

# CORPORATE PARTNER SUMMIT

SEPT 30 - OCT 1  
ACCENTURE | SAN FRANCISCO



# Welcome!



BEST BUDDIES



**CORPORATE  
PARTNER SUMMIT**



Welcome & Mission Moment:  
**Summit Kickoff**





Welcome to Accenture



# Aaron Silverman

Best Buddies Jobs Participant  
*Accenture*







BEST BUDDIES



## CORPORATE PARTNER SUMMIT



Keynote



# Tammy Brook

Founder & CEO, FYI Brand Group

After a distinguished career in publicity, Brook segued to branding and marketing and has become a leading force in the convergence of hip-hop and branding deals. Among FYI's successful campaigns: she paired DJ Khaled with T-Mobile, Travis Scott with Yves Saint Laurent, and Russell Westbrook with Barneys New York. Brook also launched a social impacting programming division around artists' singles and albums: French Montana and 21 Savage are among the early beneficiaries of rapid-response call to action, the former as Global Citizen's first rap ambassador and the latter of the financial literacy campaign "Bank Account." FYI's current client roster includes DJ Khaled, Westbrook, Jhene Aiko, Pusha T, Tyga, 6lack, Steve Aoki and Black Lives Matter. The Los Angeles-based Brooks' motto: **"No is not an option."**





# **SOCIAL IMPACT**



# Best Buddies Programs Impact & Engagement





# Lise Lozelle

Senior Director,  
State Communications & Engagement

*Best Buddies International*







# Key Mission Pillars



One-To-One Friendships



Integrated Employment.



Leadership Development



Inclusive Living



Family Support

**Best Buddies** is the largest organization dedicated to ending the social, physical, and economic isolation of the 200 million people worldwide with intellectual and developmental disabilities (IDD). Our programs empower people with IDD to form meaningful friendships with their peers, secure jobs improve communication and advocacy skills, and live independently, while also offering support.





# Who We Serve

Best Buddies serves individuals with IDD and their families. The IDD community includes but is not limited to, people with Down syndrome, autism, Fragile X, Williams syndrome, and other undiagnosed disabilities.







Myles, Best Buddies Ambassador



If you've met  
**ONE**  
person with IDD,  
you've met  
**ONE**  
person with IDD!

# 148,424 Participants Worldwide

BEST BUDDIES



41 Countries & Territories  
5 Continents





# Global Impact Numbers

**3,738**

Chapters



**One-To-One  
Friendships**

**130**

Elementary  
School Chapters

**513**

Middle School  
Chapters

**1,675**

High School  
Chapters

**483**

College  
Chapters

**12,081**

Citizens  
Participants

**6,444**

e-Buddies  
Participants

**148,424**

Participants



**Integrated  
Employment**

**3,040**

Participants

**2,279**

Employed Participants

**1,483,240**

Impacted



**Leadership  
Development**

**1,605**

Ambassadors

**937**

Promoters  
Chapters

**938**

Transitions  
Participants

**41**

Countries



**Inclusive  
Living**

**12 Locations**

Washington, D.C. - Georgetown

Washington, D.C. - Union Market

Miami, FL – Coral Gables

Los Angeles, CA - Westwood

Atlanta, GA - Midtown

New Brunswick, NJ

Gainesville, FL

State College, PA

Nashville, TN

Clemson, SC

Boca Raton, FL

College Park, MD

**50**

States



**Family  
Support**

**5 Locations**

Miami, FL

Nashville, TN

Denver, CO

Boston, MA

Cleveland, OH

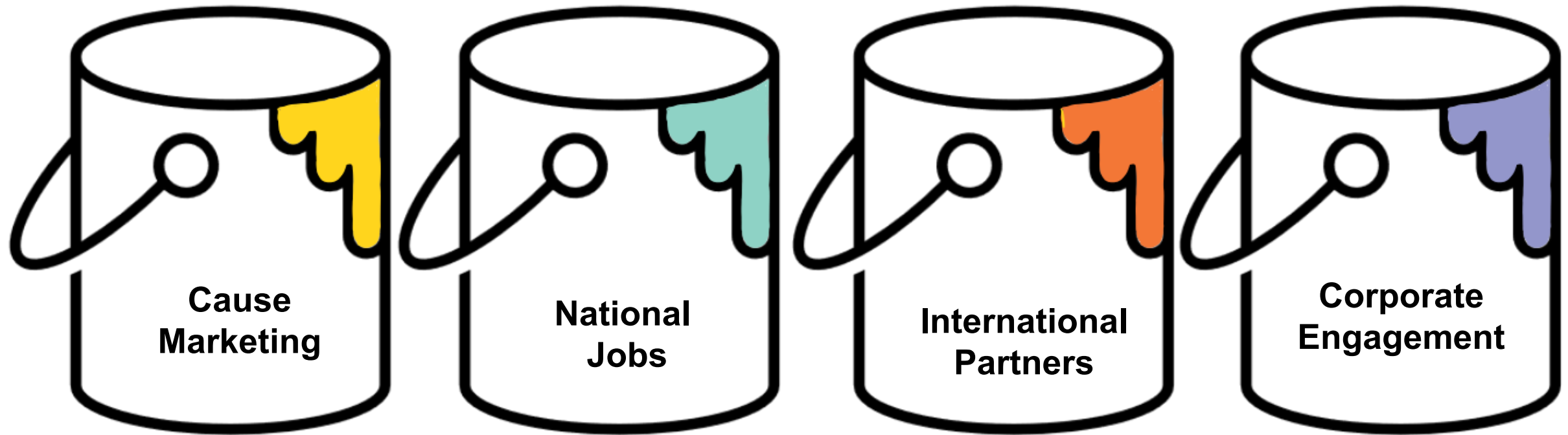




Best Buddies  
**Engagement  
Opportunities**



# Our Key Partnership Buckets



**Cause  
Marketing**

**National  
Jobs**

**International  
Partners**

**Corporate  
Engagement**





# Our Partners...

accenture



SEPHORA

Coca-Cola



Deloitte.



InsightGlobal



WAYMO



Miss America

MISS \* USA



Holland & Knight

TJX



BELMONT Village  
SENIOR LIVING





# Why Partner with Nonprofits?

## ❑ **Employee Expectations Have Shifted**

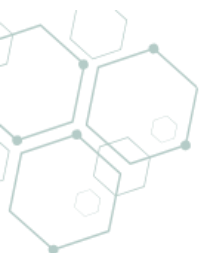
**86%** of employees expect their company to support causes they care about — purpose fuels pride and loyalty.

## ❑ **Engagement is a Business Advantage**

Companies with highly engaged workforces outperform peers in earnings and recovery — engagement drives performance.

