



Workplace Inclusion

MassCPAs' comprehensive report, **Workplace Inclusion: An Imperative for Change in the Accounting Profession**, delves into the diversity, equity, inclusion and belonging (DEIB) challenges within the accounting industry, emphasizing the critical need for more inclusive cultures where employees can thrive and effectively serve clients. Despite efforts to prioritize DEIB, the accounting profession lags behind other industries in recruiting and retaining diverse talent.

Key Insights from the Report:

1 Diversity Disparities Persist



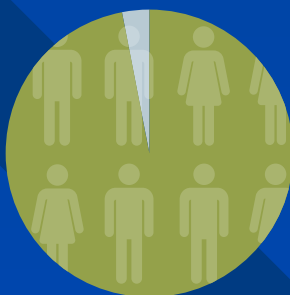
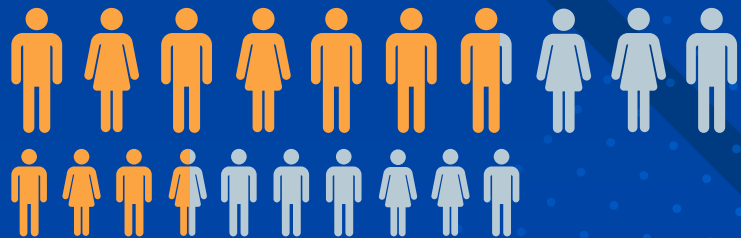
Approximately **80% of senior leaders** are white and **60%** male.

Only **23% of professional staff** and **18% of partners** are non-white.

LGBTQ+ representation remains minimal.

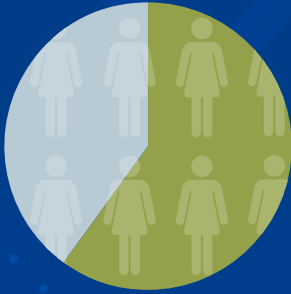
2 Perception Gap

68% of leaders believe they foster empowering environments, compared to only **36% of employees**.



97% of HR leaders believe their organization has improved DEIB, but **most employees** feel their DEIB needs are unmet.

3 Gender Inequities



Over **60% of women** in accounting report experiencing inequitable compensation, lack of recognition, promotion inequity and gender bias.

4 High Burnout Rates

Over **300,000 accountants** left the profession between 2021–2023 due to burnout, long hours and stress.



5 Evolving Business Models



Technological advancements and **demographic shifts** necessitate a focus on attracting and retaining diverse talent.

Recommendations for Action:



Establish strategic imperatives.

By prioritizing DEIB and implementing these recommendations, organizations can attract and retain diverse talent, enhance performance, and achieve better business outcomes, ultimately driving meaningful change within the accounting profession.



Foster inclusive cultures.



Revitalize mentorship programs and Employee Resource Groups (ERGs).