african american accounting firms

Finding Success: A Guide to African American Accounting Firms

Introduction:

Are you seeking accounting services that understand the unique financial needs and challenges faced by Black communities? Finding a firm that shares your values and provides culturally competent support is crucial. This comprehensive guide explores the landscape of African American accounting firms, offering insights into their importance, the services they provide, how to find the right fit for your needs, and the vital role they play in economic empowerment within the Black community. We'll delve into the benefits of choosing a Black-owned firm, address common questions, and provide resources to help you make informed decisions.

Why Choose an African American Accounting Firm?

Choosing an African American accounting firm goes beyond simply selecting a service provider; it's about supporting Black-owned businesses and fostering economic growth within the community. These firms often offer a deeper understanding of the specific financial challenges faced by Black entrepreneurs and individuals, including issues related to generational wealth, access to capital, and navigating systemic inequalities. The culturally sensitive approach provided by these firms can lead to improved communication, stronger trust, and more effective financial solutions.

Services Offered by African American Accounting Firms:

These firms offer a comprehensive suite of services, mirroring those found in larger accounting firms but with a distinct focus on community engagement and culturally responsive practices. Services typically include:

Tax Preparation and Planning: Expert guidance on individual and business tax returns, maximizing deductions, and minimizing tax liabilities. This includes specialized knowledge of tax credits and deductions relevant to Black communities.
Financial Planning and Management: Developing personalized financial strategies, budgeting assistance, and wealth management services tailored to meet individual and family financial goals. This often includes guidance on building generational wealth.
Auditing and Assurance Services: Independent verification of financial statements, ensuring accuracy and compliance with regulatory requirements.
Business Consulting and Advisory Services: Providing strategic guidance to businesses, including startup assistance, business planning, and financial forecasting. This often includes specialized knowledge of navigating challenges specific to Black-owned businesses.
Payroll Services: Efficient and accurate processing of payroll, ensuring compliance with all relevant regulations.

How to Find the Right African American Accounting Firm for Your Needs:

Finding the perfect fit requires careful consideration. Here’s a step-by-step guide:

1. Online Research: Utilize search engines like Google, Bing, and DuckDuckGo to find firms in your area. Utilize keywords like "African American accounting firms [your city/state]" to refine your search.

2. Professional Organizations: Check with organizations like the National Association of Black Accountants (NABA) for referrals and resources.

3. Networking: Reach out to your network of family, friends, and colleagues for recommendations.

4. Online Reviews: Review online testimonials and ratings on platforms like Google My Business, Yelp, and other relevant review sites.

5. Consider Firm Size and Specialization: Decide if you prefer a smaller, more personalized experience or a larger firm with a wider range of services.

The Importance of Supporting Black-Owned Businesses:

Supporting African American accounting firms plays a crucial role in strengthening Black communities and promoting economic empowerment. It helps create jobs, fosters financial stability, and contributes to the overall growth and prosperity of the community. Choosing these firms is a direct investment in a future where Black businesses thrive.

Overcoming Barriers and Challenges:

While the growth of African American accounting firms is encouraging, there are still systemic barriers to overcome. These include access to capital, limited networking opportunities, and the persistent effects of systemic racism within the business world. Continued support and advocacy are essential to address these challenges and ensure the continued success of these firms.

Successfully Navigating the Financial Landscape:

By choosing an African American accounting firm, you not only gain access to excellent financial services but also contribute to a more equitable and just economic system. Their understanding of the unique financial realities faced by Black communities provides invaluable support in achieving financial success. Building relationships with these firms fosters trust and provides a path to long-term financial security.

Book Recommendation: "Building Black Wealth" by Dr. Robert Kiyosaki

This book offers valuable insights into the financial challenges and opportunities specifically relevant to the Black community and strategies for building wealth.

