

Capgemini

OUTfront

2020

**Architects of Positive Futures
LGBTQ+ Diversity Report**



3	A message from the OUTfront Co-Chairs
4 - 5	A Message From Our OUTfront Executive Sponsor
6 - 7	A message from our Ally Executive Sponsor
8 - 9	Our Ally OUTfront Network leaders on being an ally
10 - 11	OUTfront Diversity Awards 2020
12 - 15	2020 Achievements
16 - 18	Thank you to our champions

Scope

Unless stated otherwise, the data in this report covers the corporate responsibility within our Australian LGBTQ+ networks in 2020. Release: Dec 2020 ~~later 2020~~

A message from the OUTfront Co-Chairs

Like many of us, we were hopeful that 2020, a new decade, would be one of positive change and hope, yet we saw the world hit by compounding crises: Australia's most significant bushfires, a pandemic, systemic racial injustice across the globe and locally with our Aboriginal and Torres Strait Islander friends.

But being separated didn't mean we were alone, and we were all reminded that we are Stronger Together. With this spirit, we took on the challenges of 2020, leveraging technology to connect OUTfront and Capgemini members across Australia and the world with the dreams of the new decade. And achieve we did!

2020 was a proud year for OUTfront; we made significant progress on multiple fronts to be a leader in LGBTQ+ workplace inclusion. Some of our proudest moments were:

- Achieving Gold in our first submission to the Australian Workplace Equality Index (AWEI).
- The explosion of growth in our OUTfront Ally Network under our Ally Co-Chairs Sharmeen and Thomas leadership.
- Hearing about parents accepting their Trans children and working on a guide to provide more support.
- Speaking at the Pride in Practice conference on Intergenerational intersection and the lived experiences of LGBTQ+ individuals in the workplace.
- Sponsoring QueerScreen and seeing our LGBTQ+ focused advertising campaigns in full colour on the big screen

We look forward to 2021 and in particular to continuing to make our workplace one of the best for LGBTQ+ people to work. As we continue on this journey we are also realising that we can help the parents and friends of other LGBTQ+ kids and adults on their journey. OUTfront looks forward to working with our Ally network to make these resources available so that we can educate and support our employees in all aspect of their, and their families, lives.

We believe that diversity and inclusion have an extraordinary decade ahead. As even in a tough year, we could connect far and wide and prove that we are Stronger Together.

Bring on 2021; we are ready!

Steph Sands

Head of Diversity and Inclusion
OUTfront Co-Chair
(She/They)

Wayne Marshall

Lead Consultant
OUTfront Co-Chair
(he/him)



A Message From Our OUTfront Executive Sponsor

During 2020, I was again honoured to be the executive sponsor for OUTfront. One of the key highlights for me this year was attending the Australian Workplace Equality Index Awards (AWEI) where Capgemini was the platinum partner. It was a proud moment when Capgemini was awarded our gold status. The first time any company has achieved this on their first submission and a true testament to the work that everyone has done to make our workplace inclusive for all. We also ranked in the top 3 LGBTQ+ inclusive employers across all of Australia. An outstanding achievement.

Our leadership team and I continue to learn every day what true inclusion and allyship means from the diverse voices across our organisation. It inspires me to see all parts of the business are involved in the goal to make Capgemini the most inclusive workplace in Australia. Everyone is seen and everyone is heard. We should never stop learning about each other. Listening, understanding and most importantly, acting, to be better people and achieve a truly inclusive culture and society. We can all be architects of positive futures.

Special thanks to everyone involved in OUTfront for helping to create and maintain an inclusive culture and I would like to recognise and congratulate Wayne Marshall for winning an Overall Diversity Champion award and Ben Moretti, Sharmeen Kaur and Jackie Moran for their OUTfront Champion awards. You can read more about these awards in this report.

Thank you for bringing your true selves to work!

Warm regards,
Olaf

“Our leadership team and I continue to learn every day what true inclusion and allyship means from the diverse voices across our organisation. It inspires me to see all parts of the business are involved in the goal to make Capgemini the most inclusive workplace in Australia.”

