



# 3 QUESTIONS WITH ELLYN SHOOK ON A CULTURE OF EQUALITY

## Video Transcript

Getting to A Culture of Equality

3 Questions with Ellyn Shook

What is a culture of equality?

Ellyn Shook, Chief Leadership & Human Resources Officer

The most important thing about a culture of equality is that every person feels comfortable showing up every single day and being the same person they are outside of work as they are inside of work.

And once that happens, we have true equality for all of our people.

Why is it so important at Accenture?

Accenture is a talent and innovation-led company.

And one of the most important sources of differentiation is our people. So their creativity and diversity is what fuels our differentiation, our innovation and our growth. It also helps us create shared success.

And honestly if people don't feel like they belong then none of that is going to happen.

What can we learn from the latest research?

Three years ago, we released groundbreaking research that uncovered the factors that matter most to create a culture of equality.

We also showed how equality is a multiplier of innovation.

We also uncovered something interesting this year. A perception gap.

What it says is that two-thirds of leaders feel like they create an empowering environment where people truly have a sense of belonging, but just one-third of employees agree.

Clearly, leaders think they are making more progress on inclusion and belonging than their people perceive to be true.

So, we provide some recommendations on how to close that gap.

Learn more at:

[www.accenture.com/gettingtoequal](http://www.accenture.com/gettingtoequal).