

## **Diversity, Equity, and Inclusion Statement of the Washington Society of CPAs**

At the Washington Society of CPAs, we view diversity as a cornerstone of our collective strength and vitality. Our commitment to Diversity, Equity, and Inclusion (DEI) isn't an isolated endeavor; it's woven into every aspect of who we are and what we do.

### **Our Definition of Diversity:**

Diversity, in our eyes, extends beyond commonly acknowledged categories. It's a rich tapestry of unique experiences, talents, and viewpoints that each of us brings to our community. This includes not only ethnic, cultural, age, gender diversity, socioeconomic background and status, and also mental health and disabilities.

### **Our Commitment:**

1. **A Welcoming Environment:** We are dedicated to creating a space where all members feel and are seen, heard, and valued. From the events we host to the platforms we provide, inclusivity is our aspiration.
2. **Meaningful Education:** Our in-house CPE initiatives are intentionally designed to champion diversity. Moving forward, we aspire to set a higher benchmark for inclusivity, both within our organization and through our external partnerships, to ensure that our educational programs reflect the values we hold dear. We're proactive in identifying and addressing issues that may arise.
3. **Making Our Member Communities Stronger:** Our resources and training programs are designed to uplift our profession across the board. We empower our members to take actionable steps that not only benefit them but also enrich their respective organizations and communities.
4. **Diversity in Pipeline and Leadership:** We are actively working to attract a more diverse talent pool to the CPA profession that is more reflective of our broader community tomorrow. By doing so, we aim to create a more robust representation in community advisement and leadership roles. Our strategies include targeted mentorship, partnerships, and transparent selection processes. We believe that a diverse leadership today paves the way for a stronger and more inclusive profession tomorrow.

### **This Is How You Fit In:**

Your participation and insights are crucial to the realization of our DEI goals. Whether you are a long-time member or new to our society:

1. **Engage in Our Education:** Participate in our various educational offerings, which are designed with you, and diversity, in mind.
2. **Utilize and Share Resources:** Leverage the tools and knowledge gained to fortify your own communities and organizations.
3. **Help Shape the Environment:** Your active participation can be the cornerstone of a more inclusive and welcoming society.