



The Association of Accountants and Financial Professionals in Business

# Diversifying U.S. Accounting Talent: A Critical Imperative to Transformational Outcomes



Co-sponsors: IMA® & CalCPA

Diversity, Equity, & Inclusion (DE&I) Research Study of the U.S. Accounting Profession

Includes analysis of:

- Demographic population and workforce statistics,
- 3,100+ survey responses, and
- Interviews of nearly 60 persons.

Three areas of focus:

- Race and ethnicity
- Gender
- LGBTQIA (lesbian, gay, bisexual, transgender, queer, intersex, and asexual)

## Global Research Partner

International Federation of Accountants (IFAC)

## Research Partners

Association of Latino Professionals For America (ALPFA)	National Association of Black Accountants (NABA)	National Society of Black CPAs (NSBCPA)
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## Research Contributors

Connecticut Society of CPAs	Colorado Society of CPAs	Florida Institute of CPAs	Illinois CPA Society	Maryland Association of CPAs
Massachusetts Society of CPAs	The Ohio Society of CPAs	Pennsylvania Institute of CPAs	Texas Society of CPAs	The PhD Project

## Research Advisors

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## The Diversity Gap\*

For every 10 of the profession's most senior leaders, 9 are white, 8 are male, and few openly identify as LGBTQIA.



U.S. accounting profession:  
62% female, 9% Hispanic or Latino, 8.5% Black or African American, 12% Asian

Diverse talent says they aren't advancing because of **inequity** and **exclusion**.



is the object of unfair prejudice or bias from leadership,

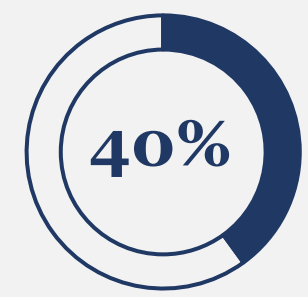
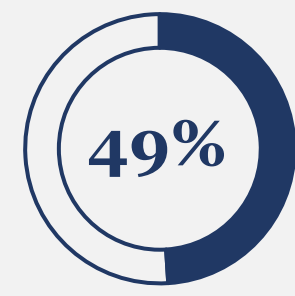
has inequitable access to sponsors and mentors, and

inconsistently receives fair treatment during recruitment.

## Impact on the Talent Pipeline

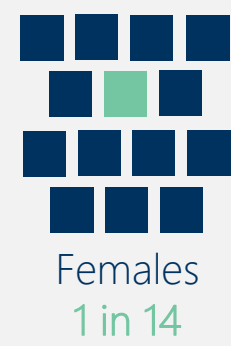
On average, diverse groups reported:

I left a company because of a lack of equitable treatment.

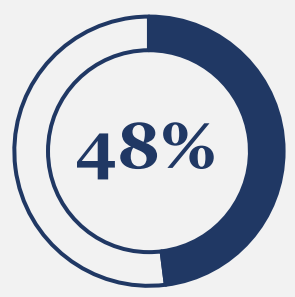


I left a company because of a lack of inclusion.

A lack of DE&I contributes to diverse talent *leaving the profession*.

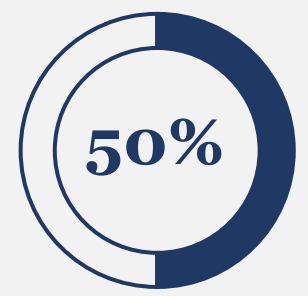


## Equity and Inclusion



I believe the profession is *equitable*.

I believe the profession is *inclusive*.



\*Sources: U.S. Bureau of Labor Statistics - Current Population Survey, Crist | Kolder Volatility Report 2019, and AICPA, 2019 Trends in the supply of accounting graduates and the demand for public accounting recruits

Acting **now** to further diversify U.S. accounting talent is critical to achieving transformational outcomes.



# Diversifying U.S. Accounting Talent: *A Critical Imperative to Transformational Outcomes*



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