

Below is a glimpse of where our fellows live, work, and play.

Chart 1:

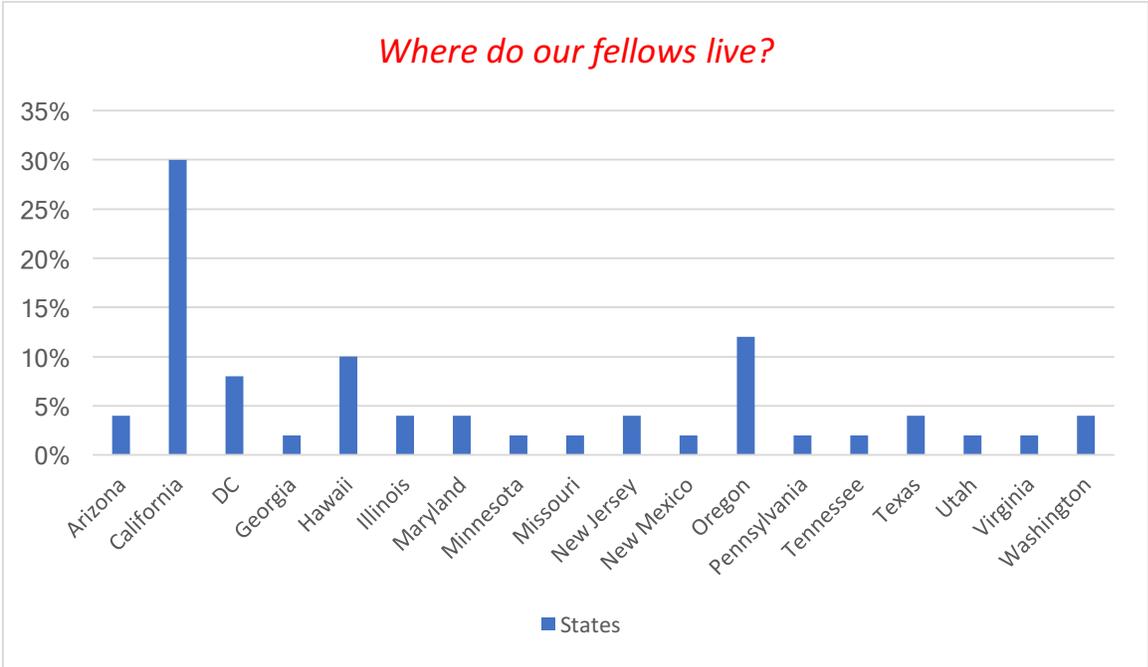


Chart 2:

