

# Inclusion & Diversity

2023 ANNUAL REPORT



*Moss Adams team members in our Denver office.*



## FROM OUR CEO



We're proud to share our 2023 Inclusion & Diversity Annual Report. Below, you'll find data and stories that speak to this year's progress against our 5 Bold Commitments to meet our inclusion and diversity (I&D) goals.

As we've grown, we needed to establish a more deliberate framework for our I&D activities. In 2023, we focused on putting that framework into action, pressure-testing, and making changes when needed. Establishing this framework ensures I&D activities and accountability mechanisms are built into our everyday work for the long-term.

It's this framework that allows us to better align on our I&D vision as a firm and focus our energy on activities that truly make an impact. As an example, in 2023, we sent a record number of people to inclusive conferences, something our business resource groups (BRGs) consider a high-value activity that drives real results for our workforce.

We saw meaningful changes this year, such as the steady increase of underrepresented professionals we recruit and retain year over year—but we still have room to improve.

Our framework, which includes our I&D dashboard, will help us achieve consistency in our progress.

At the heart of these activities is our commitment—to our clients, our communities, and our people—to cultivate an inclusive and diverse culture where everyone feels like they belong. We're steadfast in our commitment to being an anti-racist firm and to living our core values of integrity and respect.

I'm proud of our progress this year and invite you to read along.

**Eric Miles**  
he/him  
CEO

# OUR 2025 STRATEGY

We're committed to our mission of fostering an inclusive and diverse culture where everyone feels like they belong. To accomplish this, we need to take meaningful and deliberate action by living our values to be an anti-racist firm.

## OUR GOALS



### ATTRACT

Recruit individuals with diverse backgrounds and experiences to reflect our communities and clients.



### DEVELOP

Provide learning and growth opportunities to develop inclusive and diverse leaders at all levels.



### RETAIN

Support a culture where everyone feels connected, respected, and valued.



### ADVANCE

Be the best place to build a career for everyone by promoting equity, access, and opportunity.

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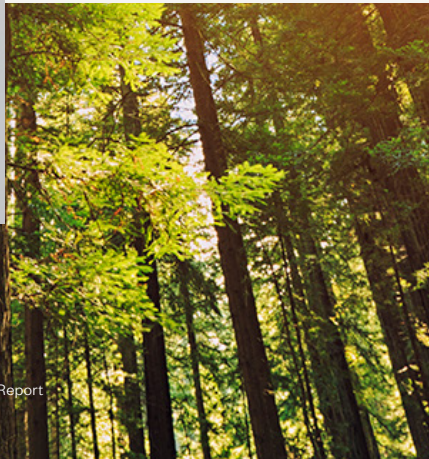
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All numbers represented in this report reflect our US-based employee population.



“The I&D Board and firm leadership are identifying our focus areas with the greatest impact, and we’ll concentrate on those activities to advance meaningful progress in our objectives. It’s not always easy to hit our milestones in this work, but the enthusiasm and commitment to accountability inspires me.”

Jen Wyne, she/her, chief talent officer, Seattle



# OUR 5 BOLD COMMITMENTS

The firm continues to execute our 2025 I&D strategy to drive decision-making, goal-setting, and accountability for our I&D efforts. This includes our 5 Bold Commitments, which will help us accelerate our progress through 2025.

- 1 FOSTER A GREATER SENSE OF BELONGING
- 2 HAVE REPRESENTATION OF DIVERSE TALENT AT ALL LEVELS
- 3 INSTILL ACCOUNTABILITY AND TRANSPARENCY ON I&D EFFORTS
- 4 BUILD EQUITABLE STRUCTURES, PROCESSES, AND PRACTICES
- 5 INVEST IN OUR COMMUNITIES

## FROM GRASSROOTS TO GOVERNANCE

To fulfill our 5 Bold Commitments, we must establish a solid foundation for achieving our goals. The I&D Board, the Inclusion & Social Responsibility Team (ISR), and our Business Transformation Office worked together to continue refining our firmwide I&D structure, which launched in 2022.

We examined our I&D strategy carefully, anticipating future challenges and looking for solutions. We looked at restructuring the way I&D works at the firm and modeled our framework off the teams that were the most successful.

Now in our second year of living with our I&D governance framework, we focused our efforts on refining our processes and enhancing resources:

- **I&D Framework.** Extended BRG officer framework to regional BRG chapters to create more opportunities for alignment, within and across the BRGs.

- **I&D Leader Ownership and Autonomy.** Continued to develop stronger support and empowerment from leadership by removing silos.
- **Operational Framework.** Improved information sharing to make it easier to execute I&D events and programs.

The I&D governance framework continues to simplify our processes, better define the roles required for our work, and ensures the right people have access to the resources needed to deliver on their responsibilities.

“We’re seeing stronger alignment with BRG leadership teams, and opportunities for joint activities between BRGs are brewing. Regional firm leadership and regional BRG chapters are working together, and [CEO] Eric meets with regional leadership to review the progress of our diversity efforts. With this governance framework, I&D initiatives are now simply what we do as a firm.”

Tasha Repp, she/her, partner and I&D Board co-chair, Bellingham



Our new **I&D Framework** includes six teams that each play an important role in delivering on our I&D strategy.

### I&D BOARD

Leads the firm’s I&D strategy in alignment with the Competitive Edge—our firm’s vision and strategic priorities.

### REGIONAL I&D LEADERSHIP

Delivers on regional I&D strategy in cooperation with the I&D Board and regional BRG chapters.

### INDUSTRY GROUP I&D LEADERSHIP

Implements growth opportunities in client work aligned with our I&D strategy, with focus on sponsorship and mentoring.

### NATIONAL BRG LEADERSHIP

Drives firmwide BRG strategy, which influences regional BRG strategy.

### REGIONAL BRG LEADERSHIP

Drives the BRGs regional strategy in alignment with firmwide strategy set by the National BRG Leadership.

### ISR TEAM

Consults firm leadership and I&D Board on developing and executing on the firm’s I&D and social responsibility strategies.



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# Foster a Greater Sense of Belonging

We believe in creating an environment where everyone feels included, valued, and encouraged to bring their whole selves to work.

