

EAST WEST REPORT

UNITED STATES PAN ASIAN AMERICAN CHAMBER OF COMMERCE

SPRING 1991

Patriot Missile's General Chen Honored on May 8

Glass Ceiling **Act of 1991**

**Legislation for Women
and
Minorities**

The Glass Ceiling Act of 1991 is directed at addressing the issue of access to upper decisionmaking positions that qualified women and minorities can see, but are unable to reach because of hidden or invisible barriers. The Glass Ceiling Act, introduced by Senator Bob Dole (R-KS), is part of the omnibus legislation that addresses a number of issues relating to women, called the Women's Equal Opportunity Act of 1991 (S. 472).

Senator Dole pointed out that a study recently conducted by the UCLA Anderson Graduate School of Management and the Korn-Ferry executive search firm concluded that less than five percent of upper management positions in Fortune 500 companies are held by women and minorities. This is only a two percent increase since 1979. Such figures, says Dole, suggest that in fact there may be artificial barriers with respect to the upward mobility of women and minorities. This legislation, Dole said, "is an important step forward to ensuring that the glass ceiling meets the same fate as the Berlin Wall."

Specifically, the Glass Ceiling Act establishes a Glass Ceiling Commission which is responsible for examining the practices and policies in the

corporate work place that hinder the advancement of women and minorities. Fifteen months after the commission is enacted, it will be required to report its findings on, and reasons behind the glass ceiling. It will put forward recommendations with respect to policy aimed at eliminating the causes of the glass ceiling. In addition, the bill establishes the National Award for Diversity and Excellence in American Executive Management to be awarded annually to a business that has taken great measures to promote opportunities for advancement of women and minorities.

Though Dole opposes the use of quotas, and this legislation does not broach that subject, some business groups are still somewhat apprehensive about how the bill will look in final form. "They wonder if government squads will be storming into board meetings counting how many women and minorities are there," said Jim McMillan, an aide to Sen Dole. "The commission will not have sub-

poena power, and will be based on cooperation," he added.

Another major concern of business, according to McMillan, is that information obtained in the studies remain confidential. "When you deal with hiring and promotional prac-

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1991 Excellence 2000 Program

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Honorary Banquet Chair

Senator Mike Mansfield
Ambassador to Japan (1977-1989)

1991 Congressional Asian American Caucus

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United States Senator

The Honorable Daniel K. Inouye
United States Senator

The Honorable Robert T. Matsui
United States Representative

The Honorable Patsy T. Mink
United States Representative

The Honorable Norman Y. Mineta
United States Representative

Honorary Committee

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Former National Security Adviser to President Reagan
President, Richard V. Allen Company

Derek C. Bok
President
Harvard University

The Honorable Elaine L. Chao
Deputy Secretary
United States Department of Transportation

Connie Chung
Correspondent
CBS News

Governor John Engler
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The Honorable March Fong Eu
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The Honorable Tom Hsieh
San Francisco Board of Supervisor

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The Honorable Mitch McConnell
United States Senator

The Honorable Constance A. Morella
United States Senator

The Honorable Claiborne Pell
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Massachusetts Institute of Technology

The Honorable Malcolm Wallop
United States Senator

The Honorable Michael Woo
Los Angeles City Council

Frank C.N. Yang, Ph.D.
Nobel Laureate
State University of New York

UPCOMING MAY: ASIAN PACIFIC AMERICAN HERITAGE MONTH

Golf Tournament, Conference and Awards Banquet

The third annual Excellence 2000 Awards Program and Banquet presented by the United States Pan Asian American Chamber of Commerce (USPAACC) and the Organization of Chinese American Women (OCAW) will be held May 7th and 8th in Washington, D.C.

As part of the Excellence 2000 program, the Asian American Scholarship Fund Golf Tournament, featuring celebrity and national long driving champions, will be held Tuesday, May 7th, at Andrews Air Force Base Golf Course, Camp Springs, MD.

The Excellence 2000 Business Development and Leadership Forum will be held at the Hyatt Regency Washington, Washington, D.C., Wednesday, May 8th. That evening, the Excellence 2000 Awards Banquet will recognize and highlight the contributions outstanding Asian Americans have made toward economic growth, peace, scientific development, education, sports, arts, public and community service. Ticket information may be obtained by calling (202) 296-9200. Tickets are \$65 in advance and \$75 at the door.

