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Gender equality is not a women’s issue: It never was--it’s a human issue and always was

Video Transcript:

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I grew up with many privileges in life. I was born the last child to two wonderful and loving parents who supported, nurtured, and loved me without limit. And I had two great older sisters as role models. I was born here in old Dublin in The Liberties—the famous historic water here in the center of the city.

When I graduated, I looked around at all the wonderful women and men graduating alongside me—equally ambitious and equally concerned with driving change—and I really thought gender equality was a given. I thought that this generation, my generation, would live and love in a society where historical assumptions based on gender were simply no longer an issue and had been changed forever. Honestly, in my own life, that really has been my experience. I fell in love, we married, we have a daughter who we love very much and she’ll soon start university herself. But when I look around today, I see many of the older and just tiresome assumptions about women and men in our society haven’t really changed that much.

Women are not represented well in many aspects of public life: in politics, in boardrooms, in theater and the arts, in media of all kinds including news and current affairs, and also, very significantly, in science and technology, which is just a chronic problem.

Likewise, assumptions about men’s roles are often outdated. Gender inequality has resulted in wasted talent and missed opportunities. Gender equality is not a women’s issue, never was. It’s a human issue, and it always was. Of course, the story’s not all dark. I’m very proud to work for Accenture, a company that treasures human values and that appreciates gender equality.

Change is essential so the next generation can thrive and do what they want at every level based on ability and irrespective of gender. This is a generation where parenting and caring for others is highly valued, irrespective of gender. Too often, discussions about gender equality have focused on what women need to do differently, but driving real change is going to take all of us. We all need to engage. It's going to take the best thinking of our men and women to share stories, to understand, and to act.