Article Outline: "African American Accounting Firms: A Pathway to Financial Empowerment"

Introduction: Hook - highlighting the importance of culturally competent financial services. Brief overview of the article's content.
Chapter 1: The Unique Needs of the Black Community: Discussing the specific financial challenges and opportunities faced by Black individuals and businesses.
Chapter 2: Services Offered by African American Accounting Firms: Detailed explanation of the range of services provided, emphasizing the culturally sensitive approach.
Chapter 3: Finding the Right Firm: A step-by-step guide on how to locate and select a firm that aligns with your needs and values.
Chapter 4: The Economic Impact of Support: Emphasizing the importance of supporting Black-owned businesses and their contribution to community growth.
Chapter 5: Overcoming Challenges and Future Outlook: Addressing the systemic barriers and advocating for continued support.
Conclusion: Recap of key points and a call to action, encouraging readers to seek out and support African American accounting firms.

FAQs:

1. What are the benefits of using an African American accounting firm? Culturally competent service, understanding of community-specific challenges, support for Black-owned businesses.

2. How can I find an African American accounting firm near me? Online searches, professional organizations (NABA), networking, online reviews.

3. What services do these firms typically offer? Tax preparation, financial planning, auditing, business consulting, payroll services.

4. Are these firms as qualified as larger, non-minority firms? Yes, they meet the same professional standards and qualifications.

5. How can I support Black-owned businesses in general? Consciously choosing Black-owned businesses for goods and services.

6. What are some common financial challenges faced by Black communities? Generational wealth disparities, access to capital, systemic inequalities.

7. Are there any resources available to help Black entrepreneurs with their finances? Yes, organizations like NABA and local community development organizations.

8. What role do these firms play in economic empowerment? They create jobs, foster financial stability, and contribute to community growth.

9. What is the future outlook for African American accounting firms? Continued growth and expansion with increased community support and advocacy.

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3. Building Generational Wealth in the Black Community: Strategies and resources for building long-term financial security for Black families.
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5. Culturally Competent Financial Services: A Necessity: Highlighting the importance of culturally sensitive financial services.
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8. The Impact of Systemic Racism on Black Financial Well-being: Analyzing the effects of systemic inequalities on financial outcomes.
9. Success Stories of Black-Owned Accounting Firms: Showcasing the achievements and contributions of successful firms.

african american accounting firms: A White-Collar Profession Theresa A. Hammond, 2003-01-14 Among the major professions, certified public accountancy has the most severe underrepresentation of African Americans: less than 1 percent of CPAs are black. Theresa Hammond explores the history behind this statistic and chronicles the courage and determination of African Americans who sought to enter the field. In the process, she expands our understanding of the links between race, education, and economics. Drawing on interviews with pioneering black CPAs, among other sources, Hammond sets the stories of black CPAs against the backdrop of the rise of accountancy as a profession, the particular challenges that African Americans trying to enter the field faced, and the strategies that enabled some blacks to become CPAs. Prior to the 1960s, few white-owned accounting firms employed African Americans. Only through nationwide networks established by the first black CPAs did more African Americans gain the requisite professional experience. The civil rights era saw some progress in integrating the field, and black colleges responded by expanding their programs in business and accounting. In the 1980s, however, the backlash against affirmative action heralded the decline of African American participation in accountancy and paved the way for the astonishing lack of diversity that characterizes the field today.

african american accounting firms: A White-collar Profession Theresa A. Hammond, 2002 Hammond explores the history of African American exclusion from the field of certified public accountancy and tells the stories of the pioneering black CPAs who successfully negotiated the many barriers to entering what is today the least diverse of the major professions.

african american accounting firms: 'Counting Black and White Beans' Anton Lewis, 2020-10-26 Across the US and the UK, few senior accountants exist in proportion to their white peers. This problem is overwhelmingly disregarded due to an inherent assumption of racial neutrality within the field of accountancy. This book unpacks the working experience of black accountants to highlight the existence of institutionalized racism.

african american accounting firms: Communities in Action National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Population Health and Public Health Practice, Committee on Community-Based Solutions to Promote Health Equity in the United States, 2017-04-27 In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures, policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways. Communities in Action: Pathways to Health Equity seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

african american accounting firms: The Big Eight Mark Stevens, 2010-05-11 Provides an inside look at eight of the most influential accounting firms in the United States, examining their pivotal roles in the world of national and international finance.