The Excellence 2000 Program includes the Asian Pacific American Heritage magazine to be published in May. The inaugural edition of this magazine will contain articles about Richness in Multicultural Diversity, Asian Americans and Influence on Foreign Policy, Buying a Savings and Loan, Political Appointments, Asian Americans and Political Clout, Immigrants: A Net Benefit to the Economy, Asian Americans: A Growing Community, The Glass Ceiling, Asian Americans Bridging the Gap with Asia, and Biographies of Prominent Asian Americans.

Honorees

Award Recipients include: **Major General William S. Chen**, Commander of the U.S. Army Missile Command in Alabama, responsible for the deployment of the Patriot Missile in Operation Desert Storm; **The Honorable Wendy Lee Gramm**, Chairman, Commodity Futures Trading Commission; **The Honorable Daniel K. Inouye**, U.S. Senator, Hawaii; **David Lee**, Qume Corporation, the founder of the Daisy Wheel Printer; **Dustin Nguyen**, actor in 21 Jump Street; **I.M. Pei**, architect; **Flossie Wong-Staal**, Professor of Medicine and Biology,



Flossie Wong-Staal



Major General William S. Chen



I.M. Pei

the most quoted woman scientist in America; and **Kenji Yoshino**, 1991 winner of both the Rhodes and Marshall Scholarships, now at Harvard University.

Program Schedule

Tuesday May 7, 1991

The Excellence 2000 Asian American Scholarship Fund Celebrity and National Long Driving Champions Golf Tournament

Andrews Air Force Base Golf Course

Camp Springs, Maryland

Tee Off - 2:00 p.m.

Wednesday May 8, 1991

Excellence 2000 Education Forum Economic Power: International and Domestic Success, An Asian American Perspective

**Hyatt Regency Washington
Capitol Hill**

Business Forum 2000: Economic Opportunities Registration - 8:45 a.m.

Economic Empowerment for Asian Americans in the US: Successful Entrepreneurs, Minority Contracting, Investment

Speakers will include Norman Carter, Pepco; Sherry Embry, Bell Atlantic; Gilman G. Louie, Sphere, Inc.; Noby Yamakoshi, Nobart Group; and others.

International Opportunity in Asia: International Trade, Export/Import

Speakers will include Taneshiro Yamamoto, former general manager, Gillette in Japan; Richard de Leone, Densu Burson-Marsteller, Los Angeles; Dick Nanto, Head, Japan Task Force, Congressional Research Service, Economics Department, U.S. Library of Congress; and others.

Leadership Forum 2000: Corporate and Government Opportunities

Opportunities and Challenges in Corporations and Government: The Glass Ceiling

Senator Robert Dole and
Elaine Chao, Deputy Secretary,
Department of Transportation

Excellence 2000 Awards Banquet

6:00 p.m.



(Continued from page 1)

tises, companies become very leery, for obvious reasons. We have provided for the complete confidentiality of all of our information. It cannot be released without the written consent of the organization. The information will be reported only in the aggregate," he said.

In addition, it does the commission little good if a guarantee of confidentiality were not present. "As part of the study, women executives are interviewed, and they are not going to talk about how they got where they are without the information being confidential. You are not going to bite the hand that feeds you," said McMillan.

The Women's Equal Opportunity

Act provides court-ordered monetary remedies for intentional sexual harassment in the work place, directs the Equal Employment Opportunity Commission to establish technical assistance programs to educate small employers on the law of sexual harassment, establishes tougher penalties for street and domestic violence against women, outlines several model rules for professional conduct by lawyers in the courtroom in sex abuse cases, requires AIDS testing of an individual charged with a Federal sex offense at the time of that individual's pretrial release hearing, improves equal employment opportunities for women and minorities, and expresses the sense of Congress that the alternative work schedule program developed

by OPM be continued.

Liberal women's groups such as NOW and the Association of University Women are opposed to the stipulations for mandatory AIDS testing and capital punishment for homicides conducted while committing a sex crime, but conservative and middle-of-the-road women's groups support that part of the bill, according to McMillan. Women's groups in general are responding positively to the glass ceiling provision, but some concern has been voiced by business groups, which tend to be apprehensive about what the act will look like in final form.

The Women's Equal Opportunity Act has been referred to the Judiciary

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Increase in Post-Secondary Degree Holders Crosses Most Groups

About 23 percent of the nation's adult population held degrees beyond the high school level in 1987, up from 21 percent in 1984, according to a report by the Commerce Department's Census Bureau.