## ❑ **Volunteerism Builds Leaders**

**65%** of HR leaders say employees gain new skills through volunteer programs — service develops changemakers.



**Source:** Gallup, America's Charities, VolunteerHub



**Mentor**



**Lead**



**Support**



**Hire**



# Types of Engagement

# Engagement Opportunities: Learning



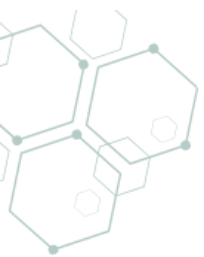
## INCLUSIVE LEARNING

Best Buddies provides partners with access to educational content and resources to help integrate inclusion practices into your company's training curriculum – to empower employees to foster a culture of belonging.

**Offerings include multi-part training series, designed to help grow and support a culture of inclusion.**

**Topics include the following areas:**

- ☐ Best Buddies' Mission and Impact
- ☐ Creating a Culture of Inclusion
- ☐ Storytelling and Panel Discussions





# Engagement Opportunities: Culture



## ENGAGING CULTURE

Best Buddies offers immersive employee engagement opportunities to foster a more inclusive workplace, creating a sense of pride and belonging.

### ☐ Mentor

- Become a Friend
- Host or join a training

### ☐ Lead

- Join an Advisory Board

### ☐ Support:

- Join an Advisory Board
- Get involved with Signature Events

*\*Note that volunteer hours and engagement activities can be tracked.*



# Become A Friend

- ❑ Help open a school chapter

- ❑ Join e-Buddies

Attend virtual social events, engage in discussion posts, entertaining polls, Q&As, and interest groups.

- ❑ Join the Adult Friendship Program

- ❑ Best Buddies Corporate Citizens Program





# Train Participants



- ☐ Host/Participate in an Ambassador Training
- ☐ Host/Present at student Leadership Training
- ☐ Host a Mock-Interview Workshop





# Join The Advisory Board

- ❑ Volunteers can share their time, talents and networks by joining our local Best Buddies Advisory Board, alongside other community leaders and advocates.





# Best Buddies Signature Events



Best Buddies' signature events bring our mission to life and raise essential funds to support programming and growth.

- ☐ Champion of the Year
- ☐ Friendship Walk



# Champion Of The Year

## Fun Facts:

- ❑ Ambassador-style 8–12-week fundraising campaign focused on developing local leaders into Champions who are advocates for the Best Buddies mission. Champions engage new donors, sponsors, and volunteers through their networks.
- ❑ Culminates in high-energy gala events celebrating each Champion and announcing the Champion of the Year or the person who raises the most money for Best Buddies.







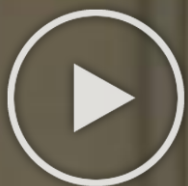


## Fun Facts:

- ❑ Largest walk in the country supporting inclusion for people with intellectual and developmental disabilities (IDD)
- ❑ Held in 100 locations worldwide, bringing together thousands of participants, schools, companies, and community groups
- ❑ A fun, family-friendly event and powerful first introduction to Best Buddies for many supporters
- ❑ Empowers schools, companies, and community leaders to show up visibly for inclusion and every team formed, every walker recruited, and every connection made helps grow our movement







INCLUSION WITHOUT  
LIMITS  
BEST SPECIFIC FRIENDSHIP WALK



# Signature Events

## How to Engage

### Champion of the Year:

- ☐ Become or Support a Champion Candidate
- ☐ Sponsor a local event
- ☐ Volunteer
- ☐ Join a committee

### Friendship Walk:

- ☐ Start a walk team
- ☐ Sponsor
- ☐ Volunteer
- ☐ Join a committee



BEST BUDDIES  
CHAMPION  
OF THE  
YEAR



BEST BUDDIES  
FRIENDSHIP WALK



# Hire Someone With IDD



**Best Buddies Jobs** secures employment for people with IDD, allowing them to earn an income, pay taxes, and continuously and independently support themselves.

## A Mutually Beneficial Experience

- ❑ Partnerships are completely customized based on the company's needs and values
- ❑ On the job training and job placement support for participants, supervisors and co-workers
- ❑ Competitive & inclusive jobs, with a person-centered approach
- ❑ Inclusive workplace awareness orientations



# The Power of Partnership



- ☐ **Connections that Count**  
Fun, shared experiences strengthen team bonds.
- ☐ **Belonging in Action**  
Inclusion moves from an idea to a lived experience.
- ☐ **Purpose in Practice**  
Employees find meaning and pride through seeing the impact of their efforts supported by their employer.
- ☐ **Good for Business, Great for People**  
Engaging with Best Buddies and our shared local communities means investing in your people.



Break/Networking





## CORPORATE PARTNER SUMMIT



## Accessibility Spotlight: The Technology Effect





## CORPORATE PARTNER SUMMIT

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Building Corporate Culture that Inspires  
**Belonging and Community Impact**

## Moderator:



**Lise Lozelle**

*Senior Director, State  
Communications & Engagement  
Best Buddies*



**Becca Shapiro**

*US Corporate Citizenship  
Leader, West  
Accenture*



**Yolanda Walker**

*VP, Culture + DEI  
TouchPoint Support  
Services*



**Rachel Kamen**

*Public Affairs Manager  
Waymo*

# Panelists







## CORPORATE PARTNER SUMMIT

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Creating Cultures of Belonging:  
**Research-Backed Insights & Tools**



# Vanessa Lecorps

Engagement & Belonging Leader  
*Adjunct Faculty at NYU*



**BEST BUDDIES®**

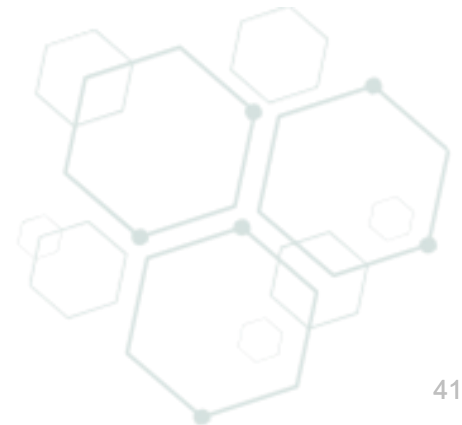




# The Business Case for Inclusion

**Inclusive workplaces drive innovation, attract talent, and fuel engagement.**

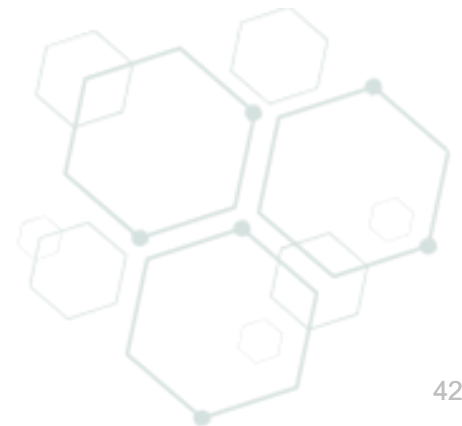
- ❑ The business case for inclusion is clear: inclusive workplaces still drive innovation, attract top talent, and strengthen market leadership. Catalyst research shows that when employees perceive their workplace as fair and respectful, they are five times more likely to be engaged and three times more likely to stay.