african american accounting firms: Diversity, Inc. Pamela Newkirk, 2019-10-22 One of Time Magazine's Must-Read Books of 2019 An award-winning journalist shows how workplace diversity initiatives have turned into a profoundly misguided industry--and have done little to bring equality to America's major industries and institutions. Diversity has become the new buzzword, championed by elite institutions from academia to Hollywood to corporate America. In an effort to ensure their organizations represent the racial and ethnic makeup of the country, industry and foundation leaders have pledged hundreds of millions of dollars to commission studies, launch training sessions, and hire consultants and diversity czars. But is it working? In Diversity, Inc., award-winning journalist Pamela Newkirk shines a bright light on the diversity industry, asking the tough questions about what has been effective--and why progress has been so slow. Newkirk highlights the rare success stories, sharing valuable lessons about how other industries can match those gains. But as she argues, despite decades of handwringing, costly initiatives, and uncomfortable conversations, organizations have, apart from a few exceptions, fallen far short of their goals. Diversity, Inc. incisively shows the vast gap between the rhetoric of inclusivity and real achievements. If we are to deliver on the promise of true equality, we need to abandon ineffective, costly measures and commit ourselves to combatting enduring racial attitudes

african american accounting firms: Self Made Nely Galán, 2016-05-31 For readers of #GIRLBOSS and viewers of Shark Tank—a global revolution in entrepreneurship is under way, inspiring women to blaze a trail of financial self-reliance and become self-made. Featuring a foreword by Suze Orman. What does it mean to be self-made? It's not just about having money, but financial empowerment is where it begins. It means getting out of survival mode, where you are one problem away from catastrophe. It means changing your mindset from instant gratification to goal orientation. It means being able to sleep at night without worry. It means being rich in every way: rich in money, rich in family, rich in love, rich in time—abundant! For Nely Galán—entrepreneur, TV producer, and real estate mogul—helping women to become self-made is a movement and a mission. Galán pulls no punches. She is the straight-talking friend and mentor you've always wanted, and here she shares valuable, candid, no-nonsense lessons learned on her own path to becoming self-made ("There is no Prince Charming"; "Think like an immigrant"; "In your pain is your brand"; "Don't buy shoes, buy buildings!"). You'll read inspiring stories of women who started and grew businesses out of ingenuity, opportunity, and need. You'll find exercises to help you identify your goals and your strengths. You'll learn tips and tricks for saving money, making money, and finding "hidden money" that can help jump-start your self-made dreams. When you become self-made, the change in you inspires change in those around you, because one of the greatest rewards of a self-made life is seeing how the sparks from your personal revolution can light a fire in others. So come, join the Self-Made movement. The revolution starts inside of you! Praise for Self Made "A much-needed and wise book that teaches women not to fear money but to see it as a means of reaching our dreams. Nely shows us how to become money courageous instead of finance fearful. I want to give this book to so many women (and men) I know. Thank you, Nely."—Sandra Cisneros "Nely Galán and I have traveled the country together helping women grow their businesses and live their dreams. I know firsthand that Nely is the ultimate self-made woman and your best girlfriend. Her generosity of spirit jumps off the page as she shares the secrets of her hard-won success and her contagious confidence."—Nell Merlino, creator of Take Our Daughters to Work Day and founder of Count Me In for Women's Economic Independence "Self Made teaches women to unleash their spark and hustle. Nely inspires readers to use what they have to get what they want on their path to becoming self-made."—Tory Johnson, "Deals & Steals" contributor on ABC's Good Morning America and author of the #1 New York Times bestseller The Shift "You are not truly complete as a woman until you feel confident and empowered to make decisions about your money. Throughout my career, I have seen how a woman who takes ownership of her financial life is transformed and liberated, and how that in turn has a tremendous impact on her children. This is my belief and my personal experience, and it's why Self Made resonates so strongly with me."—Maria Elena Lagomasino, CEO of WE Family Offices and member of the board of directors of the Walt Disney Company, the Coca-Cola Company, and Avon Products, Inc. From the Hardcover edition.