Olaf Pietschner

Capgemini Australia and New Zealand Managing
Director and Executive Sponsor for OUTfront
(he/him)



A message from our Ally Executive Sponsor

Another year being the executive sponsor of OUTfront Ally Network and what a year it has been. I started the year marching in the Sydney Mardi Gras with the Sydney World Pride 2023 float with Anniese and Linda. It seems like a whole other world now. It was the second year I have marched on behalf of Capgemini, and I'll never forget the experiences. Partly because of the thrill of the parade, but also because it's an opportunity to actively support the causes it represents. For me, it is a critical part of being a visible and vocal ally. Since that night, I continue to stand up and support Capgemini's OUTfront Ally network in Australia and New Zealand and actively ensure our workplace is inclusive and welcoming to all our sexually and gender diverse colleagues.

This year we have undertaken more Unconscious Bias and Pride in Diversity training sessions which have been excellent in supporting the continued development and expansion of our Ally network. Our biggest moment this year was winning the Gold award for the Australian Workplace Equality Index and seeing our amazing Diversity & Inclusion leader Steph Sands recognized as OUT Role Model of the Year Finalist. These recognitions are testament to all the work that OUTfront has done with every part of our business to ensure an inclusive workplace.

I am so very proud of our progress. I look forward to another year where OUTfront continues to shine a path so everyone can feel they belong. Because, everyone does!

Anyone can be an ally and join our network and I look forward to seeing more people there.

Kind regards,
Susan

"I continue to stand up and support Capgemini's OUTfront Ally network in Australia and New Zealand and actively ensure our workplace is inclusive and welcoming to all our sexually and gender diverse colleagues."

Susan Beeston

**Managing Director at Capgemini
Invent and Executive Sponsor of
OUTfront Ally Network**

(She/her)



Our Ally OUTfront Network leaders on being an ally

An ally is someone who always supports and advocates for equal treatment of a community. Being an ally to OUTfront means that you fully support Capgemini's employees who identify as LGBTQ+. OUTfront allies help a great deal with raising our voice when our LGBTQ+ network experience bullying, harassment, taunts, jokes or exclusion.

No matter if you are just starting out or you have been an ongoing supporter, there is always something you can do to help.

Our motto is 'Learn, support and stand-up'

- **Learn:** Understand the LGBTQ+ terminology, myths and challenges. Learn about pronouns and use them efficiently. Ask the right questions.
- **Support:** Advocate for inclusion. Respect the privacy of LGBTQ+ employees, and take what you are told into confidence.
- **Stand-up:** Call out bullying, harassment, and discrimination within the workplace, as well as outside of it.

Thomas

Thomas Walsh

Manager
OUTfront Ally Co-Chair
(he/him)

Sharmeen

Sharmeen Kaur

Consultant
OUTfront Ally Co-Chair
(She/her)



OUTfront Awards 2020

We would like to acknowledge the work of some exemplary individuals for their work in LGBTQ+ inclusion. These awards are nominated by all in our OUTfront community and awarded by the Advisory committee and executive sponsors as part of the overall CSR awards.

Jackie Moran

LGBTQ+ Diversity Award

For living and supporting the development of a more open Capgemini culture

Ben Moretti

Client Impact Award

Ensuring that colleagues are referred to by the correct pronouns and going out of the way to ensure an environment of education and support on client site

Sharmeen Kaur

Allyship Award

For taking up the challenges of leading our OUTfront Ally Group

Wayne Marshall

Overall Diversity Champion

For being a diversity leader throughout Capgemini

2020 Achievements

What a year this has been for OUTfront. We had to learn (like all parts of our business) how to adapt to a new normal, and adapt we did. Our objective continues as being a leader in LGBTQ+ workplace inclusion and the best place to work in Australia. We have come a long way in 2020 to achieving this as we have learnt what being inclusive while apart means.



- Winning gold in our first year submitting for the Australian Workplace Equality Index (AWEI)
 - Rating in the top 3 employers for LGBTQ+ inclusion in the AWEI; and
 - Steph Sands was a finalist in OUT role model of the year
- Sponsored the AWEI awards in November where Olaf gave a speech about our inclusion programs to over 600 people. He also soft launched our ReStart program for women returning to the workplace and committing to keeping one quarter of places for women with a trans experience.
- Hosted nearly 80 virtual lunchrooms (open to everyone) since April to ensure everyone had a place to connect and meet with each other.
- Held over 25 events (physical and virtual) in-

cluding working with our social committees, Women@Capgemini and our Indigenous ERG, including:

- Hosted a visit to our Melbourne office by Solara, our sponsored young person at the Strong W(o)men in Future Technologies (SWIFT) Program in 2019. They came and spoke to a group of OUTfront members about their experience and we showed them our offices and the way we work.



