

Charge for the American Accounting Association Task Force on Diversity, Equity and Inclusion (DEI Task Force)

The AAA issued a statement (see attached) in the aftermath of the George Floyd killing, as did many organizations. This statement affirms that we must and will become an organization that enhances its efforts to attract, develop and retain a more diverse membership especially as it relates to Black/African-Americans, Latinx/Hispanic-Americans, and Native Americans. These efforts will provide great benefit to the accounting academy and profession.

In order to accomplish these goals, the DEI Task Force will provide a draft set of recommendations to the Board of Directors and AAA CEO by the March 2020 Board and Council meeting. These recommendations will include addressing the following items:

1. How other organizations are developing DEI initiatives that enhance both their organization membership as well as the allied profession.
2. Whether the AAA should develop a Code of Conduct or similar document for its members.
3. Whether the AAA should have either or both a professional staff Chief Diversity Officer and a Board of Director member focusing on DEI.
4. Whether the AAA should modify governance as well as processes and procedures to enhance DEI efforts.
5. How the AAA can encourage and support DEI research and its dissemination.
6. How the AAA can communicate to stakeholders its commitment, efforts and accomplishments to improving DEI in the accounting academy and profession.

AAA Statement on Racism and Equity

In the wake of the brutal killings of George Floyd, Breonna Taylor, Ahmaud Arbery and countless others, we acknowledge the pain and suffering resulting from these events. As leaders of the American Accounting Association, we stand in solidarity with the victims of police brutality, their families, friends, and all those opposed to racism, violence, and inequality.

We acknowledge that these events are not isolated. They are examples of a larger system of social, economic, and academic injustice that marginalizes and dehumanizes individuals based solely on the color of their skin.

We pledge to renew our commitment to affirming collaboration, inclusiveness, trust, and mutual respect to elevate the voices of those who are silenced in our community, and to stand together to encourage and affect change and bring equity to the experience of Black/African-Americans, Latinx/Hispanic-Americans, Native Americans, and all people of color in the academy, the larger profession of accounting, and across our nation and world.

On behalf of the American Accounting Association

Terry Shevlin, President

Elaine Mauldin, President-Elect

Marc Rubin, Past-President

Bob Allen, President-Elect Elect