



ACCENTURE AT WORKDAY: CREATING BELONGING AND DIVERSITY

VIDEO TRANSCRIPT

Transcript:

Daniela Porr: Would you like to tell me a little bit more about the journey at Accenture? How are you looking at this work.

Nicole Knott: We have this set out into three pillars for Accenture's approach, which is first, having bold leadership. That is the accountability for inclusion and diversity as a business priority as well as at a more personal level, by being an ally, commitments can include things like we've done very publicly around or gender balanced workforce by 2025. And the second piece for us is around this pillar around comprehensive action. So backing everything up with policies and programs. So this is things like our shared parental leave, targeted outreach programs and resourcing. We're also supporting our employees through a series of networks. Accent on family, gender, ethnicity, and really honing in on areas where our key role need more support, with targeted mentoring, matching role models that all of our

employees can relate to, to see individuals rise into leadership positions that look like you, that, that you can relate to is really important.

And the third pillar for us is around empowering environments. So the policies are crucial but can't stand alone, so we really need to make sure that people feel as though they belong and they can bring them to their true selves to work. And this can be adjustments that seem relatively minor, but have a really big impact on the experience. Our systems adapting to the different needs of our, of our people. As an example. But our tools can only go so far and it's the people side that's really crucial to ensuring that we create a really inclusive environments.

Daniela Porr: Thank you so much, Nicole, and I think we really look at both culture and technology and programs and attitudes working together here to, to make this hardwork payout at the end.



So thank you so much for sharing your experiences and thank you everybody for joining the session. If you would like to see belonging and diversity in action, I'd like to invite you to watch our solution spotlight, and that's part of this event. And other than that, I now wish you a great work day. Thank you so much.

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