The Quest for Achieving Diversity

NASBA 112th Annual Meeting

Alfonzo Alexander
NASBA’s Diversity Interests
Board of Accountancy Ethnic Diversity Tracking

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>2013</td>
<td>11.9%</td>
</tr>
<tr>
<td>2015</td>
<td>14.1%</td>
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<tr>
<td>2019</td>
<td>14.94%</td>
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Ethnically Diverse Board Members
2019 Ethnic Diversity Breakdown of BOA Members

- African Am: 5.3%
- Hispanic/Latino Am: 4.34%
- Asian Am: 1.7%
- Native or Pacific Islander: 3.6%
Board of Accountancy Gender Diversity Tracking

Gender of BOA Members (%)

- **2013**: Male 65, Female 35
- **2015**: Male 64, Female 36
- **2019**: Male 64, Female 36
What the AICPA Trends Data Means for BOAs
Look Who’s Coming to the Profession

• 42% of Accounting Graduates Diverse
• 44% of Accounting Enrollees Diverse

• 30% Hires with Degrees Diverse
• 29% Professional Staff Hires Diverse
• 16% CPA Hires Diverse
• 9% Partners Diverse
Growing Hispanic or Latino Accounting Grads

- Consistent Growth since 2009
- 10% over last 2 years
Inclusion is Critical to Retention

From D&I Professionals:

Retention is more of a challenge than Recruitment for accounting firms today.
Diversity in Accounting and Other Professions
CPA Profession and U.S. Population

CPA PROFESSION

- 2% African Am
- 4% Hispanic/Latino Am
- 10% Asian or Pacific Islander
- 84% White Am

US POPULATION

- 61% White Am
- 18% Hispanic/Latino Am
- 7% Asian Am
- 14% African Am
CPA Profession and the Legal Profession

**CPA Profession**
- 84%
- 10%
- 4%
- 2%

**Legal Profession**
- 87%
- 5%
- 5%
- 3%

Legend:
- African Am
- Hispanic/Latino Am
- Asian or Pacific Islander
- White Am
Chair
Maria E. Caldwell, CPA

Members
Angela L. Avant, CPA, CGMA
Donald H. Burkett, CPA
Kerry Eaton, CPA, Esq.
Michael M. Guinigundo, CPA
Rhonda Kodjayan, CPA
Chandra Lalvani, CPA
Carola A Nicholson, CPA

State Society Liaison
Ralph Albert Thomas, CGMA
NASBA Diversity Committee Efforts

- BOA Member Calls
- Supporting Diverse Organizations
- Analysis of BOA Demographic Data
- Identification of Best in Diversity and Opportunity Areas
Diverse BOA Member Profile Series

Connie Harris, CPA
Sheppard Harris & Associates
What does it mean to be truly diverse and inclusive?

It means having people of diverse culture, experience, and background in all levels of our organizations.
As a leader, are you doing enough to prepare your business/firm to compete in an increasingly diverse marketplace?

Diverse leadership at higher levels correlates with diversity in other areas of the company. Diverse employees need mentorship and sponsorship from the top.
Diversity Challenge Questions

How do your biases impact your interactions with others who are different from you?

We all have biases, conscious and unconscious, that impact our decisions. Managing our biases will enable us to develop more productive relationships.
Some states have seen success and positive feedback by adding courses addressing bias in their CLE requirements for attorneys.