



NCACPA Board of Directors Meeting Minutes October 26, 2021 Shawana Hudson, CPA, Chair, presiding

Members participating

Shawana Hudson	Jose Rodriguez	Bryan Swerbinsky	Abi Raja
Whitney Gann	Jared Korver	Alex Lehmann	Arleen Thomas
Jeanette Franzel	Kimberly Branch	Kristin Pappas	Beth Monaghan

Staff participating

Sharon Bryson, Mark Sotichack, Nikki Vann, Amelia Hodges, Lorrie Gold, Teka Miller-Alston, Robert Broome, and Kelly Cain

Administrative Matters

Call to Order

Board Chair Shawana Hudson called the meeting to order. She then confirmed there was a quorum present for today's meeting. Shawana provided an introduction to the call regarding the revised NCACPA DEI Statement, and then asked board member, and DEI Resource Group member, Jeanette Franzel, to lead the discussion.

Strategic Discussions

Diversity, Equity & Inclusion Statement

Jeanette provided background regarding the establishment of the NCACPA Diversity, Equity, & Inclusion (DEI) Resource Group (RG) in February of this year and noted the group has been very active. She added the DEI RG was initially split into three different work groups: (i) membership survey; (ii) racial equity training; and (iii) the DEI statement revision. While the core of the statement has not changed significantly, Jeanette noted the proposed revisions are meaningful and have significant implications concerning what NCACPA will do in the DEI space in the days and months to come.

The primary components of the revisions are:

1. Updated language to address increasing DEI efforts in the profession, and in the accounting student population;
2. Deletion of the list of "categories" to make it more inclusive and avoid inadvertently omitting a facet of diversity; and
3. Addition of the term "equity" in the statement.

Jeanette added the statement intentionally contains action words, as the DEI RG felt there needed to be a "how" and a "what," and is why they proposed an accompanying statement. It was suggested further that

the NCACPA board review this statement annually noting it should remain an evergreen document as NCACPA moves forward in the DEI space.

Subsequent discussion by board members centered on concerns regarding removal of the specific categories in the proposed DEI statement. It was noted the categories represent specific areas the profession as a whole has struggled to address, and the thought was deletion of those specific categories (i) potentially makes the statement more generic and/or vague, and (ii) removes a level of accountability to focus specifically on these areas. It was recommended the DEI Resource Group reach out to Dr. Banks to discuss a revised statement to include an updated version of those categories or address how NCACPA will incorporate – by reference – those same categories.

There was a motion to approve the statement as proposed, with the understanding there may be some revision related to the inclusion, or incorporation by reference, of specific diversity-related categories. This motion was seconded, and unanimously approved by the board quorum present.

Adjournment

There being no further business to conduct, Shawana thanked everyone for their participation and adjourned the meeting at 12:50 pm.

Respectfully submitted,
Sharon H. Bryson, M.Ed., NCACPA CEO
Secretary to the Board