# Inclusive Talent Practices = Performance

**Fair, inclusive companies sustain innovation—even under pressure.**

- ❑ Kenji Yoshino J.D., Chief Justice Earl Warren Professor of Constitutional Law, NYU School of Law & Director, Meltzer Center for Diversity, Inclusion, and Belonging, reinforces that companies committed to fair, inclusive talent practices will continue to drive innovation and performance—regardless of external pressures.

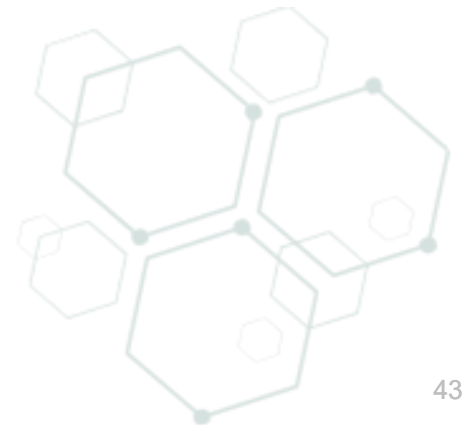




# Belonging with Impact

**Workforce unity, compliance, and business growth.**

- ❑ SHRM's BEAM "Belonging Enabled By Access Through Merit" ensures the work continues in a 1- workforce unifying, 2- legally compliant *-following antidiscrimination laws and federal guidelines* - and 3- in a business accretive way.

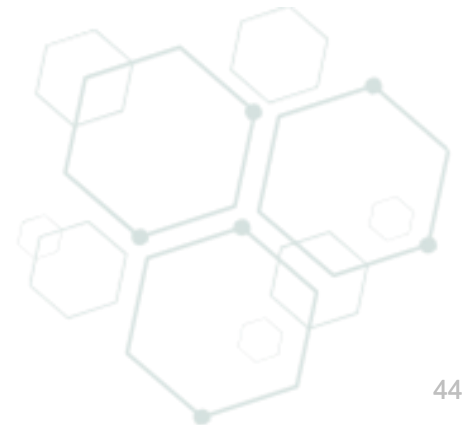


# The Data Is Clear

**Inclusive teams innovate 5x more—leaders must act with purpose.**

❑ The data is clear: 75% of employees on inclusive teams report high innovation levels, compared to just 16% on non-inclusive teams. Companies that pivot too quickly risk legal and reputational pushback from all sides. Instead, leaders should:

- Clearly communicate the business impact of inclusion.
- Upskill teams to navigate change effectively
- Reinforce commitment to organizational values

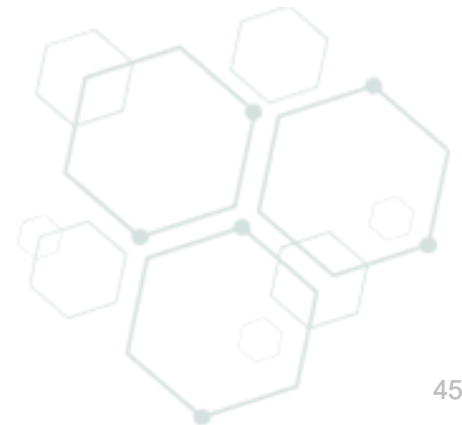




# Building Inclusive Pipelines

## Skills-based hiring and ERGs strengthen culture and community.

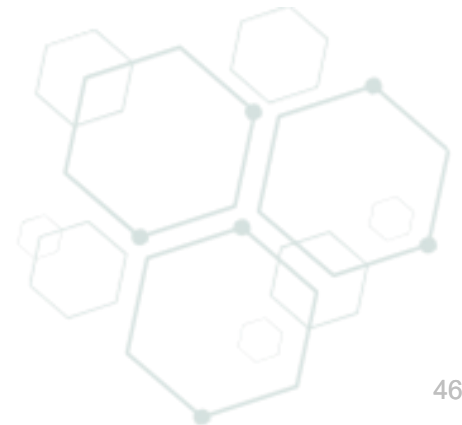
- ❑ We should rethink hiring pipelines, including recruiting from technical schools and high schools, and schools, focus on Skills-Based hiring. We should leverage the power of employee resource groups (ERGs). 100% of DiversityInc Organizations have ERGs, 66% foster community (McKinsey 2022).



# Removing Barriers to Success

**Fair pay, inclusive benefits, and skills-first growth power the future.**

- ❑ We must remove artificial barriers to success by implementing fair pay practices, inclusive benefits, and clear promotion processes. Focus on a skills-first approach. The challenges ahead will be won through continued partnership, not polarization.







BEST BUDDIES



## CORPORATE PARTNER SUMMIT



## Day One Wrap Up



**Ryan Woodard** is a talented singer/songwriter and multifaceted musician from Sonoma County, California, born into a musical family. Diagnosed with autism at three, music became his solace and sanctuary, helping him find his voice despite being considered nonverbal until age nine. At 11, Ryan shared the stage with blues icon Buddy Guy, marking the start of an extraordinary journey. He plays guitar, piano, bass, drums, and harmonica, blending blues, funk, classic rock, and surf genres in his band's eclectic style. Ryan's remarkable story has garnered international attention, including features in Guitar World Magazine and a gift of a Martin Guitar from John Mayer. With his dynamic live performances, Ryan is solidifying his place as a rising star in the music industry. His goal in life is to win several Grammys and perform in all the great arenas of the world.



# Reception



# CORPORATE PARTNER SUMMIT

SEPT 30 - OCT 1  
ACCENTURE | SAN FRANCISCO



# Welcome!







**Jake Lamontagne**

*Vice President*  
Whiting-Turner



**Paul Park**

*Administrative Professional*  
Whiting-Turner



# Mission Moment & Employer Spotlight



# Corporate Culture: Building Communities Where Everyone Belongs





# Millicent Boykin

Vice President, Strategic Partnerships  
OneStar Foundation



# Meet & Greet

**How are you? Really?!?**

**What excites you about this week?**

**What brings you joy today?**

**What word or phrase is fueling your purpose this year?**





# Overview

- Welcome & Intros
- Intentions
- Belonging vs. Inclusion
- Framework for Belonging
- Insights
- Take Action!
- Q & A



# Intentions

BETHE **CHANGE**  
YOU WISH TO SEE IN  
**THE WORLD**  
-MAHATMA GANDHI

LEAD WITH  
PRESENCE,  
LISTEN WITH  
PURPOSE

BETHE **CHANGE**  
YOU WISH TO SEE IN  
**THE WORLD**  
-MAHATMA GANDHI

BE HONEST,  
BE BRAVE,  
BE YOU!

