

LEADING THE WAY TO INCLUSION

Our 2021 Australian report examining our sexual and gender diverse inclusion work conducted at Capgemini Australia and New Zealand.

2021

A MESSAGE FROM

KAYLENE O'BRIEN



Kaylene O'BrienManaging Director
Capgemini Australia

At Capgemini, our commitment to diversity and inclusion is embedded in our purpose and values. I'm incredibly proud of the efforts of our LGBTQIA+ network, OUTFront and our people who have contributed to our Gold Employer status for the second year at the Australian Workplace Equality Index (AWEI) Awards. It was such a proud moment to see Capgemini named Employer of the Year, Employee Network of the Year, and win the Inclusion of Trans and Gender Diverse Employees, and see Steph Sands, Head of Diversity and Inclusion, to be recognised as the National 2021 Out Role Model of the year.

LGBTQIA+ inclusion is important at Capgemini. Over the past three years, we have transformed our policies and processes, established, and grown our OUTfront community, led the industry in trans and gender diverse inclusion, introduced multiple opportunities for learning more

about each other and partnered with external organisations for a wider reach to the community. It is a key part of my personal values to ensure that everyone at Capgemini knows and feels that they are included for their authentic self and has a sense of belonging and respect.

I continue to be #capgemini proud of our progressive culture and would like to thank our OUTFront community and our team members who passionately advocate and champion LGBTQ+ inclusion at Capgemini. Special recognition and congratulations to our OUTFront Community Award winners - Krystal Dowling, Katherine Hudson, Stacey Waters and Janani D'Silva.

I'm looking forward to 2022, where we will continue to progress on initiatives to foster an even more diverse and inclusive workplace where our people can excel and bring their true, authentic selves to work.

A MESSAGE FROM

SUSAN BEESTON



Susan Beeston

Executive Vice President and Managing Director Capgemini Invent OUTfront Executive Sponsor In 2021 OUTfront has exceeded all expectations with our mission to empower individuals to bring their authentic selves to work and create a culture of inclusion for all Capgemini team members.

This year we have done more and taken more on, with some remarkable and proud moments of inclusion, highlighting Capgemini's commitment to creating an inclusive environment. For me, some of the proudest moments have been:

- Seeing Capgemini named as LGBTQIA+ Employer of the Year by the Australian Workplace Equality Index plus winning several other awards.
- Seeing our own Steph Sands, Head of Diversity and Inclusion, recognised as 2021 Out Role Model of the year.
- Interviewing Katherine Hudson, Capgemini consultant and co-founder of the Wear it Purple.

- foundation, on the importance of supporting rainbow youth and why she founded Wear it Purple.
- Starting the Rainbow Circle series to give rainbow youth insights into launching their career.
- Joining Steph Sands, Wayne Marshall and Nicki Elkin as we presented at the Pride in Practice Forum on Capgemini's achievements in the AWEI; "From Zero to employer of the year in 3 years."

I continue to be proud of our progress and would like to thank everyone for making 2021 our best OUTfront year to date. We are excited to take OUTfront to the next level, in 2022 and beyond!

Bring on 2022.

Warm regards,

Susan

CHIVEMENTS

The year in review

2021 was a triumphant year for OUTfront. Our mission has always been to empower individuals to bring their authentic selves to work and create a culture of inclusion for all of Capgemini. We achieved so many things in 2021, embracing the move to virtual from the previous year to ensure that we could contribute and bring value to as many people as possible.

- Taking home the coveted position of Employer of the Year and gold status for the second year in a row for the Australian Workplace Equality Index (AWEI) AND...
- and the Inclusion of Trans and Gender Diverse **Employees award AND**
- we co-won the Network of the year award for **OUTfront AND**
- Our head of Diversity and Inclusion, Steph Sands, was named the National 2021 OUT Role Model of the year!
- Susan Beeston became our new Executive Sponsor, while Olaf Pietschner became our OUTfront APAC Executive Sponsor.
- We launched the Rainbow Circle, a monthly virtual event that connects LGBTOIA+ youth with experts in the field, alongside those with lived experiences.
 - Our first event saw 115+ internal and external attendees, with 80+ in our second. We can't wait to continue to host these conversations in 2022!

