



# PRIDE AT ACCENTURE

## VIDEO TRANSCRIPT

Speaker 1: Agile Amped shares stories of bringing agility and humanity into the workplace and beyond. Inspiring and provocative voices, speak on topics from technology to business, to living change. Dedicated to building a more agile world. Agile Amped is brought to you by Accenture.

Alalia Lundy: Welcome to this special [00:00:30] episode of Agile Amped. In the spirit of supporting Pride in June, today's topic is Pride at Accenture and our guests are the hosts and producers of Agile Amped; William, Ryan, and myself, Alalia. Let's share a little about ourselves. William, how about you start us off.

William Rowden: Hi. I'm William Rowden. During the workday, I'm the consultant transformation leader for Enterprise Agile Transformations. And I'm also a member of the Accenture | SolutionsIQ, extended leadership team. I'm the executive sponsor for [00:01:00] the Pacific Northwest Interfaith Employee Resource Group. And I'm a member of the LGBT community, and my pronouns are he/him/his.

Ryan Keawekane: Hi, everyone. My name is Ryan Keawekane. I am the producer of Agile Amped, and I've been working in agile marketing at Accenture for seven years altogether. I am a member of the LGBTQ community, and my pronouns are he/him/his.

Alalia Lundy: And so, I'm Alalia. And as one of your Agile Amped hosts [00:01:30] here at Accenture | SolutionsIQ, I am also a business agility enablement manager where I coach and train clients on their business agility transformations. I have been dedicated to

coaching organizations for eight years and an agile practitioner for more than twelve. I'm a gadget geek, and I am also a member of the LGBTQ community. My pronouns are she/her/hers. So, let's actually get into it. Gentlemen, let's see. I'm going to ask the first question [00:02:00] and it is, what is one thing, a piece of advice or story, you could share about being LGBTQ in the business environment?

William Rowden: Well, I'll go ahead and start. There's been an interesting evolution over my career, some of it societal and some of it me. And I was sort of a parallel between the two, I think. When I started my career, it seemed like sexual orientation was an inappropriate topic at work. And [00:02:30] if you were to talk about a relationship outside of the norm, that would be seen as somehow advocating or agitating or bringing something outside work into work. And so, I treated it for the first part of my career as something that was just not work-related conversation. And then as we got better legal recognition, same-sex, domestic, and [00:03:00] eventually, spouse coverage, it became a topic that was relevant to work or I can say, appropriate at work, I would say, but didn't seem relevant to the actual doing of the job.

So, it was something that you might discuss when you were picking benefits once a year or when you're... Something like that, but it wasn't somehow relevant to the work itself. So, it was maybe water cooler conversation and even then some folk would be like, "Well, what's with you and the gay [00:03:30]

stuff?" And I'm like, "Well, it's an ordinary part of my life." So, think about when you refer to your



family and how often that is, right? So, it became sort of work appropriate, but perhaps not relevant.

More recently in my career, I realized that I've made a change in that as well. I've come to understand that there is wisdom in every subculture, every different way of life. There's wisdom as well [00:04:00] as foolishness, but there's wisdom that can be shared, but it's sometimes missed in the dominant culture. And that in any given group that I'm in, I'm likely to be the only one who can speak from the LGBTQ perspective. And so, if there's some wisdom from the LGBTQ perspective that can be brought to the dominant conversation, it's actually incumbent upon me to do so. And so, it's become for me a relevant topic because now I [00:04:30] realized that teams are more innovative. They're better performing when they sort of meld diverse viewpoints, when they have... And when you're able to bring your whole self to work. And so, now I do find that there are occasions throughout my work where it becomes relevant to tell the story from my life that at the beginning of my career would have been completely inappropriate. So, that's my advice, I guess, I would say is that now [00:05:00] the strong and innovative teams benefit from diverse viewpoints.

Ryan Keawekane: Yeah. I'm going to pick up right where you left off and it may not at first seem related, but I would say that as a person who's an extrovert and I'm a big guy, I'm six feet, and I always have a smile on my face. And so, one of the things that I would say is a story/piece of advice for people in the LGBTQ [00:05:30] community is, if you're like me and you can't pass, the whole topic of passing is something we talk about, you have to kind of embrace it. And I feel like one of the ways that you can embrace it is kind of this balance of standing out for... Being known for not just being in the community, but also doing good work. And then also kind of being a little bit more, let's say, [00:06:00] private about your life, right? So, there's this balance of like, "When do I want to stand out? When do I want to be a little bit more private? Less

scrutinized." And I think that that's always been important for me, especially in a business context, but also in life too because whenever I walk into a room, I'm always looking for allies. I'm always looking for people who are like, "Who's safe? Who in this environment is safe?"

