



Hello,

We would like to touch upon Accenture's Inclusion & Diversity program, which helps us build a high performing work environment that reflects the diversity of the world.

Our ambition is to be the most inclusive and diverse company in the world. We believe our diversity makes us stronger and more innovative—and we embrace diversity as a source of innovation, creativity and competitive advantage.

Inclusion and diversity are fundamental to our culture and core values at Accenture. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

With special programs designed to encourage [cross-cultural diversity](#), support [persons with disabilities](#), celebrate our [LGBT community](#), and promote [gender diversity](#), we are committed to creating a place where every individual is respected for what they bring to the table.

We strive to ensure an inclusive, barrier-free work environment that supports Accenture people with disabilities across the globe.

We believe each person has unique skills, talent and strengths to contribute. Our ambition is to provide our clients with the best talent in the world and there should be no barrier to uncovering talent due to a disability – whether it is physical or mental, visible or invisible.

We also know that it pays to be inclusive, according to our [Getting to Equal: The Disability Inclusion Advantage research](#). When companies create an inclusive culture for persons with disabilities, everyone benefits. Companies that embrace best practices for employing and supporting more persons with disabilities in their workforces have outperformed their peers. As a follow up to this research, we published "[The Accessibility Advantage](#)" to share best practices from companies on enabling persons with disabilities. You may also refer to "[Amplify You: Bridging the digital divide for persons with disabilities](#)," an external point of view paper.

- **30,600+** Persons with disabilities champions globally
- **67 disabilities** recognized and supported in Accenture in India
- **36** countries with an active Mentoring Program including Accenture in India; 150+ mentors and 150+ mentees
- **24** countries with active persons with disabilities network or program including Accenture in India
- **12** countries engage persons with disabilities-owned vendors and services in our supply chain, including Accenture in India.

How do we create an inclusive workplace?

Programs that Empower

1. India accessibility Program: The program aims to create an accessible organization via 3 workstreams: **Physical Accessibility** ensures facility design as per accessibility standards. **Technology Accessibility** ensures accessibility to key internal applications, tools and portals. **Attitudinal Accessibility** ensures disability awareness and a culture of inclusion throughout the organization, including accessibility to all trainings
2. As a digital company, we are convinced accessibility benefits everyone in our organization. And it is the right thing to do. In 2019, we launched an “Accessibility Center of Excellence (COE)” to proactively address the needs of our employees and drive our goal of continually improving each employee’s online user experience
3. Self-declaration of Disability status: Employees declare their disability status on an internal portal and submit their Disability Certificate (from an authorized Government Medical Hospital where applicable) to avail Income Tax and statutory benefits
4. Reasonable Accommodation: Reasonable Accommodation is necessary and appropriate modification and adjustments at the workplace to ensure a level playing field for Persons with Disabilities. This includes: Assistive Technology which refers to the software or hardware devices used by Persons with Disabilities to increase, maintain, or improve functional capabilities (80+ technologies available) and Workplace adjustments which refers to adjustments in the workplace/individual workstation for customized needs. PwD candidates can also avail transport assistance - door-to door pick-up and drop in medical cabs

Programs that result in Growth

1. PwD Mentoring Program: Provides access to coaching, information and global leadership mentoring for new perspectives and holistic personal development
2. Professional Development Program: **Capability Development Programs** to enhance professional and leadership skills of Persons with Disabilities, to facilitate their growth as next-gen leaders within Accenture
3. PwD career path framework: This framework is designed to enable the career development of Persons with Disabilities – by identifying employee touchpoints/interventions required through their career life cycle at Accenture

Programs that Enable

PwD Champions Network: A network of evangelists contributing towards an inclusive and accessible work environment at Accenture in India. All employees are given the opportunity to sign up as a PwD champion.

How do we promote the culture of Inclusion?

At Accenture, in addition to empowering our employees who are persons with disabilities, we also strive to create a culture of inclusion by sensitizing our workforce. We have an exclusive checklist for our recruitment teams to induce a comfortable and accessible interview process for all candidates who are persons with disabilities. There are training programs designed to equip managers with an understanding of leading teams that include persons with disabilities to help create an inclusive and accessible work environment.

We also have online training materials designed to create awareness on how to effectively work with colleagues who are persons with disabilities - such as 'Valuing Persons with Disabilities', 'Hidden Disabilities at Work', 'Disability Etiquette', and 'Mental Health Awareness'. We organize Disability Inclusion Series webinars on Mental Health, Bi-polar disorder and Autism.

How do we celebrate abilities?

Every year, Accenture celebrates [International Day of Persons with Disabilities](#), observed by the United Nations, on December 3 each year.

- We have hosted several global broadcasts since 2015 reaching more than 150,000 people inside and outside of Accenture
- We have done local events in more than 20 countries around the world

In honor of the celebrations in December 2019, watch [Leslie Noel Simonemme share his story](#).

How do we partner externally?

- We have partnerships and programs in support of persons with disabilities in most geographies through our Skills to Succeed initiatives. We have provided support with cash grants, pro bono services and/or employee volunteerism, and to date have supported at least [14,500 persons with disabilities to build the skills they need to get a job or start a business](#).
- Accenture employees actively support persons with disabilities causes, volunteering with organizations that support persons with disabilities
 - We have shared our commitment externally through our partnership with the International Labor Organization (ILO)
 - In 2016, Accenture signed the ILO Global Business and Disability Network Charter with 15 other companies to express our commitment to promoting and including persons with disabilities throughout our operations worldwide
 - Accenture was among the first few organizations that joined the [Valuable 500 network](#) to publicly declare our commitment towards disability inclusion
 - We are also the founding members of the Confederation of Indian Industry – India Business & Disability Network which was formed to engage, enable and empower

people with disabilities, by promoting and facilitating an inclusive, accessible and a barrier-free workplace within the corporate sector.

- Accenture has partnered with Enable India to create a rural Social Networking Platform, Enable Vaani, connecting the community through one missed call. It empowers persons with disabilities with access to information in the employment space, welfare measures, government schemes, community level services and share their experiences. It has a reach to over 70% of India states and on an average receives 1 call every minute
- Focus on Recruitment - Jobability.org is a web portal that serves as an industry interface between persons with disabilities and prospective employers. Jobability.org was developed via a Corporate Citizenship partnership between Accenture and Leonard Cheshire Disability International.
- We have created a unique partnership with Café Arpan, a café that employs persons with autism and neurodevelopmental disabilities, to have a permanent counter in our office to serve snacks

Accenture leads the way in creating a culture of equality.

We have been recognized for our efforts towards building an inclusive, accessible, barrier-free work environment that supports persons with disabilities:

- [NASSCOM Corporate Awards for Excellence in Diversity and Inclusion, 2019](#) – Winners of the Persons with Disabilities category
- [The National Centre for Promotion of Employment for Disabled People](#), Role Model Company (India), 2016
- [The Disability Matters](#) Workforce Award (Asia-Pacific), 2017
- [DiversityInc](#) Top 12 Company for People with Disabilities – ranked #3, 2017
- [National Organization on Disability](#) (NOD) Disability Employer Seal, 2017
- [Disability Equality Index](#) – received a perfect score, 100 out of 100 in 2018 and 2017

When it comes to an inclusive and diverse workplace, we continue to scale new heights and pioneer path-breaking initiatives.