BETHE **CHANGE**  
YOU WISH TO SEE IN  
**THE WORLD**  
-MAHATMA GANDHI

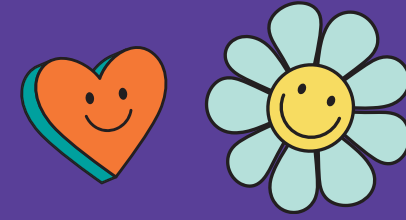
HEAR EVERY  
VOICE,  
HONOR EVERY  
STORY

BETHE **CHANGE**  
YOU WISH TO SEE IN  
**THE WORLD**  
-MAHATMA GANDHI

LAUGH,  
CONNECT,  
ENJOY

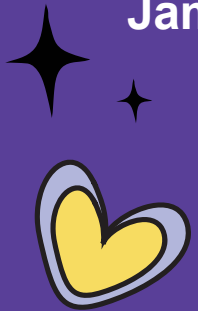
BETHE **CHANGE**  
YOU WISH TO SEE IN  
**THE WORLD**  
-MAHATMA GANDHI

BE CURIOUS,  
NOT  
JUDGMENTAL



“Not everything that is faced can be changed,  
but nothing can be changed  
**until** it is faced.”

James Baldwin





# Brave vs. Safe Spaces

A **SAFE SPACE** is ideally one that doesn't incite judgment based on identity or experience - where the expression of both can exist and be affirmed without fear of repercussion and without the pressure to educate. While learning may occur in these spaces, the **ultimate goal is to provide support**.

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A **BRAVE SPACE** encourages dialogue. Recognizing difference and holding each person accountable to do the work of sharing experiences and coming to new understandings ...a feat that's often hard, and typically uncomfortable. For an authentic and impactful experience, there's **a level of discomfort** and vulnerability that **is necessary**.

## ***Listen to Learn!***

*From Break Away, Do We Need Safe or Brave Spaces? (2017)*

# Belonging vs. Inclusion



What does it mean  
to **belong**?

How do you create and foster an  
**inclusive** environment?



# INCLUSION

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A **state of belonging** where different backgrounds and identities are recognized and valued, **people are given the opportunity to grow and feel/know they belong**; and are culturally and socially accepted and welcomed equitably as decision-makers and collaborators.

# BELONGING

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Belonging is more than just being seen or **feeling included**; it is having a voice and the opportunity to use it to make demands upon society and political institutions. It is more than having access; it is about **the power to co-create** the structures that shape a community.

The Othering and Belonging Institute (OBI)

# BELONGING





**INCLUSION is a mindset (behavior).**



**BELONGING is a feeling.**

**Where do you feel the greatest  
sense of belonging?**

**Where do you feel the most  
isolated? Why?**

# Framework for Belonging

## Be Real.

Truth | Trust | Transparency

## Be Curious.

Awareness | Authenticity | Accountability

## Be Kind.

Hope | Harmony | Heart

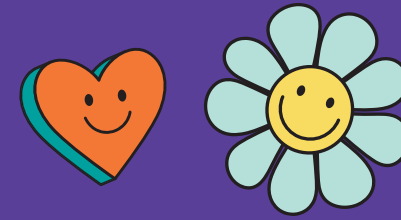




# Be Real.

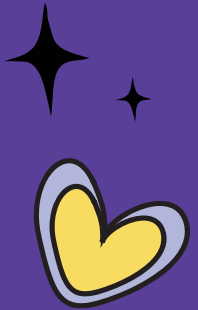
TRUTH | TRUST | TRANSPARENCY





“ We don’t see things as they are,  
we see things as **we are.**”

Translated from the Talmud



What identity is most  
important to you? **Why?**

What identity has the biggest impact  
on how you view yourself?

What part of **other people's identities**  
do you notice first?



# Ruyi Bridge | Taizhou, Zhejiang China





# Bridge Building 101

## Bridge Builders

- Create relationships that cut across lines of conflict
- Improve communication
- Build trust between conflicting people and groups
- Understand issues are rooted in perceptions of identity

**Bridge Building starts with YOU!**

**How do culture and identity  
impact belonging?**



# BRIDGING

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The **true goal** of bridging differences is not to convince the other person of your viewpoint - or even necessarily to build consensus. It is about **understanding someone else's perspective**, even if it's not your own.

**BRIDGING IS NOT ABOUT PERSUASION;  
IT IS ABOUT UNDERSTANDING**

Bridging Differences Playbook (Greater Good Science Center)



# Insights to Explore

## Lived experiences matter.

- Use “I” statements.

## Humanize leadership with authentic narratives.

- Use authentic human stories.
- Show vulnerability, awareness, and bravery.

## Balance transparency with hopeful messaging.

- Not all people need the same info in the same way at the same time.
- Consistency is key; consistent messaging across all touchpoints.



TRUTH | TRUST | TRANSPARENCY

# Be Curious.

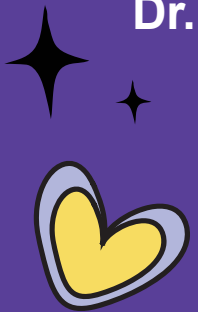
AWARENESS | AUTHENTICITY | ACCOUNTABILITY





“Sometimes the questions are complicated,  
and the answers are **simple**.”

Dr. Seuss





Who has the **most power** in the room?  
How is power being used?

How can you **build bridges** despite  
power differences?

# Us vs. Them

**Unconscious (hidden) biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

**Unconscious bias (or implicit bias)** is often defined as **prejudice or unsupported judgments** in favor of or against an individual or group as compared to another; based on factors such as class, gender identity, sexual orientation, race, ethnicity, nationality, religious beliefs, age and more.

**Everyone holds unconscious beliefs** about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

- Many researchers suggest that unconscious bias (or implicit bias) occurs automatically as the brain makes **quick judgments based on past experiences and background.**

# OTHERING

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A term that clarifies expressions of **prejudice based on group identities** and provides a **framework for marginality** and persistent inequality across any of the full range of human differences based on group identities such as race, gender, sexuality, religion, income, and disability.

The Othering and Belonging Institute (OBI)



# The Roots of Othering

- Humans can only process a limited amount of change in a short period of time without experiencing anxiety.
- When societies experience **big and rapid change**, a frequent response is for people to narrowly define who qualifies as a full member of society – **“Othering.”**
- Othering is not about liking or disliking someone. It is based on the conscious or unconscious assumption that a certain identified group poses a threat to the favored group.
- Demographics (race, religion, nationality, language) become the focal point and are manipulated.

**The only sustainable solution to the problem of  
Othering is Belonging & Inclusion.**

*Article: Us vs them: The Sinister Techniques of ‘Othering’ – and How to Avoid Them , 2017*

# Pause & Reflect

- Do you actively value and seek out people with **diverse perspectives and experiences**?
- What steps do you take to **foster a culture of belonging** in your community?
- How would you **describe the culture at your workplace**?
- How do you recognize and **navigate power dynamics** in group settings?
- Why is it important to understand **who holds power** in a room?
- **What strategies do you use to identify and challenge your own biases?**

Think of a community where **you**  
or **Best Buddies** may be  
perceived as the “**other.**”  
How does this impact your work?