african american accounting firms: Profit First For Minority Business Enterprises Susanne Mariga, 2021-05-25 It's time to level the playing field! You are accustomed to being the first-the first to go to college, the first to start a business. You often enter rooms where no one else looks like you. You're a trailblazer on a mission to create a new legacy for your family. And yet, despite your success, you still work too hard for too little cash. In Profit First for Minority Business Enterprises, Susanne Mariga, CPA, shows you how to implement the proven Profit First cash management system that has lifted thousands of entrepreneurs out of the struggle and into success. This book is designed to give you the mentorship you need to scale smart into an independent, seven-figure, minority business enterprise. In this book, you'll learn: How to apply Profit First to improve cash flow, reduce debt, and grow profit Strategies for revenue generation, target pricing, and margin maximization Expense prioritization techniques Power alignment and team building tools Secrets of-and common illusions about-successful government contracting Tax strategies designed to build generational wealth while maximizing business profitability How to make an impact in your industry when no one else looks like you We have committed a percentage of the proceeds from this book to send girls to school in Zimbabwe. So, when you purchase Profit First for Minority Business Enterprises, you contribute to an education that will alter the life of a Zimbabwean girl. By allowing young women to receive an education, not only do you alter their future, but you pivot the future of their offspring for generations to come. Thank you for being part of our mission of changing legacies.

african american accounting firms: *Finance for the People* Paco de Leon, 2022-02-01 An illustrated, practical guide to navigating your financial life, no matter your financial situation a potent mix of deeply practical and wonderfully empathetic —Erin Lowry, author of Broke Millennial one of the most approachable financial books I've ever read. —Refinery 29 We are all weird about money. Whether you have a lot or a little, your feelings and beliefs about money have been shaped by a combination of silence (or even shame) around talking about money, personal experiences, family and societal expectations, and a whole big complex system rigged against many of us from the start. Begin with that baseline premise and it's no surprise so many of us find it so difficult to save enough money (but way too easy to get trapped in ballooning credit card debt), emotionally draining to deal with student loans, and nearly impossible to understand the esoteric world of investing. Unlike most personal finance books that focus on skills and behaviors, FINANCE FOR THE PEOPLE asks you to examine your beliefs and experiences around money—blending extremely practical exercises with mindfulness, and including more than 50 illustrations and diagrams to make the concepts accessible (and even fun). With deep insider expertise from years spent in many different corners of the financial industry, Paco de Leon is a friendly, approachable, and wise guide who invites readers to change their relationship with money. With her holistic approach you'll learn how to: • root out your unconscious beliefs about money • untangle the mental and emotional burden of student loans to pay them off • use a gratitude practice to help you think differently about spending • break out of the debt cycle and begin building wealth This book is for anyone who feels unseen, ignored, or bored to death by the way personal finances are approached and taught, and is ready to go on a journey of self-discovery and step into their financial power.

african american accounting firms: The Color of Money Mehrsa Baradaran, 2017-09-14 "Read this book. It explains so much about the moment...Beautiful, heartbreaking work." —Ta-Nehisi Coates "A deep accounting of how America got to a point where a median white family has 13 times more wealth than the median black family." —The Atlantic "Extraordinary...Baradaran focuses on a part of the American story that's often ignored: the way African Americans were locked out of the financial engines that create wealth in America." —Ezra Klein When the Emancipation Proclamation was signed in 1863, the black community owned less than 1 percent of the total wealth in America. More than 150 years later, that number has barely budged. The Color of Money seeks to explain the stubborn persistence of this racial wealth gap by focusing on the generators of wealth in the black community: black banks. With the civil rights movement in full swing, President Nixon promoted "black capitalism," a plan to support black banks and minority-owned businesses. But the catch-22 of black banking is that the very institutions needed to help communities escape the deep poverty caused by discrimination and segregation inevitably became victims of that same poverty. In this timely and eye-opening account, Baradaran challenges the long-standing belief that black communities could ever really hope to accumulate wealth in a segregated economy. "Black capitalism has not improved the economic lives of black people, and Baradaran deftly explains the reasons why." —Los Angeles Review of Books "A must read for anyone interested in closing America's racial wealth gap." —Black Perspectives

