

A large, stylized green chevron graphic pointing to the right, with the text "High performance. Delivered." centered within it.

High performance. Delivered.

Having the courage to fight for inclusiveness

Video Transcript:

Nellie Borrero, Managing Director

Hello, I'm Nellie Borrero, Global Inclusion and Diversity Managing Director at Accenture.

I like to say that inclusion is a choice that we make every single day. Every day, we decide how inclusive or non-inclusive we want to be. Diversity is not a choice. Diversity is a fact. We are who we are, and we're not who we're not. My role is to make sure that we represent our gender, our ethnicity, our sexual orientation, our non-visible or visible disabilities, or anything else you can think of that represents who you are from a diversity perspective.

It's pretty obvious for those that are listening that I have an accent. I was born and raised in New York City. I come from a Puerto Rican background, what we like to call in New York, the "Nuyoricans."

It is an accent that, for the most part, is not perceived as an accent that comes with a whole lot of level of intelligence. So, when this happens, whether it is my accent or another accent that may be perceived that way, it really positions the individual to self-edit constantly. It takes a lot more energy when you want to contribute in a room, in a meeting, in a conference call. You are aware that what people are hearing first and foremost is that accent.

I hear a lot of people saying, "I tolerate diversity." I have a very negative reaction to that word. People don't want to feel tolerated. It doesn't feel good. People want to feel embraced and they want to be celebrated. So I tell people, "No matter how you sound, be heard."

In my role, I have been able to focus on women's programs, training and development and on attracting the talent. It has been truly amazing to see how we've come so far in this space. However, we still have work to do.

"Courage" is my favorite word. I have found that throughout my career, throughout my journey, whether professional or personal, I have had to really pull upon courage to really get to the point that I have reached today. There are times that I advocate for differences and changes that are not the popular thing, and I have to be courageous to be able to get everyone to understand why this is so critically important to our people around the world.

Diversity is very much part of the success of any organization. It is about people feeling equality. It is something I push myself on every single day. I remind myself that courage is my favorite word.