What does it mean to be a  
**Champion for Inclusion?**



# Insights to Explore

## Allow for authentic conversation and discussion.

- Conflict can be met with curiosity.
- People can LEARN and GROW!

## Don't be afraid to ask WHY.

- Motivation matters.
- If you don't know ... ASK!

## Acknowledge your assumptions.

- *Capability* is having the skill to do something.
- *Capacity* is having the resources (like time, energy, or space) to do it.



**AWARENESS | AUTHENTICITY | ACCOUNTABILITY**

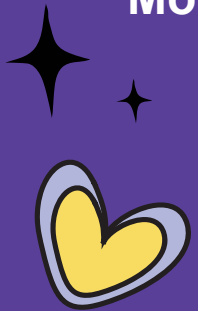
HOPE | HARMONY | HEART





“If we have no peace, it is because we have forgotten that we **belong** to each other.”

Mother Teresa





What does it mean  
to **be kind**?

What does **kindness**  
look like?

What is the value of  
**friendship**?

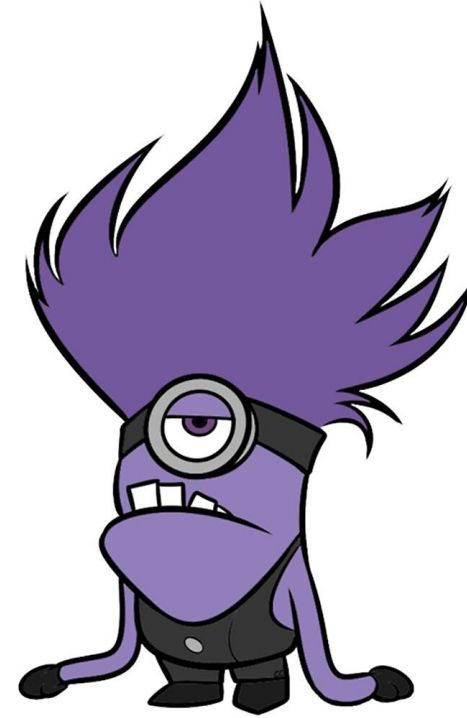
# Intent vs. Impact

## Intent

What we mean.

## Impact

What others feel.



**The intent-impact gap is the space between what we mean by our words and actions and what others feel from those words and actions.**

# From Awareness to Action

## Listen to understand — not to defend.

- Make space to hear others fully — focus on their experience, not your reaction.
- Repeat back what you heard; practice active listening.

## Center their feelings, not yours.

- It's okay to have an emotional reaction — but the focus should be on their experience, not your discomfort.
- Take a breath and know that you can talk about your feelings later.

## Apologize with sincerity.

- Acknowledge the impact of your actions with sincerity (truth) — not to fix or defend, but to honor their experience.

**Inclusion and belonging take root when we commit to learning, growing, and showing up better for each other.**



# Facts & Feelings

Thoughts.  
Feelings.  
Actions.



Who we are is shaped by our **lived experiences** — the circumstances we go through — from **childhood to the present.**

## BELIEFS CAN CHANGE!

What are some of the **barriers** you feel are in the way of building a more inclusive world?

How can you create a **culture of belonging** in your workplace and in the community?

# Insights to Explore

## Hustle without heart is just noise.

- What is your North Star?
- What type of environment do you want to create?

## Be mindful of the impact you have on others.

- Demonstrate a willingness to take stock of your actions and its effect on others.

## Clarity is kind.

- Are there any beliefs or mindsets you need to change or challenge?
- How much of an investment are you willing to make for the sake of inclusion?



**HOPE | HARMONY | HEART**



START BEFORE YOU'RE READY.  
DON'T PREPARE, BEGIN. – MEL ROBBINS

# BELONGING

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Belonging is more than just being seen or **feeling included**; it is having a voice and the opportunity to use it to make demands upon society and political institutions. It is more than having access; it is about **the power to co-create** the structures that shape a community.

The Othering and Belonging Institute (OBI)

# Framework for Belonging

## Be Real.

Truth | Trust | Transparency

## Be Curious.

Awareness | Authenticity | Accountability

## Be Kind.

Hope | Harmony | Heart





# Insights to Drive Action

## Build meaningful culture, not just policies.

- Cultivate shared values.
- Implement a clear framework for belonging.

## Rebuild trust with integrity.

- Deliver on promises and respect every voice.

## Reclaim your mission.

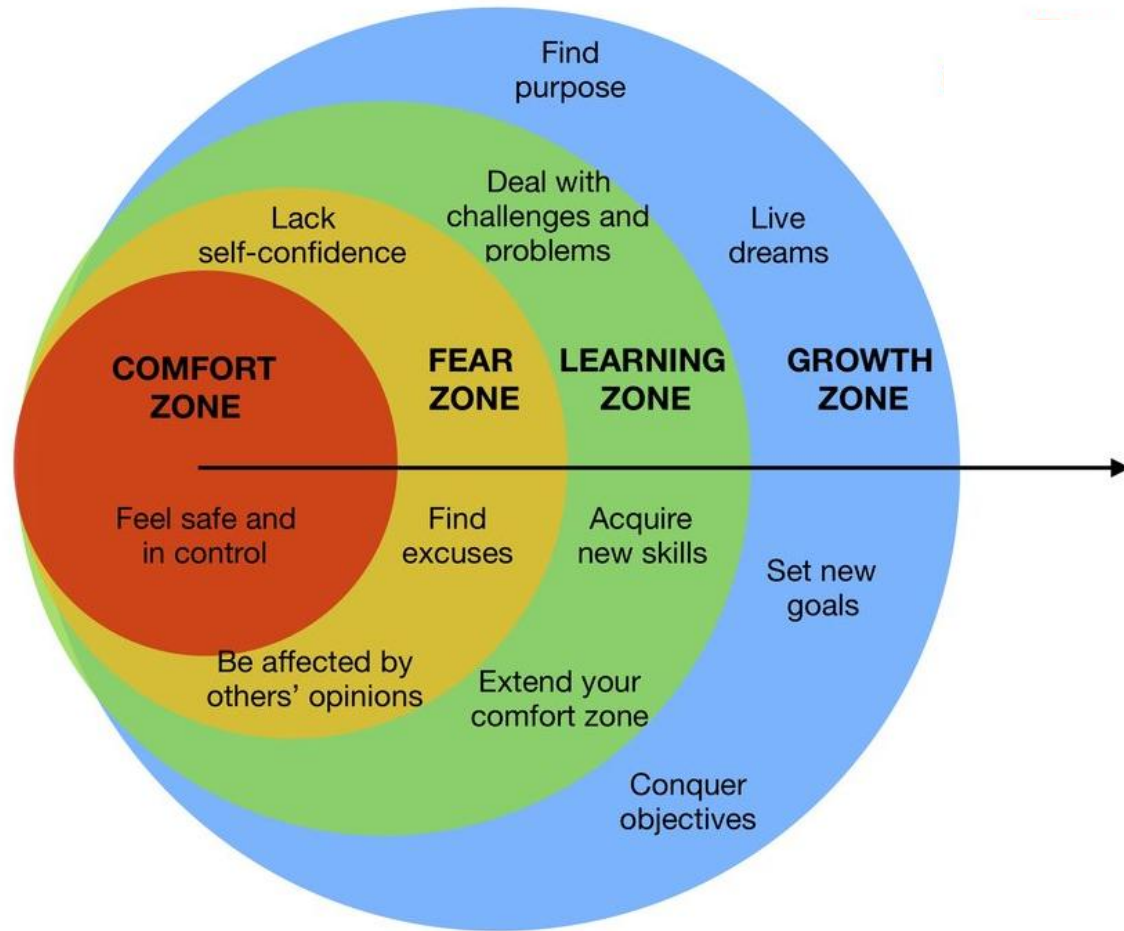
- Lead with renewed passion and purpose.
- Unlock new possibilities for social impact.