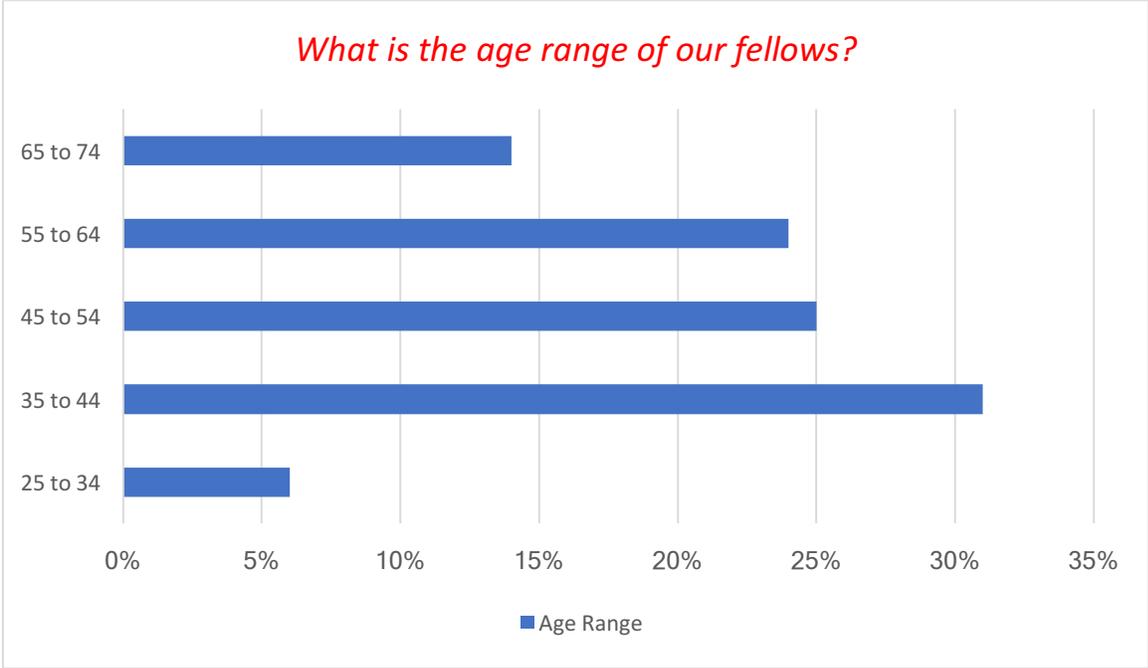


Chart 3:

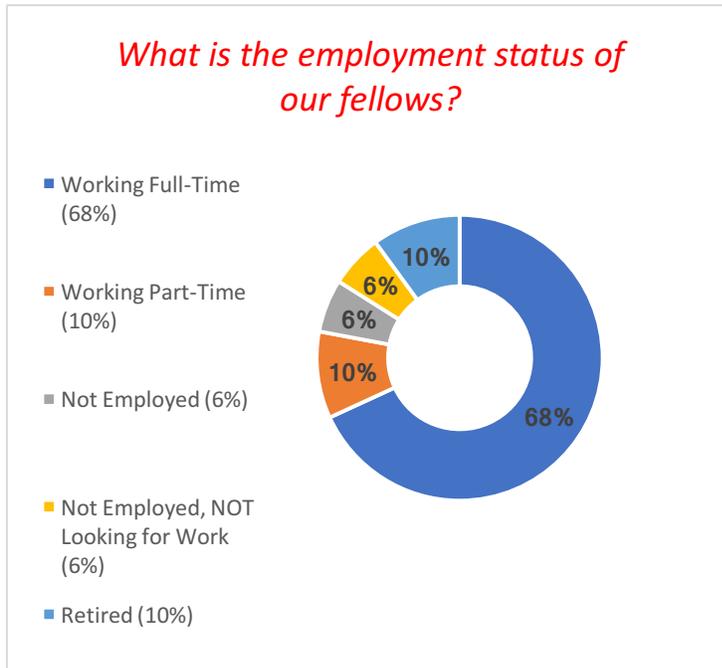


Chart 4:

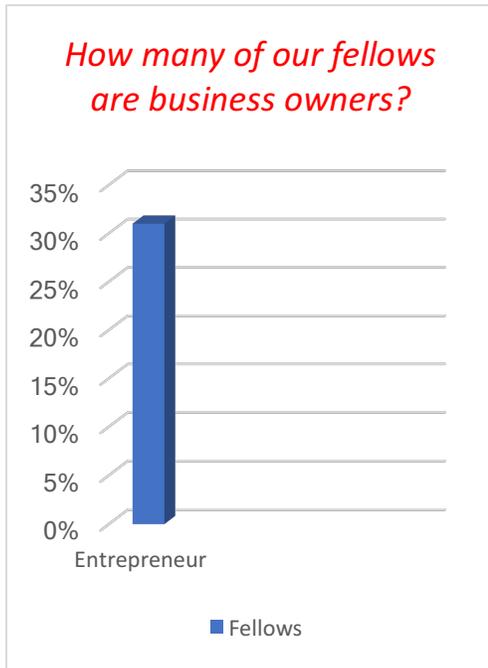
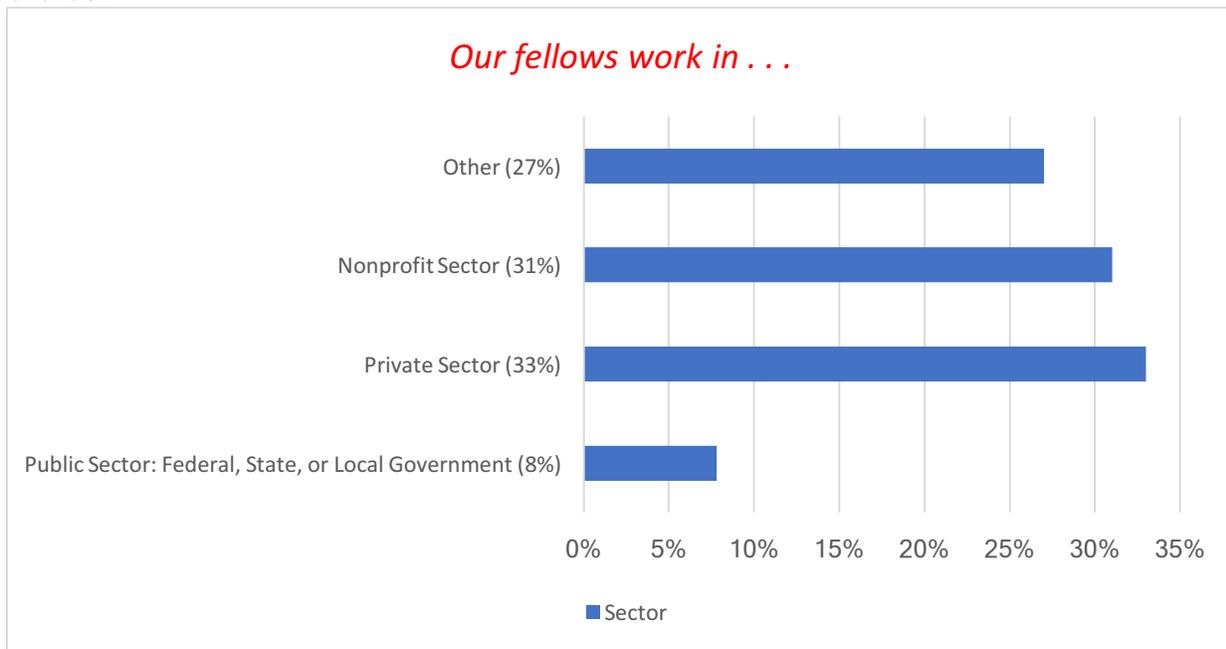


