

Creating a successful pathway for accounting students with disability

Introduction:

Several researchers within accounting literature have focused on investigating the marginalization of minorities in employment within the accounting field through historical studies

While persons with disabilities represent the world's largest minority group, , there has been limited research conducted in this area

Accounting, has less emphasis on physical requirements, can accommodate most physical disabilities with adequate accommodations, allowing individuals to maintain productivity and efficiency.

Research Q: What can accounting firms and faculty do to attract more PWDs to the profession, and make them successful

Can Universities do better? Our survey of literature suggests exposure to professors with disabilities enhances students' positive attitudes towards disability, underscoring the importance of such representation in fostering an inclusive educational environment and enriching the learning experience. The presence of educators with disabilities not only conveys academic content but also imparts invaluable lessons in understanding and acceptance.

To foster inclusivity in campus-based accounting clubs like the Accounting Society and Beta Alpha Psi, it's imperative to integrate students, especially those with disabilities (PWDs). Faculty advisors can be pivotal by actively ensuring accommodations and encouraging PWD representation in executive roles. As one interviewee highlighted, offering the option for online participation in meetings can enhance accessibility and inclusiveness, recognizing that physical

Conclusion:

Recently, Center for Audit Quality announced its intention to increase pipeline of diverse accounting students
My review finds that to create a successful pathway for more students with disabilities in accounting program, there has to be a concerted efforts from universities, professors, as well as accounting firms
The APBP aims to train high school educators to teach an advanced accounting course and then create a pathway for high school students to get into the accounting profession

Can Accounting firms do better?

One of my interviewees pointed out that flexible jobs in accounting are more sought after by PWDs because of their specific needs

Hence, accounting firms may want to finetune and customize the job setting for PWDs, as and when they seek it

Studies have also shown that not only employment is important to PWDs, but also the quality of employment matters

Shahidi et al. find that PWDs experienced a significant disparity in employment quality compared to those without disabilities, with a higher likelihood of engaging in low-quality work that is either secure but limiting or insecure and unfulfilling