## Become a bridge builder.

- Spark collaboration.
- Be a catalyst for connection and understanding.



# Lead with Action & Grow with Purpose



Who needs to feel more seen, heard, or valued by you?

How can you become the biggest champion for inclusion in your workplace and the community?

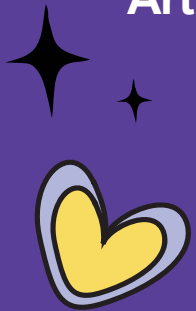
What's one meaningful way you can share your insights with others?

Where is a bridge waiting to be built?



“Success is a journey, not a destination.  
The **doing** is often more important than  
the outcome.”

Arthur Ashe





# Keep in Touch ...and keep learning!

**Millicent Boykin**

*Vice President, Statewide Initiatives*  
OneStar Foundation

millicent@onestarfoundation.org  
OneStarFoundation.org

Best Buddies Advisory Board, North Texas



UNLESS SOMEONE LIKE YOU  
CARES A WHOLE AWFUL LOT,  
NOTHING IS GOING TO GET  
BETTER. IT'S NOT.

~ DR. SEUSS





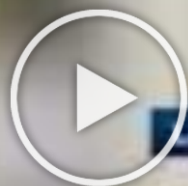
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# The Power of Pageants





LAURA DAVIS



LIVE. LOCAL.  
LATE BREAKING.

WVTV  
**7 13**



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**Moderator:**  
**Amber Coffman**

*Senior Director, Jobs*  
Best Buddies International



**Kristen Bradford**

*Executive Director*  
Miss California USA



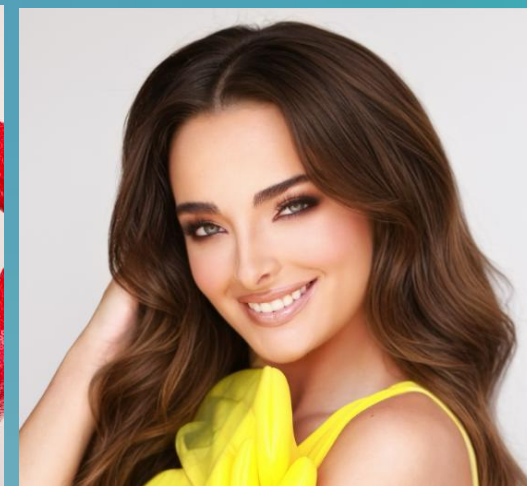
**Athenna Crosby**

*Miss World America*



**Kylie Chang**

*Miss California USA*



**Raynah Hudson**

*Miss California Teen USA*

# Panelists



Break/Networking





# Inclusive by Design: Creating Conditions for Workplace Belonging





# Sarah Cline

Global Workplace Inclusion & Diversity Lead  
*Accenture*





# Inclusive by Design: **Creating Conditions for Workplace Belonging**

Sarah Cline  
Global Workplace I&D Lead  
Accenture

# Why this work matters

- Accessibility is about daily life, dignity, and **thriving at work**.
- My **lived experience** — hearing disability, neurodivergent family — grounds me in why this matters.
- Accessibility is a **journey**.







Opening the World for Everyone

# Stephen Cluskey

Co-founder & CEO | Mobility Mojo

[Hear Stephen's Story](#)





# Our Strategic Foundations



Embed **inclusion** into every space, tool, and moment.



Co-design **solutions** with employees and partners.



Shift from compliance to **dignity**; from reaction to **proactive** design.



# Quiet Spaces: supporting focus, inclusion, and sensory wellbeing

**Purpose:** Reservable, low-stimulus workspaces.

## Designed for:

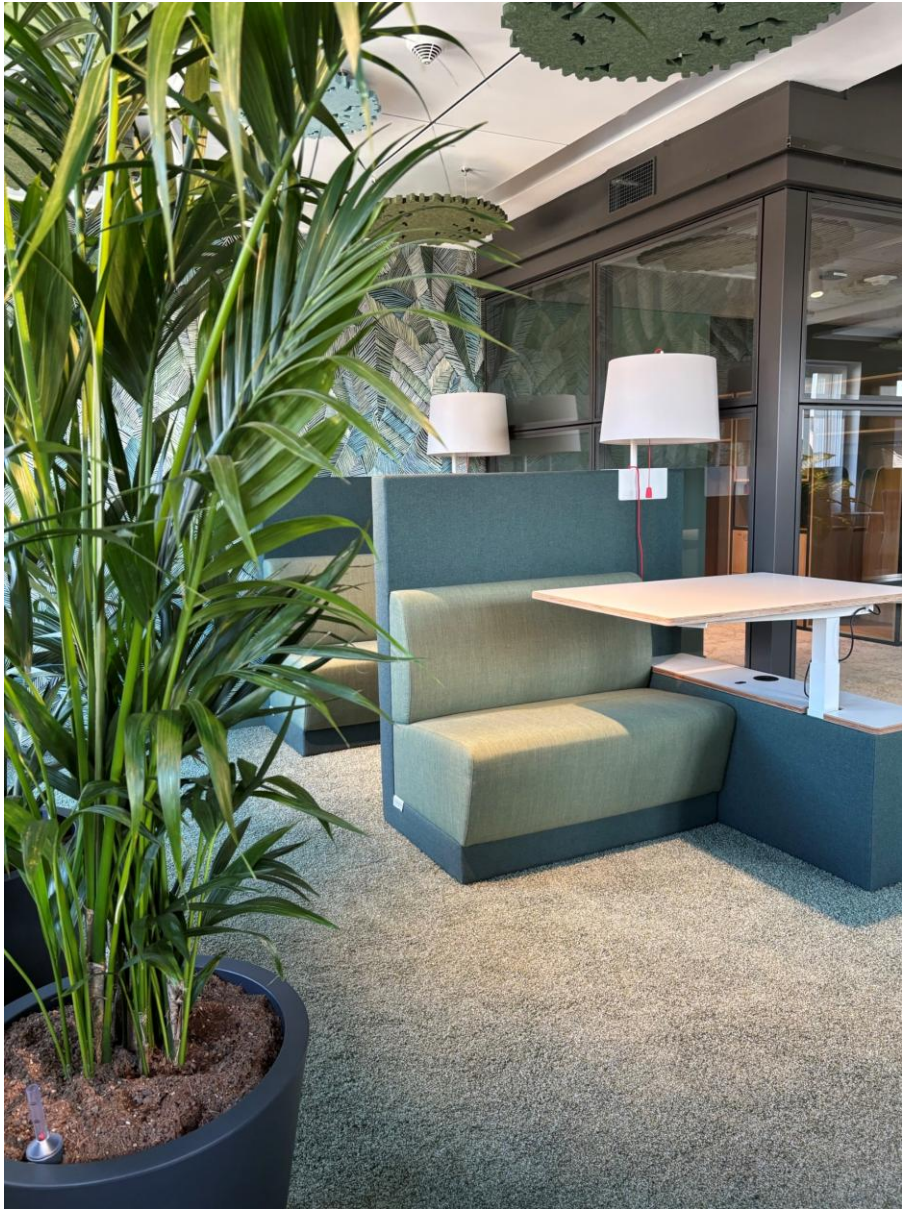
- Neurodivergent and noise-sensitive colleagues
- Those managing stress, anxiety, or sensory overload
- Anyone needing deep, focused work