And when I'm with those people, I can [00:06:30] bring more of myself in. And then I create kind of this little group of people who are safe, and that group is thinking, and they're kind of getting out of their bubble. And there's a little bit of kind of a social innovation going on. And so, rather than being in front of a huge crowd and getting everybody turned on by whatever idea I have like maybe being at a conference or anything, I'm more of the type to turn small groups into allies [00:07:00] and get them energized and then bring the whole group together.

And so, I think that there's this element, William, of innovation there of... There are certain things that you can talk about in private groups where you can kind

of interact with and be real with people, and then they can be a little bit more vulnerable than they would be in a big group. But once people have been vulnerable in their smaller groups, there's more likelihood that they'll be vulnerable together in the big group, and so then this big group can also be a little bit more innovative.

Alalia Lundy: [00:07:30] Right, right.

Ryan Keawekane: And I actually thrive in that environment. Fun fact, I'm also a crazy dancer. And so, to me, this is a little bit like dancing. So, the person who's on the floor having fun at first could look crazy, but they could also look like they're having fun. And if that crazy person brings a couple of people on the floor and then a couple other people bring other people on the floor, now you have a dance party, right? And to me, innovation is getting over that silly feeling of like, "I'm going to get the answer wrong. I'm going to look dumb. I'm going to say something dumb." [00:08:00] And just laying it all out. And I think that being gay has definitely been



beneficial in that way for me.

Alalia Lundy: You mentioned a couple of things, Ryan, that really resonate for me and it's the embracing who I am, and recognizing that there are allies. And so, my piece of advice would be to embrace who you are and be part of the conversation when people are talking about their families, right? So, it takes a lot of energy to always be on guard. It's exhausting, [00:08:30] right? I've been experiencing it for two decades now, right? There are more allies amongst you than you realize. And one of the things that I recognized that I was doing was, I'd be listening to these conversations about folks talking about their families and I was interested, but I also wanted to share my own funny stories about family or just share a family. And I was guarding against that. And at some point, I realized that it's [00:09:00] not so much that folks were going to be scrutinizing or paying so much close attention to what I had to share with my family because if anything, folks like to share. I was part of that "wanting to share". They want to share their family stories and we'd listen, and I want to share my stories and they'd listen, and then they want to share their next set of stories.

So, for me, it's letting go of that "on guard." It just creates a lot of tension in your shoulders. There are more allies [00:09:30] amongst you than you realize. And it feels good to just not have to think about it and just be yourself.

Ryan Keawekane: I love it.

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Ryan Keawekane: [00:10:00] Here we are talking about being in the LGBTQ community. And what we're acknowledging is this kind of friction between the good parts and the bad parts. And so, I kind of want to talk about the roses and thorns of being in the LGBTQ community. And so, Alalia, I wonder if you would start us out by talking

about some of the roses, a positive [00:10:30] or

advantage of being in this community.

Alalia Lundy: And I think, for me, an advantage... There is a saying... There is... Actually, I can't even think of the saying now. Something like there is good in some adversity, right? So, for me, and all of this initial hiding who I was, I was always very observant. Keen on reading the room, watching people. [00:11:00] I'm an agile coach. I coach and mentor and train others. And part of my role is reading the room. And so, now that I've really embraced who I am and how to just be myself with others, again, more allies amongst us than we realize, I recognize that me learning that trait without realizing it, the reading the room, has really benefited me in my role as a coach. Paying attention to people, reading nonverbal cues, just seeing what others [00:11:30] are saying without actually saying it. And so, for me, it's a rose. The good in that adversity has really helped me.

Ryan Keawekane: Love it. How about you, William?

William Rowden: Well, I like what Alalia is saying about reading the room. And the word I would use for that is subtext. That there's communication going on all the time, but there's also a non-verbal communication going on all the time, and there's also construal and how people are interpreting your [00:12:00] context or what you're saying. And that actually is... I do see as something... Awareness of subtext is something I see as an advantage of being LGBTQ. And it's actually an advantage that, for me, fight against other inclinations that I have. So, I have an engineering background, which I then turned into a programming background and in an engineering world, it's straight lines and calculations. And in programming, if [00:12:30] you give the computer an instruction and it compiles or it doesn't, it runs or it doesn't, and then as you learn agile software development, you learn to write tests first, then it passes the test or it doesn't.