african american accounting firms: Alex Jeff Stimpson, 2015-03-01 Nearly half a million preemies are born in the U.S. every year. But like most people, Jeff Stimpson, the father who wrote Alex, never gave premature babies a thought beyond the cliché of medical miracles. Many of these children grow up with special needs, necessitating an increasing and ever-controversial burden on society. Medicine is creating not only a new population of individuals, but a special and growing population of parents and families. Alex was born in June of 1998. He weighed 21 ounces. He spent the first year of his life in the hospital. This is the story of his first years. It's a story of doctors, hospitals, conferences, hate, love, gratitude, envy, frustration, joy, and worry. It's the story of a preemie. Stimpson saw his son get a spinal tap without anesthesia (it isn't given to micro-preemies) and three times witnessed Alex stop breathing-once on his lap. Stimpson and his wife were at the hospital every day, and there they encountered not only how far the science of saving preemies has advanced but how far it hasn't, and how far healthcare and other professionals need to go to understand what parents go through when their infant lives in a hospital. The Stimpsons got a crash course in life behind the billboard of medical miracle, and learned how care of preemies can greatly differ, and, perhaps most important, how patients' families must learn to be consumers when trying to find that care. What keeps a family going when a child spends a year in the hospital? In compelling prose, Stimpson traces the life of his child from birth to kindergarten: four wings in two hospitals; coming home with a roomful of medical gear and round-the-clock drugs and nursing; the gains and downturns of home therapy through Early Intervention; finding and prospering in a special-needs preschool; a diagnosis of autism; and the ongoing battle to give Alex a fair shot at childhood, and at life.

african american accounting firms: Race and Entrepreneurial Success Robert W. Fairlie, Alicia M. Robb, 2010-08-13 A comprehensive analysis of racial disparities and the determinants of entrepreneurial performance—in particular, why Asian-owned businesses on average perform relatively well and why black-owned businesses typically do not. Thirteen million people in the United States—roughly one in ten workers—own a business. And yet rates of business ownership among African Americans are much lower and have been so throughout the twentieth century. In addition, and perhaps more importantly, businesses owned by African Americans tend to have lower sales, fewer employees and smaller payrolls, lower profits, and higher closure rates. In contrast, Asian American-owned businesses tend to be more successful. In Race and Entrepreneurial Success, minority entrepreneurship authorities Robert Fairlie and Alicia Robb examine racial disparities in business performance. Drawing on the rarely used, restricted-access Characteristics of Business Owners (CBO) dataset compiled by the U.S. Census Bureau, Fairlie and Robb examine in particular why Asian-owned firms perform well in comparison to white-owned businesses and black-owned firms typically do not. They also explore the broader question of why some entrepreneurs are successful and others are not. After providing new comprehensive estimates of recent trends in minority business ownership and performance, the authors examine the importance of human capital, financial capital, and family business background in successful business ownership. They find that a high level of startup capital is the most important factor contributing to the success of Asian-owned businesses, and that the lack of startup money for black businesses (attributable to the fact that nearly half of all black families have less than $6,000 in total wealth) contributes to their relative lack of success. In addition, higher education levels among Asian business owners explain much of their success relative to both white- and African American-owned businesses. Finally, Fairlie and Robb find that black entrepreneurs have fewer opportunities than white entrepreneurs to acquire valuable pre-business work experience through working in family businesses.

african american accounting firms: *More Auspicious Shores* Caree A. Banton, 2019-05-09 Offers a thorough examination of Afro-Barbadian migration to Liberia during the mid- to late nineteenth century.

african american accounting firms: The New Jim Crow Michelle Alexander, 2020-01-07 One of the New York Times’s Best Books of the 21st Century Named one of the most important nonfiction books of the 21st century by Entertainment Weekly, Slate, Chronicle of Higher Education, Literary Hub, Book Riot, and Zora A tenth-anniversary edition of the iconic bestseller—one of the most influential books of the past 20 years, according to the Chronicle of Higher Education—with a new preface by the author It is in no small part thanks to Alexander's account that civil rights organizations such as Black Lives Matter have focused so much of their energy on the criminal justice system. —Adam Shatz, London Review of Books Seldom does a book have the impact of Michelle Alexander's The New Jim Crow. Since it was first published in 2010, it has been cited in judicial decisions and has been adopted in campus-wide and community-wide reads; it helped inspire the creation of the Marshall Project and the new $100 million Art for Justice Fund; it has been the winner of numerous prizes, including the prestigious NAACP Image Award; and it has spent nearly 250 weeks on the New York Times bestseller list. Most important of all, it has spawned a whole generation of criminal justice reform activists and organizations motivated by Michelle Alexander's unforgettable argument that we have not ended racial caste in America; we have merely redesigned it. As the Birmingham News proclaimed, it is undoubtedly the most important book published in this century about the U.S. Now, ten years after it was first published, The New Press is proud to issue a tenth-anniversary edition with a new preface by Michelle Alexander that discusses the impact the book has had and the state of the criminal justice reform movement today.

