

# FACEBOOK LIVE WITH ACCENTURE'S SIN BARRERAS PROGRAM IN ARGENTINA

## Video Transcript

**Flavio Squillacioti:** Hello. Hello good morning, at least in the American continent, to the second Facebook Live session. This is part of a series of sessions on Facebook related to our celebration of the International Day of People with Disabilities. First of all, let me introduce myself and my name is Fabio Squillacioti. I'm leading the Technology Centers in Argentina, and also be the proud sponsor of the Sin Barreras program, "No Barriers" program. With me, Ayelen, which later will share her experience with the program. I have a challenge to summarize in five minutes what the program is about.

Let me tell you first the program was started in 2006, so almost 11 years, actually, next week we will celebrate this point. And I was involved from the very beginning, and I've been the sponsor over the last three years. Talking about the central idea that was the program always the central idea was not negotiable, that any open position could be covered by any people—could be without, or with a disability. That's a very important idea that we follow along here, and that means that we concentrate, we focus on the abilities, rather than on the things that people don't have.

If I had to summarize for me what are the five key factors, I will say the first one is the sponsorship, of the whole leadership across all DTEs in the country, where we have monthly meetings. We go there and internal sectors—and you name it, it could be HR, Recruiting, Marketplace, Workplace, etc.—where we review all the aspects of the program, and you can imagine we are doing it in a very Accenture way, with metrics, and so on. The second pillar is of great importance, of course, the accessibility. All of our buildings are 100 percent accessible to all our people. We support both, from the physical aspect and also providing special software for our hearing and visually impaired people. The third pillar, as I mentioned, equal opportunities for our people. The fourth one is writing to agencies. We created a nice network of nonprofit organizations with companies (that) are pursuing the diversity with the government, universities and so on, in order to help us in the recruiting and training processes. And finally, we have a continuous process of a communication and awareness of what the program is about and this is very important where we share with our people, especially in the last years



where we have been growing a lot, and new employees are joining the company. It's important to keep up the message of the program.

But also we wanted to impact on the environment, on our marketplace. That's why we launched some years ago an initiative to help our vendors to increase their footprint in this area, and that's why we have them. They are providing this apparatuses to us, and we help them to recruit people with disabilities in their companies.

And the second initiative is related to what we launched a year ago, what we call "Sin Barreras in a Box"—No Barriers in a Box—where it's kind of a pro bono management consulting asset, where we have, through the companies in general and through our clients, to help implement this kind of program within their companies. We do this sharing our experiences and our knowledge. Of course we offer at no charge, for free to the companies that are interested.

Talking about figures: At this moment, we have 83 people within the program, which is a very big number for us, and of course we feel very proud. Along these 11 years, over 170 people have gone through the program. And talking about employees, I will hand it over to Ayelen, who will share her experiences with the program.

**Ayelen Vegagil Esposito:** Well, thank you. Tomorrow it will be four years since I started at Accenture. I remember my first day; I was so nervous. But my first project was very welcoming and I loved working with them. I found out about Sin Barreras by searching Google. I was finishing my degree, and it was quite difficult to find a job, and even

still with my hearing disability. This is something that I'd not normally put in my CV, mostly because of the prejudices that sometimes are for people with disabilities, professionally. I had a very bad experience personally. And because sometimes with my disability I'm seen as not marketable, and people tend to forget that I am hard of hearing, and I have to watch the calls or move into a noisy ambiance. It is a very stressful situation for me, and I got so nervous for my job prospects. That was the reason I was searching Google jobs for people with disabilities, and the first one that popped up was about you: an amazing company with a wonderful program for people with disabilities. I remember I read some testimony on the web page from workers in the program. I love I said to my mom and my Sister, "I want to work there!" And I filled my application, and I waited, obviously, and unexpectedly you called, and a month later I was starting my first project.

I tend to use a metaphor to define Sin Barreras. Sin Barreras are the crutches in a professional environment for every employee with a disability. They have been my hearing aids. Thanks to the program, I have the opportunity to work professionally, and also I have the opportunity to meet a lot of people, people like me with hearing disabilities, because mostly all my life I grew up on the hearing world so my first contact with other people with hearing disabilities was here. I made wonderful friendships here, because every six months we have meetings with the Sin Barreras people, and we are divided according to our disabilities. We have to answer the question, "How are you doing in our program projects?" We share our successes and our struggles, and it's an amazing feedback that we receive.



Then I have a lot of opportunities, obviously. The challenges that I have every day at work are obviously with my hearing disability, on certain calls, through the Skype bot. Sometimes it assists me and sometimes not, but I know that I have the support of Sin Barreras to get by these problems. Also when working with difficult clients or even prejudiced team members, because (laughs) there are a lot of those things still.

The name in Spanish for Sin Barreras says you work to break those barriers for us. So I'm very grateful that along all this years I have been recognized for my work, without distinction, and I am very thankful for being part of Sin Barreras.

**Flavio:** Thank you very much, Atye. Very nice, and she touched a lot of the mantra that we have, that I mentioned in the beginning: so there is no differences between people with or without disabilities. We treat them the same way, providing opportunities, and growth and provisional growth. Closing up, also I want to say that we have been receiving a lot of awards and nominations from 2010 until now, (the list is) too long to mention here. We, of course, we feel proud. Closing up, I would like to go to work at the comments. The first one: the next week, we will launch for the first time in LatAm the Week of Diversity, which is linked of course with Truly Human and the new Leadership DNA. On Monday, we will cover the people with disabilities topic. On Tuesday, the cultural topic. On Wednesday, the gender mix that we have as a company. And finally on Thursday, the LGBT topic. Let me comment also that we have the next Facebook Live session, so stay tuned for (I went to write because otherwise I would

forget it), on December 5, with Sanjay Podder and the Tech For Good team talking about artificial intelligence, and finally on December 8, with Jenny Lay-Flurrie at Microsoft talking about how accessibility benefits us all. So thanks again for watching us, have a good day, and take care.