



# ACCENTURE ORACLE AWARE VIDEO TRANSCRIPT

FVO: To help them become truly AWARE, socially responsible organizations can leverage the Accenture Workplace Accountability Resource Experience solution:

## **SUPER: Accenture Workplace Accountability Resource Experience**

A true catalyst for driving impactful change through inclusion, diversity, and equity.

## **SUPER: ID&E**

That's because while ID&E starts with awareness, progress is made through accountability.

## **SUPER: Accountability**

But why is that important?

## **SUPER: But why is that important?**

Trent: ID&E matters so much. But if you can't measure where you are, you can't move forward.

Glenda: AWARE is important because it allows me and others to be a voice in support to fellow minorities and bring to light long-withstanding discrimination issues.

FVO/SUPER: So AWARE was purpose-built to help clients set and progress their ID&E goals,

Glenda: Year 2020 was a remarkably difficult year. Not only because of the pandemic and economic crisis, but also due to the wake of social injustices and senseless tragedies that occurred. All of these social challenges led us to take action with the development of AWARE.

FVO: And what does AWARE mean to people?

## **SUPER: What does AWARE mean to people?**

Trent: AWARE has been the single most impactful part of my career while here at Accenture.

Damalis: Being part of the AWARE program makes me feel seen. And knowing that we can bring this tool to our clients so that they can be intentional about presenting the same opportunity to others like me is really encouraging because I know that we are truly working towards a greater good.

Kristina: And on a personal note, it allows me to really build more equitable opportunities for my daughter.



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FVO: So, this is about embracing change, as much as people.

**SUPER: This is about embracing change, as much as people.**

Damalis: Because making sure everyone knows that they belong isn't just the right thing to do, it's also good for business.

FVO: But why is belonging good for business?

**SUPER: Why is belonging good for business?**

Samia: Because creating a sense of community and security through inclusion and celebrating provocative thinking through diversity, organizations can establish a foundation of trust and that encourages continuous innovation. I really think that embracing an ethical, sustainable business culture unlocks greater value and growth potential for an organization, and all of its people.

FVO: So, equality leads directly to innovation, but how does AWARE work in practice?

**SUPER: So, equality leads directly to innovation. But how does AWARE work in practice?**

Arnold: It happens in the Oracle Analytics Cloud, where every key metric, from ethnicity to remuneration, is analyzed.

Clark: With the Oracle Analytics Cloud, we're able to create visualizations quickly, and that could then be presented to HR and diversity leaders in a clear, insightful, actionable dashboard.

Kristina: That lets me know how far we've come as well as how far we've got to go.

FVO:  
And how will we all get there?

Damalis (01:34):  
Together,

Kristina (01:35):  
Together,

Clark (01:35):  
Together,

Trent (01:37):  
Together



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Narrator

AWARE is a first-of-its-kind HR module that's compatible with most major human capital management solutions.

**SUPER: Compatible with major HCM solutions.**

It's an Accenture innovation, using Oracle Analytics Cloud technology that enables a strategic approach to ID&E and runs across all HCM modules, from compliance to compensation.

**SUPERS: An Accenture Innovation  
Oracle Analytics Cloud technology  
Enables a strategic approach  
Across all HCM modules**

Glenda: And works for ...

Trent: every single person ...

Kristina: in the organization.

Samia: So in future, when you tell someone I see you and I support you, you really, really do.

FVO: Find out more about AWARE today, and let's help put ID&E into action for your organization.

**SUPER: Find out more about AWARE today, and let's put ID&E into action for your organization.**

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