

TRANSCRIPT

Voices of Change

I define myself by my character traits and not by my sexuality. And I think that applies to all other people as well.

My name is Fabian Manz, but you can also call me Jamie. I am 19 years old, and I come from Winterthur. That's a small town outside of Zurich.

Acceptance is a very important topic for me. No matter what gender someone is, no matter what sexual orientation someone has, no matter where you come from ... I think that's something that must be there from the beginning – that people treat each other with respect.

I started at Accenture in August 2018. I'm doing an apprenticeship as a Media technician, with a combined BMS (Vocational School) or baccalaureate. I have also started working in Marketing which allows me, to be much more involved in the whole Inclusion & Diversity Topic. I've been more passionate about this than ever since I've seen the impact my job has in society or in a company.

I find the whole culture at Accenture extremely pleasant and have never really seen it like this in a large company. Also, in regard to the whole PRIDE community, I really appreciate that acceptance and inclusion is highly valued.

The PRIDE Community at Accenture is a network of employees who support LGBT*IQ rights within the company as well as in society. I am part of the PRIDE network at Accenture because I am part of the LGBT*IQ community too.

One of the things that's also very important to us at the Accenture PRIDE Network is awareness: that we can inform people that you don't have to be LGBT*IQ to be part of this. You can also be an Ally by

saying, "Hey, I'm standing up for you."

Personally, I have never heard anything negative in my working life. But I still have the feeling that when I come out to a person, everyone is so surprised and says, "Oh, really, I would never have thought that of you."

That's why I think that in the future it doesn't have to be an issue at all. That it is tolerated to such an extent that you don't even have to use the word gay, lesbian or bisexual anymore. That it is given and tolerated from the beginning on.

Personally, I would like to see an open handling not only on the topic of sexuality, but also on the topic of gender expression. Following the motto: Bring your authentic self to work.

In my free time, I get my balance from work mainly through sporting activities and also through cooking. What fascinates me is the fact that many different ingredients add up to something big and that you can create something unique.

If I now relate this to my work - on the one hand, when I build a layout, for example, I see that many different components are necessary. But of course also in teamwork, that different people are necessary to create a functioning and diverse team that works well together