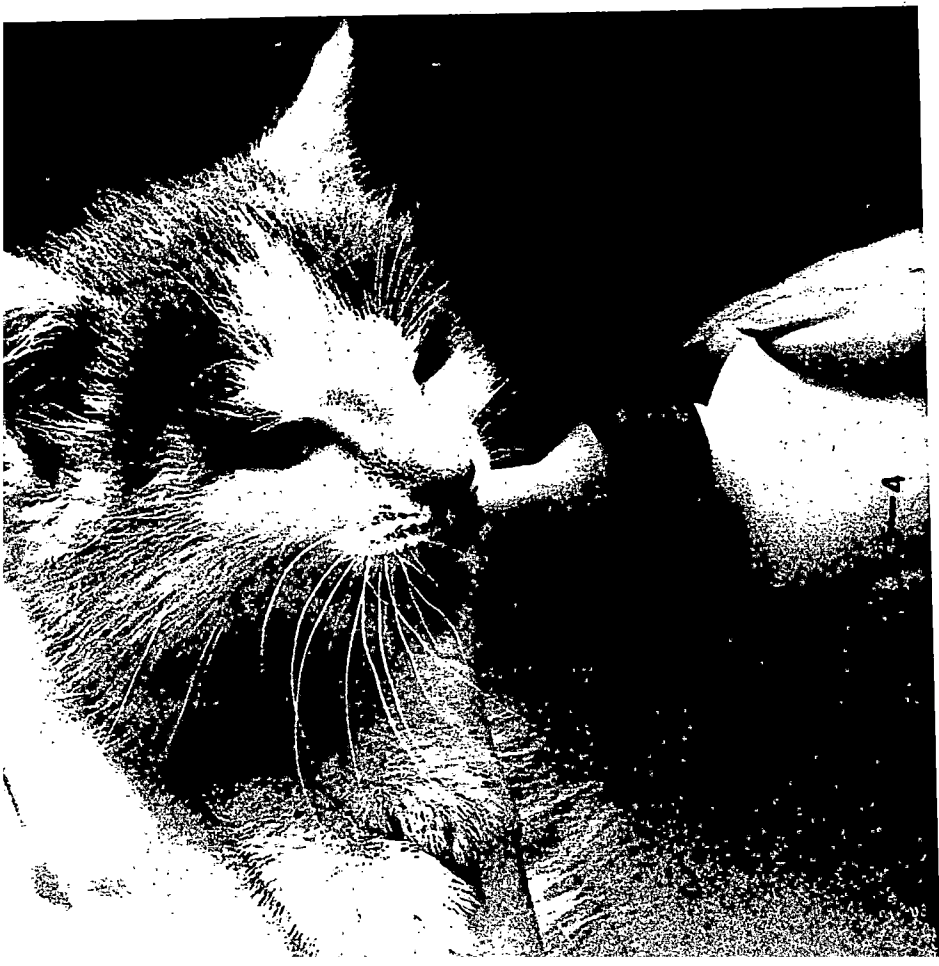
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PRESIDENTIAL REMARKS: ASIAN HERITAGE WEEK
ROSE GARDEN
MONDAY, MAY 8, 1989

- o Ladies and gentlemen, my fellow Americans.

- o You know, an Oriental proverb says, "The two words, 'peace' and 'tranquility,' are worth a thousand pieces of gold." Well, my pleasure in welcoming you to the White House would be worth a thousand times that total.

o We gather today in a special week -- Asian/Pacific American Heritage Week. Yesterday marked the 146th anniversary of the day the first Japanese immigrated to America. And Wednesday celebrates the 120th birthday of an event Chinese-Americans made possible -- the driving of the Golden Spike to complete the first Transcontinental Railroad.

*Congressional Record
6/30/97*

o We meet, too, as special friends. And, in particular, I want to thank three people. Jeanie Jew, who created the idea for this week and is the grand-daughter of a Chinese pioneer who helped build that railroad. Frank Horton, the chief sponsor of the Heritage Week legislation. And Ruby Moy, Chairman of the Congressional Asian/Pacific American Heritage Week Caucus.

Horton Letter

o Perhaps most of all, we assemble here for a special reason: To salute the millions of immigrants from Asia and the Pacific who braved the unknown and ventured to our shores. And to salute a community which has enriched America's community -- socially, culturally, economically, spiritually.

o Someone once told me of a restaurant in China where three American tourists walked in wearing the most outlandish safari clothes, complete with Panama hats, backpacks, videocameras, a brace of walkmans and a few Chinese phrases picked up from a stateside friend who happens to own a wok.

o The friends stood around looking for a waiter, and finally one asked in a loud voice: "How do we attract attention?"

o Ladies and gentlemen, that's one way to "attract attention." But as we proclaim this Asian/Pacific American Heritage Week, let me observe that you have chosen another way. You've done it quietly, through excellence, with the values of your lives.

o Those values are, of course, discipline and self-sacrifice. Humility and compassion. An abiding belief in work. A soaring love of freedom. Values which brought your parents,

your grandparents, and some of you to America. Values which are now uplifting America.

o I think, for example, of pioneers like Gerald Tsai, Jr. of American Can. Or Jenlan Gee [Jen-lane JEE], the California Teacher of the Year. Or Henry Tang and I.M. Pei. Or Sichan Siv of our White House staff.

