



Fairer Futures

KPMG Annual Review – Transcription

00:00:17 Jatin

It's only in my, kind of, adult years have I realised the challenges I went through as a youngster and my family background and the impact it's had on me.

00:00:25 Karena

I was born in Gloucester

00:00:26 Arron

I'm from Scunthorpe.

00:00:28 Abdul

Bangladesh and I moved to the UK at the age of five.

00:00:31 Jake

I grew up in South London.

00:00:32 Kai

I was born in Glasgow.

00:00:34 Leticia

I was born in Brazil.

00:00:35 Letty

Born and bred in London.

00:00:36 Lorcan

I'm Northern Irish.

00:00:38 Shashi

We come from a place called Guyana.

00:00:39 Letty

I grew up on one of the largest housing estates in northwest London.

00:00:43 Lorcan

Followed in my parents' footsteps of going to grammar school and then university,

00:00:47 Karena

Brought up mainly by my mum as a single parent.

00:00:49 Abdul

So my father passed away when I was younger. He was a Freedom Fighter in the 1971 Bangladesh Liberation War.

00:00:57 Kai

I live with my mom and my stepdad and my little sister. When I was eight, my dad died and that's it.

00:01:06 Arron

Moving from Scunthorpe, my hometown, you really start to meet people from outside of that bubble, outside of that comfort zone, and I think it was then that I realised the kind of differences in peoples' upbringing.

00:01:16 Kai

The school that I went to was very Catholic and there was definitely times looking back when even though when I wasn't openly gay I had to deal with some of the stuff that exists.

00:01:28 Shashi

It was an inner city state school in Croydon and it was challenging. I got an N in one of my exams. I didn't even know what an N actually meant. I just didn't feel that, you know, I was going to really be anything.

00:01:40 Letty

I cover all three bases. I'm female, I'm black and from a low-income background

00:01:45 Jake

It was unusual for someone from my school to go to, kind of top-tier, kind of elite, university.

00:01:51 Letty

Sometimes when I'd go home and I'd go to the local pub or something I'd see someone and they'd say "Oh, you've made it. You're different. I heard you work in the city."

00:02:01 Arron

The nature of KPMG is to solve problems, and in order to solve problems which are affecting society you need to have diverse teams, and it's as simple as that.

00:02:10 Shashi

We know that gender is an issue within big business. It needs to move at a much quicker pace.

00:02:17 Lorcan

We will better serve our clients, which is what we're here to do, if we are more diverse and we reflect the society in which we operate.

00:02:23 Leticia

There's a lot we could do but as individuals we should start doing small things.

00:02:29 Arron

Volunteering has been hands down one of my best experiences at KPMG.

00:02:33 Leticia

The reason I chose apprenticeship was because I felt like I wanted to experience what accountancy really is, and for me the apprenticeship programme did that.

00:02:44 Kai

So there's a diversity and inclusion monitoring profile. When I joined, mine had been down as being heterosexual so when I came out, it felt quite good to be able to go on and change it to that I was gay.

00:02:57 Karena

The people were always really friendly. I think I remember somebody quite early on saying to me, "Oh, actually, people genuinely care here whether you get on." And I found that to be true.

00:03:06 Leticia

Fairer Future to me is

00:03:08 Arron

No matter what gender, what race, what religion

00:03:12 Letty

Everyone having the same opportunities.

00:03:14 Kai

Everybody's lives and their rights aren't restricted or affected by someone else's views.

00:03:20 Letty

And the right support for those opportunities.

00:03:23 Karena

And everyone being able to flourish with their talents.

00:03:27 Jatin

Fairer Future for me means equality for all.