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Capgemini recognised as Gold employer for LGBTQ inclusion efforts at Australian Workplace Equality Index (AWEI) Awards

Sydney, June 22, 2020 – Capgemini has been named in the Top 3 Australia’s best employers for LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer) inclusion and recognised as a Gold Employer for its efforts at the Australian LGBTQ Inclusion Awards.

16 Australian organisations were awarded gold tier status, with Capgemini being placed in the Top 3 of this cohort. The virtual awards ceremony was hosted by ACON’s Pride in Diversity – the national not-for-profit employer support program for LGBTQ workplace inclusion in Australia.

The awards are based on the results of the Australian Workplace Equality Index (AWEI), an evidence-based benchmarking tool that annually assesses workplaces in their progress and impact on LGBTQ inclusion initiatives.

Gold employer recognition is the highest status obtainable for a first-time entrant and is indicative of a substantial amount of meaningful activity in the area of LGBTQ inclusion.

Olaf Pietschner, Managing Director of Capgemini in Australia and New Zealand said, *"Diversity and inclusion is one of the three main pillars of Capgemini’s social responsibility program and LGBTQ inclusion is a significant part of our diversity priorities. We are committed to maintain an inclusive environment where our people can thrive and bring their authentic selves to work. This recognition reflects our sustained efforts to create a truly inclusive culture at Capgemini and to be a place our people are proud of."*

This is the first year that Capgemini has entered the AWEI Awards and the rating reflects its dedication and focus in the area of LGBTQ inclusion. This achievement involved a dedicated focus in all areas of the business to ensure an inclusive culture and workplace for LGBTQ+ team members. Initiatives included HR policies, Bullying and Harassment identification and support, Trans and Gender Diverse inclusion, diversity and inclusion practices, LGBTQ+ strategic focus and accountability, formation and visibility of a dedicated LGBTQ+ employee resource group, external community engagement programs, internal training and development programs, executive leadership and engagement, and dedicated LGBTQ+ data collection and reporting.

Capgemini’s Employee Resource Group (ERG), OUTFront drove the change program and final submission over 2019 to achieve the result.



About Capgemini

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