So, there's this very literal approach to programming that if you focus in on it, can make



it so that you completely miss the subtext. And so, I think my programming side wars with [00:13:00] my LGBTQ side because sometimes... And I alternate from completely missing what's going on to realizing that there's value for me to pay attention to what's going on. Who's flirting with whom? And who's avoiding whom? And are they really flirting or is this a cultural difference? There's all sorts of things that I pay more attention to in terms of subtext, [00:13:30] and also just the whole way that we construct our reality.

I mentioned earlier about wisdom and foolishness in each community. And one of the things that I would say is a piece of wisdom that comes out of the LGBTQ community is this idea that family can be partly of choice, that you don't necessarily have to accept the way family has been constructed to you by birth, for you by birth, and the rules that you've been taught. [00:14:00] And that you might construct a family by choice. And you might, in those relationships, construct a different arrangement than your parents had, or your grandparents had, or whatever because those are socially constructed and we can agree on a

different arrangement to them. And so, that awareness of the negotiable aspect of our social reality, I think is another thing that I find more awareness of in the LGBTQ community than [00:14:30] in the dominant culture.

Ryan Keawekane: Yeah. Yeah. You basically stole the words right out of my mouth. The thing that I think about as a rose being in this LGBTQ community is having the freedom and - in some ways depending on where you are in your journey, right? And if you're struggling with coming out or coming to terms with who you are in terms of your gender expression or your orientation, you [00:15:00] don't have the liberty yet, but at some point when you come to terms with what your gender is, what your sexual expression is, and who you are as a person, not just in terms of who you marry, who you're in love with, that sort of thing, I mean, but in terms of what job you want to have, and how you want

to raise your kids, and what kind of food do you want to put in your body? There's so much in life that you have to figure out, and society has all of these rules that [00:15:30] the dominant culture is really, really keen, really tuned into, and there are so many people that you talk to them about like your average gay experience of having to live a pretty marginalized experience, having all of that struggle very early in your life. And as a result, having to turn into this kind of stronger, thicker-skin person.

And there are many people in the broader community that never have that fight. Everything is so easy in the sense [00:16:00] that they don't have to make space for themselves or people like them in the community or in the world. And so, there's this... One of the roses is that we can, just by virtue of living on the margins, we can define how we want to live. We can define what we want to eat, where we go on vacation, what we do with our free time. It's overwhelming, but it also means that people don't hold us to the same kind of self-limiting expressions [00:16:30] of life. And when you can define life as you see fit, I think that that frees you from a lot of the stories, the negative self-sealing stories that society would have us believe about ourselves, right? Gay, straight or otherwise.

And I think there's a lot of power there as long as you can access it. Not everybody can, but my impression is that the LGBTQ community has a huge group of people who have gone [00:17:00] through that narrative rewriting. They've gone through it. And so, they actually are pretty keen and capable of helping other people rewrite their stories as well.

[00:17:30] Yeah. So, all good and fun, right? All dandy. Here's the roses. It's all roses. There are no thorns, but that's definitely not the case. And so, you can't have a rose without [00:18:00] the thorns. So, what is a disadvantage? What is a negative that you see about being LGBTQ? Alalia, let's start with you.

Alalia Lundy: For me in my journey, I will say I am blessed to not have experienced a whole lot



of external negative meaning. I have not been confronted. For those that may have had other views from me, they weren't in my face about it. I know we

[00:18:30] were going to be talking about intersectionalities coming up. So, there are a lot of different viewpoints from who I am and I'll talk about that. For me, it's all internal. It's guarding myself unnecessarily, or maybe necessarily because of how I've read the room. It's exhausting, it's stressful. It's a needed stress. Not participating in the conversation fully. Speaking in generalities when it comes to [00:19:00] family members or activities or events and things like that.

Ryan Keawekane: Playing the pronoun game, right?