In 2023, that included ongoing learning through initiatives hosted by the firm or driven by our BRGs. Our people make Moss Adams great, and they lead our progress toward an inclusive culture.



Moss Adams team members attended the 2023 Ascend Convention.

“I always look forward to the work of our BRGs. They offer mentorship and professional development opportunities that elevate the presence of our people and their contributions to the firm. It’s more than networking—it’s a celebration of identity as we support each other. You can’t beat that.”

Tricia Bencich, she/her, associate director, Seattle



## BUSINESS RESOURCE GROUPS

BRGs are a vital part of our I&D programming. Our BRG leadership teams, comprised of hundreds of underrepresented professionals and allies across the firm, provide resources and host events that strengthen our inclusive culture and promote belonging.

The 2023 initiatives led by the BRGs advanced opportunities for community, camaraderie, and connection firmwide. Their work is the heart and soul of our I&D efforts, and we are deeply grateful for their passion.

### OUR BRGs INCLUDE:

- Asian BRG
- Black BRG
- Disability BRG
- Forum W BRG
- LatinX BRG
- Pride BRG
- Veterans BRG



331 BRG  
LEADERS



29 BRG  
CHAPTERS



7 FIRMWIDE LEARNING  
SESSIONS HOSTED IN 2023



# BRG IMPACT IN ACTION: JUNETEENTH

Juneteenth, derived from “June 19th, 1865,” marks the emancipation of the final enslaved African Americans in Texas. Driven by feedback across the firm with guidance from the Black BRG and the I&D Board, Juneteenth is a holiday now commemorated with firmwide office closures, with this first firm observance held in 2023.

**CELEBRATING JUNETEENTH AS A FIRM HOLIDAY ALIGNS WITH OUR COMMITMENT TO BEING AN ANTI-RACIST FIRM.**

## CELEBRATING OUR PEOPLE

We celebrate the diversity of our people. BRGs lead our efforts to honor the many communities that make up our firm with special projects that include learning sessions with external speakers, informational newsletters, in-person events, and much more.

Every year, BRGs dedicate their most comprehensive programming to one celebration campaign commemorating a holiday or worldwide event they consider most impactful to the historically underrepresented communities they represent.

As part of the celebration campaigns, BRGs collaborate with the firm to highlight one member of the BRG in a profile where that team member speaks to their identity, personal experiences, and issues affecting their community. These [Moss Adams Voices profiles](#) are available on [Beyond the Desk](#).

## NEW: MEET THE BRGs ONBOARDING

The ISR team and national BRG belonging officers launched a session titled *Meet the BRGs*. This session, hosted three times a year, introduces our new campus hires to representatives from BRGs with highlights of the activities they led throughout the year.

## BRG PANEL AT THE SUMMER INTERN PROGRAM

We incorporated a BRG panel into our annual summer internship program. During the 2023 panel, a BRG executive sponsor presented to more than 400 client service and Guide Pilot Steer (GPS) interns about the firm’s 5 Bold Commitments and the BRGs’ contributions to firm culture. After the event, GPS interns participated in a speed networking event with BRG leaders to discuss their I&D goals and learn more about the BRGs impact.





“When I entered my career, I felt the need to blend in. The Asian BRG really helped with that sense of belonging in the workplace that tells me I don’t have to be somebody else just because I look different. Now, I can be free. I can be me.”

◀ Kevin Sutanto, he/him, senior manager, Houston, Asian BRG

#### ONGOING LEARNING

There’s always more to learn. From internship to leadership, professionals at Moss Adams are introduced to a lifetime of learning that strengthens their career development. In alignment with our values, we introduced new touchpoints at every level to center inclusivity into our curriculum.

#### I&D ONBOARDING

The I&D Foundation Onboarding Webinar is a collaborative effort between the ISR and People Development teams. During the quarterly webinar, new domestic hires learn the firm’s I&D strategy through a facilitated discussion with one BRG officer and a Moss Adams partner. New hires also explore the 5 Bold Commitments and receive resources to get involved. In 2023, more than 675 new team members attended.

#### INCLUSION SERIES

We partnered with Kim “Kimfer” Flanery-Rye from consulting firm Inclusion Equals on a firmwide training to foster an inclusive culture by addressing bias in performance evaluations and providing feedback.

#### NEW: INCLUSIVE LEADERSHIP FOR NEW MANAGERS

In 2023, we added inclusive leadership sessions to our new manager and senior manager leadership development programs.

These new sessions emphasize inclusion as an essential element of strategic leadership with a reminder of the power dynamics and privilege that come with management roles.

New leaders also learn about microcultures within teams, how these cultures impact system change, and how new leaders can influence meaningful progress at the firm.



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## Representation of Diverse Talent at All Levels

Moss Adams is committed to creating an inclusive workplace.

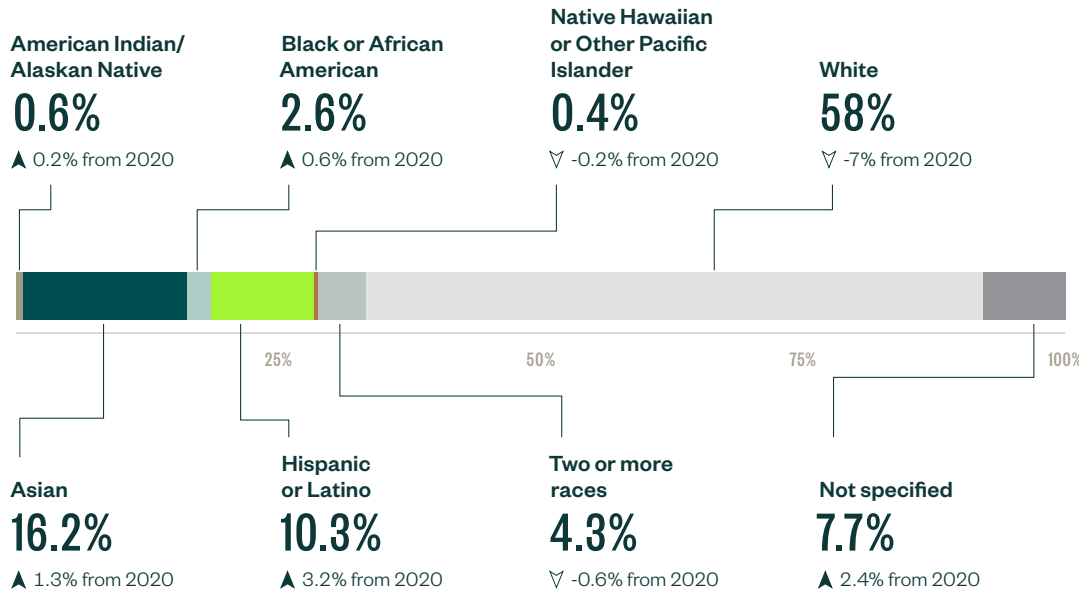
Through our partnerships and professional development programming, we aim to ensure our workforce reflects the communities where we work and the clients we serve. We invest in scholarships, internships, and work-study programs that will prepare the next generation of professionals for the future of the industry.

