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AICPA Resource clearinghouse on women and family issues in the accounting workplace

American Institute of Certified Public Accountants (AICPA)

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organizations and 80,000 members. BPW/USA promotes full participation, equity, and economic self-sufficiency for working women. The BPW Foundation, established in 1956, works to improve the status of women through community awareness, educational assistance, research, training, and personal and professional development.

Business and Professional Women's Foundation
2012 Massachusetts Avenue, N.W.
Washington, DC 20036
(202) 293-1200

¶ **Catalyst.** This research and advisory organization works with business to effect change for women. Conferences, publications, and services are designed to help senior management, human resources professionals, and the media address the issues created by the accelerating entry of women into management. Catalyst features an information center (similar to the AICPA resource clearinghouse) which contains articles, studies, and other materials on women and family issues.

Catalyst
250 Park Avenue South
New York, NY 10003-1459
(212) 777-8900

¶ **Families and Work Institute.** This non-profit research and planning organization researches work-family issues and works with companies to do strategic work-family planning. Numerous publications are available through its information clearinghouse.

Families and Work Institute
330 Seventh Avenue
New York, NY 10001
(212) 465-2044

¶ **Women's Bureau.** An agency of the U.S. Department of Labor's Office of the Secretary, the Women's Bureau develops policies and procedures on balancing work and family responsibilities, and initiates and supports research on women in the work force, among other things. The organization features a work and family clearinghouse (similar to the AICPA resource clearinghouse), a computerized database

which suggests options employers might consider to help workers resolve work/family conflicts.

U.S. Department of Labor
Office of the Secretary
Women's Bureau
200 Constitution Avenue, N.W.
Washington, DC 20210-9990
(800) 827-5335

¶ **Women's Research & Education Institute.**

This organization identifies issues affecting women and their roles in the family, workplace, and public arena, and informs and helps shape public policy debate in these issues. Among its many products is *The American Woman*, a comprehensive report on the current social, economic, and political status of U.S. women.

Women's Research & Education Institute
1700 18th Street, N.W., Suite 400
Washington, DC 20009
(202) 328-7070

¶ **Work/Family Directions, Inc.** This human resources consulting firm assists companies in helping their employees to be productive at work while fulfilling their family responsibilities. The organization offers dependent care referral services for employees and provides labor force strategy consulting in various areas.

Work/Family Directions, Inc.
930 Commonwealth Avenue West
Boston, MA 02215-1212
(617) 278-4000

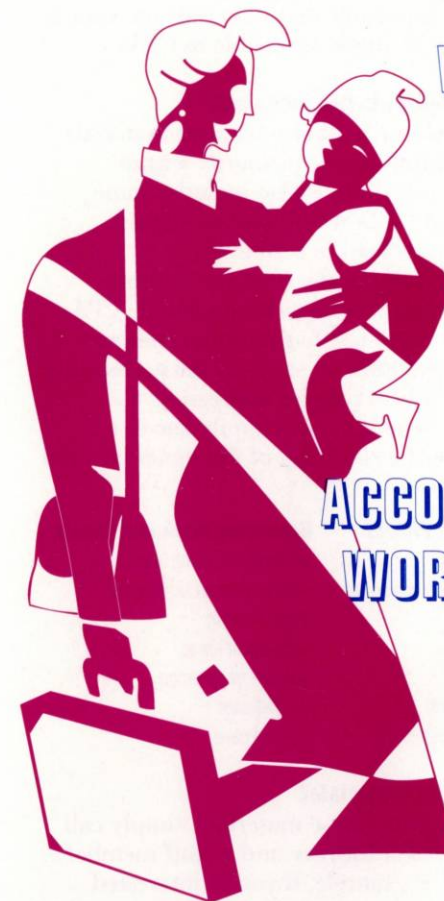
¶ **9to5, National Association of Working Women.** This is a research and advocacy group that has been proposing and supporting the implementation of effective corporate and public policies to advance the role of women in the workplace for more than 20 years. The organization operates a toll-free job problem hotline offering counseling on a wide range of topics. The hotline (1-800-522-0925) operates Monday to Friday from 10 a.m. to 4 p.m. EST.

9to5, National Association of Working Women
614 Superior Avenue, N.W.
Cleveland, OH 44113
(216) 566-9308

AICPA

American
Institute of
Certified
Public
Accountants

AICPA
RESOURCE
CLEARINGHOUSE
ON
WOMEN
AND
FAMILY
ISSUES
IN
THE
ACCOUNTING
WORKPLACE



Issues concerning upward mobility of women and balancing career and family have risen to the forefront at businesses nationwide — and will continue to do so as more women enter the work force.

