



JOSIE TANKSLEY

VIDEO TRANSCRIPT

0:05 The culture here at Accenture is very much a support system.

0:10 So, even if you are meeting someone for the first time – and we are a global company – you will be talking to individuals from all over the world.

And what you will have in common is that will be mutual respect immediately.

0:22 So, everyone here treats each other with respect and knows that if you are here, you are a high achiever.

0:28 And what I would say is the culture that we have here is acceptance and you are invited to be yourself and you are celebrated.

0:34 Once I became a full-time employee, so many things unlocked and one of them being the Employee Resource Groups.

0:40 I have been very active for the last 4 years in interest groups.

0:45 And that goes from Christian ERG, the Hispanic ERG, Parent ERG, Women ERG.

0:50 I mean, this is something that I would say that it is so great is that I can have really meaningful connections,

0:57 And really meaningful opportunities to volunteer in the community that is fully supported by Accenture.

1:03 So, I think that is one of the ways Accenture fully supports us.

1:07 Through the ERGs, I had the opportunity to do different mentorships.

1:11 Skills to Succeed is one of them for college students who are hoping to get a job once they graduate from college

1:18 And that is something I worked primarily with Hispanic students In Texas regarding that.

1:23 Student Leadership Academy (or program) that I have been part as well for Accenture, supports those who are trying to get internships for the next year.

1:33 Those 2 examples are two of many of different opportunities Accenture has to show us how representation is important.

1:42 And show us we want to make sure that we are mentoring the younger community,

1:45 and we are making sure they see themselves in us.

1:49 Also, think about what kind of environment you want to be in because when you are working somewhere,

1:53 The people that you are around, matter.

1:55 You want to be fully supported. You want to be somewhere where you are fully accepted.

1:59 And you feel that you could bring your full self to every conversation.

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