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Oct. 20, 2021

THE BONADIO GROUP

CPAs, Consultants & More

For the sixth consecutive year, The Bonadio Group has made both the 2021 Accounting MOVE Project lists of Best Firms for Equity Leadership and Best CPA Firms for Women by the Accounting & Financial Women's Alliance (AFWA). The firm was commended for maintaining its focus on advancing women with nearly 40 percent women partners and principals.

"This recognition is so meaningful as it reflects our commitment to leadership advancement for women in our firm across all levels," said Bruce Zicari, CEO, The Bonadio Group. "We are committed to making our firm a place to foster professional development and we are proud to embody what it means to have a diverse and equitable environment."

The firm also excels at pay equity accountability, requiring all hiring managers to confirm that compensation aligns with the company's equity policies. The firm's overall dedication to equity is in line with the goals of their Council for Diversity, Equity, and Inclusion, which is committed to creating an inclusive work environment and providing an atmosphere that allows people to achieve their greatest potential.

“We’re proud to have once again earned this recognition, which highlights our

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According to the findings of the 2021 Accounting MOVE Project report, women comprise 32 percent of partners and principals at the firms that participate in the Accounting MOVE Project, up from 29 percent in 2020. Women continue to be just over half of total firm employees, at 55 percent.

“The findings of this year’s report reveal that in spite of overwhelming uncertainty and change in the workforce that collaboration, diverse perspectives, and the ability to embrace change has given women leverage in creating new opportunities in a challenging professional landscape,” said Cindy Stanley, executive director for the AFWA, the association partner for the Accounting MOVE Project. “Firms realized that by providing the opportunity for women to work in a remote and hybrid work environment that they were able to cultivate a diverse and expanding pool of talented professionals.”

The Accounting MOVE Project is the only annual benchmarking project for women in the profession that showcases innovations that propel women to success and inform firm leaders about related strategies for overall diversity initiatives. The Accounting MOVE Project is based on the “MOVE” methodology developed by research partner Wilson-Taylor Associates, Inc., which looks at the factors proven to be essential to women’s career success:

M – Money: fair pay practices

O – Opportunity: advancement and leadership development

V – Vital supports: work-life programs that remove barriers

E – Entrepreneurship: operating experience for managing or business ownership.

The Best CPA Firms for Women are awarded based on both continual innovation in programs and continual progress in advancing women. Those named to the Best

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