

# Diversity & Inclusion

Report by the Diversity Group

Eastern: Tyrone Dickerson, Chair

Western: Leonard Sanchez

# Background

- Diversity Task Force formed in 2013 by Mark Harris (then NASBA Chair)
  - Six Members
    - Dolly Lalvani (PA), Maria Caldwell (FL), Ed Jolicoeur (WA), Willie Sims (MS), Sandy Wilson (AK), Mark Harris (LA) , Ed Barnicott (Staff Liaison)
  - Charge:

Study NASBA's practices and policies to consider any real or perceived barriers to the involvement of women and minorities on NASBA committees and the board of directors, and make recommendations to the Chair so that the organization and our member boards benefit from the contributions of all our volunteers.

# Background (Cont'd)

- Diversity Group continued in 2014 by Carlos Johnson (NASBA Chair)
- Five Members:
  - Dolly Lalvani (PA), Maria Caldwell (FL), Willie Sims (MS), Leonard Sanchez (NM), Tyrone Dickerson (VA) (Chair), Ed Barnicott (Staff Liaison)
- Charge:

Develop a diversity program that ensures the NASBA culture is open and inclusive of women and minorities, and provides opportunities for service and leadership.

# What makes us diverse?

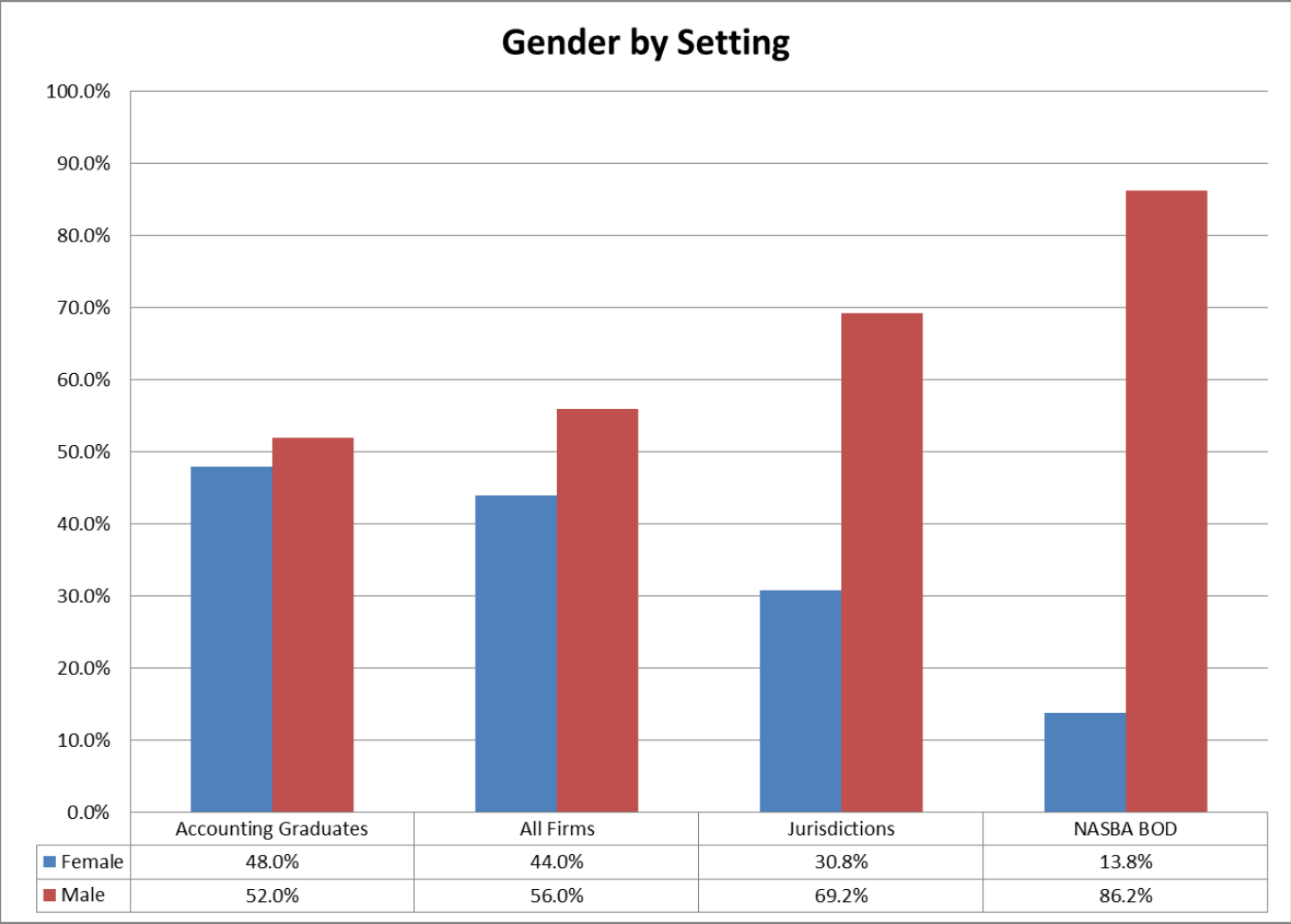
- Diversity is “the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”