## Each space includes:

- Height-adjustable desks + ergonomic seating
- Acoustic treatments and sound masking
- Dimmable, flicker-free lighting
- Located away from noise and high-traffic areas
- Calming elements: plants, natural textures, neutral palettes
- **Scalable:** from enclosed rooms to designated quiet corners















# Essential Inclusive Rooms in Every Office

## Wellness Rooms

A calming, private space for **rest, sensory regulation**, or short wellness breaks.

Supports **mental health, stress recovery**, and neurodivergent inclusion.

### 1 per floor Required

*May serve all 3 purposes if fully equipped and clearly signed.*

## Lactation Rooms

A clean, secure space for **expressing and storing breast milk**.

Supports **nursing parents' dignity** and transition back to work.

**Required in offices with >200 capacity** as a dedicated space.

## Interfaith Rooms

A neutral, respectful space for **prayer, reflection, or meditation**—welcoming all beliefs.

Enables **daily spiritual practice** without promoting any single faith.

**Encouraged in offices with >500 capacity** or high local observance.





# Accessibility Reports in Accenture Places

Helping our people, candidates, and guests navigate our spaces with ease

accenture


Places

Workplace

We support your space requests, reservations, and resource needs


Reserve a Space


View Reservations





**Austin, 323 Congress Avenue, Corp**

323 Congress Avenue  
Austin , TX  
USA

 [Get Directions](#)

 [Visit Website](#)

 [Go to Accessibility Report](#)

 [Explore This Office](#)

Congress Avenue

accenture

P

Parking and Entrance

Facilities and Event Spaces

Workstations and Meeting Rooms

Bathrooms for Employees

Training and Safety Procedures

Number Of Accessible Parking Spaces Available

17

Clearance Height

205 cm

Building Entrances

Entrance has an access control system (e.g. reader or intercom)

✓

Step-free access at main entrance

✓

Pre-visit Information

✓

Main Entrance/Key Arrival Points Clearly Signposted

✓

Push button location

Beside the door

Automatic door opening type


Swing inward/outward


Height of the door access control system from the floor

135 cm

Main Entrance Door Width

015 cm



 Mobility Mojo

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- Plan office visits with confidence: parking, entrances, restrooms, workspaces.
- Places + Job Postings + Accenture.com

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# Detailed Building Level Accessibility Reports

Turning **insights into action** for FY26 planning.

## Building Entrances

The design of a building’s main entrance should give access to all people, including wheelchair users, people with limited mobility as well as people with intellectual or sensory needs.

If the main entrance is not accessible, it should have clear signage directing the way to the nearest accessible entrance.



### AREAS TO IMPROVE

#### CapEx Light




- Ensure automatic doors that swing inward/outward have active audible warnings.
- Ensure access control systems (badge readers, intercoms) are positioned between 90cm and 100 cm from floor level.

#### CapEx Intensive

- Provide a fully automatic door at the main entrance.
- Where possible, ensure automatic doors slide sideways instead of swing inward outward.
- Where intercom system are used, make sure they support both bell and voice activation.

- Scores and recommendations across building areas
- Guidance aligned to international accessibility standards
- Identify CapEx light vs. CapEx intensive for realistic budgets
- Data supports transparency + smarter investment decisions