At the same time, the number of people who had not completed high school decreased from 26 percent to 13 percent.

The report says that the increase in post-secondary degree holders since 1984 crossed most age, race and sex groups. They included 25 percent of men, 22 percent of women, 24 percent of Whites, 15 percent of Blacks, and more than 31 percent of those aged 25 to 34.

The highest average monthly incomes were reported by those with professional degrees (\$4,323), followed by those with master's degrees (\$2,776), bachelor's degrees (\$2,109), and associate degree holders (\$1,630).

Examples of average monthly income by education below the four-year college level include some college/no degree, \$1,283; high school graduate only, \$1,135; and non-high school graduate, \$761.

While the average monthly earnings for those with a master's, bachelor's or associate degrees in-

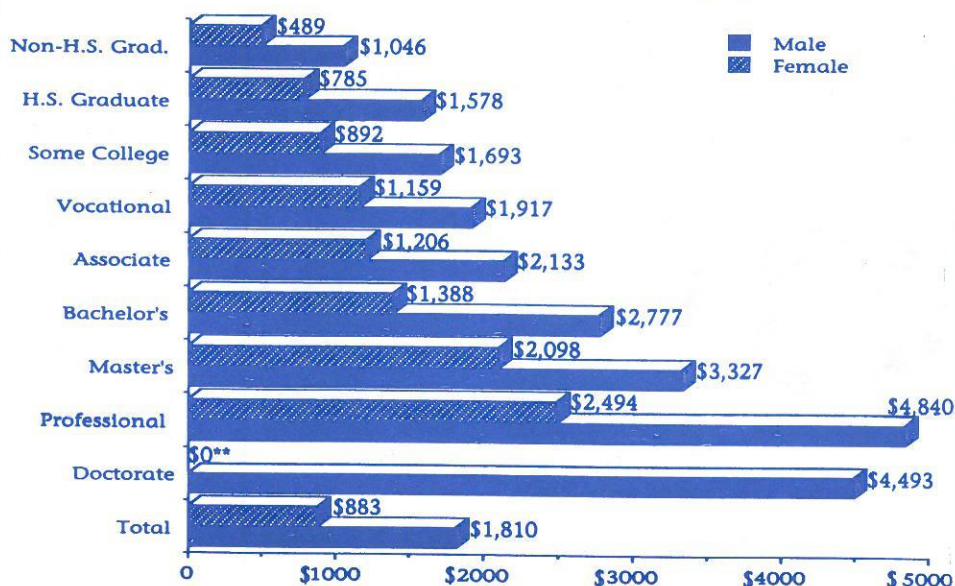
creased significantly from 1984 to 1987 (after adjusting for inflation), those with no post-secondary degree, along with vocational degree holders, experienced no real increase.

For those with bachelor's degrees, income varied from \$3,459 for economics majors to \$1,291 for home economics majors.

The greatest concentrations of degrees were in business, 19 percent,

and education, 14 percent. In comparing men and women with degrees, 23 percent of men and 14 percent of women earned them in business, while 7 percent of men and 22 percent of women earned them in education. Some 15 percent of the highest earned degrees held by men were in engineering, compared with only 1 percent of degrees held by women.

Monthly Average Income and Educational Attainment, by Sex for Persons 18 Years and Over*



* Source: U.S. Bureau of the Census ** Base too Small

(Continued from page 4)

Committee. A similar bill was introduced by William D. Ford (D-MI) on the House side, with a slight difference on the issue of pay equity. Though the bill on the whole is very controversial, "the glass ceiling stands a chance when you have a powerful Democrat on the House side like Chairman Ford pushing it and a Republican leader on the Senate side pushing it, that is a pretty good combination," commented Mr. McMillan.

For most interests the Glass Ceiling Act is pretty unobtrusive; it is mostly exploratory. The commission is primarily seeking information and building a record. "It also raises national consciousness, which is very important. A lot of businesses are sensitive to the issue, and want to work on it," said McMillan. The commissions' recommendations can help us identify what actions need to be taken, it will then be up to Congress to act on those recommendations.