Courtesy of Ralph Thomas

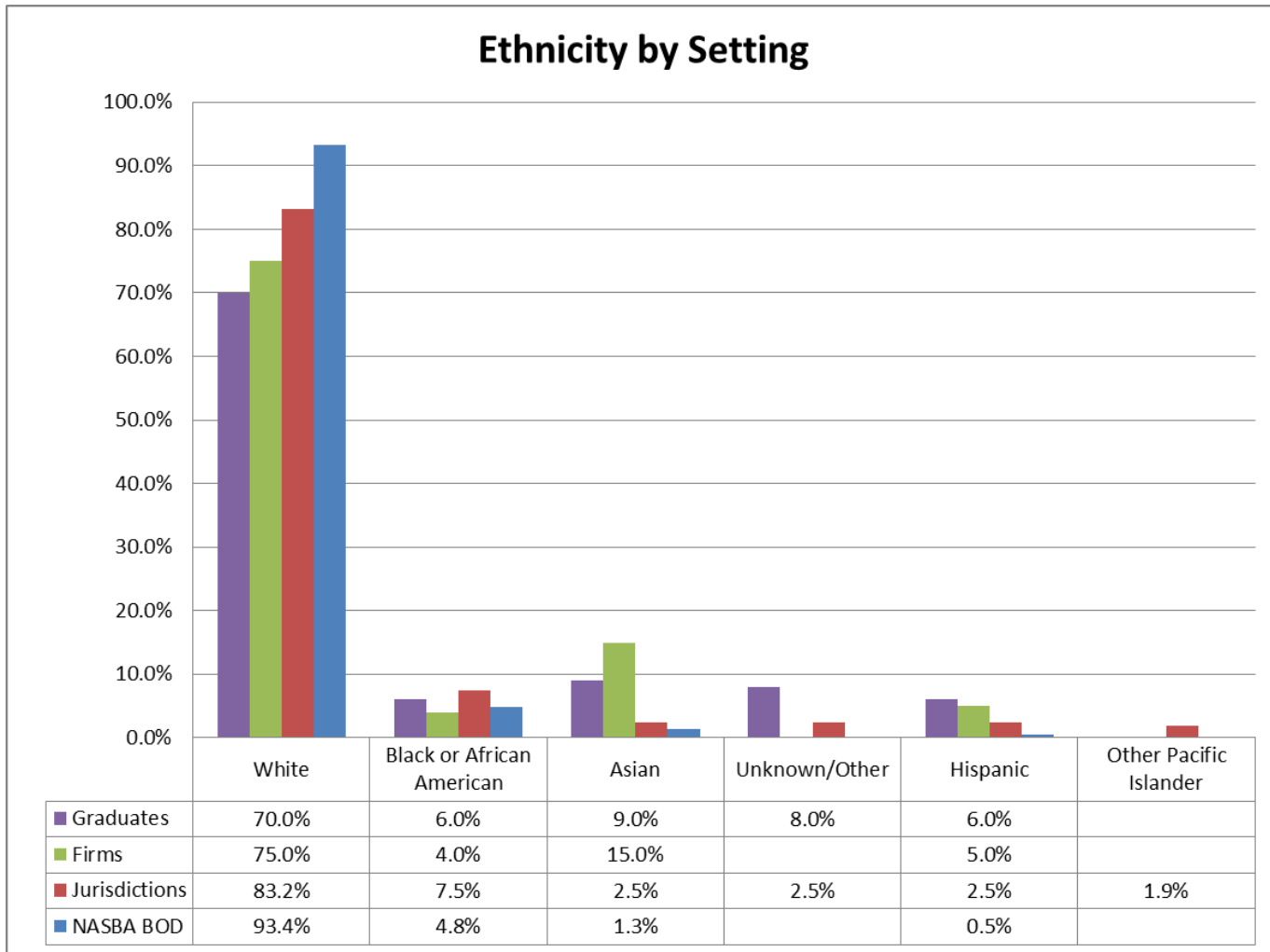
# Current State: Gender

## Graduates, Firms, Boards, NASBA



# Current State: Ethnicity

Graduates, Firms, Boards, NASBA



# The Case for Inclusion and Diversity

In a global marketplace it is a business imperative that the workforce is a reflection of the changing demographics of the global consumer market allowing organizations to:

- Relate with ease to the various nuances represented in the marketplace
- Capitalize on diversity of thought and the perspectives shared from individual standpoints
- Benefit from increased productivity, better problem-solving capabilities, and increased market share

# The Changing Face of America

- Minority the New Majority
  - White will become the minority by 2043 in the U.S.
  - The number of deaths exceeds births among white Americans.
  - Slight increases due to immigration from Europe.
- Marrying Out is “In”
  - 15% of all new marriages in 2010 were between spouses of a different race or ethnicity from one another.
  - More than one-third of Americans say that a member of their immediate family or a close relative is currently married to someone of a different race.
  - Marriage is changing the complexion of society.
- Not so black and white - *In 2000, the Census first allowed respondents to check off more than one race*
  - 6.8 million people chose to do so.
  - In 2010 that number **jumped** by 3%, making it one of the fastest growing categories.



# Becoming More:

2013-2014 Focus