*Newsweek
Foreign
Mag
Dept. of Ed.*

o In 1976, Sichan escaped from Cambodia, spent three months in a refugee camp in Thailand, and finally made his way to the United States. Since then, to quote his words, "I have experienced the real values of freedom, peace, prosperity, independence, and democracy. The correct spelling of these words is A-M-E-R-I-C-A."

o My friends, he -- you -- came to find a better life. And you're finding it. You came to build a better America. And you're building it. Creating new jobs. Enhancing our medical schools, the law, our small and large businesses. In short, honoring your heritage by the lives you lead.

o For that, I congratulate you. And, in a personal sense, I want to thank you, too. For as Ambassador to China, I came, with Barbara, to love that heritage. And in countless ways -- with countless friends -- to see, and share, what lies at its center: the family.

o Ten weeks ago, on a trip to the Pacific Rim, Barbara and I visited the non-denominational church we'd attended in Beijing.

It's different now, bigger. But the values -- the heritage --

are the same. And the memories are even better. Like when our

daughter Dora was baptized -- the first person to be publicly baptized in China in over 40 years.

Man of Integrity

o Yes, the Asian/Pacific community has a special place in my heart. And so does an old Chinese proverb which I have often cited. It goes, "One generation plants the trees; another gets the shade."

o For decades, Asian-Americans have planted the trees of prosperity, opportunity, and human dignity. And in coming years, more than ever, I know that my children -- America's children -- will thank you for the shade.

o God bless you, thank you for coming here, and God bless the United States of America.

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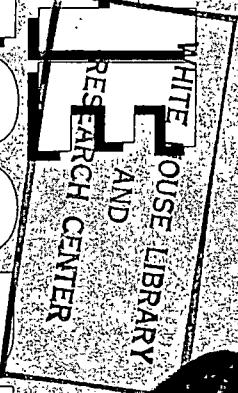
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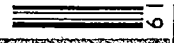
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A 'Superminority' Tops Out

Asian-Americans confront job discrimination—and struggle to fit in

Henry S. Tang bitterly remembers the day a corporate recruiter took him aside and said, "I'm really doing you a favor." No, he wasn't going to give him a job. Instead, he told Tang to give up on his company—"We prefer to hire American nationals." Tang stumbled into a phone booth and sat there stunned, choking back tears. It would not be the last time. Five more companies that rejected Tang for executive-track jobs hinted that race was a factor. Twenty years later, the Shearson Lehman Brothers senior vice president won't reveal the companies that shunned him. "They are all my clients now," he says with a satisfied smile.

The "favor" of telling Tang to look elsewhere would invite a lawsuit today. Asians now feel discrimination's sting in more subtle ways. While employers readily snap up young Asians, promotions into upper management are rare. In the past, Asians who felt exploited rarely even complained. That's changing. Some, like Nelvin Gee, sue. The former General Motors engineer is demanding \$4 million after the company passed him over for a fast-track fellowship. (According to court documents, a GM interviewer judged Gee to be more committed to himself than to the corporation.) Professionals aren't the only protesters: more than 100 Vietnamese Circle K convenience-store clerks in Houston took their fight against alleged anti-Vietnamese layoffs to the Equal Employment Opportunity Commission.