Composition of Glass Ceiling Commission

As the bill currently stands the commission will be composed of 17 members —

- Five individuals appointed by the President
- Three individuals appointed jointly by the Speaker of the House of Representatives and the Majority Leader of the Senate
- One individual appointed by the Majority Leader of the House of Representatives
- One individual appointed by the Minority Leader of the House of Representatives
- One individual appointed by the Majority Leader of the Senate
- One individual appointed by the Minority Leader of the Senate
- Two members of the House of Representatives appointed jointly by the Majority Leader and Minority Leader of the House of Representatives
- Two members of the Senate appointed jointly by the Majority Leader and Minority Leader of the Senate
- One individual appointed by the Secretary of Labor



Resolution Trust Corporation

The Resolution Trust Corporation has contracting opportunities that include asset management for real estate, performing and non-performing loans; property management; appraisal; brokerage; construction; legal services; consulting services such as architectural/engineering, environmental, tax, insurance; financial services including accounting/auditing, investigations, due diligence, underwriting services and investment banking; and other services such as computer operations and systems development.

RTC has properties for sale through its Affordable Housing Disposition Program, and has for sale savings associations, including minority-owned savings associations, and fi-

nanacial and real estate assets. As of February 15, 1991, almost one quarter of all RTC contracts had been awarded to minority- or women-owned businesses -- 1,228 contracts with estimated total fees of \$111 million. As of that date, the RTC had awarded a total of 5,892 contracts with estimated fees of \$398 million.

RTC offers seminars at a nominal cost to inform minorities, and other specialized groups on RTC opportunities. Seminar materials may be obtained through RTC's Reading Room at 801 17th Street, N.W., Washington, D.C. 20434, (202) 416-6940. Minority and women-owned businesses interested in RTC seminars and the Minority/Women Owned Business Contracting Program can call

Dolores Lowery at (202) 414-7389, in the Washington D.C. area; Frenche Colbert at (303) 291-5708, in the Western Region; Sim Stokes at (214) 953-4446, in the Southwest Region; Joseph Nosiri at (913) 344-8100, in the Central Region; and (404) 225-5675, in the Eastern Region.

The RTC is a federally chartered corporation established on August 9, 1989 by the Financial Institutions Reform, Recovery, and Enforcement Act. Its sole purpose is to contain, manage, and resolve failed savings associations, and recover funds through the management and ultimate sale of the institution assets.

TRY US National Minority Business Directory

- Nations first national minority business directory.
- Published annually for 22 years.
- Listing is **free of charge** to minority vendors.
- Directory is sold to large corporations and government agencies.

To inquire about a **free** listing write or call:

National Minority Business Directories
2105 Central Avenue N.E.
Minneapolis, MN 55418
Phone: 800-627-4347



Are We Selling Our Future For a ¥EN?

Matsushita Electrical Industrial's purchase of MCA, and with it the concession rights to Yosemite Park, has provoked a barrage of floor debate complementing Secretary of the Interior Manuel Lujan's attempts to keep the concession rights in the hands of Americans. In a move to "put the breaks on the buy-up of America," the late Representative Silvio O. Conte (R-MA) introduced a bill to prohibit foreign ownership of Park Service Concessions. "The bill is not antiforeign," Conte said, "It is pro-American. It is not protectionism but patriotism."

As our representatives debate whether or how to protect U.S. property from foreign investment, the issue may become a mute point as foreign capital shifts to markets in Japan and Europe.

"Today's political environment includes many ethnocentric voices, some calling for isolationist changes in our markets," says Marc Andrew Louargand, co-author of a recent National Association of Realtors (NAR) study on foreign investment. "Despite the visceral appeal these arguments may have, they are atavistic in a time when the world is moving toward unity rather than away from it. The debate over access to real estate markets is at the center of the entire controversy. Foreigners owning 'our' buildings is discomfiting to many. We seem to view this differently from our owning 'their' buildings," Louargand said.

Misperceptions only add fuel to the fire, one such fallacy is the notion some harbor that the Japanese own 60 percent of Los Angeles. If this were true, the Japanese would own hundreds of square miles of southern Californian real estate. In fact, the NAR study points out that the mea-

surement is 60 percent of the high-rise floor space within one of the seven Central Business Districts (CBD) in Los Angeles.

Japan, with a \$14.3 billion investment, is the single largest foreign investor in U.S. real estate. Although the total European investment follows closely behind, at \$11.3 billion, Japan's purchase of "trophy" properties such as the Rockefeller Center in New York City and other office buildings, not to mention the recent acquisition of the Yosemite Park concessions has raised the eyebrows of protectionists in the capital. Some members of Congress eagerly respond to isolationist interests, such as Representative Helen Bentley (R-MD) who warned us that we are in danger of "selling our future for a yen," when MCA turned over its interest in Yosemite National Park to Matsushita.