- Recommendation #10: Develop engagement programs that bring NASBA's staff, Executive Committee, current Board of Directors' members and the Nominating Committee's members together with volunteers; providing opportunities to become familiar with potential volunteer leaders.
  - Exposes new volunteers to NASBA leadership
  - Gives opportunities to identify and develop incoming talent
  - Encourages people to speak up about their interests in getting involved.

# Becoming More:

2013-2014 Focus

- Recommendation #11: Help expand the diversity of NASBA's volunteer base by developing and distributing resources that encourage Boards of Accountancy to emphasize the importance of diversity to those who nominate, recruit and/or appoint the members of the Board.
  - Outreach to Governors, Legislators and staff
  - Joint effort of BOAs, NASBA and state societies
  - Educational process

# Conclusion

- The world is becoming more diverse
- We will be better regulators by tapping the creativity and insight that diversity provides

# Your Organization

- Consider the following:
  - Does your organization have a D&I Initiative?
    - If so, what are its barriers to success?
  - What are the demographics of your staff? Leadership (race/ethnicity, gender, age/generational category, job class)?
  - Do you have a program to identify minority rising leaders? And mentor them?
  - Does your organization have a Diversity & Inclusion Statement?
  - Does your organization have a supplier diversity program?
  - How does your staff view your activities towards inclusion? What is their engagement in benefits that are meant to be inclusive?

# Questions?

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