## Building Entrances

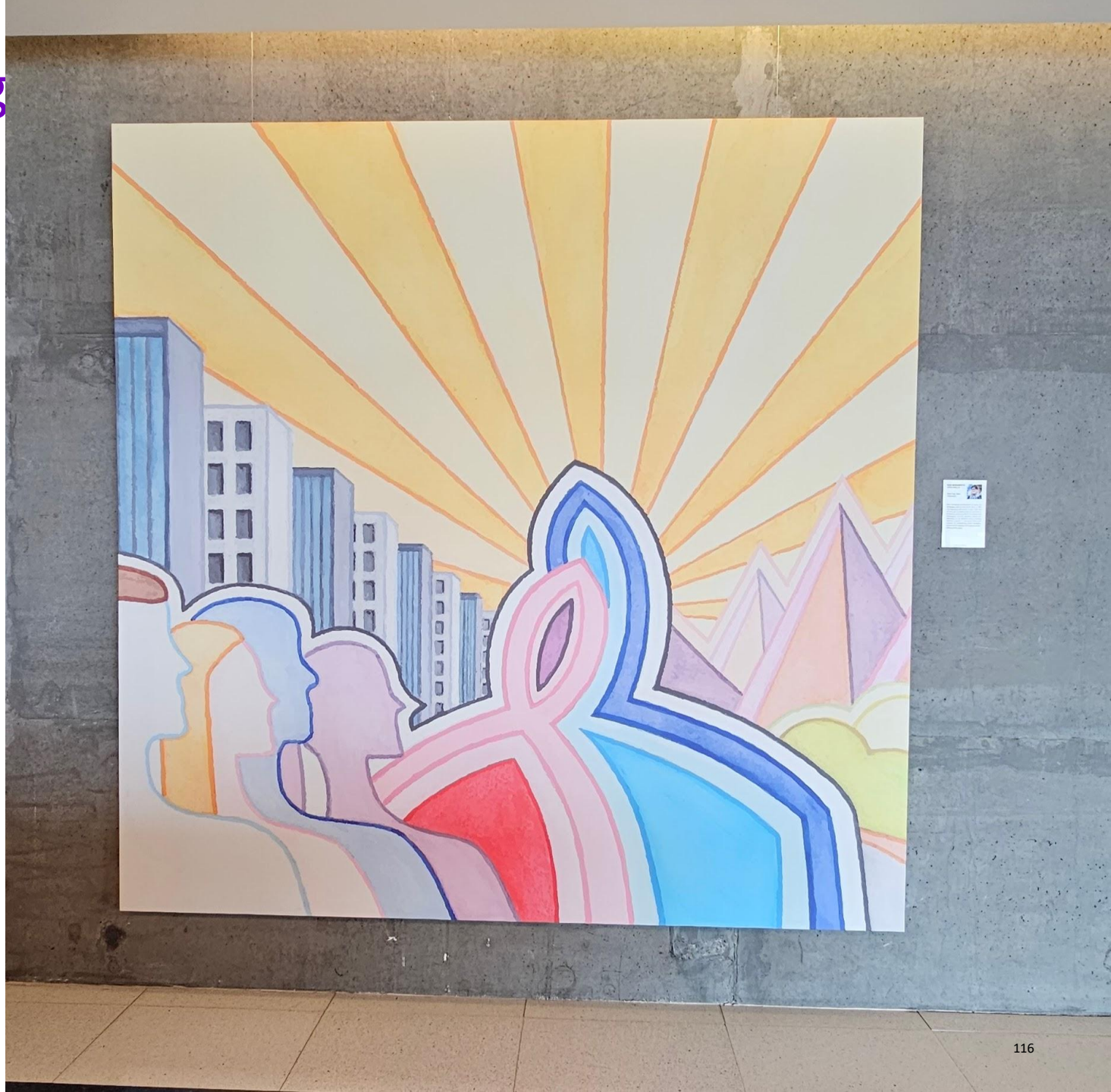
FEATURE	DESCRIPTION	STANDARD	EXAMPLE
Main entrance doors	Fully Automatic Doors / sensor-driven to detect movement can open and close automatically to make buildings access easy for everybody.	ADA 2010: 404.3	
	A wave-to-open door is a touchless door that opens when a user waves their hand in front of the sensor - No need to push any buttons.	BS 8300-2-2018: 9.2.1 ISO 21542-2021: 9.1.1.7	
	Push Pad Activated Doors can be activated by pushing a designated pad, plate or button. Where power assisted doors are used, the sensor should also be fitted with a return delay mechanism that allows sufficient time for safe passage and be capable of being used manually in the event of electrical failure.	EN 17210-2021: 9.3.12	
	Manual Doors require physical effort to open and close. Heavy doors are difficult to operate for persons with low strength and for persons using a mobility device, while doorknobs cause difficulties to persons with dexterity problems.		
	Revolving doors are not considered an accessible route, and an adjacent door should be provided.		

# Partner Spotlight — ArtLifting

Artwork by artists with disabilities and housing insecurity

Featured in San Francisco and other Accenture offices

Embeds inclusion into our spaces and fosters belonging



# Creating Inclusive Spaces

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What's one way your company has made a space more inclusive?

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What barriers in the built environment still need to be addressed?



# Making Support Simple

## Our **Accommodation Support Tool (AST)**

- Confidential, user-friendly way to request accommodations (equipment, assistive tech, support)
- Guided end-to-end by trained case managers
- Backed by dedicated funding and global consistency
- Requests can be submitted by employees, supervisors, recruiters, colleagues, or HR partners

How do  
employees at  
your company ask  
for support?

# Let's learn from Claire



# Let's Tour the Accessibility Center







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Tour:

**Accessibility in Action**



Lunch





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# The Art of Storytelling at Work





# Lise Lozelle

Senior Director,  
State Communications & Engagement

*Best Buddies International*



“Inside each of us is a natural-born storyteller, waiting to be released.”

- Robin Moore, author



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# What Is It?



## sto·ry·tell·ing

[ stawr-ee-tel-ing ]

Storytelling is the interactive art of using words and actions to reveal the elements and images of a story while encouraging the listener's imagination.





# Components Of Storytelling



## Authenticity

Be genuine and sincere; people connect more with honesty than perfection.



## Engaging

Start with a hook, a fact, question, or story that grabs attention right away.



## Clarity of Purpose

Make sure the “why” is clear so people understand the meaning behind your story.

# Components Of Storytelling



## Emotional Connection

Share feelings and experiences that are relatable to your audience.



## Descriptive Details

Use vivid moments and specifics to paint a picture in their minds.



## **Inspires Action and Empowers Advocacy:**

Stories move people from awareness to action by showing what's possible and why it matters.



## **Builds Empathy and Understanding:**

Sharing real experiences creates emotional connection and helps people see the world through another's eyes.



## **Shapes Collective Identity and Values:**

Narratives reinforce who we are as a team or organization and what we stand for together.



# **The Impact Of Your Story**



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What is your story?



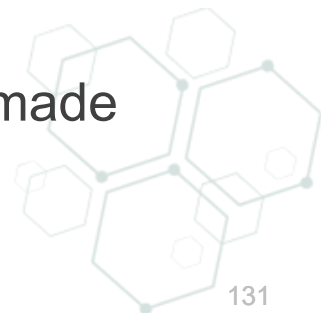


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## Step 1: Spark the Beginning

- ☐ Who influenced my path?
- ☐ What drew you in at the start — a person, a passion, or a pivotal moment?
- ☐ Was there an experience that shifted your perspective and made the work more meaningful?



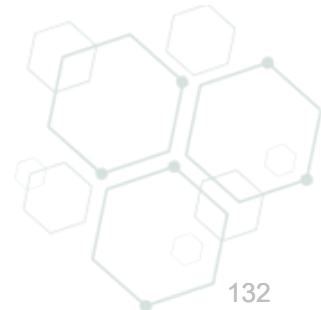


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## Step 2: Shape the Action

- ☐ What choices, projects, or approaches did you take to put your values into practice?
- ☐ How did you or your team respond to challenges and opportunities along the way?



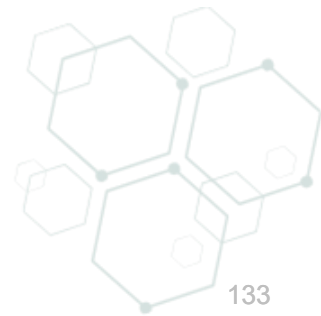




## Step 3: Frame the Impact

- ☐ What are the results? How has life or work been transformed?
- ☐ What is now possible? How do you describe life — and your corporate culture today?

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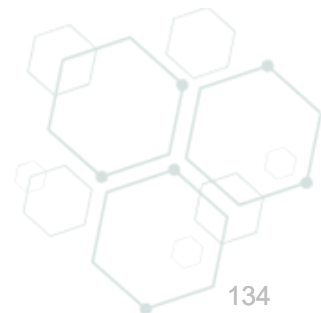




## Step 4: The Power of Your Story.

- ☐ Your story is the bridge between what you do and why it matters. Don't be afraid to share it!

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# Roundtable Discussions





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# Closing

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Thank You!



We want to hear from you!