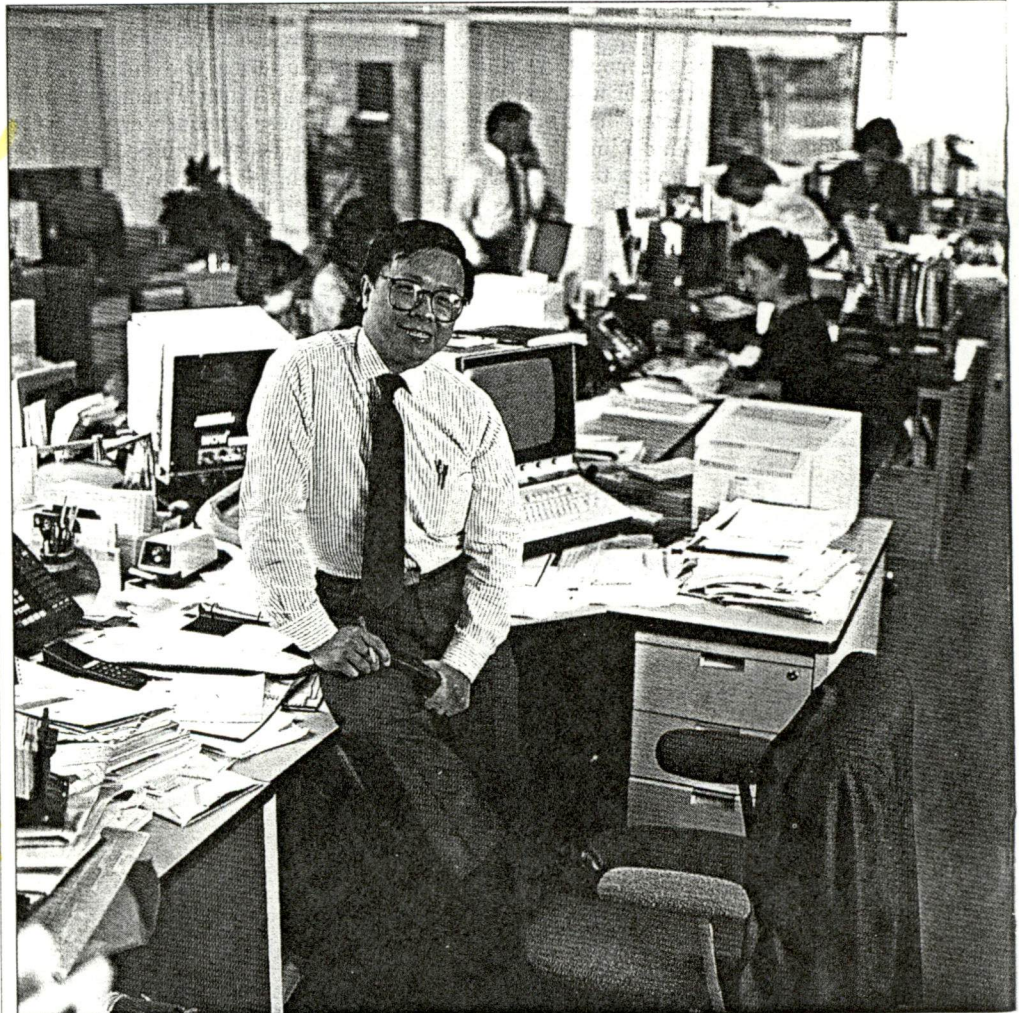
'Hit a wall': It seems Americans have always felt some enmity toward Asians. The latest reasons: the U.S. trade deficit with Japan and Asians' relentless work habits. Though Asian-Americans certainly have not suffered the same magnitude of workplace discrimination as blacks, a 1986 report by the Commission on Civil Rights concluded: "Anti-Asian activity in the form of violence, vandalism, harassment and intimidation continues to occur across the nation." **As their presence increases—doubling to 10 million by the end of the century (chart)—**Asians fear a flood of college-age youths will face increasing discrimination when they reach the work force. Boston lawyer Harry Yee says he hears Asian college kids say, "We're Yuppies now; we just don't have BMW's yet." Yee warns, "These students don't know. When they

finish school they're going to hit a wall."

Asians say the wall is racism. Once hired, Asian workers complain, they soon "top out," reaching the point beyond which their bosses will not promote them. Asians made up 4.3 percent of professionals and technicians but just 1.4 percent of officials and managers in 1985, according to the EEOC. "Discrimination has to be part of the explanation," says Robert Oxnam, president of The Asia Society in New York.

Many of the Asians' problems actually stem from their image as a "superminority." To a large extent the stereotype rings true: the Confucian heritage of discipline, family, hard work and education can be seen from Korean groceries to Wall

Street. But that image has a downside: a reputation for quiet achievement can be interpreted as passivity. Bosses frequently cite language deficiencies when denying promotions, but workers suspect that stereotyping is at the bottom of more than a few cases. Says Arthur Hu, an MIT graduate who studies Asian-American demographics: "They're seen as weaker, less capable of handling people. You know, real men aren't engineers or geeks with glasses playing the violin." Betty Vetter, executive director of the Commission on Professionals in Science and Technology, dismisses such talk with a rhetorical question about the Japanese: "If they don't make good managers, how in the



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No more tears: Investment banker Henry Tang in his office at Shearson Lehman

world did they get so far ahead of us?"

Asians often accept at least partial blame for their troubles. "If you don't make it," explains Ronald Chin, president of the Asian Management and Business Association, "it's basically your fault." Common job mistakes include focusing solely on narrow tasks instead of getting broad experience. Socially, Asians too often confine themselves to an Asian subculture and shun chitchat. "We don't play enough golf," jokes Marisa Chuang, a Detroit mental-health administrator.

