

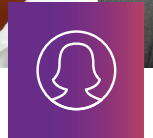
Present and Accounted For: Tools and Resources



The accounting profession serves communities and clients across the globe – different people, different cultures, and different perspectives. Now more than ever, the profession needs diversity and inclusion. Below are tools and resources to assist firms and professionals along their diversity and inclusion journey.



General Diversity and Inclusion Resources



Women specific tools and resources



Inclusion Solutions

Inclusion Solutions is an aggregated newsletter featuring groundbreaking inclusion practices. You'll learn about innovative, inclusive techniques found throughout the business community and in the accounting profession.



Accounting Inclusion Maturity Model

The Accounting Inclusion Maturity Model is a comprehensive assessment that helps your firm organization evaluate its diversity and inclusion practices. The assessment evaluates four core areas: workforce, workplace, marketplace and community/supplier relations. This tool also provides immediate results and practical action planning capability.



Recruitment and Retention Toolkit

The Recruitment and Retention Toolkit outlines the processes necessary to make diversity and inclusion initiatives an ongoing part of your company's culture. The toolkit provides insight on how to attract, recruit and retain a diverse workforce.



Webcasts

AICPA provides regular webcasts that highlight diversity and inclusion best practices and features renowned speakers who are experts in their fields.



AICPA Online Mentoring Program

Mentees will be matched with a mentor who will help them identify ways to grow and develop their skills and meet their career aspirations.



Women to Watch Awards

Be inspired by the success stories of dynamic female CPAs within your state. The AICPA Women to Watch Awards celebrates achievers and creates a platform to discuss and promote the challenges and opportunities for women in the profession.



Annual AICPA Women's Global Leadership Summit

The annual summit focuses on leadership and best practices to enhance the skills of both senior and emerging women leaders. Networking opportunities will connect you with a community of female finance and accounting professionals.



Women's Initiative Implementation Guide – Enhancing success through gender diversity

Jump-start or refresh a women's initiative program within your firm by using this step-by-step guide to encourage accountability and measure success.



WIEC CPA Firm Gender Survey

To build effective programs, firms and the profession need credible research on the status and situation of women in CPA firms. This survey can help you track your own efforts over time and compare your initiatives with the profession.



AICPA Women in the Profession LinkedIn group Network with peers

Connect with experienced professionals. Get advice to expand and enhance your skills, whether you're looking for community, insights for business development or career management.

For additional tools and resources please visit:
www.aicpa.org/diversity

For additional tools and resources please visit:
www.aicpa.org/womenlead



Pipeline Initiatives



AICPA and NAF Recognition Program Partnership

The National Academy Foundation (NAF) Academies of Finance (AOF) and the AICPA have partnered to expand high school student exposure to the accounting profession through an annual Bank On It tournament and other programs.



Annual Accounting Scholars Leadership Workshop Program

The Accounting Scholars Leadership Workshop (ASLW) is an annual invitation-only, student leadership conference hosted by the AICPA. The workshop hones student leadership skills and expands their knowledge of various pathways to success in the profession.



Annual Accounting Profession Diversity Pipeline Symposium

The Annual Accounting Profession Diversity Pipeline Symposium provides a platform for firms, universities/faculty, and state societies to explore best practices and identify ways to overcome obstacles in filling the accounting pipeline with diverse professionals.



Pipeline Research

AICPA is committed to providing research to better understand and influence the dynamics of young people who enter and remain in the accounting profession. Visit www.aicpa.org for the latest research and reports relevant to the pipeline.



Minority Scholarships

The AICPA offers over 100 minority students scholarships each year to high performing students who are transferring from community college, pursuing their undergraduate or graduate degree in accounting and planning to obtain their CPA license.



Real CPA Pipeline Campaign

To encourage diverse students to go into accounting, the AICPA has created a national awareness campaign called Real CPAs. This campaign features real CPAs representing diverse backgrounds. Each year features new "real" CPAs that debunk the typical stereotype of accounting professionals. Real and Future CPAs can be found at #RealCPA and #FutureCPA



For additional tools and resources please visit:

www.aicpa.org/diversity

or contact any of our team members:

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