- We kicked off our Pronoun Awareness Campaign early in the year during Transgender Day of Visibility with the creation and distribution of pronoun awareness leaflets and pronoun stickers.
 - This continued with many employees adopting the habit of introducing themselves with their pronouns during meetings or sessions.
- We also had Capgemini branded pronoun pins created.
- Steph Sands and Jackie Moran spoke on their experiences as part of the Pride in Diversity Sapphire Panel.
- We were delighted to host an OUTfront fireside chat with Rodney Croome AM, an LGBTQIA+ activity that has paved the way for social change within Australia for IDAHOBIT Day.
- We had an article published in the big smoke from Katherine Hudson, Stacey Waters and Aly Norton on LGBTQIA+ inclusion at Capgemini



2021 ACHIVEMENTS





- We celebrated Pride Month with a range of activities:
 - Active Allyship from Pride in Diversity's Nicki Elkin
 - A collaborative SHE SAID session with Women@Capgemini on Intersex people.
- A virtual carnival fundraiser
- OUTfront's executive sponsor,
- Susan Beeston interviewed Wear it Purple founder and Capgemini Consultant, Katherine Hudson.
- OUTfront India and OUTfront Australia collaborated on a joint pride session with bestselling LGBTQIA+ author Nerissa Trinadad who penned "Growing Through"
- penned "Growing Through"

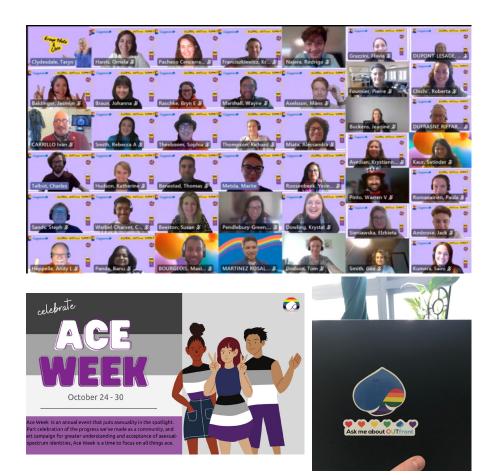
 Katherine Hudson joined
 OUTfront as a co-chair,
 introducing the LGBTQIA+
 community to our new associate consultants in 2021
- community to our new associate consultants in 2021

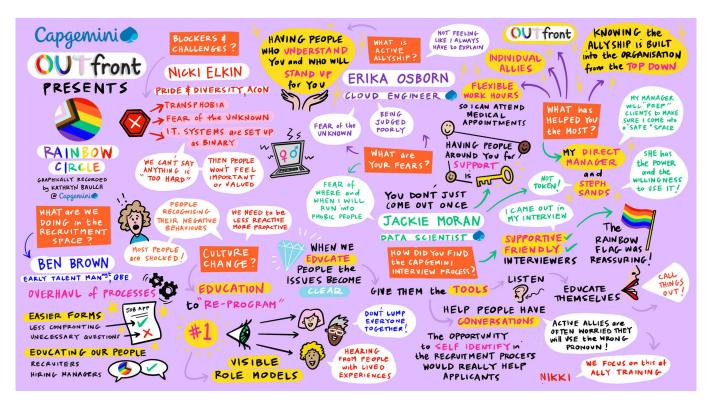
 Members of Salesforce's OUTforce, Capgemini's OUTfront, and Wear it Purple came together to participate in a workshop designed by the ASE to define and create a plan for the development

- of a guide for parents of LGBTQIA+ youth
- Susan Beeston, Steph Sands and Wayne Marshall, along with Nicki Elkin from Pride in Diversity, presented at this year's Pride in Practice Forum on Capgemini's achievements in the AWEI; "From Zero to employer of the year in 3 years."
- Adelaide members of OUTfront enjoyed a sunny day during the FEAST Festival Picnic the Park.
- This year, moviegoers got a treat with tickets to the Queerscreen film festival sponsored by Capgemini.
- We hosted several intersectional events this year with our numerous communities (Women@Capgemini, Neurodiversity@Capgemini, and Parents and Carers)
- Celebrated LGBTQIA+ days of significance such as ACE week, Bisexual Awareness Week, Transgender Day of Visibility, IDAHOBIT, Pride Month and National Coming Out Day

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- Our ReLaunch program was offcially launched, with several spaces specifically for people with a trans experience.
- For the third year in a row, the fanastic trainers from Transgender Victoria provided us with an incredible trans and gender diverse 101 training.
- Both Kaylene O'Brien and Susan Beeston also attended a number of Pride in Diversity forum's and luncheons throughout the year to represent Capgemini and OUTfront.
- For the second year in a row, Australia's ASE and OUTfront members led the Global OUTfront Summit, helping over 19 regions worldwide plan their 2022 ambition for OUTfront
- We closed the year off with another fantastic LGBTQIA+ awareness training session with Pride in Diversity's Nicki Elkin, along with an HR, L&D and Legal specific one.









The work done in OUTfront wouldn't be possible without the effort and commitment from our amazing community. Our community is made special, inclusive, and so welcoming because of them. We recognised several individuals for the OUTfront awards this year, with nominations coming company wide.



KRYSTAL DOWLING
OUTFRONT CHAMPION
AWARD



KATHERINE HUDSONOUTFRONT CHAMPION
AWARD



STACEY WATERS

OVERALL INCLUSION
CHAMIPION



JANANI D'SILVA
OUTFRONT ALLY
CHAMPION

The improvement of diversity and inclusion is a noble aim for a company, but without a culture and system that welcomes diversity and actively includes, this is an ideal rather than the reality.

