

# **BREAK THE SILENCE, ACCELERATE EQUALITY**

**A Look from the East and a Look from the West**

June 12, 2020 | Accenture Russia



# RUSSIA PRIDE ALLIES NETWORK



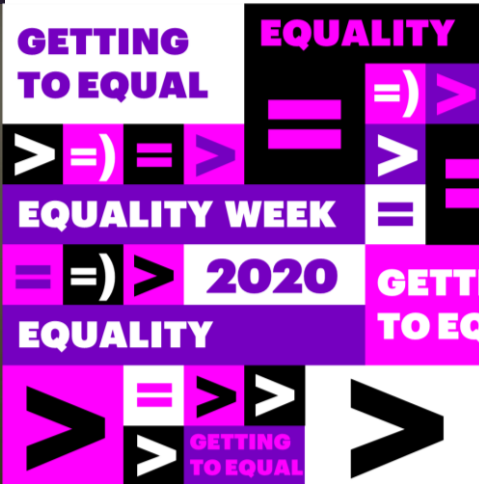
Netherlands embassy in Moscow

**Diversity in the Workplace**  
2019 Annual Roundtable

# BUILDING FIRST STEPS IN PRIDE ADVOCACY AND EQUAL OPPORTUNITIES ENVIRONMENT – ACCENTURE RUSSIA EXAMPLE

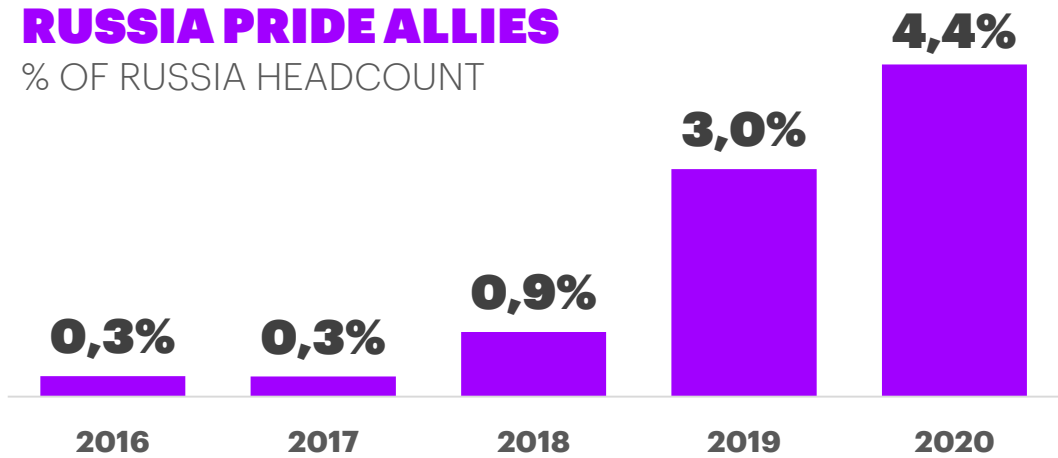


**2019 EQUALITY WEEK**  
ACCENTURE RUSSIA



## RUSSIA PRIDE ALLIES

% OF RUSSIA HEADCOUNT



Hogan Lovells  
Hogan Lovells

**LGBT Inclusion in the Workplace**  
2020 Annual Roundtable



**Alex Dubovik**  
Russia Pride Ally Lead



**Marina Papkova**  
Pride Ally

# WHAT WE ARE TO DO

# FOCUS IN 2020...

## FROM ALLY TO ADVOCATE



Increasing # of  
Pride Allies



Popularizing  
community and global  
experience sharing



Series of Panel  
Discussions

## SAFE ENVIRONMENT AND EQUAL OPPORTUNITIES



Building strong relevant EVP  
(equal opportunities at all levels)  
and enhance it with benefits  
supporting

## INCLUSIVE CULTURE AND DIVERSITY OF MINDS THAT LEADS TO INNOVATION



**Flagship Equality Week**  
and building a culture of  
acceptance, including I&D  
components (PwD,  
LGBTQ, Cross-cultural  
etc.)

