![AICPA & CIMA logo]

AICPA® & CIMA®

Worldwide leaders in public and management accounting

Build diversity into your business strategy.

How mature is your organization's diversity and inclusion program (D&I)? Do your employees understand the difference between diversity and inclusion? Between equality and equity?

An AICPA study found that companies in the top-quartile for gender diversity on executive teams were 21% more likely to outperform on profitability.

We can help you build awareness, expand best practices and capitalize on the diversity you already have in your organization. We offer tailored learning solutions and an Accounting Inclusion Maturity Model that benchmarks your organization against others in the industry.

Prioritizing D&I is a win-win for your organization and your employees. Our D&I learning solutions cover how to:

- Improve employee engagement.
- Improve retention.
- Decrease pay disparities.

See page 2 for more details on D&I learning solutions from AICPA & CIMA.

For more information, visit aicpalearning.org.
To register your staff, call 800.634.6780, option 1, or email AICPALearning@aicpa.org.

We offer tailored solutions based on your organization's needs.

Choose a course below or contact us for a customized program.

Courses	Key topics
Being conscious about unconscious bias	• Definition of unconscious bias • How to assess your own bias • How to manage bias within self and your organization
Inclusion in the accounting profession	• Definition of diversity and inclusion • How to create inclusion in your organization • Historical views of diversity in the accounting profession • Overview of the tools and resources available to assist in an organization's DEI journey
Generations in the workplace	• How to attract, retain and inspire multiple generations • Tactics to motivate younger team members
The pipeline of diverse talent in the accounting profession	• How the AICPA is promoting accounting to high school students • Ways to increase minority student CPA pass rates • Tools and resources available to accounting students and educators

Additional D&I resources:

• Accounting Inclusion Maturity Model
• Recruitment and Retention Toolkit
• AICPA Diversity & Inclusion Webcast Series
• Online Mentoring Program

• Annual Women's Global Leadership Summit
• Annual Diversity Pipeline Symposium
• CPA Firm Gender Survey

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