

AICPA STUDY ON MINORITIES IN THE ACCOUNTING PROFESSION

The following are some statistics from an [AICPA Survey: The 2011 Edition of Trends in the Supply of Accounting Graduates and the Demand for Public Accounting Recruits](#) regarding the amount of minorities in the accounting profession:

CPA Firms Professional Staff (CPA and non-CPA)			
<i>Ethnicity</i>	<i>2010</i>	<i>2008</i>	<i>2002</i>
Asian/Pacific Islander	11%	10%	6%
Blacks/African-Americans	3%	3%	2%
Hispanic/Latino	4%	3%	3%

CPA Firms Professional Staff (CPA)			
<i>Ethnicity</i>	<i>2010</i>	<i>2008</i>	<i>2002</i>
Asian/Pacific Islander	5%	5%	4%
Blacks/African-Americans	1%	1%	1%
Hispanic/Latino	2%	2%	2%

Number of Partners in CPA Firms			
<i>Ethnicity</i>	<i>2010</i>	<i>2008</i>	<i>2002</i>
Asian/Pacific Islander	2%	2%	3%
Blacks/African-Americans	1%	1%	1%
Hispanic/Latino	2%	1%	2%

For the 2009 - 2010 School Year the following are the demographics based on the AICPA's survey:

- Only 21% of college students enrolled in undergraduate accounting programs were minority (6% - Asian, 9% - Black, 6% - Hispanic)
- Only 21% of college students enrolled in masters accounting programs were minority (10% - Asian, 7% - Black, 4% - Hispanic)
- Only 18% of college students for both undergraduate and masters programs combined were minority (7% - Asian, 6% - Black, 5% - Hispanic)

Based on the above statistics it is clear that the profession has a long way to go to get to a level that many companies and firms believe is necessary to start reflecting the customers they serve. Roughly 1/3 of the US population is minorities, but the minority population is expected to increase to about ½ of the total population by 2050. One of the ways that NABA and other accounting organizations alike are working to help the representation issues in the accounting profession are to have programs like ACAP, which explain the profession to students who otherwise might not be aware of it. ACAP also provides the students with an early network and system of mentors to help them along the long and hard journey of becoming an accountant and a CPA.

It has been proven that ACAP programs such as the one in Phoenix have been instrumental in increasing the number of students that go into accounting and business related fields. The Phoenix Chapter began holding the program in the summer of 2008 and looks forward to many more years of the program.

Ethnic Hiring Rates in Public Accounting			
<i>Ethnicity</i>	<i>2000</i>	<i>2008</i>	<i>2010</i>
Asian/Pacific Islander	8%	12%	10%
Blacks/African-Americans	3%	4%	4%
Hispanic/Latino	6%	4%	7%