

every
woman

 **accenture**

CASE STUDY

EVERYWOMANNETWORK
SUPPORTS ACCENTURE'S
COMMITMENT TO CREATE
CULTURE OF EQUALITY

“ I feel passionate about inclusion and diversity in the workplace, and it’s important to me to have a partner who shares that passion, and whose purpose and vision aligns with ours.

Alana Stewart
Global Inclusion and Diversity Manager
Accenture

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PARTNERSHIP OVERVIEW

Market

Professional services

Initiation

September 2017

Services

everywomanNetwork

Region

Global


BACKGROUND

A VISION FOR INCLUSION

Our 537,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities. “We pride ourselves at Accenture as being very active in the inclusion and diversity space,” said Alana Stewart, a Manager in the company’s Global Inclusion and Diversity team. “It’s a key part of our company’s purpose and priorities.”

Embedded within Accenture’s commitment to create a culture of equality in the workplace are specific goals for women. “We’ve made a public commitment to get to gender parity by 2025; and to have a greater number of women in senior positions,” added Alana. “We want to reach 30% Managing Directors by 2025 - and also achieve a better representation of women across all levels of the business.”

However, it’s not simply box-ticking exercise for Accenture, who recognise that the most successful businesses in these challenging and ultra-competitive times will be those who recruit and retain the brightest talent and the most inspirational leaders, regardless of ethnicity, sexual orientation, religion, disability - or gender. Alana added: “A key part of our journey is to provide the right opportunities for women to grow their leadership capabilities; to help them acquire the skills that will better position them for senior positions. (Our membership of) the everywomanNetwork provides that in a programme of self-managed learning and development.”



Diversity and inclusion
at core of Accenture's
purpose and
vision priorities

Membership of
everywomanNetwork
supports our
commitment to I&D

Female employees
empowered to take
control of own
development

Members access portfolio
of live and interactive
web seminars, videos,
white papers and
thought-leadership
content

everywomanNetwork promotes conversations of
intersectionality and supports holistic cultural switch

SOLUTION

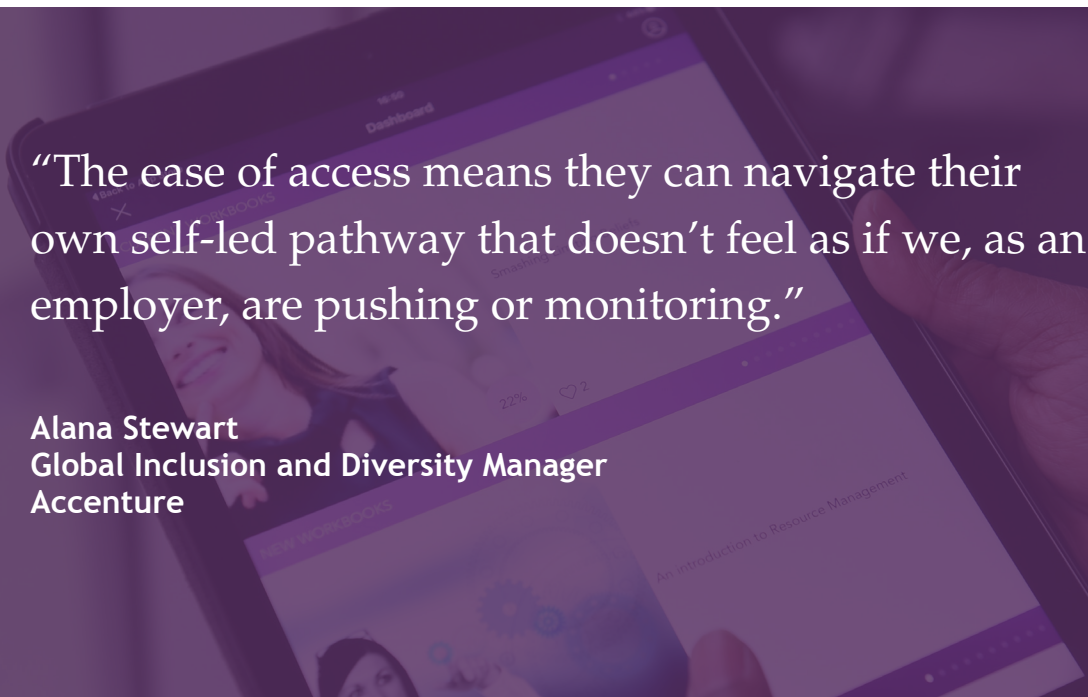
OWNING THE LEARNING JOURNEY

Accenture and everywoman have fostered a strong relationship for many years. As a key partner, the firm has supported the everywoman in Technology Awards (and been involved in judging), participated in live and online forums, and showcased best practice in diversity and inclusion through our Ambassador programme. As a corporate member of the everywomanNetwork, Accenture has also provided great benefits to its people.

In short, the network is a personal development tool that empowers women to take control of their own development within a vibrant community of more than 30,000 members in 104 countries. Members can learn about (and connect with) inspirational individuals within the network, while organisations can raise their profile and showcase best practice in gender diversity.

“Being a corporate member of the everywomanNetwork means that our people can access the everywoman learning platform at a time that suits them, taking ownership of their learning journey.” said Alana. “The ease of access means they can navigate their own self-led pathway that doesn’t feel as if we, as an employer, are pushing or monitoring.”

As a network, the benefits are two-way and inclusive. Accenture have been closely involved in a series of everywoman webinars, covering subjects as diverse as ‘self-limiting beliefs’ and International Men’s Day. “The webinars featured great role models from Accenture,” said everywoman’s Global Sales and Business Director, Seema Bennett. “They’ve been really successful and have sparked conversations among all our members.”



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RESULTS

A VALUABLE RESOURCE

“We feel passionately about inclusion and diversity in the workplace, and it’s important that we have a partner who shares that passion, and whose purpose and vision aligns with ours,” said Alana.

To date, Accenture have many of our people who regularly engage with the everywomanNetwork, accessing a portfolio of live and interactive web seminars, videos, white papers and thought-leadership content on the platform. Our library of ‘workbooks’ is also popular. Written by experts, they cover a range of topics – from promoting personal brand and building executive presence to motivating teams and delivering powerful presentations. “We want to spread the word about the everywomanNetwork to ensure that all our people have the opportunity to take advantage of the huge array of resources available” added Alana.

EverywomanNetwork have proved to be a great inclusion and diversity resource for their people. Alana and her colleagues increasingly abbreviate everywoman to EW because ‘it’s not just about women’. She explained that male employees at Accenture benefit from the EW Network resources too; helping them better understand the challenges women face in an organisation, but also by recognising parallels with their own situations, such as the ‘imposter syndrome’.” Beyond that, she says the conversation is increasingly about ‘intersectionality’ as a whole; about other (under-represented) groups in an organisation. “As we evolve, so too will our partnership with everywoman.”





Membership of everywomanNetwork supports Accenture's commitment to promote inclusion and diversity in the workplace – and their global vision for gender parity. The personal development platform empowers women to take control of their learning journeys, and promotes discussion about intersectionality as a whole.

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