

# Architects of Positive Futures LGBTQ+ Diversity Report

## Scope

Unless stated otherwise, the data in this report covers the corporate responsibility within our Australian LGBTQ+ networks in 2019 . Release: December 2019



# 2019 A year being Out and in Front

## Welcome to our Architects of Positive Futures LGBTIQ+ Report

During 2019, I was once again honoured to be the executive sponsor for OUTfront who, as a group, achieved great progress in LGBTIQ+ inclusion within Capgemini. We have grown our network group to over 35 people across 4 cities and continue to build our ally networks through active inclusion and visibility.

Some of our key highlights this year include a full review (and amendment where required) of all our policies to ensure full inclusion of our LGBTIQ+ staff members, the creation of policies and guidelines for our gender diverse employees wishing to affirm their gender, celebrations of days of significance for the LGBTIQ+

communities and hosting external guest speakers in events in our ASE.

We also helped Sydney win their bid for World Pride in 2023 with a digital inclusion strategy, we marched in Mardi Gras and World Pride, held a stall at Canberra's Spring Out festival, launched our Ally network and presented at the annual pride in practice conference, to just name a few.

I thank everyone involved in OUTfront for helping to create and maintain an inclusive culture.

Thank you for bringing your true selves to work!

**Olaf**





*“As a leader it’s important for me to stand up for my beliefs and ensure that I’m providing an inclusive environment for all my employees”*

**Olaf Pietschner**

He/Him

Managing Director

Capgemini Australia and New Zealand



## Launching Our Ally Network

This year I had the privilege of marching on behalf of Capgemini in the Mardi Gras parade. It was an experience that was unforgettable – not only because of the thrill of the parade and being able to actively and visibly support the causes it represents but also because it marked an important milestone for me in becoming a visible and vocal ally. Since that night I have stood up and become the executive sponsor of our recently formed LGBTIQ+ ally network; OUTfront.

This network is a growing group of Capgemini employees that are committed to creating and ensuring an inclusive and respectful culture for lesbian, gay, bisexual, transgender, gender diverse and queer community members. As an ally we are easily identified by displaying a rainbow spade on our laptops, wearing a rainbow ally lanyard or spade pin. This ensures that our LGBTIQ+ staff know there is a safe and welcoming environment for them to be themselves.

Kind regards,  
**Susan**



***“It’s always a great time  
to be a strong ally to the  
LGBTIQ+ community”***

**Susan Beeston**

She/Her

Managing Director

Capgemini Invent, Australia and New Zealand



# A Focus on Diversity

2019 was a milestone year for OUTfront. In fact, OUTfront took several important steps to ensure that Capgemini Australia and New Zealand is a leader in LGBTIQ+ diversity and inclusion.

First, we collaborated with our HR teams in Australia, the UK and the USA to benchmark our policies with international standards for inclusion. At the same time, we partnered with Pride in Diversity to review our work, notable our first Gender Affirmation Policy.

Our policy work led us to consider gaps in our employee user journey. From recruitment to mobility to client engagement and L&D, we worked in collaboration across company verticals to consider LGBTIQ+ individuals and other groups considering what it means to work in a bias-free environment.

From our perspective, 2019 most significant milestone was the shift in culture from the Graduates right through to our leadership team. Our leaders embraced to need for LGBTIQ+ diversity, driving change within their teams and even with our clients. On behalf of OUTfront, we would like to thank them for their energy and passion personally.

Strengthened by this support and ambition, Capgemini and OUTfront joined to offer pro-bono support to Sydney's Gay and Lesbian Mardi Gras for their successful World Pride 2023 bid. Using

our technology leadership and strategy, we sort to bring a unique solution that would see World Pride 2023 to be a platform to bring awareness to LGBTIQ+ issues to the Asian region. Stay Tuned!

The progress we made in 2019 stands as a source of pride for all of us at Capgemini; it's incumbent as we move into 2020 that we remain diligent, excited and work with purpose.

