



PRIDE 2018:

BEING TRANSGENDER AT ACCENTURE

VIDEO TRANSCRIPT

Colleagues Timothy and Brenda take to Instagram Live to share what it is like being trans at Accenture.

What does inclusion mean to you?

Brenda: Inclusion is one of those words that is still about including other people to the table and what we need to eventually get to is to a point where we have nobody is claiming ownership of that table and we all own it and so that's, that's a step beyond inclusion and that's where we are headed.

Timothy: I think that Accenture is making the right strides and is doing the good work that is necessary to be a leader in its industry, Professional Services, but also a leader in diversity and inclusion for its people. As you mentioned, as you mentioned, there have been considerable challenges that I faced at the intersection of (inaudible) and identifies and experiences; being black, being trans and I am binary and queer. I think, looking at the numbers, Accenture still has great work to do with all those respective groups. They have committed themselves to being a 50/50 gen equity workplace by 2020, am I correct? And with that work, I think there is also some, some opportunity to reflect and look back to see how it could include people like me to identity within the binary of men and women who are trans and who are trans fem and creating an inclusive environment for all persons.

How do we support our trans and non-binary colleagues on client sites?

Brenda: Trans and non-binary employees are protected outside the office as in, when we go to client offices, if we are in a client facing role, we carry Accenture with us and Accenture is behind us.

You know, if there are any issues with the client, basically, the people who are in the hierarchy of the project will deal with that, with the client, but they will deal with that because they have your back, not because they are trying to hide you.

What support systems are you a part of at Accenture?

Timothy: I am a member, I'm on the executive board for the New York LGBT ERG, Employee Resource Group. There are also a number of like, there are several other groups nationally and also locally in different offices. We are speaking particularly about the US region. So, if you are watching internationally in a different country, you'll have to check with the local governments and also local resources there. But particular for the US region, there are a number of employee resource groups.

Brenda: Yeah, and within our LGBT Employee Resource Group, we have a specific gender authenticity team that is focused to issues of gender identity and gender authenticity in the workplace and so it includes both trans and non-binary, butch, all of the above and so we really want to make sure that as we, even as we are client facing and all that, we are still very solid as far as getting the best people and that includes the best gender diversity.