Accenture **W**orkplace **A**ccountability **R**esource **E**xperience
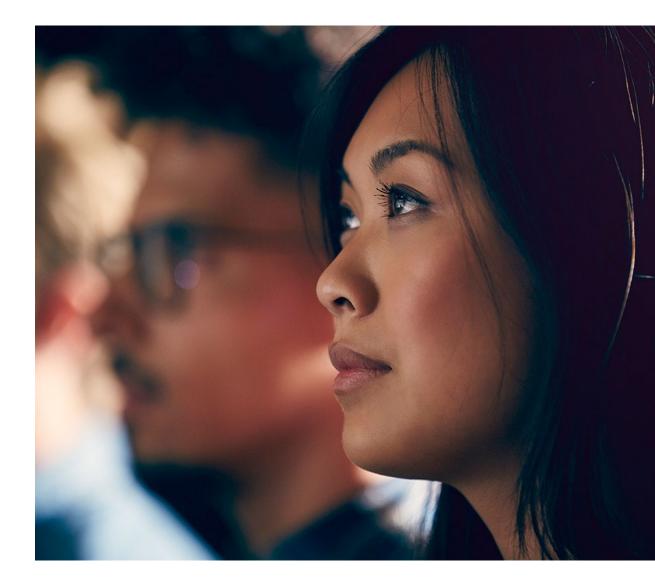
Build a brighter, sustainable future through inclusion, diversity and equity

Using tech for good

Socially responsible businesses are launching various strategic initiatives to address the complex issue of systemic racism and inequities that persist in today's workplace. They realize that focusing on inclusion, diversity and equity (ID&E) is not only the right thing to do, but it is also good for business and vital to creating a sustainable future.

Building on the belief that diversity is strength and talent has many faces, we innovated the **Accenture Workplace Accountability Resource Experience (AWARE)**, a first-of-a-kind human capital management (HCM) solution module, using Oracle Analytics Cloud technology. AWARE is designed to help clients embrace change as a constant force with a strategic approach for accelerating impactful ID&E outcomes through accountability to improve the workplace.

Compatible with Oracle Cloud and other major HCM solutions, the tool provides comprehensive analytics for transparency and accountability across all HR data. AWARE can provide an ID&E lens during the design of a cloud HCM system or a standalone assessment.

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Fueling innovation

To embrace an ethical, sustainable business culture and unlock greater business value and growth potential, you have to foster inclusivity and celebrate provocative thinking and continuous innovation through diversity. It's about driving business value with human values into the core values of your organization and throughout your operations on a foundation of trust.

Embrace an ethical, sustainable business culture

Drive business value	with human values	into your core values

By creating a sense of community and security with accountability in your business systems, you can expand your opportunities for continuous innovation and greater diversity—of people, thinking and expertise. **In the most equal and diverse cultures, innovation mindset is 11 times greater than in the least equal and diverse cultures.[1] Companies that lead in racial and ethnic diversity are 35 percent more likely to realize above average financial returns.[2]**

1 Gender Equality Innovation Research, Accenture
2 Why Diversity Matters, McKinsey

Progress goals to outcomes

AWARE is designed to empower businesses across all industries and public service organizations with data-driven insights for ID&E optimization through a comprehensive set of analytics:

Data-driven analytics

20+
Key demographics

300+
Metrics

80+
Dashboards

Discover ➡ Awareness
Understand what your organization looks like today by career level, job function, location, recruiting, compensation, attrition and more.

Compare ➡ Analysis
Gain a view of how your organization compares based on benchmarks by location, industry and public service organizations, and competitors relative to census data.

Predict ➡ Optimization
Look at discovery and comparative data trends to forecast when you can expect to reach your ID&E goals.

Move from awareness to action

AWARE provides the data and tools to understand your current workplace realities and then set goals, measure gaps and help your organization become active, accountable participants in creating their future.

With AWARE, you can:

Make a real impact. Embrace change and drive impactful outcomes to create an inclusive, diverse and equitable **workplace.**

Boost performance. Provide **accountability** to progress your organization's ID&E goals through data-driven performance metrics— understand quantitatively what your people are feeling qualitatively.

Elevate the overall experience. Improve the employer and employee **resource experience** for leveraging data to optimize ID&E efforts.

Ready for action?

Wherever your change journey begins, Accenture can meet you there. We can help your organization set and progress ID&E goals at any stage of the journey. To drive impactful outcomes, we provide a strategic approach backed by extensive technology transformation experience across a range of industries with deep skills for leveraging Oracle technologies in HCM cloud solution implementations.

About Accenture

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services — all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. Our 699,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities. Visit us at accenture.com.

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Together, we can accelerate your path to change

For more information, visit us at:
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