# BY THE NUMBERS

We believe bringing together people with different backgrounds and perspectives will help achieve a culture of inclusion. In 2023, we added more team members from historically underrepresented communities. It remains essential that we increase representation at all levels to achieve our I&D goals.

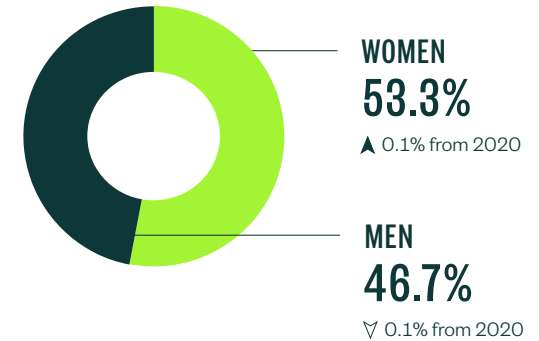
Our inclusive recruiting and retention efforts introduced a 7.7% increase in racially and ethnically diverse team members to our firm since our first I&D Annual Report in 2017.

## RACE OR ETHNICITY



Please refer to the appendix for our full demographic data.

## GENDER



## INDIVIDUALS WITH DISABILITIES

**4.0%** of our people self-identified as **living with a disability**  
▲ 2.2% from 2020

## VETERANS

**2.2%** of our people self-identified as **US military veterans**  
▲ 0.2% from 2020

## LGBTQ+

**2.2%** of our people self-identified as a **member of the LGBTQ+ community**  
➤ no change from 2022



“Because of the underrepresentation many communities face in the accounting industry, I&D work is vital. We’re fortunate that Moss Adams understands that and offers those opportunities.”

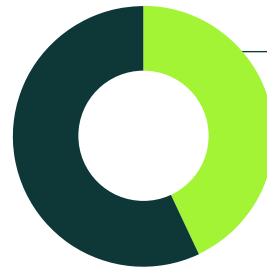
▲ Ebenizer “Beni” Olaleye, he/him, manager, Houston, Black BRG

# ADVANCING TALENT

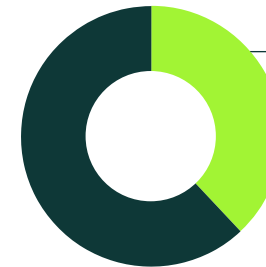
We invest in our people and want them to grow, so we offer advancement opportunities at all levels. We’re deliberate in advancing people from all backgrounds to leadership so our firm represents the communities we serve.

## FIRM LEADERSHIP

Firm leadership includes C-suite, executive committee, and national office department leaders.

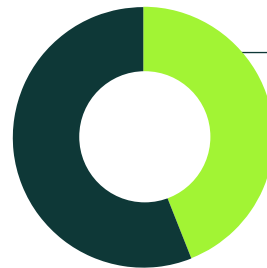


**43%**  
of firm leadership identifies as **a member of an underrepresented group**  
▲ 1% from 2020

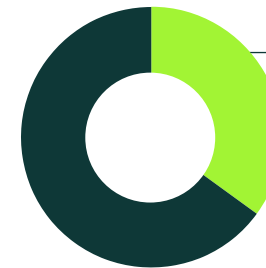


**38%**  
of firm leadership are **WOMEN**  
▲ 1% from 2020

## INDUSTRY GROUP LEADERS & NATIONAL PRACTICE LEADERS



**44%**  
of Industry Group Leaders identify as **a member of an underrepresented group**  
▲ 1% from 2022, first year reported data



**35%**  
of National Practice Leaders identify as **a member of an underrepresented group**  
▲ 1% from 2022, first year reported data

# CONNECTING WITH STUDENTS

We're invested in the future of the accounting profession, and that means connecting with students locally and nationwide to help them succeed. We demonstrate that investment through our participation in programs that offer industry exposure and the early development of skills required for the next generation of professionals to own their careers.

## GUIDE PILOT STEER (GPS) OPERATIONAL INTERNSHIP

GPS interns are students selected from underrepresented communities with two years remaining in their education before seeking full-time employment. We welcomed 58 interns to the six-week program, a precursor of our traditional accounting and consulting internship, with an early look at the firm's operational functions. This was our largest GPS intern class to date. For the first time, our GPS interns collaborated with BRG representatives to understand the firm's I&D work and also integrated with client service interns for four days of our annual summer intern program.

## HBCU OUTREACH

We host a series of virtual sessions for faculty and students at historically black colleges and universities (HBCUs) across the nation titled Tuesdays with Moss Adams. The sessions include panel discussions with our professionals that address topics relevant to successful careers, such as business practices or navigating the interview process.



“I wanted to work for a company with an inclusive culture and was encouraged to consider Moss Adams. I already knew the firm promoted inclusion and diversity, but I learned about the Pride BRG during my internships. That sealed the deal for me.”

Parsa Dara, he/him, staff, Seattle, Pride BRG

## CORPORATE WORK STUDY PROGRAMS

We're proud to partner with two schools to provide college prep and tangible work experience to underrepresented students. We hope that our participation demonstrates our support of the local community and creates new opportunities for up-and-coming talent in the public accounting industry.

- **CRISTO REY SAN JOSÉ JESUIT**

Since 2018, we've partnered with Cristo Rey San Jose High School in San Jose to sponsor two students per school year. Selected students receive college prep and develop work experience in Silicon Valley.