These views, according to Louargand, stem from the unease Americans experience when foreign entities buy and sell U.S. assets. "Discussion of the role of the Japanese in our economy seldom includes any perspective on the ebb and flow of foreign investment by other national groups during our history. American views of the Japanese are often ethnocentric and static, mistrustful of their differences and uninformed about the ways in which the Japanese economy

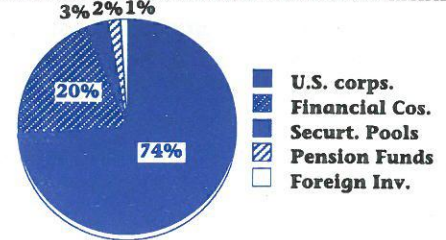
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"At the close of the decade, foreign holdings in U.S. real estate have attracted a tremendous amount of attention, perhaps out of proportion to their importance."

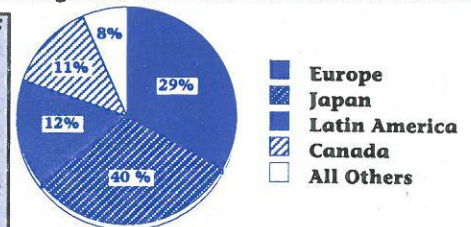
-- Marc Louargand, MIT Center for Real Estate Development

Profile:

Shares of Commercial Real Estate Investments in U.S.*

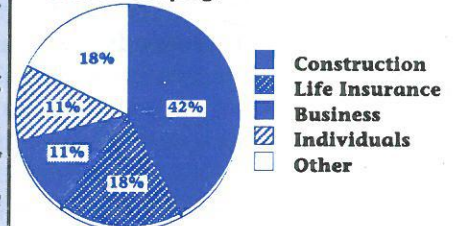


Foreign Shares of U.S. Real Estate Investment*

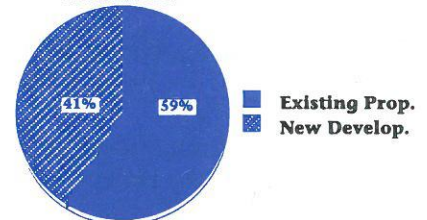


Japan:

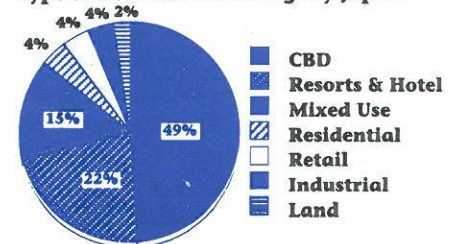
Who Are Buying? *



Risk Profile*



Type of Real Estate Holdings by Japan *



*U.S. Department of Commerce, Bureau of Economic Analysis, Survey of Current Business

(Continued from page 6)

is changing."

The report points out that Japanese real estate is dominated by institutional investors that have a fiduciary responsibility to claim holders. Since institutional funds are yield driven, they seek the highest interest returns. The return on investment in the U.S. varies between 6.6 to 10 percent, in Europe it brings just 5 to 6 percent and in Japan only 2 percent. There are, however, a number of factors that are acting to produce a more favorable investment

climate in Europe. European real estate markets may become the major benefactor of capital infusion from Japan in the years to come, according to the study's authors.

European governments have begun to play a stronger role in the real estate development process. Their governments have tended to limit construction, and thus, prevent over building, which in turn limits supply and provides for less volatile returns. This sharply contrasts with the U.S. real estate market where overbuilding has reduced rents and created vacan-

cies.

U.S. legislation has required foreign purchasers of real estate to register with the government. Some see this as harassment and interpret it as nothing more than a government tracking device.

The U.S. government also has attempted to limit foreign investment unless there is "reciprocity" from other countries. This attempt is mainly the result of the large constituency in the U.S. that supports the introduction of antiforeign legislation, and the lack of a large one for promoting foreign investment.

Factors within the Japanese economy may also attribute to the shift towards European markets. With combined assets of \$700 million, Japanese life insurance companies could become important actors in real estate development. Deregulation has allowed Japanese life insurers to invest 20 percent of their fiduciary portfolios in real estate and up to 30 percent in foreign currency denominated assets. But they are likely to invest their capital in European markets rather than U.S. ones due to the recent "Japan-bashing" in America, which has lead the Japanese Ministry of Finance to advise Japanese companies to "go softly in America." Their slow start in the real estate market has also meant that U.S. trophy properties are scarce.

