

## CONCLUSION

The Australian workforce is changing and evolving rapidly with regards to its initiatives and systems to increase ethno-cultural diversity on both a professional and social level. The Bamboo Ceiling, whilst still prevalent in positions of higher leadership will be undoubtedly punctured by the new, emerging generations.

Though my initial hypothesis regarding the conscious and subconscious maintenance of the Bamboo Ceiling was proven to a large extent, the subconscious maintenance of the Bamboo Ceiling was undoubtedly the stronger operating force than conscious bias towards Chinese individuals. The Bamboo Ceiling is maintained not in conscious antagonism of minority groups, but rather in subconscious omission, of distancing Asian ethnic groups from the conceptual virtues of leadership, power and influence. This was supported by my primary methodologies, particularly my interviews and focus groups.

Despite extreme acceleration and change in the perceptions of leadership opportunities among Chinese youth, there are enduring limitations that accompany being Chinese in a largely Anglo-Saxon professional environment. From my focus group and questionnaires I recognised how the process of goal formation and career aspirations is a product of both cultural transmission from the migrant generation alongside acculturation within second-generation Chinese Australians.

In hindsight, it is clear I entered my PIP with a preconceived understanding of the nature of racial and gender discrimination in Australia. I had allowed my micro-experiences in pursuing issues of racial and gender equality to obscure elements of objective analysis. However this was swiftly undercut by the initial responses to my questionnaire, and then by my interviewees, who delivered complex responses to the previously simple model of the Bamboo Ceiling I had fostered.

A central flaw in my PIP was my focus upon the experiences of middle-class Chinese-Australian women; I did not consider the specifics of socioeconomic status, religious beliefs or other personal factors which would have otherwise obscured data.

However, throughout my research process, the women I have had the honour of meeting and conversing with, interviewing, questioning and learning from have, in their own right, consistently disproven my initial hypotheses.

They subverted the ideas constructed by statistics that had initially compelled me to the issue of the *Bamboo Ceiling*. These women have ensued the birth of a new kind of optimism for future generations. Despite their range of experiences, the varying degrees of social exclusion, prejudice or discrimination they may have faced, all stand in solidarity in hope for the future of professional Chinese women, and the Australian Chinese population. Their closing remarks echoed common themes and cast a new light for those who seek to attain positions of leadership. *Things are changing*, was an almost unanimous insight drawn across the Baby Boomer, Generation X and Generation Z respondents from my questionnaires, interviews and focus group. Having completed this process of research, I can certainly agree with their outlook. Things are definitely changing.

## ANNOTATED RESOURCE LIST

**Cover Image and Inter-titles:** Created on Canva Graphic Design Application

### Secondary Research

#### **Books**

**Brown, Duane. *Career Choice And Development*. San Francisco, CA: Jossey-Bass, 2002. 4<sup>th</sup> Ed. Print. pp. 256-257**

Duane Brown and Associate's Career Choice and Development presented an in-depth resource into the processes of career development and the pursuit of professions. It contained theories of career choice and development and the practical application of these theories. The most valuable element of Brown's publication was the direct link made between personality traits, self-precepts and the relationship with career decision-making. Though it was designed as a guide for administrators, I found it particularly useful in triangulating my primary research with concepts of ethnic identity within my third chapter.

**J. Farh in Li, J. T, Anne S Tsui, and Elizabeth Weldon. *Management And Organizations In The Chinese Context*. New York: St. Martin's Press, 2000. Print. pp.84-88**

This book was essential in developing an understanding of a traditional Chinese model of leadership in the first chapter of my PIP. Farh examines China's transitional economy and the patriarchal values instilled within methods of communication and professional networking. I utilised Farh's guide predominantly within the second chapter of my PIP in order to investigate the relationship between contemporary Chinese migrants and the retention of Confucian, patriarchal values however drew upon elements of the model presented for my understanding of Chinese Confucianism within the first chapter of my PIP. Upon further consideration of the information presented in Farh's book after discussing with Dr. Ho during my expert interview, the commentary on the patriarchy within Chinese society may not be true for all Chinese within Australian society today. There are cultural and historical basis for the sustained patriarchy, which are still valuable to consider.