- **DE LA SALLE NORTH CATHOLIC**

Our partnership with De La Salle North Catholic High School provides students with college prep and entry-level work experience in the greater Portland area. Students working during the school year earn approximately 50% of their tuition at De La Salle.

## INTERNSHIP PARTNERS

Our participation in the Emerging Leaders and Seed internship programs provides the opportunity to reach a diverse population of students who may not have considered a career in public accounting or at Moss Adams.

- **THE SCRIPT**

Connects underrepresented college students and recent graduates across the greater Portland area with paid summer internships. Formerly known as the Emerging Leaders Internship.

- **SEED INTERNSHIPS**

Connects underrepresented college students with employers in Seattle and the greater Puget Sound region.



“I’m proud of the work the firm has done. I’ve seen more diversity in our hiring practices and noticed changing behaviors in our peers. We’re making strides. It’s more than a public relations flex.”

◀ Lisa Longé, she/her, executive assistant, Tacoma, Disability BRG

## OUR RECRUITMENT RESULTS

In 2023, we made progress in promoting diversity and inclusion in our recruitment efforts—and it shows in our results. Here are highlights\* of some of our successes:

▲ 1.2%  
increase in our  
**Women**  
FIRST-YEAR  
STAFF HIRES

▲ 4.6%  
increase in our  
**Hispanic or Latinx**  
FIRST-YEAR STAFF  
HIRES

▲ 5.6%  
increase in our  
**Asian**  
EXPERIENCED  
HIRES

▲ 17.7%  
increase in our  
**Asian**  
INTERN HIRES

\*Full figures are available in the appendix at the end of the report

## GROWTH SERIES

In 2023, we completed our seventh offering of the GroWth Series, a year-long leadership program targeting women managers. Participants develop skills to be more effective leaders and accelerate their careers, equipping them to step into larger leadership roles at the firm.

To date,  
**18**  
graduates  
are now  
PARTNERS



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## Instill Accountability and Transparency on I&D Efforts

Accountability and transparency are key drivers for creating authentic and sustainable change.

Our I&D dashboard, partner scorecards, and retention metrics ensure our I&D initiatives are meaningful with measured outcomes, and annual engagement surveys report the efficacy as observed by our people. Altogether, I&D accountability is essential to center belonging as a shared responsibility across Moss Adams.



Moss Adams team members attended the 2023 Out & Equal Workplace Summit.

# ENGAGEMENT SURVEY

Our firm is at its best when our people are happy, and inclusion plays a large role in our team members' well-being. We use pulse surveys to check in with our people and better understand how we can improve their experience. We align our questions to our firm's priorities to hold ourselves accountable, including learning about our people's perspectives on our I&D efforts. Here's a look at what we learned in 2023.

*\*We compare our pulse survey results against Glint's, our survey provider, national external benchmark. The benchmark includes the results of US-based companies from a broad range of industries, which contextualizes our results and identifies opportunities for improvement.*

## Anti-Racist Firm

*"Moss Adams is taking action to become an anti-racist firm"*

**79%** of our people agree or strongly agree

## Belonging

*"I feel a sense of belonging at Moss Adams"*

**▲ 5 POINTS**  
since 2020

## Care

*"I'm cared about at work"*

**▲ 1 POINT**  
above external benchmark\*

## Psychological Safety

*"Moss Adams fosters an environment where everyone can be themselves"*

**▲ 4 POINTS**  
since 2020

## Career Goals

*"My career goals can be met at Moss Adams"*

**▲ 2 POINTS**  
above the benchmark for **both racially and ethnically diverse employees and women\***





## DEVELOP AND RETAIN TALENT

We must cultivate a community for the diverse talent we attract by supporting a culture where everyone feels connected, respected, and valued.

### PROFESSIONAL ORGANIZATIONS

Moss Adams supported four professional organizations associated with historically underrepresented communities:

- National Association of Black Accountants (NABA)
- The Association of Latino Professionals for America (ALPFA)
- Ascend (Pan Asian professional organization)
- Out & Equal (LGBTQ+ professional organization)

ALPFA and Out & Equal, respectively. We also celebrate the National Pride BRG for their recognition as a finalist for an Outie Award.

In 2023, our team networked with a diverse pool of candidates at the following conventions:

- ALPFA Symposium
- Ascend Convention
- NABA National Convention
- Out & Equal
- Service Academy Career Conference (SACC)

We sent more than 130 team members to these national conventions to establish community with peers in the industry.

We're proud of the [workshops hosted by the LatinX BRG and Pride BRG](#) during



### RETENTION METRICS

The firm maintained nearly the same level of overall attrition by the end of 2023 as seen in 2020, though there were changes in representation for some communities across the firm. Here are key retention metrics for the year at a glance\*:

▲ 3.2%

retention

**Hispanic or Latinx  
PROFESSIONALS**

▲ 1.3%

retention

**Asian  
PROFESSIONALS**

▲ 0.6%

retention

**Black or  
African American  
PROFESSIONALS**

▼ 0.2%

retention

**Native Hawaiian or  
Other Pacific Islander  
PROFESSIONALS**

\*Retention metrics are compared against 2020, our baseline year. Full figures are available in the appendix at the end of the report.



“The firm’s commitment to I&D means a lot to me. I joined events from other BRGs for many celebrations throughout the year and got to hear from people with different experiences than my own. It’s awesome that our people sign up for these events.”

◀ Raychel Blocher, she/her, senior, Denver, Veterans BRG

#### **PARTNER SCORECARD**

Partners are assessed on their active engagement in the firm’s I&D efforts during the annual evaluation process. Many partners demonstrate their engagement by serving on the I&D Board, serving as executive sponsors to BRGs, investing in their own learning, and acting as a sponsor to underrepresented individuals.

#### **I&D DASHBOARD**

We have an interactive dashboard for the transparent reporting of metrics, goals, and progress to promote awareness and instill accountability around our I&D efforts.

The I&D dashboard provides meaningful data that drives our strategic planning to:

- Develop a deep, fact-based understanding of how diversity, equity, and inclusion are experienced within the firm
- Determine if our culture attracts diverse talent
- Identify opportunities to grow our firm’s inclusive culture to retain team members from diverse backgrounds
- Increase equitable access to learning and growth opportunities to diversify representation in leadership



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# Build Equitable Structures, Processes, and Practices

Equity is essential for cultivating a fair and just environment that empowers every individual regardless of their background or identity.