african american accounting firms: *Race, Class, and Politics in the Cappuccino City* Derek S. Hyra, 2017-04-17 For long-time residents of Washington, DC’s Shaw/U Street, the neighborhood has become almost unrecognizable in recent years. Where the city’s most infamous open-air drug market once stood, a farmers’ market now sells grass-fed beef and homemade duck egg ravioli. On the corner where AM.PM carryout used to dish out soul food, a new establishment markets its $28 foie gras burger. Shaw is experiencing a dramatic transformation, from “ghetto” to “gilded ghetto,” where white newcomers are rehabbing homes, developing dog parks, and paving the way for a third wave coffee shop on nearly every block. Race, Class, and Politics in the Cappuccino City is an in-depth ethnography of this gilded ghetto. Derek S. Hyra captures here a quickly gentrifying space in which long-time black residents are joined, and variously displaced, by an influx of young, white, relatively wealthy, and/or gay professionals who, in part as a result of global economic forces and the recent development of central business districts, have returned to the cities earlier generations fled decades ago. As a result, America is witnessing the emergence of what Hyra calls “cappuccino cities.” A cappuccino has essentially the same ingredients as a cup of coffee with milk, but is considered upscale, and is double the price. In Hyra’s cappuccino city, the black inner-city neighborhood undergoes enormous transformations and becomes racially “lighter” and more expensive by the year.

african american accounting firms: Seeing Race Again Kimberlé Williams Crenshaw, 2019-02-05 Every academic discipline has an origin story complicit with white supremacy. Racial hierarchy and colonialism structured the very foundations of most disciplines’ research and teaching paradigms. In the early twentieth century, the academy faced rising opposition and correction, evident in the intervention of scholars including W. E. B. Du Bois, Zora Neale Hurston, Carter G. Woodson, and others. By the mid-twentieth century, education itself became a center in the struggle for social justice. Scholars mounted insurgent efforts to discredit some of the most odious intellectual defenses of white supremacy in academia, but the disciplines and their keepers remained unwilling to interrogate many of the racist foundations of their fields, instead embracing a framework of racial colorblindness as their default position. This book challenges scholars and students to see race again. Examining the racial histories and colorblindness in fields as diverse as social psychology, the law, musicology, literary studies, sociology, and gender studies, Seeing Race Again documents the profoundly contradictory role of the academy in constructing, naturalizing, and reproducing racial hierarchy. It shows how colorblindness compromises the capacity of disciplines to effectively respond to the wide set of contemporary political, economic, and social crises marking public life today.

african american accounting firms: *A History of Accountancy in the United States* Gary John Previts, Barbara Dubis Merino, 1997 The only comprehensive chronicle of American accountancy from the colonial period to the present, this completely revised edition provides practicing accountants and professional accounting students with a thorough knowledge of the origins of their profession. Gary John Previts and Barbara Dubis Merino address the evolution of accounting in social, political, and economic terms and discuss the major figures in each historical period. They consider the development of accounting in all of its major institutional domains, including public practice, financial reporting, business management, government, and education.

african american accounting firms: The American Dream Deferred Cory Booker, 2018-06-26 Senator Cory Booker (D-NJ) shares the story of his father's journey from poverty to middle-class prosperity, but says the bargain that helped his father and other workers achieve the American Dream is now broken. Sen. Booker reflects on the trends and practices contributing to stagnant wages in the United States, including a corporate culture that favors shareholder payouts over investments in workers; barriers to worker mobility, like non-compete clauses; and the “fissuring” of the workforce, as companies today are more likely to contract out labor to low-cost vendors rather than employ directly. Senator Booker calls for policies that will address these and related challenges, expand opportunity for all Americans, and restore the bargain for all who seek it.