## **Steph Sands**

She/ Her

Director and OUTfront Co-Chair  
Capgemini Australia and New Zealand

## **Elliot A Dowling**

He/Him

Director and OUTfront Co-Chair  
Capgemini Australia and New Zealand

## **Wayne Marshall**

He/Him

Lead Consultant and OUTfront Co-Chair  
Capgemini Australia and New Zealand



# Special Thank You's

OUTfront's achievements could not have happened without the hard work of our local and international employees.

**Kate Hickman**, for your focus on our talent community.

**Jessica Whip**, for passion and building our L&D program.

**Linda Son**, for your pro-bono client work.

**Michelle Ou**, for your pro-bono client work.

**Stacy Waters**, for your passion and advocacy.

**Sharmeen Kaur**, for your focus on allyship.

**Warren Pinto**, for international support.

**Rebecca Smith**, for international support.

**Violet Yeo**, for being a fantastic ally.

**Deb Leon**, for your passionate focus on people.

**Claire Springthorpe**, for your mobility work and your allyship.

**Emma Newton**, for your amazing passion and support.

**Naim Safi**, for your support any allyship.

**Harrison Travers**, for your support

**Michelle Butler**, for being a outspoken ally.

**Janani D'Silva**, for being a outstanding ally.

**Fin Carter**, for your ally leadership.

**Rena Chong**, for your OUTfront work.

**Caitlin Spence**, for being a good ally.

**Charles Talbot**, for being a good ally.

**Hester Bax**, for being a good ally.

**Kit Osborn**, for being a good ally.

**Duncan Cameron**, for your OUTfront work .

**Tara Olsen**, for being a good ally.

**Sharmeen Kaur**, for your passionate allyship.

**Yana Burton**, for being a good ally.

**Komal Narkhede**, for your passionate OUTfront work

**Annieste Josey**, for being a good ally.

**Jessica Bezuidenhout**, for your EAP help and allyship

**David Harper**, for being a fantastic ally

**Pete Miller**, for your passionate support, OUTfront work and allyship.

**Teresa Allan**, for your passionate support and legal advise.

**Simon Blainey**, for your passionate support and allyship.

**Prashant Chaturvedi**, for your passionate support and allyship.

**Nelly Chan**, for your OUTfront work.

**Stella Tang**, for your support.

**Prani Pons**, for your support.

**Nicholle Lindner**, for your support and allyship.

**Divya Arya**, for your help and support.

**Meher Mehta**, for your passion and support.

**Barbera Kiefte**, for your support and allyship.

**Sophia Theeboom**, for your support and hardwork from the very start.

***“The OUTfront Diversity Awards is our opportunity to showcase our great people and CSR leadership”***

**Violet Yeo**

**She/Her**

Head of Marketing

Capgemini, Australia and New Zealand







## OUTfront Diversity Awards

At OUTfront, we wanted to celebrate individuals who had a profound impact on diversity for Capgemini and our clients. In 2019, our OUTfront Advisory Board recognised four individuals whose impact was above and beyond in three categories.



### Contribution to OUTfront

#### Stacy Waters

For demonstrating passion and advocacy for the inclusion of LGBTIQ+ people within Capgemini.

### Work on Allyship

#### Sharmeen Kaur

For demonstrating a commitment to being an outstanding ally and advancing awareness for LGBTIQ+ people.

### Contribution to Client Work

#### Linda Son

For your work on the World Pride 2023 bid and linking digital inclusion and LGBTIQ+ inclusion together.

#### Michelle Ou

For your work on the World Pride 2023 bid and linking digital inclusion and LGBTIQ+

# Achievements at a glance

- Capgemini was proud to sponsor the attendance of Solara at the Strong W(o)men in Future Technologies (SWIFT) Program.



- Ensured LGBTIQ+ employees are referenced in our Domestic and Family violence policy, and specific examples of LGBTIQ+ Bullying were included in our bullying and discrimination policy.
- Supported the Pride in Diversity Sapphire network by hosting and participating in an external event in Adelaide on the importance of female role models.



