

# CELEBRATING MALE ALLIES

## VIDEO TRANSCRIPT

**Michelle G.:** Hello everyone. I'm Michelle Gadsden-Williams, North America Inclusion and Diversity Lead at Accenture. And I'm here with my good friend Romy Newman, President and Co founder of Fairygodboss.

**Romy Newman:** Michelle, thank you so much for having me here at Accenture. I'm always so inspired when I'm with you.

**Michelle G.:** Likewise, likewise. So tell us a little bit about Fairygodboss, mission, vision. How did you come up with the concept for it all?

**Romy Newman:** Great. So Fairygodboss is the largest career community for women. We have a social mission and that's to improve the workplace for women by creating transparency. We empower women with information that they can share with each other.

**Michelle G.:** So with the success that you've had so far, what's on your mind? What's next?

**Romy Newman:** According the World Economic Forum, we are still more than 200 years away from achieving gender equality in the workplace, which is just too long. And so when I think about what it's going to take to radically shorten that timeline, we have to bring men into the fold. basically, it was a wild house. My mom was only able to manage so much.

I think we have to start thinking about, we have this amazing community of women, but now how do we bring what we've learned and what we need to the male allies who want to help us and who are willing to help us.

**Michelle G.:** Exactly. It's not a women's issue. It's a people issue.

**Romy Newman:** That's absolutely right.

**Michelle G.:** We need men to understand the challenges that women have in the workplace so that they can champion and advocate for us a little bit better.

**Romy Newman:** Exactly. But I'm wondering how do male allies get involved here at Accenture?

**Michelle G.:** From mentorship, sponsorship, talking women up during these talent discussions. Just really empowering them, giving them access and exposure.

**Romy Newman:** So Accenture is consistently rated one of the top companies for women on Fairygodboss and many other places. Why is this such a successful culture for women?

**Michelle G.:** We have an unwavering commitment to equality. One of our bold goals is to become gender balanced, meaning 50% women, 50% men by 2025.

**Romy Newman:** It's huge. It puts you 200 years ahead of the rest of the world.



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**Michelle G.:** That's right. That's right. But it's something that we're incredibly proud of and we're getting closer and closer to that goal every single day.

**Romy Newman:** I think it's so exciting what's happening here, and I'm so proud that Accenture is our first Fairygodboss partner, and I can't wait to partner with you for many more years to come.

**Michelle G.:** Likewise.