Advancing Diversity
Alfonzo Alexander – Moderator
Panelists: Susan M. Cosper, Kim Drumgo, Bernard Milano, CPA, Tyrone Dickerson, CPA
The Vision of the National Commission

Creating a seamless handoff from the pipeline to the profession

The Pipeline
Cultivating the interest in young students who see the accounting profession as a viable option early in their career decision making process

The Profession
Creating an inclusive profession where individuals from all backgrounds can realize a successful and rewarding career
Formulating Profession-wide Goals

**The Students**
Increase the number of students who enroll in accounting and who graduate.

**The Firms**
Increase the number of firms to positively affirm that they have a diversity program.

**The Professionals**
Increase the number of URMs who sit for the exam and who obtain their CPA.
The Student
THE PIPELINE PROJECT VISION

Develop a ... profession-wide and profession funded effort that increases the number of underrepresented minorities entering the accounting profession.
Major Initiatives of the Diversity Pipeline Project

- Increase communication and awareness in diverse communities
- Increase support of school based programs for students pursuing accounting
- Increase the number of underrepresented minorities who sit and pass the CPA exam
Resources for Accounting Students

The CPA Profession…
A Treasure Worth Seeking
Accounting Scholars Leadership Workshop
The Professional
I AM PRESENT

and

ACCOUNTED FOR.
Profession Campaign Overview

Increasing Diversity and Inclusion in Accounting

The AICPA has what you need to create a diverse and inclusive workforce.

To boost diversity and inclusion efforts, the AICPA offers valuable tools to assess and track your progress, and in recruitment and retention, and inform you on the latest trends. So awesome in our profession is present and accounted for. Let’s get to work.

Accounting Inclusion Maturity Model

Our powerful benchmarking tool helps you determine where you are and where you want to be on your diversity and inclusion journey:

- Learn where you stand on your diversity and inclusion efforts.
- Get immediate access to your maturity model score, peer-to-peer comparison, and a personalized report.
- Get free tools to improve in four core areas: workforce, workplace, marketplace, and community and another relations.

I AM PRESENT and ACCOUNTED FOR.

Tools to boost your diversity and inclusion efforts. Let’s get to work.
Resources to Assist Firm D&I Efforts

Organizational Assessment

I AM PRESENT and ACCOUNTED FOR.
Complete our Accounting Inclusion Maturity Model assessment today.

Recruitment and Retention Toolkit

I AM PRESENT and ACCOUNTED FOR.
Download our Recruitment and Retention Toolkit today.

Inclusion Solutions

I AM PRESENT and ACCOUNTED FOR.
Subscribe to our FREE Inclusion Solutions newsletter today.
Thank you!
THE PhD PROJECT

Developing & Attracting Diverse Faculty

Bernard J. Milano
President, KPMG Foundation
& The PhD Project
It’s all about the numbers…

- 25,000
  - 294
  - 1.2%
  - 98.8%
- 30,000
  - 1,299
  - 1.3%
  - 98.7%
- 95,000
  - 21%
  - 79%
- 1,500
- 23
- 80
$25,000

NASBA’s Annual Investment in The PhD Project.

294

The number of minority business faculty in the U.S. when The PhD Project started in 1994.

1.2%

Percentage of underrepresented minority business faculty in 1994.

98.8%

Percentage of non-minority business faculty in 1994.

1,299

The number of minority business faculty in the U.S. today!
Total number of faculty in U.S. business schools.

Percentage of underrepresented minority business faculty TODAY.

Percentage of non-minority business faculty TODAY.

Majority Schools of Business.

Number of minority Deans at majority schools.
1.3% Percentage of Minority Deans at Majority Business Schools.

98.7% Percentage of Non-Minority Deans at Majority Business Schools.

80 Number of HBCU Business Schools.

21% Percentage of African American Deans at HBCU Business Schools.

79% Percentage of Non-African American Deans at HBCU Business Schools.
“We cannot tolerate a future in which both white and minority children are confronted with almost exclusively white authority figures in their schools.”

Carnegie Forum on Education and the Economy, 1986
The PhD Project creates diverse faculty in business schools of universities

“To go to a school and see successful people that look just like me, that was my greatest factor for me to go to a historically black college. To know that people who look just like me can be just as successful as people who don’t look like us.”

Quote taken from an African-American student attending an HBCU

The goal of The PhD Project is for students in all universities, not just minority serving institutions, to have professors who look like them.
Diverse faculty ensure student success

“Over the years, studying this problem of underperformance has morphed into solving the diversity problem. It’s one thing to numerically integrate a setting. It’s another thing to make that place a place where everyone feels comfortable and can flourish.”