To meet the needs of CPAs, the **AICPA Women and Family Issues Executive Committee** has established a resource clearinghouse on women and family issues in the accounting workplace. The clearinghouse, which is housed in the AICPA Library, serves as a resource of articles, reports, policies, and other materials to assist firms and other employers of CPAs in implementing programs addressing women and family issues. The committee believes it is important that materials on women and family issues be made accessible to CPAs.

What Types of Materials Are Included?

The resource clearinghouse features materials on women and family issues primarily within the accounting profession. It also includes some general items that CPAs would find of interest (e.g., statistics on women in business).

Materials featured in the resource clearinghouse run the gamut from articles on female CPAs who have advanced to partner or senior management positions to studies on stress in the accounting workplace to CPA firm policies addressing alternative work schedules and family leave.

Listed below is a sampling of the topics covered in the clearinghouse:

Upward Mobility of Women

- "glass ceiling/walls"
- female management styles
- mentoring
- gender awareness
- sexual harassment
- gender discrimination
- job satisfaction/stress

Balancing Work and Family

- "flextime"/part time
- busy season schedules
- job sharing
- parental leave
- leave of absence
- child care
- elder care

How Can I Request Materials?

To obtain clearinghouse materials, simply call or write to the AICPA Library and a staff member will assist you. For example, if you're interested in mentoring, the Library can either select several items on the topic and send them to you or send you a specialized bibliography on mentoring from which you can identify the materials that you want.

Materials can either be borrowed or photocopied. The Library's duplication fee for members is 30 cents per page (\$3 minimum order), plus postage and handling. Non-members are charged 60 cents per page (\$6 minimum order), plus postage and handling. Borrowing fees entail postage and handling. The fee for a specialized bibliography on a topic is \$10 for members; \$35 (prepaid) for non-members. In addition, if in-depth research is necessary, the fee is typically \$20.

To request materials or a bibliography, contact the AICPA Library, 1211 Avenue of the Americas, New York, NY 10036-8775; 800-862-4272. (Dial 212-596-6025 if you're calling from outside the U.S.)

What Is the AICPA Women and Family Issues Executive Committee?

The AICPA has established the Women and Family Issues Executive Committee to help the accounting profession be more effective in addressing the career advancement of female CPAs and family issues in the workplace.

The committee's mission is:

To influence the accounting profession to effect the necessary changes for developing and retaining a more competitive work force such that:

- women achieve meaningful professional status—including broad representation in top management and leadership positions;
- men and women achieve a balance among personal, family, and professional responsibilities.

For further information on the Women and Family Issues Executive Committee, please contact Cecelia Manley, Manager—Academic & Career Development, AICPA, 1211 Avenue of the Americas, New York, NY 10036-8775; (212) 596-6226.

What Are Some Other Resources?

Although the AICPA resource clearinghouse focuses primarily on the accounting workplace, there are several other resources you may contact for general information on women and family issues or information specific to other professions. Following is a list of resources to contact:

¶ **American Bar Association: Commission on Women in the Profession.** This commission addresses women's issues as they relate to the law profession.

American Bar Association:
Commission on Women in the Profession
750 North Lake Shore Drive
Chicago, IL 60611
(312) 988-5668

¶ **American Society of Women Accountants.**

This organization enables women in all fields of accounting to achieve their personal, professional, and economic potential. The society's purposes include continuing education, obtaining further professional certification, and informing the public of the achievements of women in accounting. ASWA serves more than 7,000 members (women and men) throughout the U.S., offering networking opportunities and aids for professional development.

American Society of Women Accountants
1755 Lynnfield Road, Suite 222
Memphis, TN 38119
(901) 680-0470

¶ **American Woman's Society of Certified Public Accountants.** This organization provides resources, training, and support for the personal and professional development of its members; provides opportunities for leadership participation, networking, and mentoring; and provides visibility and recognition for the organization and its members through a positive national presence. AWS CPA has thousands of active members and more than 45 local affiliates throughout the country.

American Woman's Society of
Certified Public Accountants
401 N. Michigan Avenue
Chicago, IL 60611
(312) 644-6610

¶ **American Woman's Society of Certified Public Accountants.** This organization provides resources, training, and support for the personal and professional development of its members; provides opportunities for leadership participation, networking, and mentoring; and provides visibility and recognition for the organization and its members through a positive national presence. AWS CPA has thousands of active members and more than 45 local affiliates throughout the country.

¶ **Business and Professional Women's Foundation.** This is the educational arm of the National Federation of Business and Professional Women/USA, the non-partisan voice of working women since 1919. With more than 2,000 local