



Norma Montague
2020-2021 Section President

Greetings!

My name is Norma Ramirez Montague, and I am honored to assume the role of the Diversity Section President for 2020-2021. As you well know, the Diversity Section's longstanding goals encompass the creation and dissemination of knowledge as it relates to diversity and inclusion in the accounting and accounting education fields via the promotion of excellence in research, teaching, and practice. As thought leaders in diversity and inclusion, we should strive to achieve those goals in new and innovative ways. In that spirit, I would like to announce the launch of a new two-year initiative for the Diversity Section to build upon our predecessors' tremendous efforts.

"I challenge our membership to take the new academic year as an opportunity to begin to retool, rebrand, and re-engage in our Section."

I wholeheartedly believe in the vitality of this initiative to further strengthen the Section and thus have asked Section Board Members to begin working closely to create a strategic plan for carrying out this mission. However, you may be asking yourselves what needs retooling? What needs rebranding? How can we re-engage?

Retooling consists of taking our various Diversity Section components and enhancing collaboration with like-minded DEI-centered organizations and other groups in the academy and the profession to establish a more comprehensive and wide-reaching Section for the benefit of our membership. Our dedication to service has never been in question. Yet, I believe we are capable of even greater as a Section that seeks to embolden our underrepresented students, faculty, and professionals via enhanced coordination with organizations such as the Ph.D. Project and support for HBCUs. We plan to offer webinars to assist in these goals and further retool our teaching and research skills.

Rebranding is simply creating a more welcoming and accessible Section for all AAA members. True diversity and inclusion require the buy-in of ALL segments of our society. Therefore, I would like to see the Diversity Section expand its membership via outreach to our colleagues broadly within the AAA as well as cultivate greater interest in and support for the Section in the academy, the accounting profession, and our corporate partners.

Re-engaging involves each of us making a renewed effort to strengthen the ties of our Section, reaching out to those who may have drifted away from our group in an effort to return them to the fold, as well as spotlighting the tremendous talent within the Diversity Section by showcasing members' research, teaching, service, and practice contributions. We will also offer

a series of events during the year to promote our re-engagement efforts, including events highlighted in this newsletter.

Let's reconnect and re-engage!

Norma