Dr. Claude Steele
Provost, University of California - Berkeley

This is taken from Dr. Steele’s groundbreaking research on stereotypes and identity and the role that they play in academic achievement and underachievement among underrepresented minorities.
Diverse faculty attract diverse students

“A diverse faculty is a magnet for a diverse student population.”

Dr. Nancy Zimpher
Chancellor, State of New York System
The PhD Project Story

<table>
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<tr>
<th></th>
<th>1994*</th>
<th>2015</th>
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<tbody>
<tr>
<td>Minority Business Faculty</td>
<td>294</td>
<td>1,299</td>
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<tr>
<td>At U.S. Business Schools</td>
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<tr>
<td>Minority Doctoral Students</td>
<td>&lt;175</td>
<td>309</td>
</tr>
<tr>
<td>At U.S. Business Schools</td>
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* The year that The PhD Project was initiated.
Our Approach

97% of our Ph.D.'s remain in academia

The PhD Project
Doctoral Students
Association Conferences:
Encourage minority doctoral students resulting in 92% completion rate

The PhD Project Annual Conference:
Attract and inform potential minority doctoral students about a career as a business school professor.

This approach has led to a 338% increase in minority faculty in 21 years!
The PhD Project  Funding Provided By:

- KPMG Foundation
- Graduate Management Admission Council
- AICPA Foundation
- Citi Foundation
- AACSB International
- DiversityInc
- Dixon Hughes Goodman LLP
- Rockwell Collins
- Wal-Mart Stores
- John Deere Foundation
- American Marketing Association

- CIGNA
- ADP
- Lincoln Financial Group
- Edison International (on behalf of the California State University System)
- American Accounting Association
- Aerotek & TEKsystems (operating companies of Allegis Group)
- The Hershey Company
- Academy of Management
- NASBA

*Founders

Each of these Sponsors provides a minimum of $25,000 per year. And, over 300 Universities provide additional financial support in excess of $700,000.
The PhD Project is creating role models and mentors to improve student success and develop the next generation of minority business leaders.
Progress on Diversity

TYRONE E. DICKERSON, CPA
CHAIR, NASBA DIVERSITY COMMITTEE
“Develop a diversity program that ensures the NASBA culture is open and inclusive of women and minorities, and provides opportunities for service and leadership.”
Progress on Diversity Initiatives

• Bi-annual diversity survey of the Boards of Accountancy
• Keep diversity & inclusion as a top-of-mind issue for NASBA leadership and committees
• Leverage media opportunities to reinforce the diversity message
• Utilize NSABA staff contact with the Boards to communicate the value of diversity among the Boards
• Evaluate opportunities to promote diversity among regulators through digital media
• Engage ethnic and women’s professional groups to promote board service
• Use opportunities at NASBA meetings to promote diversity to NASBA membership
Progress on Diversity
Activities

• Breakout sessions at NASBA meetings (ED Conference)
• Leadership attended National Association of Black Accountants (NABA) Annual Conference in June
• Meeting with The PH.D. Project leadership
• Bi-annual Diversity Survey completed
• NASBA Annual Meeting panel
Progress on Diversity

Have things changed?
Progress on Diversity
Have things changed?

Firms

Professional Staff vs Partners at CPA Firms

1. From the 2015 TRENDS Report, Copyright AICPA
Progress on Diversity
Have things changed?

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Progress on Diversity
Have things changed?
Boards of Accountancy

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<tr>
<th>Ethnicity</th>
<th>2013</th>
<th>2015</th>
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<tbody>
<tr>
<td>White</td>
<td>89.1%</td>
<td>85.9%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>8.6%</td>
<td>6.7%</td>
</tr>
<tr>
<td>Asian</td>
<td>0.0%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>2.6%</td>
<td>3.4%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>0.7%</td>
<td>1.3%</td>
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<table>
<thead>
<tr>
<th>Gender</th>
<th>2013</th>
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<tbody>
<tr>
<td>Male</td>
<td>66%</td>
<td>64%</td>
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<tr>
<td>Female</td>
<td>35%</td>
<td>36%</td>
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Progress on Diversity
Conclusions & Next Steps

- Slow process - but slow change is still change!
- Must stay focused
- Seek high quality candidates for Board service and leadership at NASBA
- Advocate for diversity and inclusion among the Boards
- Do NOT become complacent
Questions?

Contact

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