Chart 5:



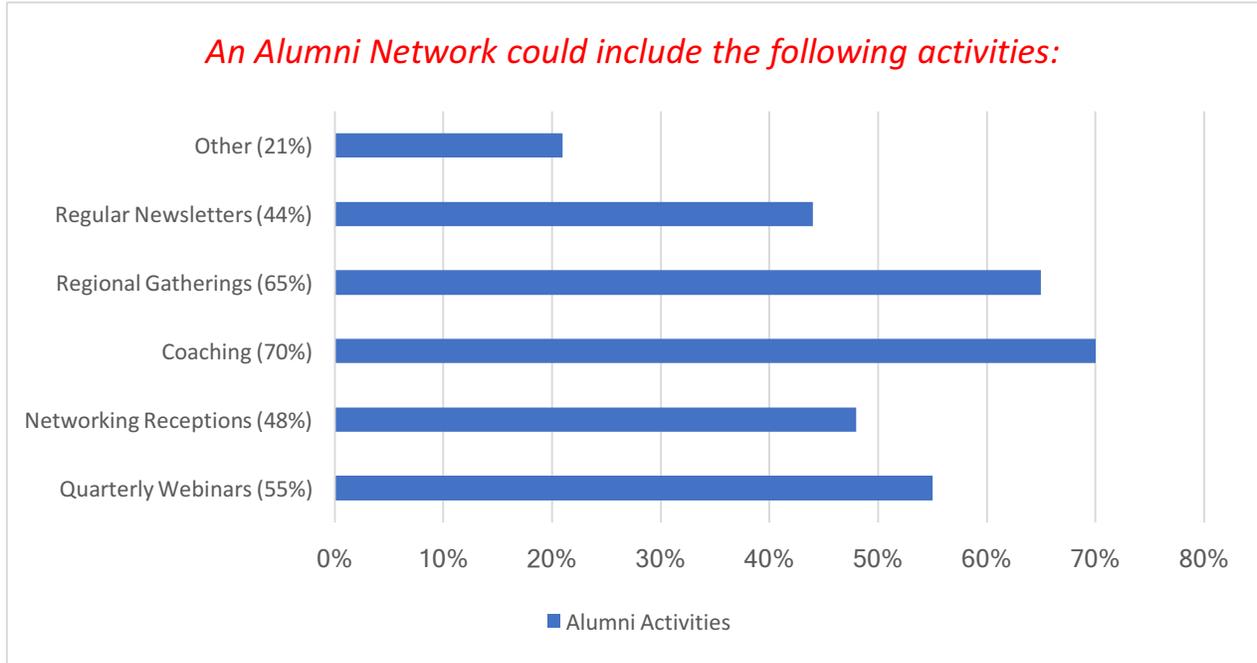
**Other included: retired, self-employed, higher education, not working*

How did the APAWLI Program shape the fellows' professional and personal experiences?