Alalia Lundy: Exactly. Playing the pronoun game. They said this or something like that. That's been a negative for me. One, society... I'll just say it. Making me feel like I had to keep who I was to myself. Myself not recognizing that there was more strength [00:19:30] in me being myself, not recognizing that there were more allies around me than I realized. And it was just exhausting. That was a negative. That's been a negative for me, but I'm really embracing it within... I'm going to say within the last decade. I've been with my wife for 10 years. We've been married for the past two years.

Ryan Keawekane: Nice.

Alalia Lundy: And so, just embracing all of that has really helped me to be me.

Ryan Keawekane: I love it.

William Rowden: [00:20:00] Yeah. I guess for me, the thorn has changed a bit over the years. As I was talking about the topic of gender minority, going from inappropriate to irrelevant to relevant, at least, in my experience at work. And so, it's changed. But recently I had a client a couple of years ago where my team told me I was hard to get to know. I was like, "Yeah. Okay.

Well, do you understand that there are leaders of [00:20:30] this client that don't approve of my lifestyle? And so, it would actually be challenging to be too open with them and maintain my situation with the client." And it was never directly expressed because folk know better than to confront you with a protected class, but nevertheless, you can see the impact, right? And you two talk about being able to read the room. I was confident that there were some leaders that I should not have said anything around.

And so, then my challenge has become [00:21:00] the act of coming out can be a surprise, right? Not always of one's choosing. So, as an example of that. I went on vacation and I was out for a week, and then I came back and on my first day back, I was heading to the elevator at the same time as a senior vice president of my client. So, you deal with the normal chit-chat, "Hey, I haven't seen you in a while. Where have you been? You've been on vacation? Oh. Where'd you go?" "I went to Hawaii." "Oh, did you take your family?"

[00:21:30] And so, I thought to myself, "Well, I guess right now is when I'm coming out to the senior vice president." Because I'm not going to not answer. That would be an awkward silence. I'm not going to lie because this is me, but on the other hand, it wasn't the moment I would have picked to start talking about my family. And so, on the elevator ride down, the uncomfortable elevator ride down down, I told him, "I went with my husband." And, actually, a similar thing happened in front of a class. So, I was giving a coaching demonstration and my colleague who is completely comfortable [00:22:00] with me and my family was asking me questions about my travels and asked the same question in front of a class of 30. And I thought, "Oh, I guess I'm coming out in front of the class." So, for me, it's a bit of a thorn to not have control over when we have that discussion. Because coming out doesn't end once and for all, at least for me, because there's always [00:22:30] new situations in which the audience is of uncertain friendliness where the conversation needs to happen again.

Ryan Keawekane: I want to pick up right where you left off. You were talking about being outed essentially, and there are good ways of doing it and bad ways of doing it, and sometimes you are in a comfortable, safe environment, right? You don't know where the psychological safety is going to come in, but that [00:23:00] kind of gets to the point that I would make. The kind of thorn that I would make. And it plays off of what I said earlier. So, not living in the center, right? Not being part of the dominant culture means you're living on the margins. And society is constructed for the mass majority of people. It's not constructed for the margins. And if you live in the margins, then your freedoms can change at the drop of a hat, whoever happens to [00:23:30] be the president can have a huge effect on that. You might get new rights, you might lose rights, and it goes right back to what you were saying Alalia. It's exhausting. It's not just, "Will I be outed today or will I have health coverage or will my employer be able to fire me just because of things that are beyond my control?"

And we have made a lot of progress, but notice [00:24:00] that this tension still exists, right? William, you have to worry about whether being outed is going to make the day a lot more interesting than you want it to be. And the counter-point I would make is that you have the "luxury" of being passing, which is, you have to out yourself whereas somebody me and maybe Alalia, there's no question. I mean, I have some funny stories about living in China when people in China [00:24:30] were trying to set me up with girls, but after I told them that I was gay, then they basically said, "Well, why are you telling me? We know you're gay." And I said, "Well, stop setting me up with girls then." Right?

Here, I don't have that. That doesn't happen to me here because it's pretty obvious that I cannot pass. And I don't know that I would want to pass, again, because the roses and the thorns, they go together. You don't get one without the other. And it's kind of the way that society [00:25:00] is structured that yields that kind of tension. And tension is not always the worst thing on Earth. I mean, it can yield personality, right? We

definitely have our characteristics. We

are who we are because of our struggles and nobody wants to have all the struggles, but [not] having those struggles doesn't lend very much to character.

Speaker 1: [00:25:30] Stay connected with us at [agileamped.com](http://agileamped.com).