african american accounting firms: A Man in Full Tom Wolfe, 2010-04-01 The Bonfire of the Vanities defined an era--and established Tom Wolfe as our prime fictional chronicler of America at its most outrageous and alive. With A Man in Full, the time the setting is Atlanta, Georgia--a racially mixed late-century boomtown full of fresh wealth, avid speculators, and worldly-wise politicians. Big men. Big money. Big games. Big libidos. Big trouble. The protagonist is Charles Croker, once a college football star, now a late-middle-aged Atlanta real-estate entrepreneur turned conglomerate king, whose expansionist ambitions and outsize ego have at last hit up against reality. Charlie has a 28,000-acre quail-shooting plantation, a young and demanding second wife--and a half-empty office tower with a staggering load of debt. When star running back Fareek Fanon--the pride of one of Atlanta's grimmest slums--is accused of raping an Atlanta blueblood's daughter, the city's delicate racial balance is shattered overnight. Networks of illegal Asian immigrants crisscrossing the continent, daily life behind bars, shady real-estate syndicates, cast-off first wives of the corporate elite, the racially charged politics of college sports--Wolfe shows us the disparate worlds of contemporary America with all the verve, wit, and insight that have made him our most phenomenal, most admired contemporary novelist. A Man in Full is a 1998 National Book Award Finalist for Fiction.

african american accounting firms: Dreaming the Present Irvin J. Hunt, 2022-02-22 This is a story of art and movement building at the limits of imagination. In their darkest hours, W. E. B. Du Bois, Ella Baker, George Schuyler, and Fannie Lou Hamer gathered hundreds across the United States and beyond to build vast, but forgotten, networks of mutual aid: farms, shops, schools, banks, daycares, homes, health clinics, and burial grounds. They called these spaces cooperatives, local challenges to global capital, where people pooled all they had to meet their needs. By reading their activism as an artistic practice, Irvin Hunt argues that their primary need was to free their movement from the logic of progress. From a remarkably diverse archive, Hunt extrapolates three new ways to describe the time of a movement: a continual beginning, a deliberate falling apart, and a simultaneity, a kind of all-at-once-ness. These temporalities reflect how a people maneuvered the law, reappropriated property, built autonomous communities, and fundamentally reimagined what a movement can be. Their movement was not the dream of a brighter day; it was the making of today out of the stuff of dreams. Hunt offers both an original account of Black mutual aid and, in a world of diminishing futures, a moving meditation on the possibilities of the present.

african american accounting firms: Pain Management and the Opioid Epidemic National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Health Sciences Policy, Committee on Pain Management and Regulatory Strategies to Address Prescription Opioid Abuse, 2017-09-28 Drug overdose, driven largely by overdose related to the use of opioids, is now the leading cause of unintentional injury death in the United States. The ongoing opioid crisis lies at the intersection of two public health challenges: reducing the burden of suffering from pain and containing the rising toll of the harms that can arise from the use of opioid medications. Chronic pain and opioid use disorder both represent complex human conditions affecting millions of Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic, with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

african american accounting firms: Private Equity Accounting, Investor Reporting, and Beyond Mariya Stefanova, 2015-02-26 Today's only advanced comprehensive guide to private equity accounting, investor reporting, valuations and performance measurement provides a complete update to reflect the latest standards and best practices, as well as the author's unique experience teaching hundreds of fund professionals. In Private Equity Accounting, Investor Reporting and Beyond Mariya Stefanova brings together comprehensive advanced accounting guidance and advice for all private equity practitioners and fund accountants worldwide: information once available only by learning from peers. Replete with up-to-date, user-friendly examples from all main jurisdictions, this guide explains the precise workings and lifecycles of private equity funds; reviews commercial terms; evaluates structures and tax treatments; shows how to read Limited Partnership Agreements; presents best-practice details and processes, and identifies costly pitfalls to avoid.

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