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## Women in Accounting

Aug. 03, 2021



**Elizabeth Pittelkow Kittner, CPA.CITP, CGMA, DTM**

**2020-2021 Most Powerful Women in Accounting**

**VP of Finance and HR**

**International Legal Technology Association (ILTA)**

**What advice would you give others following in your similar path about the opportunities for women in the accounting profession?**

The opportunities for women are growing in the accounting profession. Speak up

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family member. In other instances, it is providing different assignments. Discuss timelines for advancement and outline which types of projects will be available to build skills and experience necessary for advancement. These approaches can be used organization-wide to achieve greater overall employee retention and inclusivity.

### **Why did you choose to work in – and stay in – an accounting related field?**

I chose accounting because I liked the technical part of it, and I have stayed in accounting because it has given me opportunities to positively contribute to the companies I work for, my professional organizations, and the communities around me. I am proud of the accounting profession's influence and integrity.

### **What book(s), blog(s), or podcast(s) do you recommend that have guided you on your journey?**

#### **Books:**

- “The Charisma Myth: How Anyone Can Master the Art and Science of Personal Magnetism” by Olivia Fox Cabane
- “Leadership Is Language: The Hidden Power of What You Say—And What You Don't” by L. David Marquet

#### **Blogs/Websites:**

- AICPA Insights: <https://blog.aicpa.org/>
- *Journal of Accountancy*: <https://www.journalofaccountancy.com/>
- *CPA Practice Advisor*: <https://www.cpapracticeadvisor.com/>
- *Accounting Today*: <https://www.accountingtoday.com/>
- The Burrus Blog: <https://www.burrus.com/blog/>
- Truth on the Market: <https://truthonthemarket.com/>

## Podcasts:

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**especially women of color, have made in the profession. What advice would you give to employers to support women during this time so that the future of our workforce isn't negatively impacted?**

Organizations should be clear about their intentions to attract and retain women and a diverse workforce. They should write their intentions on their websites and focus time on actively working toward identifying ways to improve. For example, organizations should examine hiring practices, establish effective mentorship programs, and listen to feedback from inside and outside the organization on how to do better. Organizations should reach out to their women, ask what they need to be successful through this period of change and adjustment, and then work with them on a plan.

**What advice would you share with young women CPAs striving to achieve similar success in this profession?**

Serve in professional volunteer opportunities outside of your employer to broaden your skillset, help others, and increase your knowledge of the profession. Seek mentors and ask for feedback often from people you trust. Ask for assignments to improve your acumen. Continually find ways to learn and build your strengths. Speak up and advocate for your talents. Advocate for other women, too.

**Describe one person who has been an important mentor and sponsor to you and how that person helped shape the direction or focus of your professional life.**

Martrice Caldwell, has been an important influence on my life, and she continues to inspire me. She leads with authenticity, enthusiasm, and kindness. I appreciate her willingness to share personal stories to mentor others, and I am moved by her positivity and joyfulness even through tough times. I am a better person because of her, and I am grateful for her friendship!

**Please share a personal rule or principle that you follow.**

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