



**Profile:** Kim Griffin Hunter, CPA  
Partner, Deloitte & Touche  
Past President, National Association of Black Accountants (NABA)

**How do you measure your success?**

I measure professional success by how influential I am in being a “change agent. This means creating opportunities for others to climb the corporate ladder without compromising who they are while still enjoying every day of their lives.

**Did you have a mentor, and if yes, how did the experience affect your career?**

I’ve had several mentors who have played varied roles in my development as a professional. My mentors have helped me navigate through some turbulent times in my career and have helped me make tough decisions with the addition of their sage advice. Within Deloitte & Touche my mentors have included both women and men whom I admire. Outside of my firm the main influences on me have been members of the National Association of Black Accountants and other organizations in which I have participated. I also have mentors who do not know the influence on me that they wield. They are really my role models and include members of my family, women with children and people who have overcome obstacles in their lives.

**Do you still have a mentor? What role does that person play now?**

While I may have equal stature with my mentors professionally, I still know that I can turn to them at any time for reassuring advice. Throughout my days, I look to role models for confirmation of the best way to conduct myself in business and in life.

**Are there organizations or networking groups that helped you achieve your goals?**

I firmly believe that family support, friends at Deloitte & Touche and the National Association of Black Accountants (NABA) have been a big part of my success. NABA gave me the basic training to succeed in the industry while supporting my confidence as I strove to reach higher and higher levels of business success. The foundation for supplying me the stamina to achieve my goals is my personal faith which is the number one reason to which I attribute all of my achievements.

**What is your approach to integrating your work and personal life? Have any strategies**

I don't believe that work and my personal life can ever be fully balanced. There is a pendulum that swings focus between work and play and I try to stay flexible to the constant changes. I stay determined to keep weekends for the family. To maintain my free weekends, I have found that by utilizing the late night hours when everyone else is sleeping and early mornings a person is able to accomplish a lot. However, we all must remember to take time out to reenergize our bodies and souls in order to prepare for the challenges that business brings us each and every week.

**How does your firm handle advancement of women?**

Deloitte & Touche is proud to be recognized as a leader in the advancement of women and an employer of choice. We have worked hard to expand opportunities for women, to help our professionals find greater balance in their lives, and to create a culture that is open, inclusive, and flexible. Eliminating the barriers to the development of women is our objective – and it is a top priority. Ten years ago, Deloitte & Touche launched the “Initiative for the Retention and Advancement of Women.” We’ve come a long way since that time – and our accomplishments have been impressive. I’m an example that the program is a success.

**What advice would you give to a young CPA about having a rewarding career?**

The young CPAs entering the field should remember that we protect the public trust in our financial system and that what we do is fundamental to the stability of the economy. It is a challenging and rewarding profession that will require them to learn the technical skills of industry lines, while at the same time understanding the business aspects needed for their success. I would advise a new CPA to be bold and proactive and that they will make a difference.

**What book are you reading now?**

I take advantage of my time away from the office and have an audio version of Hillary Rodham Clinton’s “Living History” playing in my car – my modern version of a library room.