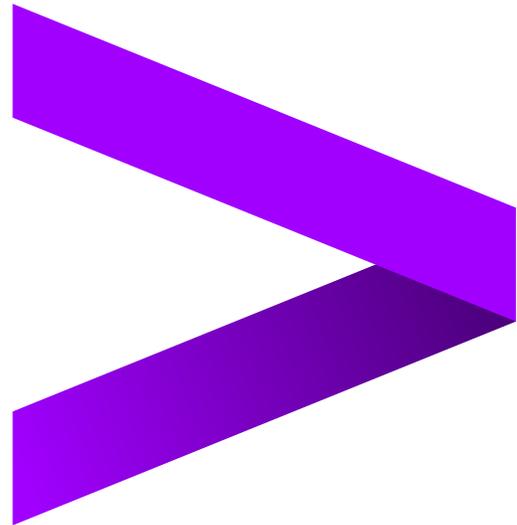


**VIDEO TRANSCRIPT**

# **CNBC – SQUAWK BOX INTERVIEW**

**June 9, 2020**



**Andrew Ross Sorkin:** ...boasts of global workforce about a 500,000 people. Joining us right now is Accenture's CEO, Julie Sweet. Julie, It's great to see you. You penned a memo or a note that you also posted on LinkedIn just about a week ago now, maybe a little bit longer, about what the company is doing and how you're thinking about trying to diversify your workforce. You've been trying to do this for quite some time, but it sounds like you're trying to do this in a more programmatic way, I would say. How are you planning to do this?

**Julie:** Thanks, Andrew. Well, in 2015, we published for the first time, our demographics by race and we've made progress since then because we had a plan and held ourselves accountable. But our progress has not been fast enough and we know we need to do more. And so we've announced three sets of actions that will, we believe, accelerate the change. First of all, by September 1st, we will set external

goals for the US by 2025 for the overall percentage of African Americans and Hispanic Americans at Accenture and in our leadership, which is very important. And this follows the roadmap we've used to make more rapid progress with gender and setting goals for 2025. The second thing we're doing is we are introducing mandatory training to identify, speak up and report racism. This builds on our unconscious bias training, which is already mandatory, but it's different because racism is not unconscious bias and we believe we need to call it what it is and acknowledge it. We have it inside Accenture and work even harder to eradicate it. And finally, because black lives must matter inside Accenture and outside Accenture, we are committing to work collaboratively with other companies, government leaders, and the nonprofit sector to make more change in the communities where we work and live. And we're publishing these actions to continue to hold ourselves accountable.

**Andrew Ross Sorkin:** Julie, you know, there's been some chatter about big companies like yours using whatever power and influence you have to not just do what you're trying to do inside your own company, but actually do it to your clients and to force them to actually take some of these steps. Have you thought about that?

**Julie:** Well, I don't think any of us can force another company to take actions. What we've always done, is to make sure that we share our values and so lots of our clients, we do things together with them. And I think as you take a step back as to what's happening in today's environment, you have many companies who on their own are making important state statements to not be silent. And I think as corporate leaders, we need to now help hold each other accountable in the organizations like the Business Roundtable. And of course, I would encourage you and your colleagues to help hold us accountable as well, because we need to have sustained change far after the protests that we see today have ended.

**Andrew Ross Sorkin:** What do you tell 'em frankly, this is maybe—this is going to sound like a crazy question—but I think we talked about this actually once before, what do you tell some of the frankly, uh, white employees, in your—or the majority of your employees in your company—about this issue? And the reason I ask that is because you go online and you see, and I find it gross, but I'll just tell you, there are people out there who are upset because they think they're going to get passed over.

**Julie:** Well, first of all, we first published our demographics because we were asking our people to make change. And we thought it was important that we were transparent about why—and transparency builds trust, I think with everyone. Secondly, what we have found is that the pie expands, right? Growth comes from diversity. We first doubled down on diversity in 2014, focusing on gender, and we've had a 9% revenue growth CAGR since then. And finally, what we have found is that the best people of all races, the most talented, come to companies who both create value and lead with values. And so we have found that people really—that really resonates, both the challenges and the packed on revenue, and they want to be a part of a company that's focused on these things.

**Andrew Ross Sorkin:** Julie, it's important work. I'm glad you're doing it. I appreciate you joining us. I hope you come back and tell us about your progress and we can talk more about it. So thank you so much for joining us.

**Julie:** Absolutely. And thank you for shining a light. My favorite leader says with light, comes heat.

**Andrew Ross Sorkin:** You bet. You bet. Julie Sweet, Accenture. Thank you so much.