- Audited all our internal and external communications to ensure the term "sexual preference" or "Lifestyle choice" is removed from our intranet and websites.
- Produced our Diversity and Inclusion survey to include relevant gender identity and sexual orientation questions.
- Susan Beeston and Wayne Marshall Marched in Sydney's Mardi Gras Parade.



- We Worked with our global team on providing specific safe travel information for our LGBTIQ+ staff who travel internationally.
- Comprehensively reviewed and amended our policies to ensure specific LGBTIQ+ inclusion in all aspects of our culture.

- Provided opportunities for people to showcase their LGBTIQ+ support through rainbow merchandise.



- Launched our Inclusive and offensive language guidelines and distributed copies to all people in our organisation who have external-facing roles.



- We formalised an ad hoc LGBTIQ advisory group of internal LGBTIQ+ people and external subject matter experts to ensure our LGBTIQ+ priorities are reflective of best practice and who regularly met with senior Diversity council leaders.



- We partnered with the Centre for Inclusive Design to present at the Pride in Practice conference on inclusion in design and exclusion and bias in data and AI.



- We have worked with our L&D department and held LGBTIQ+ inclusion and awareness sessions for all staff members by having face to face sessions in Sydney, Melbourne and Adelaide facilitated by our Pride in Diversity partner.



- Worked with Women@Capgemini during Women's week to do an intersectional event on the future of work and inclusion.



- Launched our ally network.



- Held Trans and Gender Diverse ally Training in Melbourne with the Transgender Victoria.



# Being your authentic self at work

I started at Capgemini in mid-2019, and one obvious thing was the incredible culture of support, flexibility and inclusion that all team members portrayed.

It was this fantastic culture, my son, and the excellent recruitment team that led me to be involved in our ally network and actively showcase how diverse and inclusive Capgemini was. I'm proud to say our team is helping drive that change.

So far, we have achieved:

- Capgemini's first targeted LGBTIQ+ recruitment campaign,
- Special considerations in the recruitment process for trans and gender diverse individuals,

- Updated our system to move beyond the simple binary gender options,
- Updated our recruitment ad listing to show and not just tell how we are inclusive,
- Actively worked to ensure our Graduate Program demographics were diverse as the general population,
- Had all our team members undertake LGBTIQ+ awareness and HR training from Pride in Diversity.

While I've only been in Capgemini for a short time, I'm proud of my team and the company's achievement in the diversity space. Let's make 2020 the biggest, best year yet!

## **Deb Leon**

She/Her

Head of Recruitment

Capgemini Australia and New Zealand



*“Since focusing on diversity I’ve seen the quality of our incoming talent increase dramatically”*

**Christine Parker**

She/Her

Head of HR

Capgemini Australia and New Zealand







## About Capgemini

Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of almost 220,000 team members in more than 40 countries.

Learn more about us at

[www.capgemini.com.au](http://www.capgemini.com.au)

## About OUTfront

Capgemini's Employee Resource Group, OUTfront, passionately and actively advocates for diversity initiatives within the LGBTIQ+ community. The initiatives are designed to develop an internal culture of LGBTIQ+ inclusion and awareness in support of an open-minded working environment.

OUTfront's mission is to support Capgemini team members by fostering a supportive, inclusive and understanding environment for LGBTIQ+ and their allies, and to provide relevant information and coordinate activities which, raise awareness of issues facing the LGBTIQ+ community at work.

Learn more about us at

[www.capgemini.com.au/outfront](http://www.capgemini.com.au/outfront)

For more details contact:

**Wayne Marshall**

He/Him

[wayne.marshall@capgemini.com](mailto:wayne.marshall@capgemini.com)

**Steph Sands**

She/Her

[steph.sands@capgemini.com](mailto:steph.sands@capgemini.com)

**Elliot A Dowling**

He/Him

[elliot.dowling@capgemini.com](mailto:elliot.dowling@capgemini.com)

**People matter, results count.**

The information contained in this document is proprietary. ©2019 Capgemini.