- ❖ **84%** of respondents indicated that the APAWLI Program was either effective or extremely effective in ***connecting them to a network of other AAPI women leaders from across the country.***
- ❖ **83%** noted that the Program was effective/extremely effective in ***providing them with emotional, spiritual, and physical guidance.***
- ❖ **Over half** indicated that the Program ***helped them to take on leadership roles within the community.***
- ❖ Approximately **44%** noted that APAWLI ***helped them to transition to a different occupation, industry, or career.***
- ❖ **Over 1/3** noted that the Program ***helped them obtain leadership positions within their profession.***
- ❖ Approximately **90%** of respondents noted that ***their learning projects provided personal growth and meaning.***

The Center would like to develop an Alumni Network in the coming years. Below are some suggested activities that such a Network could provide.

Chart 6:



“Other” included:

- Home shares
- Topics related to intersection of race/gender. More content that relates to the AAPI communities to balance the current skills-building workshops and training
- Opportunities to work on projects together
- Hosting regular small group meetings or social events (quarterly, annually)
- An area where we can ask any questions to the Network members
- Opportunities for more visibility on the global stage

Below are selected testimonials about the specific impact that the Program had on each fellow's personal and professional goals. Some reoccurring themes emerged, which are broken down accordingly.

APAWLI helped fellows transition careers and/or discover new professional goals.

- APAWLI came into my life at the perfect time in both my personal and professional career. The impact is tremendous and extremely worthwhile.
- I was at a crossroads when I participated in the APAWLI program and wasn't sure what my next step would be. The program and my sisters helped me see who I was and what my strengths were. Participating in the program helped me feel more grounded in who I was.
- APAWLI taught me a new way to live and be. It opened my mind and heart up to new possibilities in life, and helped me to take greater risks professionally and personally. I decided to take a leap and open my own business shortly after completing the program. Under previous circumstances, I would have never thought of pursuing this as an option, but because APAWLI opened me up, I decided to take the leap and continue to grow!
- Through the APAWLI Program I developed the skills necessary to effectively manage and navigate transitions in life, both professional and personal. It also dramatically improved my communications skills which has helped me to improve my relationships with my community, friends and family. Finally, it has helped me expand my vision of the world around me.

APAWLI provided a lasting sisterhood and community.

- It gave me great sisters as inspiration and role models.
- Having a strong cohort of fellow Asian-American women provided a much-needed source of strength and reference for me to look intensely at myself and my leadership.
- After nearly 20 years, the friendships have endured. I received personal support from members of my cohort. Our paths have crossed professionally, although not significantly in that way.
- An opportunity to be part of a movement with a strong female-led network.

APAWLI helped to grow inner-strength & confidence, personally & professionally.

- The concepts and practices of being "centered" (by The Center!) have become a core and daily practice in my life, in my connection to self and to others, and in my approach to my life's work as opposed to "job". The training allowed for a range of self-awareness tools that grew my inner-strength and confidence to navigate my own fears and the terrain of the dominant culture.
- The APAWLI Program helped me gain more confidence in myself which has had a significant and positive impact on my personal and professional development. It allowed me to become more comfortable in my own skin, embracing my diversity and what makes me unique and allowing me to bring that to my workplace.
- APAWLI helped me tap into the strength I had within, and to build my trust in myself to know I could handle whatever appeared.
- The Program liberated self-imposed barriers to personal growth. It also allowed me to discover the courage to go against the grain and understand the moments to let go and re-strategize.
- It taught me that it's okay to stretch yourself and do things that you've never done.

Other Comments:

- It made me state personal, professional and spiritual goals into existence...goals that I was afraid of, or that I did not think was possible to achieve. I'm happy to say that within a relatively short amount of time that I have been able to achieve most of what I set forth to do during the APAWLI session.
- It allowed me to truly embrace my heritage and background and merge it with my current work and leadership.
- APAWLI helped facilitate personal and professional decision making that was clear and honored both my heart and my head.
- The APAWLI Program encourage me to cultivate more heart-centered awareness in my leadership style, which I believe has made me a more effective leader in senior roles I have taken on professionally over the past 2 years.
- It has let me embrace a leadership that is shaped by my culture and overall identity, and shown me that leadership can look so differently yet still be powerful.