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profession, it is inspiring to look to those who have attained those ranks ahead of them. The AICPA and CPA Practice Advisor partner each year to honor ...

Jun. 08, 2022



Tracey Walker, CCD-AP, COB

2022 Most Powerful Women in Accounting

Principal, National Leader of Culture Diversity & Inclusion

RSM US LLP

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3. She is a mentor, sponsor, and a role model, someone who stands out in her ability to encourage and help those around her thrive and flourish.
4. The work she does is influential and is having a positive impact on the accounting profession as a whole.

PERSPECTIVES

What do you feel is the most important issue facing the accounting profession today?

Inclusion. Inclusive behavior and appreciation of differences in the workforce of the present and future will be our shining success and relevance or our regression as an accounting profession. This is the action that produces equity and separates good from great in our profession. There are changing demographics in the populations of talent and clients we serve. New ways of working, listening, career pathing and collaboration are essential for sustained – even accelerated success into the future. People fear this as difficult and fraught with risk. Rather, I assert the modern thinking and inclusive leaders lean into inclusion as an asset and accelerant to success. We have a responsibility to create space for the inclusive environment in accounting. Our employees soar and stay among the many returns.

What one thing would you recommend accountants do to prepare for the future?

Invest in inclusive learning and experiences for accounting leaders and rising leaders. You cannot do what you do not know and, at times our professionals have positive intent, but lack skills and permission to grow and be more impactful. It is a different day and we must be both intentional and accountable about showing ourselves welcoming to the new multi-racial, multi-generational, multi-gender, multi-ethnic world which is upon us. Future accountants and consultant cannot be

what they cannot see so first we become self aware and inclusion equipped; then we

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Retention) network group. Women leave empowered to design and own their future – even if a bit non-traditional. They create a new normal empowered by seeing other successful women and learning to share their career goals and believe yes, all things are possible in an accounting career.

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Read more about the [2022 Most Powerful Women in Accounting Winners](#).

Accounting

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