European Accounting Association

Diversity, Equity and Inclusion Statement

EAA Mission

"The European Accounting Association (EAA) is an academic association that supports high-quality accounting research, teaching and knowledge exchange with practice by providing a platform that enables accounting academics to develop themselves and benefit society through their activities."

Diversity, Equity, and Inclusion (DEI) Statement

The European Accounting Association (EAA) is committed to fostering an inclusive, equitable, and diverse environment where all members are valued and respected and to preventing and addressing discrimination based on personal characteristics unrelated to professional skills or qualifications. The EAA is committed to identifying and reducing to participation, promoting equitable opportunities for all its members, and fostering an inclusive environment in which everyone has the opportunity to thrive.

Diversity, Equity and Inclusion Committee (DEI Committee)

The role of the DEI Committee is to support the Management Committee in fostering and promoting diversity, equity and inclusion within the Association and its activities. The composition of the Committee should reflect – as far as possible – the diversity of the EAA community.

Appointments to the DEIC will normally follow the EAA's standard three-year term for committee membership. Terms may be adjusted where appropriate to support continuity, allow for orderly rotation of members, and bring fresh perspectives to the Committee.

The main tasks of the DEIC will be to:

1. Support the Management Committee (MC) in in developing DEI guidelines and promoting and executing DEI-related activities;
2. Inform the MC of DEI best-practices and make recommendations;
3. Oversee the DEI material and repository on the EAA website;
4. Promote and host DEI-related activities;
5. Establish a communication channel with the membership base on DEI-related matters.

Strategic Objectives

The EAA will:

1. *Promote Diversity*
   - Promote the diversity of the academic accounting community in reflected in its activities.

2. *Promote activities to increase Equity*
   - Identify and work to remove any barriers to equitable participation in conferences, publications, and other EAA activities (for example, promoting activities and access to resources and educational opportunities for members with limited research and financial resources)
   - Ensure that processes within the EAA consider diversity, equity and inclusion.
3. *Foster Inclusion*
   - Create an environment where all members feel included and respected.
   - Provide workshops and resources to raise awareness about DEI for all EAA members and leaders.

DEI Strategy Implementation

Diversity, Equity, and Inclusion (DEI) Strategies for the EAA will entail:

Diversity

- Collecting data and objective information to identify barriers to representation of particular communities.
- Actively promoting the association to recruit members from underrepresented jurisdictions, academic institutions, or areas of accounting research or education that are under-represented.
- Promoting and encouraging nominations for leadership positions, committees, awards, and other roles within the association of people from underrepresented communities.

Equitable Access to Opportunities

- Promoting mentorship programs to support early-career professionals within the association and helping to design new initiatives.
- Exploring ways to support members with differing levels of access to resources.
- Promoting online conferences, webinars, and other Association resources that are available to members at no cost.

Inclusion

- Encouraging broad participation in EAA activities across the membership
- Developing activities for new members to welcome them and introduce them to the Association
- Promoting and organising activities and workshops on DEI that incorporate culturally responsive approaches
- Providing a clear channel through which members can share suggestions, comments, or feedback related to DEI

The DEIC contact is available on the EAA webspace at: https://eaa-online.org/diversity-equity-and-inclusion/