Diasporas and Diversity

**Prelude …. opening comments from David**

1. A Harvard Business School study was completed in 2017 that looked at the 2300 black grads of the B School since its inception.  The over-arching conclusion was that, “... race matters”.  Some of the things that the statistics revealed....

                        o Careers flatter, longer, more attrition.

                        o Numerous defections at 10 year mark and beyond from corporate into

                        entrepreneurial, private, non-profit and academia.

                        o Qualitatively, a different profile for career satisfaction than for non-African Americans

2.  Looking at corporate Pittsburgh, those statistics align with the lack of representation in the board rooms, CEO ranks and C-Suites of Pgh companies at 4.5%, 0, and one tenth of 1% respectively.  And we should pause here, 1/10th of 1% is that a typo?  Really?

3.  People are apt to ask, why is that AAs have had so much more challenged in accessing the opportunities offered by the US.  And, why other minorities/underrepresent seem to have more success?

4. So, lets explore the AA experience and what makes it so different?

**[Questions to Ashok]**

1. How do you describe your personal experience as an Indian in corporate America and in the US in general?

2.  Do you have a perspective on the broader Indian experience in the US?

3. What is your surmise as to the difference between the Indian experience and the African American experience in the US and in corporate America? (this is where we get into diasporas)

4. "The African American circumstance in the United States is undeniably different than other sub-groups.    What are your thoughts on the gap in these statistics?”

4.5 You have a point of view on racism versus colorism…can you share that with us?

5.  Statistically, Indians are on the other end of the spectrum and are over represented in multiple categories, CEO, C-Suite, University Presidents, etc..  Why do you think that is?

Other possible questions:

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Ashok, thank you so much for those insights.

**I would now like to invite Aishetu Dozie to join us on the stage.**

Aishetu, yours is a very unique career.  Born in the US, raised in Nigeria, college trained in the United States ( and Harvard Business School), you spent 20 years in Africa in investment banking. During your career, you have placed $130 Billion dollars in capital in projects across the **African**continent.  No small feat.  Now you are taking almost two years off participating in an a highly selective program at Stanford University as a University Fellow and contemplating the next chapter in your career.

Tell us more about the reason for going to Stanford ...

 Let talk a little bit about how you identify?  Nigerian?  African?  Nigerian African American?

**(Any other things you would like for me to bring out with questions?)**

**[Questions for Aishetu]**

0. What is your perspective on this topic of the African American “diaspora”?

1.  Perspective on your experience as an African, who chose to come to the US in pursuit of success.

2.  Do you see a difference in your experience and that of an African American?

3.  You worked in multiple countries in African in addition to your native Nigeria. What was your experience as a Nigerian and as a woman (woman of color?).

4. You have children…How are you preparing them to succeed in this environment we have been discussing?  (Do you expect them to be in the States or Nigeria after college?)

Question to both panelists ….

**Before I open this up to the audience for Q and A, Ashok and Aishetu ...**

1. We had a very spirited discussion at dinner last night on what is that leads to these troubling statistics on achievement…whites/women/blacks.
2. What advice would you give to an African American who wants to defy those statistics?

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Other possible questions: