



Celebrating 50 years
of diversity & inclusion

Diversity and Inclusion Resources Update

NCPACA 33rd Annual Professional Development Convention
July 6, 2019

#aicpadiversity50yrs

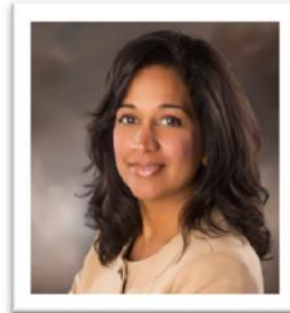


Association
of International
Certified Professional
Accountants®

- The Association of International Certified Professional Accountants (the Association) is the most influential body of professional accountants. It combines the strengths of the American Institute of CPAs (AICPA) and The Chartered Institute of Management Accountants (CIMA) to power opportunity, trust and prosperity for people, businesses and economies worldwide. The Association represents 650,000 members and students in 179 countries.



Meet the D&I Team



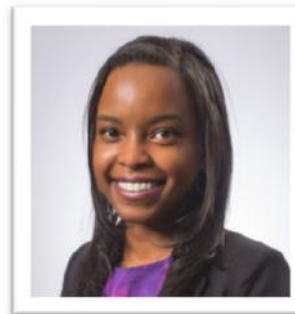
Kim Drumgo
Director- Diversity and Inclusion
AICPA



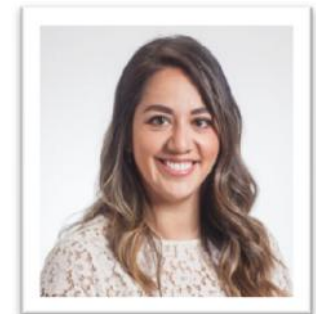
Yasmine El-Ramly
Sr. Manager – Diversity & Inclusion
AICPA



Florence Holland
Lead Manager- Pipeline Initiatives
AICPA



Bridgette Holley
Analyst - Diversity & Inclusion
AICPA



Yuliana Sanchez
Associate Manager- Diversity & Inclusion
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Celebrating 50 years



Celebrating 50 years
of diversity and inclusion

Be present *and*
accounted for.

Celebrating 50 years of promoting diversity and inclusion in the accounting profession and its workforce. Because different people, different cultures and different perspectives make us all stronger.

Get *your* D&I resources today
at aicpa.org/diversity.

#aicpadiversity50yrs



Present and Accounted For: Tools and Resources

The accounting profession serves communities and clients across the globe – different people, different cultures, and different perspectives. Now more than ever, the profession needs diversity and inclusion. Below are tools and resources to assist firms and professionals along their diversity and inclusion journey.



General Diversity and Inclusion Resources



Inclusion Solutions

Inclusion Solutions is an aggregated newsletter featuring groundbreaking inclusion practices. You'll learn about innovative, inclusive techniques found throughout the business community and in the accounting profession.



Accounting Inclusion Maturity Model

The Accounting Inclusion Maturity Model is a comprehensive assessment that helps your firm organization evaluate its diversity and inclusion practices. The assessment evaluates four core areas: workforce, workplace, marketplace and community/supplier relations. This tool also provides immediate results and practical action planning capability.



Recruitment and Retention Toolkit

The Recruitment and Retention Toolkit outlines the processes necessary to make diversity and inclusion initiatives an ongoing part of your company's culture. The toolkit provides insight on how to attract, recruit and retain a diverse workforce.



Webcasts

AICPA provides regular webcasts that highlight diversity and inclusion best practices and features renowned speakers who are experts in their fields.



AICPA Online Mentoring Program

Mentees will be matched with a mentor who will help them identify ways to grow and develop their skills and meet their career aspirations.

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Women specific tools and resources



Women to Watch Awards

Be inspired by the success stories of dynamic female CPAs within your state. The AICPA Women to Watch Awards celebrates achievers and creates a platform to discuss and promote the challenges and opportunities for women in the profession.



Annual AICPA Women's Global Leadership Summit

The annual summit focuses on leadership and best practices to enhance the skills of both senior and emerging women leaders. Networking opportunities will connect you with a community of female finance and accounting professionals.



Women's Initiative Implementation Guide – Enhancing success through gender diversity

Jump-start or refresh a women's initiative program within your firm by using this step-by-step guide to encourage accountability and measure success.



WIEC CPA Firm Gender Survey

To build effective programs, firms and the profession need credible research on the status and situation of women in CPA firms. This survey can help you track your own efforts over time and compare your initiatives with the profession.



AICPA Women in the Profession LinkedIn group Network with peers

Connect with experienced professionals. Get advice to expand and enhance your skills, whether you're looking for community, insights for business development or career management.

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Pipeline Initiatives



AICPA and NAF Recognition Program Partnership

The National Academy Foundation (NAF) Academies of Finance (ACF) and the AICPA have partnered to expand high school student exposure to the accounting profession through an annual Bank On It tournament and other programs.



Annual Accounting Scholars Leadership Workshop Program

The Accounting Scholars Leadership Workshop (ASLW) is an annual invitation-only, student leadership conference hosted by the AICPA. The workshop hones student leadership skills and expands their knowledge of various pathways to success in the profession.



Annual Accounting Profession Diversity Pipeline Symposium

The Annual Accounting Profession Diversity Pipeline Symposium provides a platform for firms, universities/faculty, and state societies to explore best practices and identify ways to overcome obstacles in filling the accounting pipeline with diverse professionals.



Pipeline Research

AICPA is committed to providing research to better understand and influence the dynamics of young people who enter and remain in the accounting profession. Visit www.aicpa.org for the latest research and reports relevant to the pipeline.



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Real CPA Pipeline Campaign

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Monthly D&I Newsletter

10 relevant news stories



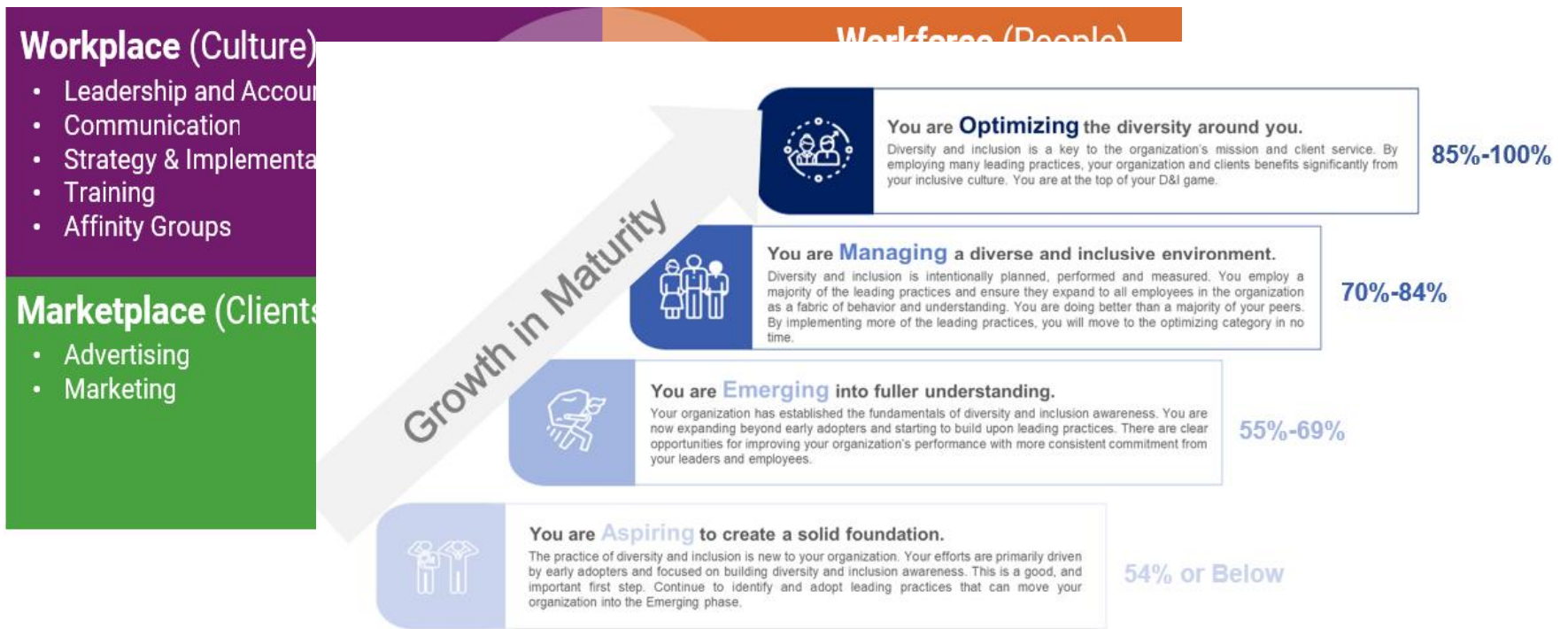
Poll question



AICPA D&I initiatives and news



What AIMM measures



CEO **ACT!ON** FOR DIVERSITY & INCLUSION

A coalition where of CEOs nationwide commit to:

- Open dialogue on complex, sometimes **difficult conversations about D&I**
- Implement and expand **unconscious bias education**
- Share best known and **successful, and unsuccessful actions**



Firm CEOs are taking action...



Associations and State Societies are taking action...



"Lifting As We Climb"



Request a Speaker / Inclusion Champions



Rebekah Brown, CPA
Director of Development
Maryland Association of CPAs



Jerome Fulton, Jr., CPA
Consultant
Deloitte



J. Michael Kirkland, CPA, CGMA
JMK Consulting



Jenny Herrera, CPA, CGMA
Partner, Citrin Cooperman



Kecia Smith, PhD, CPA
Assistant Professor, Virginia Tech



Ralph Thomas, CGMA
CEO, New Jersey Society of CPAs



Richard Levychin, CPA, CGMA
Partner, Galleros Robinson

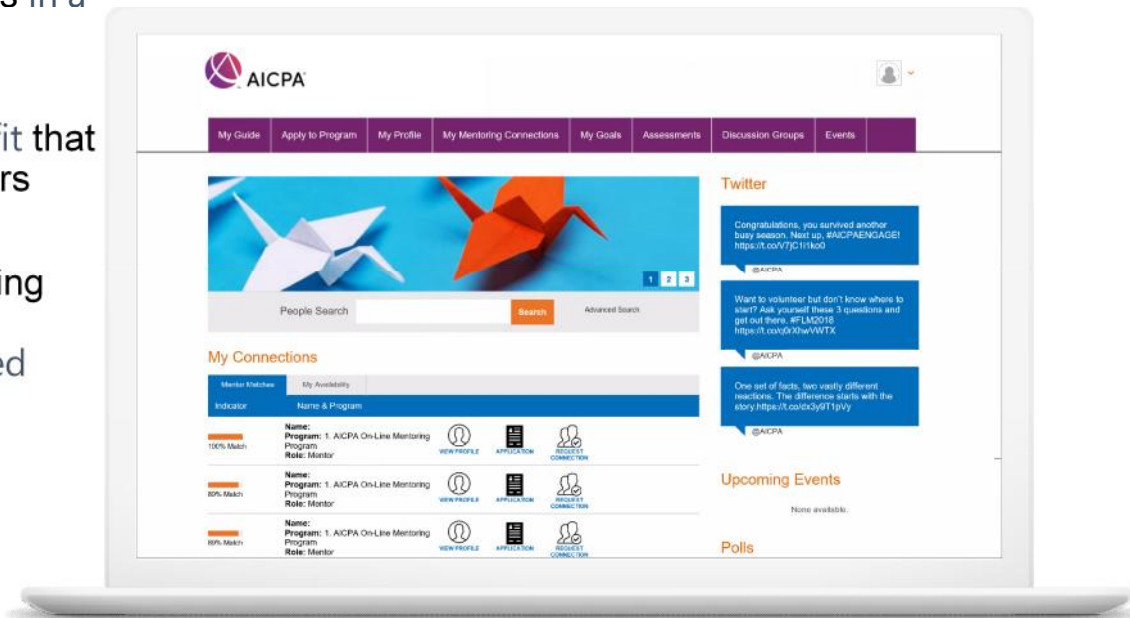
AICPA On-Line Mentoring Program

Connect lesser experienced professionals with more experienced professionals in a positive way

Create a unique membership benefit that facilitate connection among members

Sustaining the profession by attracting and keeping women, minorities and young CPAs in our pipeline increased employee loyalty

Further details on
aicpa.org/mentoring



Webcasts

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August 20, 2019	August 2019	October 2019
		
Women in the Profession	Ridding Bias in the Mentor- Mentee Relationship	How to Recharge your D&I program

AICPA LGBTQ Networking Groups

Goals

- 

1 Identify and share best practices on creating an inclusive work environment for LGBT professionals
- 

2 Connect with Colleagues - Develop enduring relationships with peers from leading global organizations
- 

3 Promote a welcoming culture in the accounting profession for LGBT professionals
- 

4 Solve Problems Effectively - benchmark and problem solve in a collaborative manner



Pipeline Initiatives

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George Willie Ethnically Diverse Internship & Scholarship

5 firms. 5 students. Up to \$100,000 in scholarships for our shared commitment to a **diverse** and **forward-looking** profession.

- Firms provide an **internship** in busy season 2020; PCPS awards up to **\$20,000** towards tuition per student
- 2019-2020 **cosponsoring firms** were selected in January
- **Student applications** now being accepted through **May 31st**



aicpa.org/PCPSscholarship

**Anglin Reichmann
Armstrong** (G400)
Huntsville, AL

Kreischer Miller (G400)
Horsham, PA

Aprio (MFG)
Atlanta, GA

Cover & Rossiter
(Medium)
Wilmington, DE

Glenn Burdette (Medium)
San Luis Obispo, CA

Look for your
opportunity to apply
to be a co-
sponsoring firm later
this year!

#AICPAdiversity50yrs

HBCU Engagement

HBCU Engagement

In *Title III of the Higher Education Act of 1965*, Congress officially defined an HBCU as “a school of higher learning that was accredited and established before 1964, and whose principal mission was the education of African Americans.”

Today there are:



102

HBCUs
51 PRIVATE
51 PUBLIC



292K

STUDENTS
ENROLLED



20%

OF DEGREEED AFRICAN
AMERICANS WITH
AN HBCU DEGREE



There are 40 HBCUs accredited by the AACSB or by the ACBSP*

ALABAMA

Alabama A & M University
Alabama State University
Oakwood College

FLORIDA

Bethune Cookman University
Florida A & M University
Florida Memorial University

DELAWARE

Delaware State University

DISTRICT OF COLUMBIA

Howard University

GEORGIA

Albany State University
Clark Atlanta University
Morehouse College
Savannah State University

MISSOURI

Harris-Stowe State
University
Lincoln University

MARYLAND

Bowie State University
Morgan State University
University of Maryland
Eastern Shore

NORTH CAROLINA

Elizabeth City State University
Fayetteville State University
North Carolina A & T State University
Winston-Salem State University

OKLAHOMA

Langston University

TENNESSEE

Tennessee State University

TEXAS

Prairie View A & M University
Texas Southern University

VIRGINIA

Hampton University
Norfolk State University
Virginia State University

KENTUCKY

Kentucky State University

LOUISIANA

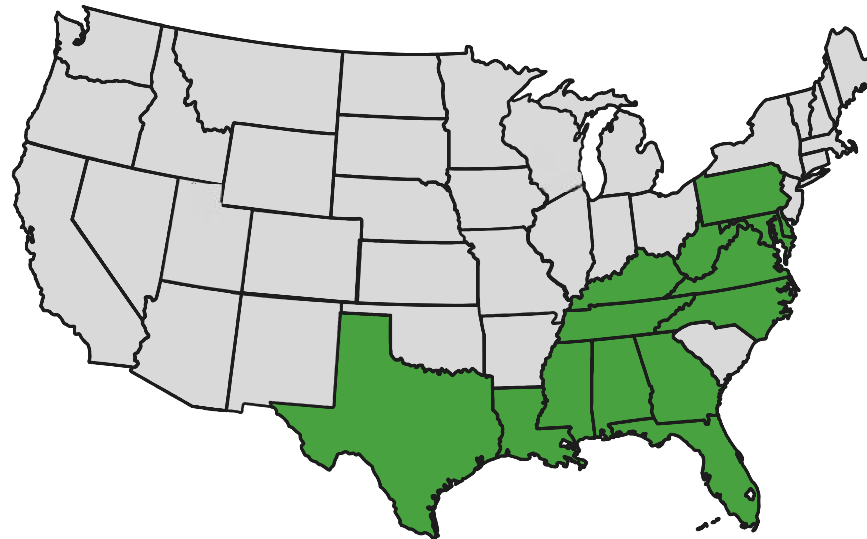
Dillard University
Grambling State University
Southern University and A & M College
Southern University at New Orleans
Xavier University of Louisiana

PENNSYLVANIA

Lincoln University

WEST VIRGINIA

Bluefield State College
West Virginia State University



~~Jackson State University~~

**As of YEAR; for a student to sit for the CPA exam, they must have attended an institution accredited by the AACSB or by the ACBSP in Business or Business/Accounting.*

Possible Engagement Strategies

Strengthen Community of Accounting Professors and Deans

- Host annual roundtable to share new practices in preparing students; new trends, professional update
- Curriculum examples (syllabus/exam review)
- Externship for professors at firms
- Increase salaries / benefits
- Vendors to host pre-CPA exam annually
- Share education best practices (introduce tools like pre-CPA study tests for students, ensure academic champions are on campus)



Possible Engagement Strategies

Prepare Students

- Host development programs (similar to ASLW but more focused on practice in the workplace) – tutor specialist
- Structured tutoring program for all accounting classes (state societies)

Engage Firms

- Internships and full time recruiting and placement (time)
- Endowed professorship (firms do this)
- Grant/professional development for professors
- Online accounting resources for students (i.e. Khan Academy)
- Adopt a school program – firms select a school where they would serve on their academic board (time)



Real CPA 1.0

Accounting.
IT'S NOT WHAT YOU'D EXPECT.

Find out why being a CPA could be a great fit for you at ThisWayToCPA.com/RealCPAs

WHY BE A CPA?
"Financially, I've been able to fly. I bought a house at 27!"
—Andrew Coombs, CPA since 2013
Let the money roll in. Accounting can help your pocket. Go to ThisWayToCPA.com/RealCPAs

THIS WAY TO CPA
Based in NY, NJ

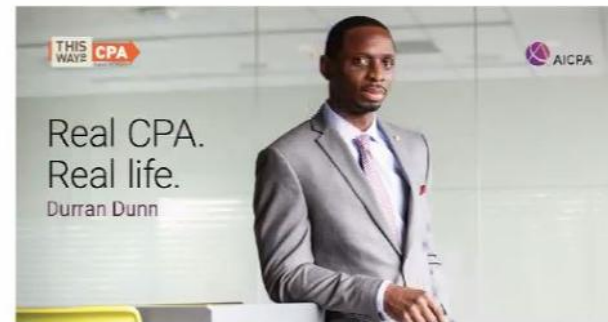
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"The diversity of the role and responsibilities is incredible."
—Angela Ho, CPA since 2008
Learn how to thrive in accounting and commercial real estate at ThisWayToCPA.com/RealCPAs

