



RESHAPING THE DIVERSITY AGENDA

VIDEO TRANSCRIPT

Emma McGuigan

Group Chief Technology Officer,
Communications, Media & Technology, Accenture
The World Economic Forum still believes we'll have to wait another 174 years for the gender pay gap to close. It's pretty poor, right? I think we need to think about how we can accelerate. I think we need to **think about all that tech – that fourth industrial revolution that we're going through. We need to think** about how we can tap into that to use it as an accelerator to just drive a better experience. Pull those diverse teams together and leverage tech, not for all the negative, all the scarcity when we talk about how few women but let's really explore how we can use all that technology to accelerate the pace of change.

Berit Svedsen

CEO
Telnor Norway
Not recruiting from both genders to get in the best talent, puts us in a risk as a whole industry for not being innovative enough.

Julie Woods-Moods

President
TATA Communications
Don't just think about female friendly policies, think about family and life friendly policies that everyone can benefit from

Lisa Wang

Founder and CEO
SheWorx
A big problem that I see right now is that most people are tackling it from the perspective of the symptom and not the underlying cause.

Rocio Tome

Women's Association for the Digital Agenda
Showing them more references, successful reference, it's essential.

Gary Heffernan

Senior Managing Director
Communications, Media and Technology,
Accenture
If we don't have girls and women involved front and center in tech, and designing the future of all this wonderful artificial intelligence and digital technology, we may end up back to the future. We may end up creating the biases in the new world that we had in the old world, so let's not do that.

Laura Abasolo

Chief Technology Officer
Telefonica
This is not business as usual. You have to do different things. Business as usual will take us where we are today and today we are not at a good starting point. And, there are no excuses. We also have to make sure we create an environment where diversity is something really good. It's not that we are obliged to have a diverse group. If in a team, everyone thinks the same, what do we need the team for? Let's just have one person running the show.

Kathy Grillo

Senior Vice President
Verizon
Mentoring and relationships is how people get promoted in companies.

Robyn Denholm

CEO
Telstra
You cannot solve a problem in an innovative way by thinking about the problem in the same way. It's how innovation actually happens, by changing the rules of something that we always thought was the same way. And so I really do believe that diversity is a business problem not just a social problem.