Our commitment to inclusion and diversity is unwavering and is a key part of what makes Accenture a great place to work. We remain laser-focused on speeding the pace of our progress, and we are listening to our people so that we can continue to create an environment in which everyone feels they belong.

At Accenture, our ambition is to be the world’s most inclusive and diverse company. To achieve this, we are committed to transparency and to setting bold goals. We believe that our diversity makes us stronger — and we embrace it as a source of innovation, creativity and competitive differentiation.

Our commitment starts at the top: We expect our leaders and people at all levels to help create and sustain an environment where everyone feels they belong — where they can be who they are and be their best, professionally and personally.

We set internal goals for recruiting and workforce mix, and in 2017, we publicly announced our goal to achieve at least 40% women in the U.S. by 2020. In addition, we committed in 2015 to recruit at least 5,000 veterans and military spouses by 2020.

For transparency and to build trust with our people, clients and communities, each year we publish the demographics of our U.S. workforce by gender, ethnicity, persons with disabilities and veterans. Among the highlights in 2017:

- We added more than 1,800 employees of diverse backgrounds, up from approximately 1,000 in 2016.
- We increased the number of women in our workforce from 36% to 37%, making progress toward our goal of at least 40% women by 2020.
- The percentage of African-Americans and Hispanic-Americans in our U.S. workforce grew incrementally, to 7.9% and 7.6%, respectively.
- We hired 750 veterans and military spouses, bringing us more than halfway to our goal of hiring 5,000 by 2020.
- Approximately 2,300 people self-identified as persons with disabilities, representing 4.5% of our workforce.
- Globally, we grew our global community of lesbian, gay, bisexual and transgender allies by more than 65%.

We believe that while policies and programs are critical, it is our more than 50,000 people in the U.S. who create our inclusive environment.
workplace. At the heart of our efforts is listening to our people and encouraging them to understand and celebrate each other’s differences. Last year, our people created a video titled “Inclusion Starts With I” in which they candidly shared their feelings about inclusion. The video inspired a movement and opened discussions among our people, friends, families and clients around the importance of a positive, inclusive work environment. Today, “Inclusion Starts With I” is the most popular video across our social channels.

Another key element of our diversity efforts is our employee resource groups (ERGs), which are vibrant communities organized around common needs or interests, including ethnicity, gender, religion, disabilities, and sexual orientation/gender identity and expression, among others. We have 10 ERGs in the U.S., focusing on African Americans, American Indians, Asian Pacific Americans, persons with disabilities, Hispanic Americans, interfaith, LGBTQ, men, military and women. Each ERG has a senior leader as a sponsor, and nearly 30% of our U.S. people are active members of one or more of these groups. They enable our people to strengthen their networks, grow their skills, celebrate their heritages and give back to their communities.

We also encourage our people to engage in brave conversations on diversity through our Building Bridges dialogue series, which launched in 2016 with a town hall meeting on race. Over the past year we hosted more than 15 subsequent sessions in the U.S. on a variety of topics, including sexual identity, faith and being your authentic self at work.

To help advance the conversation on workplace equality, we publish annual thought leadership on the subject. Our 2018 report, *Getting to Equal: When She Rises, We All Rise*, revealed the key drivers of a workplace culture in which everyone can advance and thrive.

Additionally, we believe that pay must be an important part of achieving equality, and we strive to ensure that all our people are compensated fairly and equitably — from the moment we hire them through all their career milestones. We are proactive in our efforts to ensure pay equality and have a rigorous process in place to identify discrepancies, looking carefully at specific roles at all stages of an individual’s career. If we identify a problem, we fix it.

Our commitment to inclusion and diversity extends to all our people around the world. For example, we set a goal to achieve a global gender-balanced workforce by 2025, and by the end of 2017, 41 percent of our people were women. Another example is our priority of accessibility; we set a new goal to have all interactions between our people and Accenture software, devices, services and environments be compliant with globally defined accessibility standards.

As we continue taking steps to further our progress toward a more inclusive and diverse workplace and world, we recognize there is still much more to do. Grounded by our unwavering commitment to equality, we will continue to pursue innovative, disruptive ways to achieve our goals.

*www.accenture.com/diversity*