On-screen text: Equality =
Debbie Polishook: Opportunity
Dan London: Fairness
Marge Magner: Respect
On-screen text: Equality = Belonging
Ellyn Shook: Belonging. Everyone can advance and thrive.
Bhaskar Ghosh: You know, there’s equal opportunity for everybody, but it is much beyond the gender equality.
KC McClure: Equality means that you are using all of your players to their full capacity.
Amy Fuller: Comfort
Jean-Marc Ollagnier: Diversity
On-screen text: Equality = Diversity
Paul Daugherty: Equality gives you different perspectives.
Omar Abbosh: Actually, to innovate you need maximum diversity of thought.
Laurence Morvan: You have to force yourself to look at the world from a different lens.
Paul Daugherty: Different points of view, different expertise, you know, coming from different backgrounds… that’s essential for innovation.
Gianfranco Casati: To me, that element of bringing all these diverse components successfully in the same place that’s what makes innovation even more exciting.
KC McClure: Curiosity
Paul Daugherty: Essential
On-screen text: Equality = Collaboration
Debbie Polishook: Collaboration. When you have a team of people that all bring a different experience in how they work through a business process, and they bring that to the innovation thought process, it really comes out with something that you couldn’t do as a single individual.
**WORKPLACE CULTURE MATTERS**

**LEADERS DISCUSS THE VALUE OF EQUALITY**

Video Transcript - continued

David Rowland: At the heart of an environment of innovation is collaboration and focusing on team success.

Amanda Leacy: We challenge each other but in a very positive way. Everybody gets a chance to speak.

Jo Deblaere: So, what you need to do is allow your less experienced and more experienced people to work together, different disciplines together, and when we do that we see some very great results.

Chad Jerdee: Opportunity

Bhaskar Ghosh: Empowerment

On-screen text: Equality = Empowerment

Marge Magner: We all do better when we know that who we are matters to the people we’re with.

Amy Fuller: To me, empowerment means that regardless of where you sit in the organization, how much experience you have, what your background is, that you feel comfortable saying what you think... and contributing.

Mike Sutcliff: If you have given them the freedom to do that and you have given them a vision that is compelling enough to go after, you’ll be amazed at how often they come up with a really interesting new solution.

Nellie Borrero: Liberty

Richard Lumb: Empower

Julie Sweet: Innovation

On-screen text: Equality = Innovation

Omar Abbosh: I don’t think innovation matters now; I think innovation has always mattered and will always matter.
Sander v. T. Noordende: People who are curious are more innovative because they are on the lookout for something new.

Dan London: Our businesses care about equality because it’s about results.

Chad Jerdee: You have to make equality a business priority just like financial performance. It has to be one of your primary metrics; it has to be deeply embedded in the culture and how we lead our teams.

Julie Sweet: It does take investment on each of our parts if we really want to create a truly inclusive workplace.

Julie Sweet: Power

Omar Abbosh: I would just say it’s just right.

On-screen text: With thanks to Accenture’s Global Management Committee, Diversity Council and Board of Directors for lending their voices on the importance of equality in the workplace.

On-screen text: Equality =

Amanda Leacy: Trust

David Rowland: Fairness

Amy Fuller: Comfort

Mike Sutcliff: Access