- Hosted North American CSR Lead Janet Pope in a fireside chat.
- Hosted Mardi Gras 78er and gay rights activist Robyn Kennedy in a fireside chat.
- Held a pride week full of activities for everyone including a LGBTQ themed trivia night.
- Presented “Stories of being Out and In front” where Pat McCabe, Naim Safi, Elliot Dowling and Steph Sands shared their personal stories about their involvement with the LGBTQ communities.



- Worked with our friends in Women@Capgemini to provide LGBTQ intersectional viewpoints from Rachel Mead of Woolworths Group, and Michael Rolik from Mardi Gras in “Taking a Stand”.
- Held an OUTfront social movie night.
- Raised funds for Wear it Purple Day and hosted board member Lara Hasselbee in a fireside chat.
- Held a session with the lead female creatives at Mardi Gras during Women@Capgemini month to explore our own creativity and acceptance.
- Held a session with Julie Kalceef, Writer and Director of the ABC series “First Day”, the story of a young trans girl starting her first day at high school.
- Held a Leaders lounge with Steph Sand during pride month (Rainbow ally session).

- Hosted a fireside chat with Krystianne Avedian, founder of the global OUTfront network.
- Held a fireside chat with our Indigenous ERG group with Indigenous LGBTQ leader Jason Glanville.
- We have worked with our L&D department and held LGBTQ+ inclusion and awareness sessions for all staff members:
 - Conducted LGBTQ awareness training with Pride in Diversity and a special Empowering Allies session during pride month.
 - Provided an online module on our Capgemini University system for new people to take as part of our induction sessions.
 - Developed and promoted our internal LGBTQ+ awareness content through the Next platform, a global LGBTQ content/pathway, for everyone to learn more about being a LGBTQ ally.
 - Ensured OUTfront and LGBTQ+ inclusion is discussed in our induction sessions for new employees.
 - Provided access to real-time webinars with Pride in Diversity on inclusion topics.
- Held Trans and Gender Diverse Ally Training in Melbourne with Transgender Victoria.
- We conducted HR and legal specific LGBTQ awareness sessions.
- Developed and rolled out pronoun initiatives and email signatures to parts of our business.
- Wayne Marshall, Jackie Moran and Steph Sands presented at the annual Pride in practice conference (virtual) on Generational intersectionality and how this is driving ERG and D&I agendas in the workforce.
- Susan Beeston attended the Pride in Diversity executive forums and Olaf Pietschner attended the CEO Leaders Lunch representing Capgemini and OUTfront.

- Wayne Marshall, Aly Norton, Erika Osborn and Stacey Waters represented Australia in the Global OUTfront summit in November.
- Our Ally network continued to grow and under the leadership of Sharmeen and Thomas they:
 - Refreshed all our Ally guides for 2020.
 - Promoted our Ally Pledge encouraging everyone to take a stand for an inclusive culture.
 - Produced Rainbow Capgemini stickers and pins to show visible support of the LGBTQ+ communities within the workplace and virtual backgrounds when we could not be in the office.
 - Posted permanent Ally posters throughout our offices.
 - Provided customisable flashcards and Capgemini's 2020 Pride Logos for social media.
 - Called for intersectional stories from our employees which led to:
 - Held stories of being 'Out and In Front'; a Q&A style panel session with some of our own colleagues who identify as LGBTQ+.
- We continue to review our policies, procedures and guidelines with our HR colleagues, to ensure inclusion of all people, making sure our non-binary and gender diverse employees are recognized and included in all that we do.
- We worked with our global counterparts to update our Blue Book with inclusive language.
- We have worked with our marketing department to:
 - Revise our Inclusive and offensive language guidelines and distributed copies to all people in our organization who have external-facing roles.
- We took a small sponsorship with the Mardi Gras film festival which saw us show at the start of each film our "authentic self" recruitment campaign.
- We developed our first Gender diverse campaign for our ReStart program – to launch in 2021.
- We have flown the Capgemini inclusion flag and support for the LGBTQ community externally when:
 - Susan Beeston, Linda Son and Annie Josey marched in the Sydney Mardi Gras Parade.