Our approach to recruitment and performance reviews are modeled around practices to mitigate bias and support a diverse workforce. We strive to provide all team members with equal access to the resources, opportunities, and support necessary to thrive at work and in their personal lives.



Moss Adams team members attended the 2023 National Association of Black Accountants National Convention & Expo.

# BENEFITS SUPPORTING A DIVERSE WORKFORCE

We support our diverse workforce by recognizing everyone's unique needs and enhancing our benefits offerings so our people can bring their whole selves to work.



### INCLUSIVE HEALTH CARE

We offer transgender surgery benefits through our medical insurance provider, Aetna.



### PARENTAL LEAVE

Starting February 2023, our gender-neutral paid parental leave offers 10 weeks of paid time off to new parents in the first 12 months following birth, adoption, or new placement of a foster child.



### BACKUP CHILDCARE

Parents can receive 20 subsidized backup childcare days for use in the child's first year.



### SPRING HEALTH

Employees and their families receive up to 10 free therapy sessions and unlimited coaching.



### HINGE HEALTH

Aetna members have access to Hinge Health, a virtual exercise therapy program with one-on-one support to reduce back and joint pain.



### MAVEN NEW PARENT SUPPORT PROGRAM

The Maven program provides 24/7 on-demand support for new or expecting parents, including breast milk shipping and travel kits.



### TRAVEL REIMBURSEMENT

We offer reimbursement of up to \$4,000 annually for eligible travel expenses necessary to obtain any covered medical service currently unavailable within a 50 or 100-mile radius from an individual's home.



“The firm’s commitment to inclusion and diversity is inspiring. We’re seeking to ensure everybody has a place where they see their path and ability to achieve. We’re on the road to equity, and you see consistently that it’s a priority at the firm.”

◀ **Megan McFarland**, she/her, partner in charge and national practice leader, Dallas, Forum W BRG

#### **CANDIDATE DEBRIEFS**

To find the best talent, we need multiple perspectives at the table. To mitigate bias, we conduct group candidate debriefs with all interviewers for each candidate to ensure a fair and objective recruiting process. Collaborative debriefs help challenge individual biases.

#### **TALENT REVIEW MEETINGS**

One-dimensional performance reviews may introduce bias and restrict professional development opportunities. We’ve aligned our performance management processes to mitigate this. Talent review meetings introduce multiple perspectives to promote transparency and equity in our performance evaluation process. We also leverage our Career Development Framework, a performance roadmap for each level of our team members’ career architecture, to encourage consistency and objectivity in talent evaluations.



### ACCOUNTING MOVE PROJECT

As a founding sponsor of the Accounting MOVE Project since 2010, we're uncovering strategies to develop and advance women in public accounting. This national study provides insight by measuring four factors essential to women's advancement—money, opportunity, vital work-life resources, and entrepreneurship. View the [MOVE Project's 2023 report](#).

### OPPOSING ANTI-LGBTQ+ STATE LEGISLATION

To live our values, we took a public stance against discriminatory practices in our business landscape by signing the [Human Rights Campaign's Business Statement on Anti-LGBTQ State Legislation](#). We remain a signatory in the HRC's business statement since 2022.

“The definition of opportunity is having access to a set of circumstances that makes things possible. I believe at the firm, with the BRGs and the metrics we put out, we see that opportunity really is born here.”

◀ Chazz Randolph, he/him, manager, Irvine, LatinX BRG



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## Investing in Our Communities

Giving, volunteering, and the development of underrepresented talent are key to our strategy to transform our communities.

We're proud of our firm's collaboration with the Moss Adams Foundation in 2023 to activate change within the accounting industry and beyond, which includes annual giving campaigns and strategic partnerships for social equity.



Moss Adams team members attended the 2023 Association of Latino Professionals For America convention.

## CREATING DOORWAYS INTO THE PROFESSION

The [Moss Adams Foundation](#) supports charities, disaster relief, education initiatives, and more. The Moss Adams Foundation is systems-focused, supporting the future of the industry by creating access to opportunities for historically underrepresented professionals. Here's how the foundation collaborates with Moss Adams for partnerships that influence a meaningful impact in the industry.

### BEFORE COLLEGE

#### ➤ Partnership with Junior Achievement USA

The foundation granted \$25,000 in 2023 to support the not-for-profit youth organization Junior Achievement USA's research and work with self-identified underrepresented youth to improve their financial literacy and career trajectory programs. Junior Achievement USA leveraged insights from that research to tailor the development of education programs for youth and underrepresented students.

### COLLEGE

#### ➤ CAQ Accounting+

The Moss Adams Foundation partners with the Center for Audit Quality's (CAQ) Accounting+ program, which offers public accounting career resources for underrepresented high school and college students in the industry, particularly Black and Latinx students.

#### ➤ Ignite and TakeOff!

A grand total of \$50,000 is awarded by the foundation each year to support 20 college freshmen and sophomores from diverse backgrounds pursuing a bachelor's degree in accounting or similar fields. Each recipient receives a \$2,500 scholarship, a Moss Adams mentor, and an invitation to attend "TakeOff!"—the Moss Adams leadership program to cultivate talent with historically underrepresented backgrounds.

### POST-GRAD & EXPERIENCED

#### ➤ The PhD Project

The PhD Project's mission to diversify business school faculty "who encourage, mentor, support, and enhance the preparation of tomorrow's leaders" aligns with the Moss Adams Foundation's commitment to uplift underrepresented professionals. Diverse mentorship drives a diverse workforce, which creates access to opportunities within the business world. The Moss Adams Foundation pledged to donate \$150,000 over six years and maintains a supportive presence on the PhD Project's board.