When Asians do feel wronged, cultural conditioning pressures them to avoid confrontation. Many Asians face adversity with what the Japanese call *gambare*: simply doing one's best. Many would rather switch than fight, moving to another company or launching their own—though some would chafe under any boss's yoke. One entrepreneur, Moon H. Yuen, realized after 27 years at engineering giant Bechtel that he was unlikely to rise above the rank of chief electrical engineer. So he launched YEI Engineers Inc. Over the past 10 years his company has occasionally outbid his old



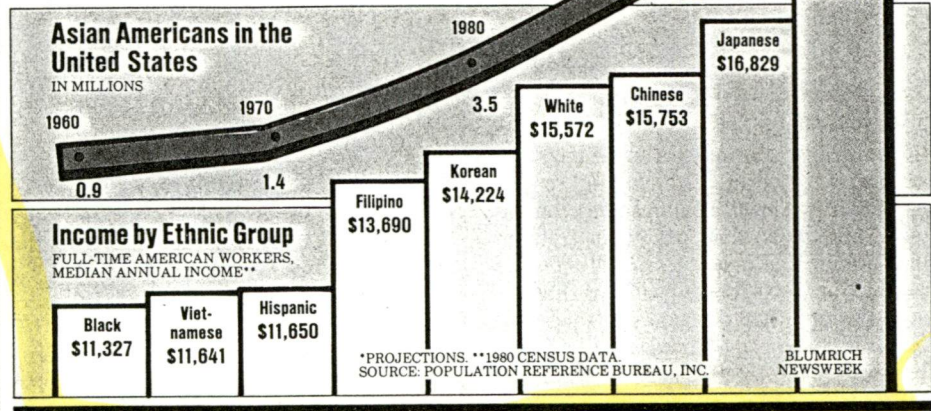
JAMES D. WILSON—NEWSWEEK



MARIO RUIZ

An Influx of New Immigrants

All members of the superminority are not superearners—especially the recent influx of poorly educated, rural Indochinese immigrants.



employer for power-generation projects. Now, turning the other cheek is going out of style, says Yoshio Fujiwara, who helped Toyota and General Motors create their joint effort in Fremont, Calif., when he was a city councilman. Says Fujiwara: "The coming generation will be more prone to fight back when they are slapped."

The fighting has already begun. Some Asians even sue—a sure sign of Americanization. Most work grievances used to involve enforcing minimum-wage laws; now more than half of the 125 discrimination complaints heard each year at San Francisco's Chinese for Affirmative Action, a Chinatown community organization, come from white-collar workers. In New York, Lourdes Avelino, a Filipino, was a manager of equal-employment opportunity at RKO. "If they had told me I had to dye my hair blond, I would have," she says. She found she made \$10,000 less than white managers

Secret of my success: *Entrepreneur Yuen (left), Kounne (foreground) and friends*

despite good work evaluations. She said she was fired for complaining; her suit has not yet come to trial. RKO counters that it has no set manager's salary.

Many Asians find a less expensive path than the courts: making themselves more attractive to American business. In part this means going beyond narrow technical training. Asian students now pursue professions ranging from finance to fine arts. Filmmaker Peter Wang, who plays an executive who stalks out of his office after being passed over for a promotion in his "A Great Wall," urges parents to nurture creativity: "Leave these kids alone... let them dream." Young Asians are also getting better at fitting in. Soo Kounne, 26, started as a secretary at Chemical Bank in New York and quickly jumped to assistant manager. She doesn't limit her circle of friends to Asians and says she has never encountered discrimination. Like every immigrant group, Asians may pay a price for mainstream success. Each new generation risks becoming, as Asians say, "bananas," yellow on the outside and white on the inside. Kounne says it is possible to have success and a heritage: "I call myself Korean, but I'm still Korean-American."

Untapped resources: Companies, too, try to right past wrongs. Thousands of AT&T employees have attended workshops that boost Asian workers' office skills and engage managers and workers in group discussion. Companies don't do it out of charity. With Asian nations becoming ever more powerful in the global economy, the language skills and cultural backgrounds of Asians are resources too important to leave untapped. For U.S. firms, it may provide the competitive edge they need.

JOHN SCHWARTZ in New York with
GEORGE RAINE in San Francisco,
KATE ROBINS in Boston and bureau reports

U.K., Comm, Trav, IT, Sup, Can,

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Asian Heritage Mkt.
- Chinese
- Jan Yang

30% slots on Asian American program.

Chinese or Oriental Artists
- Zmeschel

30% of outstanding Awards in the country

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Carrie - Judy Bernick
- 763-762

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Melinda Kitchel - Education

Mary Crawford 732-83020

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