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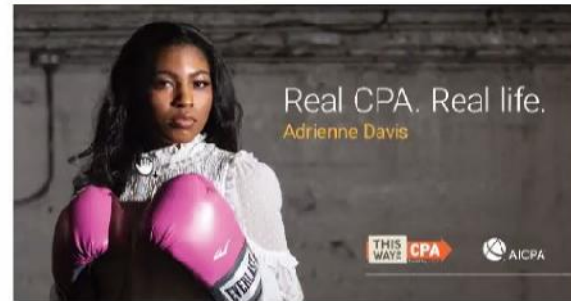
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"For me, it's the excitement of traveling to so many different countries."
—Jennifer de Leon, CPA since 2009
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THIS WAY TO CPA
Based in NY, NJ

Real CPA 2.0 – Durran Dunn



Real CPA 2.0 – Adrienne Davis



Real CPA 2.0 – Jeremias Ramos



Real CPA 2.0 – Real CPAs. Real Lives.



Women Specific Tools and Resources

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Women to Watch Awards

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Annual Summit

The annual summit focuses on leadership and best practices to enhance the skills of both senior and emerging women leaders. Networking opportunities will connect you with a community of female finance and accounting professionals.



Women's Initiative Enhancing diversity

Jump-start or refresh a women's initiative within your firm by using this step-by-step guide to encourage accountability and measure success.



WIEC CPA Firm Gender Survey

To build effective programs, firms and the profession need credible research on the status and situation of women in CPA firms. This survey can help you track your own efforts over time and compare your initiatives with the profession.



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Women's Initiatives Executive Committee (WIEC)

1989: Upward Mobility of Women
Task Force

15 committee members men
and women

Educating, Advocating, Advancement

aicpa.org/womenlead

Provide Credible Statistics

Are firms making the most of the talent pool?


The results examine the state of gender diversity in firms today.

The 2019 survey will be published this Fall.



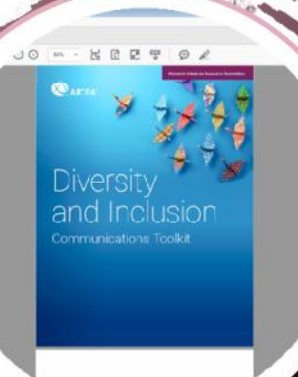
Share. Learn.
Grow. Mentor.

A *How-to Guide* From the
AICPA Women's Initiatives
Executive Committee



AICPA

CPA firm
sponsorship
success toolkit



AICPA | Women in the Profession aicpa.org/womenlead

Engage top talent

D&I Communication toolkit includes ready to use **press release, podcast scripts, emails & town hall talking points** to promote business case, encourage acceptance and foster program success

Sponsorship and mentoring toolkits examine the benefits and subtleties involved in building these programs.

Business case toolkit to align D&I initiative with the organization's strategic goals.

FAQs to help leaders answer key questions.

#AICPAWomenLead
#AICPADiversity50yrs

Create a community



- Women to Watch Program
 - 5 states in 2009; 20 states and still counting
 - Newly launched Elevating Women Leaders awards
- AWSCPA Legacy Initiatives:
 - AWSCPA Small firm Networking group
 - AWSCPA Scholarship launched in 2018
 - AWSCPA Lifetime Achievement Award to be introduced at the 2019 AICPA Women's Summit

- AICPA Women in the Profession LinkedIn Group with more than 8,000 members
- AICPA & CPA Practice Advisor Most Powerful Women in Accounting Recognition





Women's Global Leadership Summit

November 6-8, 2019 | San Diego, CA

Objective

To focus on leadership, boardroom diversity, and best practices to enhance the skills and potential of women leaders within the financial community

Who Should Attend

Female financial professionals/accountants
Global leaders
Male colleagues

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