## GIVING TUESDAY CAMPAIGN

Moss Adams people  
gave more than

**\$41,336**

to seven BRG-selected  
not-for-profits

**29%**

of donors gave to  
BRG-selected  
not-for-profits

Total impact for the  
BRG-selected  
not-for-profits

EXCEEDED

**\$228,219**

The Moss Adams Foundation  
contributed more than

**\$94,480**

in matching funds  
to BRG-selected  
not-for-profits



*Moss Adams team members attended the 2023 Association of Latino Professionals For America convention.*

### GIVING TUESDAY

Together, the Moss Adams Foundation and Moss Adams team members celebrated the sixth annual Giving Tuesday fundraising campaign. Every employee and partner received \$25 from the foundation to put toward a not-for-profit of their choice, along with an incentive of 2:1 matching for special BRG-selected organizations.

Explore this campaign and others in more detail in the 2023 Moss Adams Foundation Report.

### GIVEBACK GRANTS

In 2023, the Moss Adams Foundation launched a program to promote social, environmental, and education-oriented change at the systems level.

Moss Adams team members nominated more than 60 not-for-profits focused on social equity, the environment, and education to receive one of the available grants. The Moss Adams Foundation board approved grant awards to 10 not-for-profits at \$10,000 each, amounting to \$100,000 in total contributions.



# 2023 I&D BOARD MEMBERS

## BOARD MEMBERS

**Lillian Chen**, she/her, partner, San Francisco

**Steve Fineberg**, he/him, partner, Portland

**Lewis R. Fisher**, he/him, partner, Orange County

**Dena Herbolich**, she/her, partner, Seattle

**Rob McGhee**, he/him, partner, Sacramento

**Eric Miles**, he/him, chairman and CEO, Seattle

**Tasha Repp**, she/her, partner, Bellingham

**Jordan Whitten**, he/him, partner, Dallas

**Lu Zhang**, she/her, partner, Silicon Valley

## STANDING MEMBERS

**Tricia Bencich**, she/her, associate director, Seattle

**Silke Olsen**, she/her, director, Seattle

**Jana Peterock**, she/her, manager, Seattle

**Jen Wyne**, she/her, chief talent officer, Seattle



## THANK YOU, TASHA!

Tasha Repp completes her two-year term as co-chair of the I&D Board in February 2024, having served since the role's creation in 2022.

During her tenure, she closely collaborated with the firm's senior leadership to ensure I&D initiatives were sewn into the fabric of the firm.

Tasha's passion and expertise accelerated the firm's I&D progress and established a foundation to build upon for years to come.

## TASHA REPP REFLECTS ON HER TENURE

### Infrastructure to grow:

"We increased collaboration between the I&D Board and senior leadership, introduced processes to incorporate inclusion into our framework, and instituted accountability systems to measure performance. Every benchmark is meant to keep pushing us forward."

### Enthusiasm for belonging:

"When I joined the firm's Tribal & Gaming Practice as an Indigenous woman, I felt a sense of community. I'm passionate because I want others to experience the belonging I've known here."

### Cultivating our culture:

"The structure is important, but so is the enthusiasm. Our BRGs bring great ideas that blossom upward, so I never want to lose that. Introducing procedures at all levels, from senior leadership to folks fresh in their careers, pulls this work to the firm's center—and that's when I&D becomes who we are."

### Moving upward:

"Co-chair term limits are intentional to invite other partners into the role. I'm excited to see what our next co-chair accomplishes. This work is important; I'll find new ways to contribute, but I'm not going anywhere."

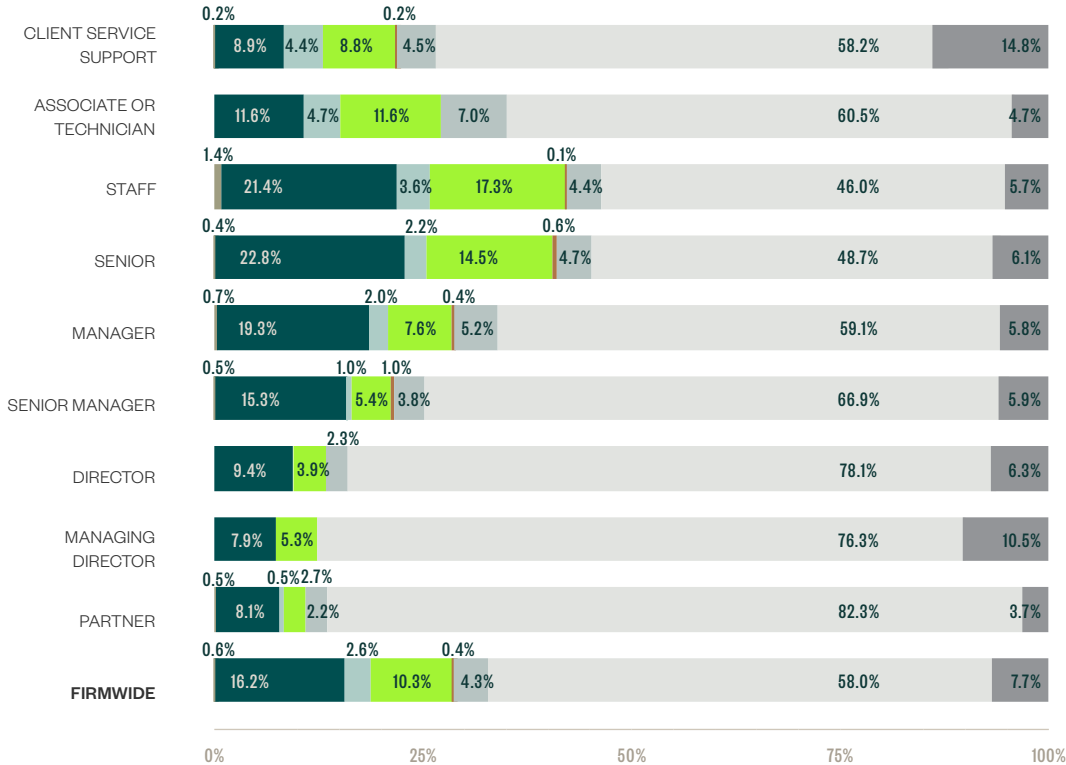


# Appendix

*\*All numbers represented in this report reflect our US-based employee population*

