

COMMITMENT TO ACTION Statement

We, as Ohio's CPAs, embrace the responsibility we have as trusted business advisers to be deliberate in our drive toward positive change. We recognize that social injustice and racism harm us all and impair our ability to make economic opportunity available to everyone.

At The Ohio Society of CPAs, we are committed to taking action beyond words to bring a strong message of anti-racism to CPAs and the business community. OSCPA will build on its past efforts by committing to the following three elements:



1. BOARD & CEO LEADERSHIP

OSCPA will demonstrate that now is the time for associations and association leaders to step up with meaningful action in support of societal change.

- 2016** Convenes **Diversity + Inclusion Task Force** that establishes a framework to extend OSCPA's D+I practices, design workforce development initiatives and support employers in creating a more inclusive workplace.
- 2017** Adopts by Board action the **OSCPA D+I plan**, becoming the first state accounting association in the nation to do so.
- 2018** Signs the **CEO Action for Diversity + Inclusion pledge**—the first CPA professional association to sign.
- 2020** Joins with CEOs of 750+ other Columbus-based businesses and organizations in support of city and state **resolutions declaring racism as a public health crisis**—the only professional business association in the state's capital to do so.
- 2020** Convenes a national coalition of association leaders to collaborate across professions and industries to develop solutions aimed at eliminating racial injustice in the workplace.

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2. ORGANIZATIONAL COMMITMENT

OSCPA is committing resources, both human and financial, toward creating a solution to end racial injustice.

- **Pledging \$100,000** as part of the profession's broader commitment to develop solutions to end racial and social injustice.
- Convening the **Diversity + Inclusion Task Force** to identify and allocate these funds to support initiatives in Ohio and determine how best to engage members of Ohio's CPA community in the effort to eliminate racial and social injustice.
- Collaborating with the Executive Board to review the task force's recommendations, authorize the allocation of funds and communicate intended and realized outcomes of these efforts.



3. ADVANCING PUBLIC POLICY

OSCPA will:

- Work with key stakeholders, advocating for solutions that address racial and social injustice in our state and nation.
- Partner with the accounting profession to advance the state of business so Ohio can enjoy a healthy and sustainable economic environment. Addressing racial and social injustice is critical to economic opportunity and prosperity for all.

OSCPA will use its position to boldly create new opportunities for acceptance, understanding and action. That is our obligation to our profession, our members, the clients and companies we serve, and the communities where we live and work.

And it is our promise to you.