William Rowden: Certainly, the struggles everyone has gone through contributes to their character and [00:26:00] who they are. It's interesting that you talk about the margins of society and having a difference that... differences that are obvious or more obvious or less obvious. So, we're talking here about being a gender minority or having a different orientation from the norm, but I imagine that there's an interaction between multiple ways in which [00:26:30] you're perceived as not being the same as the majority. And so, that's the word that Alalia used earlier about intersectionality. And so, my question for you all is, how do your intersectionalities come to play in the workspace?

Alalia Lundy: I have many. Being a gay, black female, there are several for me. And one that is really prevalent in the African-American community is called code [00:27:00] switching. The way I communicate with you at work versus the way I communicate at home. And, for me, the way I communicate about my family, whether I'm inclusive or if I'm just kind of staying on the outside of the conversation. Making that decision of, "Am I just giving folks what they are expecting to get or am I just truly being me?" Now, to be very honest. The energy and excitement you get from me is me all day, every day. However, the comfort level [00:27:30] at which you get that excitement at work and at home may sound slightly different. I'm from Florida, which folks don't say is country, but I get around family and I sound real country.

Ryan Keawekane: [inaudible 00:27:44] country.

Alalia Lundy: And so, it's the code switching. The



other intersectionality for me. And I don't know that this is an intersectionality, but I think it is as it plays into me being a black female. It's this new term we've heard. [00:28:00] It's not really a new term, but it's a term called RBF or resting bitch face, right?

Ryan Keawekane: Okay, yeah.

Alalia Lundy: A new term, but it's gotten a lot of steam here within the last decade on social media and media. For me, they coined it when Kristen Stewart was in the... What was those? Twilight movies, right? They were always saying, "She's giving RBF," right. Resting bitch face. As a black female, I can just really be listening and just [00:28:30] having an extremely placid look on my face. And I have always, since elementary school, have been asked the question, "Are you okay?" "Yeah, I'm fine. I'm listening." "Oh, you look like you're angry." "I'm not."

So, let me tell you what I've done over the years. I've created a face just for you at work. And so, I recognize it and sometimes I don't, but I do know it's there.

And so, when I'm listening, I have to deliberately give you a small smile so that you [00:29:00] don't get distracted by my RBF, right?

Ryan Keawekane: Yeah.

Alalia Lundy: When I first realized that it was just my relaxed face that folks were always like, "Is she angry?" I would smile all the time. And I had a family member say, "Are you okay?" And so, I went too far to the other extreme there, but I always have a slight smile. One, to let you know I'm listening. Two, so that you're not distracted. And it's unfortunate, but I've... That [00:29:30] intersectionality. Again, I'm trying to mitigate the whole angry black female look, but at the same time, I'm just trying to be me.

Ryan Keawekane: Yeah. That's all you can be, right?

Alalia Lundy: Mm-hmm (affirmative).

William Rowden: That makes sense to me as an element of intersectionality because our society seems to expect women to be more cheerful than men. I get less of that pressure.

Alalia Lundy: Yeah.

Ryan Keawekane: Yeah. Well, actually, I have very similar pressures. Like I said, [00:30:00] our listeners can't see, but I'm a tall, big, Hawaiian guy, and gay, and effeminate. And so, I too have this... I have this strange balancing act for certain people like small women. I have to be very, very friendly and very, very open and very non-threatening. But for certain other kinds of people like men who might be [00:30:30] not okay with the gay thing, I have to be capable and quiet and just the right mix. And so, it's this balancing act of like, "Who am I going to be?" And so, that's terrible. And we've had resting bitch face in our family for a long time because I think all of the women in my family and also the gays also suffer from the same kind of... I must be in the gene pool. Must have something to do with estrogen or femininity [00:31:00] or something, but I also recognize that I do funny things with my face just so that people don't think that I'm mad because I could look like I'm mad when I'm thinking or listening or not paying attention, right?