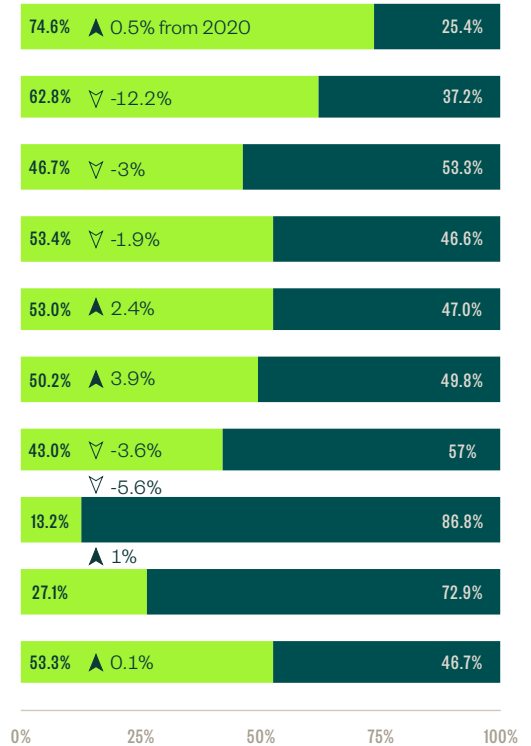
# OUR PEOPLE

## RACE OR ETHNICITY BY POSITION



	2023 FIRMWIDE RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.6%	▲ 0.2%
Asian	16.2%	▲ 1.3%
Black or African American	2.6%	▲ 0.6%
Hispanic or Latino	10.3%	▲ 3.2%
Native Hawaiian or Other Pacific Islander	0.4%	▼ -0.2%
Two or more races	4.3%	▼ -0.6%
White	58.0%	▼ -7.0%
Not specified	7.7%	▲ 2.4%

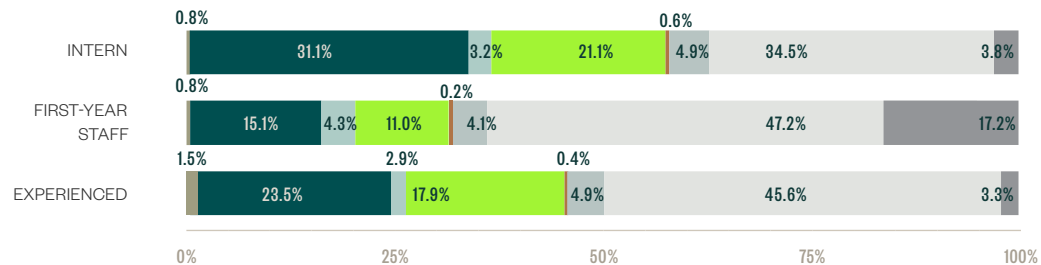
## GENDER BY POSITION



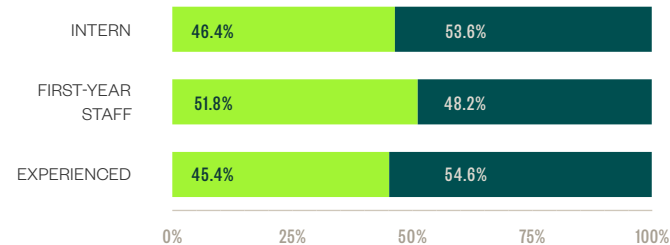
	2023 FIRMWIDE RATE	CHANGE FROM 2020
Women	53.3%	▲ 0.1%
Men	46.7%	▼ -0.1%

# ATTRACTING TALENT

## RACE OR ETHNICITY BY POSITION



## GENDER BY POSITION



### INTERN

RACE OR ETHNICITY	2023 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.8%	▼ -0.1%
Asian	31.1%	▲ 17.7%
Black or African American	3.2%	▲ 0.7%
Hispanic or Latino	21.1%	▲ 6.0%
Native Hawaiian or Other Pacific Islander	0.6%	▼ -0.3%
Two or more races	4.9%	▲ 1.5%
White	34.5%	▼ -26.8%
Not specified	3.8%	▲ 1.3%

### FIRST-YEAR STAFF

RACE OR ETHNICITY	2023 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.8%	▲ 0.8%
Asian	15.1%	▼ -8.0%
Black or African American	4.3%	▼ -1.7%
Hispanic or Latino	11.0%	▲ 4.6%
Native Hawaiian or Other Pacific Islander	0.2%	▼ -0.9%
Two or more races	4.1%	▼ -1.6%
White	47.2%	▲ 1.7%
Not specified	17.2%	▲ 5.1%

### EXPERIENCED

RACE OR ETHNICITY	2023 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	1.5%	▲ 0.9%
Asian	23.5%	▲ 5.6%
Black or African American	2.9%	▲ 2.2%
Hispanic or Latino	17.9%	▲ 1.4%
Native Hawaiian or Other Pacific Islander	0.4%	▼ -0.2%
Two or more races	4.9%	▼ -1.8%
White	45.6%	▼ -6.7%
Not specified	3.3%	▼ -1.3%

## GENDER

GENDER	2023 RATE	CHANGE FROM 2020
Women	46.4%	▲ 1.0%
Men	53.6%	▼ -1.0%








GENDER	2023 RATE	CHANGE FROM 2020
Women	51.8%	▲ 1.2%
Men	48.2%	▼ -1.2%

GENDER	2023 RATE	CHANGE FROM 2020
Women	45.4%	▼ -0.3%
Men	54.6%	▲ 0.3%

# PROMOTION & TURNOVER

## PROMOTION RATE

GENDER	2023 RATE	CHANGE FROM 2020
Women	16.7%	▼ -1.6%
Men	15.9%	▼ -4.2%
<b>Firmwide</b>	<b>16.3%</b>	<b>▼ -2.8%</b>

RACE OR ETHNICITY	2023 RATE	CHANGE FROM 2020
 American Indian/Alaskan Native	19.0%	▼ -0.5%
 Asian	16.4%	▼ -1.8%
 Black or African American	11.2%	▼ -2.6%
 Hispanic or Latino	16.0%	▼ -7.1%
 Native Hawaiian or Other Pacific Islander	0.0%	▼ -25.4%
 Two or more races	20.3%	▲ 3.6%
 White	16.8%	▼ -2.6%
<b>Firmwide</b>	<b>15.7%</b>	<b>▼ -3.5%</b>