- We sponsored QueerScreen film festival.
- We booked our stall for Adelaide's Feast Festival Picnic in the Park (later cancelled) but we still found ways to celebrate Pride and the event.
- We have ensured we are following best practice in LGBTQ+ inclusion by:
 - Attending the Pride in Diversity round tables and networking events in Melbourne, Sydney and Adelaide.
 - We formalised an ad hoc LGBTQ advisory group of internal LGBTQ+ people and external subject matter experts to ensure our LGBTQ+ priorities are reflective of best practice and who regularly met with senior leaders.
 - Preparing for our second submission for the Australian Workplace Equality Index.
 - Olaf and Susan attended the Executive ally forum as part of the Pride in Diversity National conference where Susan addressed the group on how she became an ally.
- We connected with key intersex groups to obtain guidance on the best way to be a good ally and establish a plan for 2021.
- We worked with our global team on providing specific safe travel information for our LGBTQ+ staff who travel internationally.
- We worked with our partners and pro bono clients:
 - We are helping Pride in Diversity write their next 5-year strategy.
 - We have volunteered a small data team to help Wear it Purple in 2021.
 - We welcomed representatives from our clients within our internal events
 - Finally, we have drafted our guide for Parents of LGBTQ kids and their friends (2021 launch)



I Trans Women in Tech



Thank you to our champions

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

For your support and allyship

- Taryn Clydesdale
- Edwina Morgan
- Katrina Brett
- Veena Madhu
- Megan Parker
- Timothy Sanderson
- Mohit Jain
- Craig De Vries
- James Gallichan
- Peta Camilleri
- Audre Liam
- Anthony McLagan
- Gerban Bosch
- Nicole Alley
- David Harper
- Stella Tang
- Aly Norton
- Prani Pons
- Nicholle Lindner
- Simon Blainey
- Meher Mehta
- Divya Arya
- Michelle Ou
- Linda Son
- Stacy Waters
- Violet Yeo
- Emma Newton
- Naim Safi
- Harrison Travers
- Sophia Theeboom
- Michelle Butler
- Fin Carter
- Caitlin Spence
- Hester Bax
- Charles Talbot

- Erika Osborn
- Duncan Cameron
- Yana Burton
- Komal Narkhede
- Annie Josey
- Richard Parker
- Monique Alvis
- Jackie Moran
- Taryn Clydesdale
- Duncan Cameron

For your international support

- Warren Pinto
- Rebecca Smith
- Richard Thompson
- Andy Heppelle

And those who went above and beyond

Olaf Pietschner, for being our Executive Sponsor and a fantastic ally

Susan Beeston, for being our Ally Executive Sponsor and a fantastic ally

Ben Moretti, for your data work and leading the Adelaide office

Thomas Welsh, for leading the Ally Network

Krystianne Avedian, for leading OUTfront Global

Shobha Meera, for your global CSR leadership

Christine Parker, for your support, allyship and leading an inclusive HR policy

Jessica Bezuidenhout, for your EAP help and allyship

Teresa Allan, for your passionate support and legal advise.

Kate Hickman, for your focus on our talent community.

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

Sharmeen Kaur, for leading our ally network

Deb Leon, for your passionate focus on people.

Claire Springthorpe, for your mobility work and your allyship.

Janani D'Silva, for work in the Graduate Program and support

Thank you to all the others both internally and externally who helped, supported, attended, spoke and advised OUTfront in 2020



OUTfront

A special thanks to our OUTfront
working group

Elliot Dowling
Aly Norton
Jackie Moran
Sharmeen Kaur
Taryn Clydesdale
Edwina Morgan
Erika Osborn
Katrina Brett
Thomas Welsh
Ben Moretti

*Without you none of the achievements of 2020
would have happened.*





About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 270,000 team members in nearly 50 countries. With its strong 50 year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fuelled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2020 global revenues of €16 billion.

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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.

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