



## Making Our Voices—and Others'—Heard

As a mother raising two girls, I believe it's my duty and responsibility to instill in them the importance of finding and using their voice as well as kindness and respect for others. Of course, they fight—as siblings do—but I encourage them to resolve their own conflicts through respectful communication.

My daughters' relationship is also what connects me to our mission here at Acme—make the world more open and connected. By creating a space for everyone to have a voice, we believe that our society will be better over time.

But although being able to freely express ourselves is important to our progress, it goes hand-in-hand with conflict and tension. These days, I'm especially reminded of that as Northern Ireland faces conflict and tension arising out of the recent legalisation of abortion and same-sex marriage. While many women are still struggling to access abortions, anti-abortion campaigners are also struggling with the new law for a variety of reasons, including political and religious.

Regardless of where you grew up, you know that abortion elicits a variety of viewpoints and strong political and religious opinions. As members of society, we are well within our right to hold our own views, and we are well within our right to express those views freely and openly.

But as employees, I urge us all to be mindful about how we engage in any discourse on this issue—whether it be during conversations at work or while posting on our individual social media pages. We cannot move the issue forward without hearing everyone's voice, but we must do it in a way that weaves a beautiful tapestry of our shared views and experiences. That's what will tell the whole story.

Although I suspect my girls will probably continue to annoy each other, I've watched them develop a beautiful bond—they protect each other and look out for each other. And I think it's because over time, they have come to *understand* each other.

Whether you choose to share your views on this debate or not, I encourage you to keep our company's mission at heart. Make your voice heard, but let others have their voices heard too. Listen with the intent to understand.

Remember: Ní lia duine ná barúil, ach ar scáth a chéile a mhaireann na daoine. There are as many people as opinions, but under the shelter of each other, people survive.

**Jenny Doe**

VP, International HR