	2023 RATE	CHANGE FROM 2020
Veteran	16.8%	▼ -0.5%
Individuals with disabilities	11.1%	▼ -4.0%

## TURNOVER METRICS

	2023 RATE	CHANGE FROM 2020
	12.2%	▼ -1.3%
	17.7%	▼ -1.0%
<b>Firmwide</b>	<b>14.7%</b>	<b>▼ -1.1%</b>

	2023 RATE	CHANGE FROM 2020
	18.5%	▲ 100%
	14.9%	▼ -2.6%
	33.6%	▲ 12.9%
	16.5%	▲ 3.1%
	12.1%	▼ -6.9%
	12.6%	▲ 0.1%
	13.5%	▼ -1.9%
<b>Firmwide</b>	<b>14.2%</b>	<b>▼ -1.6%</b>

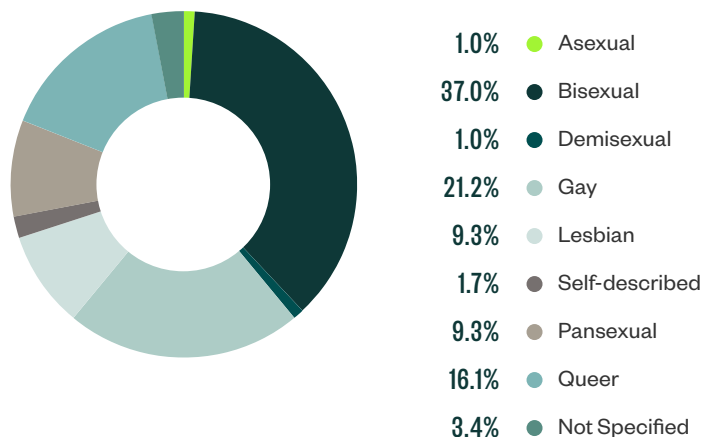
	2023 RATE	CHANGE FROM 2020
	29.4%	▲ 4.5%
	16.7%	▼ -1.7%

# LGBTQ+ POPULATION

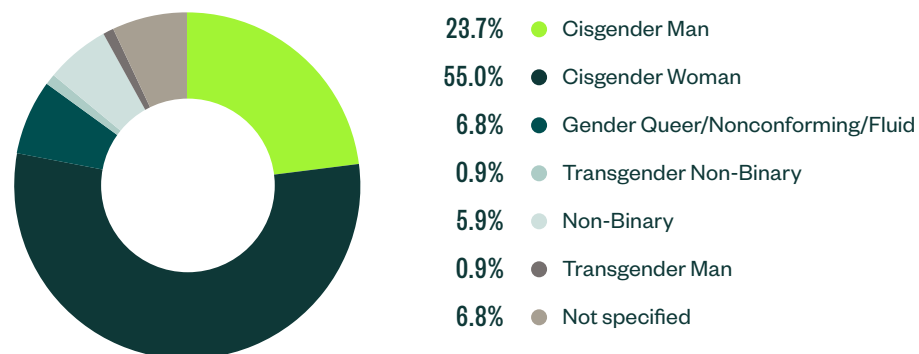
## FIRM TOTALS FOR SEXUAL ORIENTATIONS AND GENDER IDENTITIES OF LGBTQ+ POPULATION

While our current reporting model presents gender as binary, we look forward to future reports that better represent the identities of our people. This spectrum of gender identities and sexual orientations represents our employees who voluntarily self-identified as a part of the LGBTQ+ community in 2023.

### SEXUAL ORIENTATIONS



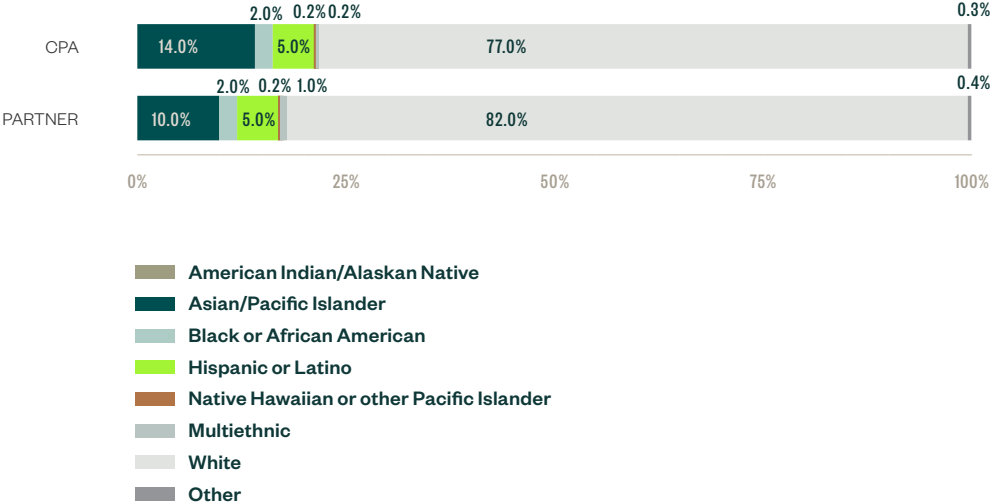
### GENDER IDENTITIES



# EXTERNAL DATA FROM THE AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS (AICPA)

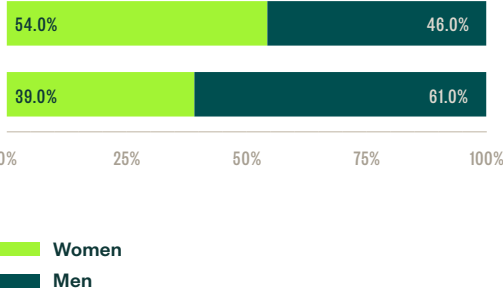
## RACE OR ETHNICITY BY POSITION

in accounting or finance functions at US CPA firms



## GENDER BY POSITION

in accounting or finance functions at US CPA firms



Source: AICPA's 2021 Trends in the Supply of Accounting Graduates and the Demand for Public Accounting Recruits



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A business and personal advisory firm with more than 100 years of experience and 4,400 professionals across 30 markets, we work with clients to rise above challenges and seize emerging opportunities. Discover how we can help you go where you want to be next. Upward.

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