



## WHY THE PROGRAM EXISTS

### First Focus Vision

To nurture a firmwide culture where women are as likely to succeed as men.

### First Focus Mission

To improve the advancement of women, which is defined as enabling the retention of identified future women leaders; focusing on both retention and advancement for our high performing women; and ensuring opportunities for women that parallel those of men in the firm. This results in increasing the number of women leaders in the firm to reflect the demographics of the firm at large.

The mission of First Focus ties directly into the purpose of our Inclusion and Diversity Initiative that seeks to build a workforce that is reflective of the communities in which we serve and let's people be their true, authentic selves.

## HISTORY OF FIRST FOCUS



2008

- It begins!
- Initial taskforce creates mission and vision



2009

- Gender differences presentation to partners
- Firmwide communication campaign began



2010

- First facilitators are trained
- Focus Forums start



2013

- First Women's Leadership Boot Camp
- Journal of Accountancy Case Study



2019-20

- Named to the Best CPA Firms for Women List by the Accounting Move Project



## THE STATS!

WHERE WE BEGAN AND WHERE WE ARE TODAY

50+

Women Facilitators

1,000+

Participants

♀	2008	2013	2020
Senior Managers	21%	39%	44%
Partners	19%	26.5%	31%

\*Partner data is based on entire partnership and senior managers are tax and audit only.