OUTFRONT ARTICLE

WHAT DOES DIVERSITY AND INCLUSION MEAN FOR THOSE WHO ARE 'DIVERSE'?

Katherine Hudson, Stacey Waters and Ally Norton

The improvement of diversity and inclusion is a noble aim for a company. Many organisations promote the diversity of their workforce but struggle to transform that promotion into an inclusive culture. Without a culture that welcomes diversity and actively includes, 'Diversity and inclusion' is like an inspirational quote in Helvetica font on a seascape background – an ideal rather than the reality.

The idealised version of diversity and inclusion can create a tokenistic inclusive culture that treats diversity as a numbers game where a business need only have enough Liquorice All sorts of diverse people to create a good culture.

But we are not on Noah's Ark - lesbians are not boarding two by two.

This tokenistic inclusive culture can divide people into diverse and not diverse categories and place the burden of inclusion efforts on those labelled as diverse.

A true inclusive culture takes diversity and inclusion off the seashore and into the sandpit by making it everyone's responsibility. It's a myth that being inclusive is only for people that are LGBTQIA+ or neurodiverse or people of colour, inclusiveness is necessary for everyone because everyone is someone else's ally.

Capgemini is an example of a company that has situated diversity and inclusion at the core of its culture. In this article, three early career LGBTIQA+ employees (Aly, Stacey, Katherine) reflect on what's different about Capgemini's culture when it comes to inclusion and diversity.

Capgemini's employee communities, not HR, laid the groundwork for this inclusive culture. OUTfront, the LGBTIQA+ community, has been vital for connecting LGBTQIA+ people at



the company. As Aly put it, "I would have been a lot more scared to be the woman I am at work without OUTfront — as someone that is a lot quieter and more closed up, everything that OUTfront does really makes me feel incredible and comfortable in being able to bring my true self to work. I often feel safer at Capgemini than I do in other spaces in public life, and OUTfront is really central to that."

OUTfront is more than a support network and a great community. OUTfront is a powerful selling point for Capgemini as an employer. Katherine said, "The community and Steph Sands [Head of Diversity and Inclusion at Capgemini Australia] were what encouraged me to apply for a position at Capgemini. I knew that with Steph in charge I'd be supported."

The transformation of everyone into an LGBTIQA+ ally (because everyone is someone else's ally) is a goal of OUTfront, so OUTfront also plays an educational role. OUTfront provides the resources and opportunities to ensure that at every level of the business, people are educated on LGBTIQA+ identities and issues so they can support their team members effectively. This objective and strategy is replicated across the other communities in the organisation with a central intersectional hub managing the overall big picture of community culture.

As part of this educational role, OUTfront's latest internal and external offering 'the Rainbow Circle' is a monthly panel discussion on LGBTIQA+ issues and seeks to bridge the divide between being out at university and feeling comfortable to be oneself at work. Stacey hosted the first Rainbow Circle panel on transgender and gender diverse stories and experiences. Stacey said, "Hearing about the experiences of individuals and the work that is being done to ensure that we have workplaces that are safe and inclusive environments for trans and gender diverse young professionals was something I could have listened to all

OUTfront is part of the structure at Capgemini – executives and managers are expected to be allies. Our executive sponsor Susan Beeston, Managing Director of Capgemini Invent, has been a loud advocate for LGBTIQA+ rights and follows through with solid actions, such as sending a companywide email when the 2021 census chose not to count non-binary and gender diverse people.

At Capgemini, managers are the node between clients, HR, and employees, and their attitude and actions can directly inform whether someone feels safe at work. Empowered by the Rainbow Circle discussion on trans and gender diverse experiences, multiple Capgemini managers reached out to the OUTfront leadership group afterwards for advice on pronoun use and inclusive language.

Most companies have relegated any Wolf of Wallstreet pastiche to the 20th century, and as such diversity and inclusion is now the hot topic in discussions of corporate culture with companies seeking to employ 'all types of minds, and all types of people'. But an invitation to the table isn't enough, a company's inclusive culture needs to be sufficiently strong to listen to what 'all the types of minds' have to say.

Capgemini is pushing forward on our journey of diversity and inclusion. As Steph Sands said, "the destination is a company where everyone simultaneously feels they belong and are an ally to someone else's belonging."



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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 290,000 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

OUTfront, Capgemini's LGBTQIA+ Employee Resource Group, passionately and actively advocates for diversity initiatives to inspire and support the LGBTQIA+ community. Made up of allies and community members, OUTfront's mission is to develop an internal culture of LGBTQIA+ inclusion and awareness for all Capgemini team members and be a leader in LGBTQIA+ diversity and inclusion globally.

Together in Pride | www.capgemini.com/outfront