



**INCLUSION STARTS
WITH I**

SEGMENT "IN A BOX"

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INCLUSION STARTS WITH I

What is it?

#InclusionStartsWithI is a discussion around the importance of a positive, inclusive work environment. It is an opportunity for each of us to make a commitment and become a part of a movement.

Why is it important?

Diversity ignites creativity, problem solving and innovation while inclusion enables us to harness the power of diversity by promoting sense of belonging, purpose and wellbeing.

What to expect?

Adaptable workshops that can be partially or entirely utilized at your IWD event. More details will be shared in January planning call.

DETERMINE YOUR EVENT FORMAT

Select one of three versions depending on how much time you have available

- 15 min version
- 30 min version (slides included in 15 min version plus additional slides)
- 45-60 min version (slides included in 30 min version plus additional slides)

Select the presenter(s)

Review talking points in notes sections

OUR VISION

**CREATE AN INCLUSIVE
WORKPLACE WHERE
EVERYONE FEELS
THEY CAN BE THEIR
AUTHENTIC SELF –
VALUED, SAFE,
WILLING TO TAKE
RISKS AND INNOVATE**



#INCLUSIONSTARTSWITHI

Let's start by watching this [video](#).



#INCLUSIONSTARTSWITHI

Presenter to share a personal story



#INCLUSIONSTARTSWITHI

HOW MANY OF US HAVE EXPERIENCED FEELING EXCLUDED OR OUT OF PLACE?

Take a moment to think of a time
when you felt **excluded** or **out of
place**, regardless of when or why...



EXCLUSION IS PAINFUL

“THE CONSEQUENCES OF INCLUSION VS. EXCLUSION ARE UNIVERSAL TO ALL PEOPLE.”²

“Without realizing it, we **exclude others** in many ways through our **language**, **body-language**, and **interactions** with them. Subtle cues communicate whether others are welcome in the group or seen as outsiders.” ²

“Social disconnection is processed in the brain in the same way as the **threat of physical harm.”¹**

1“The Neuroscience of Belonging” The Brain Blogger, Indianna Bohanna, 201

2“The Neuroscience of Inclusion: How we can leverage the brain to build smarter teams” Christine Cox, Josh Davis, David Rock, Camille Inge, Heidi Grant Halvorson, Jacqui Grey, Lisa Rock

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2 minutes total time
Part of 30 & 60 min versions

OUR TALENT AMBITION IS TO BECOME THE MOST INCLUSIVE AND DIVERSE COMPANY IN THE WORLD

A company where everyone feels a sense of belonging and is valued for their differences and unique strengths

Promote intersectionality across all segments



50-50 by 2025. 25% female MD by 2020. 30% female MD by 2030. Pay equity. Robust & sustainable pipeline to MD.

Represent the diversity of the communities we work in at all levels of our organisation.

Ensure people can be authentic at work regardless of sexual orientation, gender identity or expression.

Create fully accessible, barrier-free environments and enable our people of all abilities to reach their fullest potential.

Support all our people to thrive in a cross-cultural environment maximising the business benefits of diversity.

Key strategic goals

#INCLUSIONSTARTSWITHI – EVERYONE IS PART OF THE CONVERSATION

Mitigate the impact of unconscious bias.

Embed inclusive leadership behaviours.
Encourage a flexible working culture.

Promote all types of diversity including age, religion, cognitive diversity and social mobility



2-5 minutes total time
Part of 30 & 60 min versions

OUR ASK OF YOU

1. Watch our [#InclusionStartsWithI](#) video.

2. Make and share personal commitment

Make time for your own personal reflection and decide what you will do to foster an inclusive environment and a sense of belonging at Accenture. Share it with your internal and external social networks, inviting others to join the conversation.

3. Lead your team in reflection , discussion and action.

Watch the video with your teams. Use the #InclusionStartsWithI Team Reflection activity to engage your team to reflect, discuss and make their own personal commitments. Recognize and reward team members who share their commitments.

4. Share the outcomes of your personal and team stories/commitments on your GU/DTE portals, during your monthly/quarterly webcasts and I&D portal, ideally in the timeframe of 3 months.



a moment →
A MOVEMENT