Restricting access to real estate markets restricts the flow of capital and, in turn, slows economic growth. As the real estate market continues on its downward slide the repercussions are felt by everybody. The banking industry's liberal lending policies to real estate developers in the past have created crisis today as those loans go into default. The banks have hedged their losses by increasing the cost of credit, increasing the prime lending rate and decreasing interest payments on CDs, to name a few examples. Rather than sell pro-American rhetoric to the public in the form of limiting access to U.S. real estate markets, Congress should seriously take up the study of our economic competitiveness and address some of the problems that lead to the crisis we are facing.

Asian Investors Help High Technology Companies

The Asian Wall Street Journal recently reported on the trend of non-Japanese Asian investment in the United States. Young American technology intensive companies, according to the report, are benefiting from the capital inflows from Asian countries that are not available from U.S. sources. Those most affected are young companies in the high technology areas with high start-up costs.

Investors from Taiwan, Singapore and South Korea have shown an acute interest in high technology companies and an eagerness to provide financial backing. Investors from Hong Kong are concentrating their funds in real estate and retailing enterprises and to a lesser degree in technology.

Unlike the Japanese, who are primarily interested in gaining majority shares, and are willing to wait longer on their return on investment, non-Japanese Asian investors are satisfied with holding a smaller number of shares, agreeing to joint-ventures, and negotiating manufacturing arrangements. These investors, with the Taiwanese currently being the most aggressive, are interested in a quick-return on their investment.

Although the amount of Japan's investment in the U.S. far overshadows the amount of non-Japanese

Asian investments, their role in early-stage funding is crucial for some companies. "They're putting money into product sectors, such as semiconductors and personal computers, that are frequently ignored nowadays by American venture capitalists, who no longer consider them sexy," says Lourdes Lee Valeriano of the AWSJ.

Asian investors also are able to provide lower cost manufacturing in their countries for their joint-venture partners. This investment is supported by the investors' home-governments, who see their economy as shifting from textile and footwear to high technology. By investing in the U.S., the technology transfer that occurs will far make up for the initial costs.



EAST WEST REPORT is a quarterly publication that is distributed to all USPAACC members. If you are interested in printing your business card or an ad in **EAST WEST REPORT**, write USPAACC, Attn: Editor, 1625 K Street, N.W., Suite 380, Washington, D.C. The cost is \$30.00 per issue, per quarter page.



About USPAACC

The United States Pan Asian American Chamber of Commerce (USPAACC) is a non-profit, tax-exempt organization that provides advocacy, education, information and network opportunities for Asian Pacific American business owners, professionals and their associates. USPAACC is an organization that is interested in improving the economic and business opportunities of its

members.

In addition to enhancing the business and economic opportunities of its membership, USPAACC also organizes charitable, scientific and educational programs for the benefit of members and Pan Asian American communities.

The **Asian American Scholarship Fund** is one such program. Your tax-deductible contribution to this

fund enhances the opportunities Asian American youths have to recognize their full academic potential.

USPAACC's members are persons who do business with and have an interest in Asian Pacific issues, such as, high technology consultants and manufacturers, import and export traders, executive search firm professionals, physicians, construction contractors and lawyers.



MEMBERSHIP APPLICATION

Please remit application to: USPAACC, 1625 K St. N.W., Suite 380 Washington, DC 20006 Tel: (202) 638-1764 Fax: (202) 638-1677. Please make checks payable to USPAACC. Annual dues cover the period from January 1 through the following December 31.

- ☐ Yes, I would like to be a member of the U.S. Pan Asian American Chamber of Commerce.
- ☐ Enclosed is \$50.00 for a yearly individual membership.
 - ☐ Enclosed is \$100.00 for a yearly corporate membership, for corporations with less than 10 employees.
 - ☐ Enclosed is \$200.00 for a yearly corporate membership, for corporations with more than 10 employees.
- ☐ Yes, I would like to make a contribution in the amount of \$_____ to the Asian American Scholarship Fund.
[contributions to this fund are tax-deductible under IRS Code 501 (c) (3)].
- ☐ Yes, I would like to request an application for the Asian American Scholarship Fund.

(Company/Individual's Name)

(Name, Title & Phone Number of Corporate Official)

(Street/PO Box Number)

(Signature of Corporate Official)

(City)

(Zip Code)

X

(Your Signature)



U.S. Pan Asian American Chamber of Commerce
1625 K St. N.W., Suite 380
Washington, DC 20006