I want to call back what you said about code switching, actually, because my background is actually in linguistics. I have a degree in linguistics from the University of Washington and I love languages. And so, one of the things that I would say is that the intersection [00:31:30] of your native language coming into play with maybe your second native language, that's definitely something that in America, we don't really give a lot of credence to. So, I have the intersectionalities of being Hawaiian and gay, and then also not having English as my only first language, right? So, it's kind of like your situation where you speak a completely different language to your family at home to the point

where you get the thing of like, "Oh, can I hear what it sounds like? Can you speak Pidgin for



me?" But it's not like French or Spanish where you can [00:32:00] just turn it on and turn it off. And I do have certain terms or phrases that I can use for people to get a feeling for like, "I'm not pulling your leg. I do speak a different language." But the funny effect that that has is that I do have a detectable accent. A little bit of an accent and people are like, "Oh, you're from some part of the country, right?"

And it kind of subliminally affects people's opinion of you. [00:32:30] And I remember early on people being like, "Oh, I can hear your accent coming through a little bit." And the impression I get of... It's kind of like they're all the same thing, whether you're brown or black or you're gay, not straight, or if you're not a native speaker. There's this kind of implication that you're somehow lesser. You're somehow not as good, not as qualified, not as smart. And the whole Sapir Whorf linguistic relativity thing [00:33:00] or linguistic determinism has completely been dismissed, right? It's not a thing. Your language does not determine how you see the world. However, your language does and culture do influence how you see the world. Not what you see in the world, but how you interpret it, right?

For example, my experience of having this Pidgin accent on top of the gay lisp, but it influences my desire to be recorded, for example. It influences how people [00:33:30] perceive me and I'm self-conscious about it, but at the same time, it gives me a different perspective, right? I'm thinking about it. I'm conscious of the differences between me and your average person. And so, I'm a little bit hyper-sensitized to it in some ways. So, that's a really strange intersectionality that I have paid attention to over the years. And it's also one of the reasons why I take the time to learn foreign languages. [00:34:00] And I try to connect with people at a cultural level too because in America there is this like, "We're all Americans." Well, some of us are more American than others, frankly, right?

And meeting people culturally or linguistically where they are and not forcing them to like,

"Hey, everybody. Come into [the] American English neutral space (that's not neutral)." I think that that's really important to the extent that people can do it. If people can speak another language [00:34:30] and hey, why not speak it with that group? And don't have them take on the burden of having to speak English if they have a bad accent, for example.

Alalia Lundy: Yeah.

William Rowden: Yeah. It's interesting you two have a very different experience than I do. Once I figured out that I was different, which is an interesting thing for each person of a gender minority to go through, to come to that insight that there's... [00:35:00] To wake up to their own self and what that means, but once I figured out that I was different, I tried hard not to be. So, having spent most of my career as a straight white m

really have any challenges that arise from people's initial impressions of me or the communities I might belong to or how I initially sound or anything like that. [00:35:30] And so, it's more invisible. I was once asked that question as a get-to-know-you situation in a team. The question was, "What's different about you that can't be seen?" And so I answered, "I have a husband." But most participants... I mean, everybody answered that question. And most participants actually answered about the ways, about their own neuro-diversity and I mentioned this before.

The technology [00:36:00] industry, I think, attracts different kinds of minds at a perhaps higher rate than others. And so, I know a number of coaches and a number of coders that clearly see the world in an atypical way. And so, I guess if there is any intersectionality for me, it's a little bit of that overlap of... Like I was talking about earlier, the gay awareness of subtext [00:36:30] versus the programmer literalness to sort of oversimplifying the intersection that I experienced in my work.

Ryan Keawekane: So, you're basically saying



that you have an intersectionality too that a lot of people won't recognize. This different way of thinking, maybe it's neurotypicality. We're now in the space where people are talking about the autism spectrum and wherever you are [00:37:00] on it, it might affect your ability to communicate or how you communicate and how you interact with people. And now people can, in some ways, go seek help if they need it for identifying whether they're on the spectrum or not. And there's just more language around that. And so, you're saying that that's also another intersectionality that people are not seeing, right? There's this kind of silent, maybe-

William Rowden: Yeah. Yeah.

Ryan Keawekane: As yet undiscovered [00:37:30] way of thinking happening out there.

William Rowden: Yeah. And it's interesting that you talked about the autism spectrum. I think that Elon Musk has made sort of high functioning autism a visible element in technology. I think there's a fair amount of that, but I also think that it really is a spectrum or a continuum and it isn't like either you have an atypicality or you don't. I think there's a degree of it, right?

Ryan Keawekane: Yeah. Yes, exactly.

William Rowden: And so, I think of... And there's sort of [00:38:00] of maybe... If you put neurotypical right in the dead center, there's probably a circle around that that people recognize as typical. And then when you cross over a line and people say, "Well, he's a little odd." And you see that with Elon Musk or Mark Zuckerberg or any of those folk, right. Where you're like, "They're not typical." Something about that. But I think that in tech, there are lots of people that are

well within the circle of normal and wouldn't [00:38:30] need to seek any sort of treatment, but nevertheless are in the direction of something.

I know some coaches that are definitely in the direction of ADHD. Their attention wanders, and

maybe that makes them more observant and they're paying attention to more details in a coaching situation. I know some programmers that seem in the direction of OCD from what I understand of it. And maybe I'm... I certainly don't have a degree in that, [00:39:00] but I mean, they seem very particular, very focused on the details. So, I think there's just a range of what's typical. And in the technology industry, we encounter people in a broader range maybe than I've encountered elsewhere. And so, I notice about myself the ways in which I am able to think in a way compatible with computers when I need to.

Ryan Keawekane: Yeah. I guess the way I would say it is not to be atypical or typical, but to recognize that normal [00:39:30] is not the only way to be. And that even in the sphere of normal, there are people who have different perspectives, and that difference doesn't make them somehow worse or better. It's just in the acceptable range of view points.

Alalia Lundy: To me, in this day and age, we are redefining the traditional definitions of many things.

Speaker 1: [00:40:00] Agile Amped. Dedicated to building a more agile world.

Ryan Keawekane: [00:40:30] We are entering a new age. Hopefully, we're coming out of some darkness and into some light. And I think that there is a reason to be hopeful. At least, optimistic, guardedly optimistic. And so, William, I'll start with you. What are you amped [00:41:00] about?

William Rowden: I am amped about the reopening of travel. Much of our conversation here has been about the ways in which people are different that we can learn from. Whether that's gender minority or neurodiversity or intersectionality, and I find inspiration cross-culturally. And so, I've been wanting for a long time to get back outside of the US and encounter another [00:41:30] way of being in the world and see what I can learn from it. See what wisdom is



there. And so, I like your phrase, “guardedly optimistic” that some locations will be able to reopen for travel in the near future. So, that’s what I’m amped about. How about you, Alalia?

Alalia Lundy: You know what? The same. Traveling to see family. I have a family in Florida. I live in Georgia. We’re actually not that far, and I love road trips. And so, not that where we found ourselves in the pandemic was [00:42:00] keeping me from getting in the car, but being amongst so many people and where they’ve been and exposed. We’ve just kind of stayed close to home. And so, I’m really amped about seeing family again, having them come and visit and just socializing and traveling as well. So, I’m excited about that.

Ryan Keawekane: Awesome. Well, we’re three for three. I am also excited about travel. So, I’ll just throw that in there. I’ll also be more broad in that [00:42:30] this last year has been a little bit difficult. It’s been difficult for all of us, but I think that one of the things that I will say about my way of thinking and my perspective is I don’t like wanting what I can’t have. I don’t like thinking about what I can’t have and, under this dark cloud that was COVID, I wasn’t sure if thinking and wishing for the future was reasonable. And so, [00:43:00] I think that what I am really amped about is being able to dream about the future and actually hold the future as a possibility, and actually owning that, right, and moving into it. Developing myself and not being kind of stagnated in this infinite moment. The lost year of 2020 where nothing changed because we were too afraid of moving in any one direction, right? It might be the last thing [00:43:30] we do. And that’s a little bit dark, but that’s why I’m

amped about the future, actually. Those are things that I am excited to be looking into now.

Alalia Lundy: Yeah. William, Ryan, I have really enjoyed this opportunity to speak on Pride at Accenture with both of you today.

William Rowden: Yeah. Thanks for the opportunity.

Ryan Keawekane: This has been so much fun. Thanks guys.

Alalia Lundy: Yeah, it really has. And to our listeners, thank you for tuning in to this special episode of Agile Amped. [00:44:00] Be sure to tune in again.

Ryan Keawekane: Bye, everyone.

William Rowden: Bye.

Alalia Lundy: Thanks for listening to this episode of Agile Amped. If you learned something new, please tell a friend, coworker or client about this podcast. For more inspiring conversations, subscribe to Agile Amped [00:44:30] on your favorite podcast app. If you have an idea for a topic or feedback on an episode, email us at [agileamped@accenture.com](mailto:agileamped@accenture.com).