

Group Inclusion video

English transcript

Narrator:

00:00:05:05 - 00:00:06:18

What if being inclusive could bring together the best minds and skills?

00:00:11:01 - 00:00:16:00

What if every idea could be shaped by the richest pool of talent?

00:00:16:22 - 00:00:21:05

What if the products and services designed for our clients to power the future, were built with all of us in mind, resonating across cultures, abilities, life stages?

00:00:30:09 - 00:00:31:20

Inclusion.

00:00:31:20 - 00:00:33:21

It is more than a principle.

00:00:33:21 - 00:00:35:16

It's our strength.

00:00:35:16 - 00:00:37:16

It's part of life at Capgemini.
Made real every day.

Hans Vugts:

00:00:40:16 - 00:00:42:02

My name is Hans Vugts.

00:00:42:02 - 00:00:44:16

I worked for Capgemini almost 38 years.

00:00:44:16 - 00:00:46:19

When I joined Capgemini, in the Netherlands, I was, let's say, one of the many white, men working with our company.

00:00:53:04 - 00:00:56:10

And I saw an evolution there in the last decades.

00:00:56:15 - 00:01:01:05

And when I now look at the onboarding picture that is made each month and I see the huge variety of people I really appreciate that because that makes us so much richer and makes me so much richer.

Swapna Sethu:

00:01:12:24 - 00:01:15:12

Culturally, I'm totally from a different world.

00:01:15:12 - 00:01:19:09

I graduated as an electrical and electronics engineer, in Hyderabad.

00:01:19:09 - 00:01:23:11

Later, we have taken a career break because of the kids and family issues.

00:01:23:11 - 00:01:26:19

Then I started back through Relaunch at Capgemini program, where they support professionals who had a career break.

00:01:30:19 - 00:01:34:13

To be part of this inclusive organization means a lot to me.

00:01:34:13 - 00:01:39:06

We can be authentic.

Every opinion matters and everyone is valued.

00:01:39:06 - 00:01:43:02

Relaunch gave me the confidence that I can learn and I can grow.

[Ana Beatriz Santos:](#)

00:01:45:03 - 00:01:47:24

Well, having rules written on paper are not enough.

00:01:47:24 - 00:01:51:01

We have to live diversity.

00:01:51:01 - 00:01:52:09

We have to feel it.

00:01:52:09 - 00:01:54:23

And if we see a person that is different from us, we need to make an effort to change or help, or learn best practices.

00:02:01:00 - 00:02:05:18

So it depends on us to make the difference a natural thing.

[Melanie Christopher:](#)

00:02:08:04 - 00:02:11:19

There's one thing having diversity in an organization.

00:02:11:19 - 00:02:14:13

Inclusion is how you get the impact.

00:02:15:01 - 00:02:18:24

And when you get impact, you get better solutions for clients, you deliver better outcomes for clients, and the rest follows and looks after itself.

00:02:25:02 - 00:02:29:14

I am a great believer in making work work for every individual.

00:02:30:00 - 00:02:32:19

So that means that sometimes I'm traveling, sometimes I'm in London, sometimes I'm working from home.

00:02:37:01 - 00:02:40:03

And when I do work from home, it means that there are times where I can do the drop off, do the pick up from school, and I make work work for me.

00:02:45:02 - 00:02:49:07

And having been through that experience myself, I am now committed as a leader to enable other people to do things if they choose to want to.

Amarachi Anogwi:

00:02:55:14 - 00:02:58:16

If anybody had told me ten years ago that I would become a software engineer, work in a tech company, I would have told the person,

You must be joking, you must be dreaming.

00:03:06:09 - 00:03:08:12

Having the opportunity I had, with Code Your Future, was life changing.

00:03:11:18 - 00:03:14:01

They gave me wings to fly.

00:03:14:01 - 00:03:17:03

And Capgemini has made me soar.

João Sabino:

00:03:18:10 - 00:03:22:10

I am a pre-sales coordinator and I am also part of the OUTfront group here at Capgemini and I also volunteer in other associations, helping trans people to enter the job market.

00:03:31:13 - 00:03:37:07

I transitioned about five years after I joined Capgemini and I was the first person to transition gender here in Brazil.

00:03:42:07 - 00:03:47:19

OUTfront did not yet exist and we did not have established processes.

00:03:47:19 - 00:03:51:23

Today we have very well-established processes, we have training from the first moment the person starts working at Capgemini.

00:03:57:01 - 00:04:01:01

I'm in a leadership position right now, so I've heard that other people feel inspired by seeing a trans person in a leadership position.

00:04:06:21 - 00:04:09:12

So, today my role is not only to be inspired, but also to inspire the next ones who come by.

00:04:12:02 - 00:04:15:10

So, having a place where you can work and focus on your work, put your energy into your development is very important so that you can reach higher places.

Tom van den Nieuwenhuijzen:

00:04:25:00 - 00:04:26:13

For me, it's really important that everybody can bring themselves to the table, to work, to everyday conversations, don't have to hide themselves.

00:04:33:14 - 00:04:37:06

It's one of the few places I've ever worked in that is truly inclusive or doesn't even really bother about who you are.

00:04:41:08 - 00:04:44:03

As long as you show up at work and do your work well.

00:04:44:03 - 00:04:47:23

Which gives like a culture of inclusiveness by default.

00:04:52:22 - 00:04:55:11

I think it's really important within a company to have networks,
Because it is a safe harbor.

00:04:57:23 - 00:05:01:08

OUTfront, really offers a great community for people to meet other people from the LGBT community.

00:05:05:09 - 00:05:10:13

So just having a network opens up a lot of room for conversations and for addressing the things that are important for people to feel included.

[Huw Draper:](#)

00:05:18:03 - 00:05:20:11

I struggle with dyslexia and dysphasia.

00:05:20:11 - 00:05:22:21

A lot of my colleagues have helped me to really focus on the strengths
and be the person I need to be.

00:05:30:01 - 00:05:31:21

We are continuously learning and how we support our people, from a neurodiversity perspective, from driving women leadership to mental health and well-being, we can continuously learn.

00:05:43:10 - 00:05:46:10

There's never going to be a point that we've cracked the answer.

00:05:46:13 - 00:05:49:15

But we can learn so much.

[Melanie Christopher:](#)

00:05:49:15 - 00:05:52:11

Of course Capgemini has got loads of policies.

00:05:52:11 - 00:05:54:08

But it's not so much about the what – it's about the how.

00:05:55:16 - 00:05:59:12

It's the culture of the organization that really enables that.

00:05:59:12 - 00:06:02:04

As a leader, you could sit there and you could say:

00:06:02:04 - 00:06:03:15

"Well, I'm not sexist".

"I'm not homophobic."

"I don't have any of these phobias."

"It's not me.

It must be someone else."

00:06:10:07 - 00:06:14:10

But I don't know anyone who's sitting there thinking that they are.

00:06:14:10 - 00:06:18:02

So we have to challenge ourselves and stand in the shoes of the marginalized groups to make it better.

[Hans Vugts:](#)

00:06:21:18 - 00:06:26:03

The main reason, I'm still here in Capgemini after 38 years is the fact that I feel supported by my colleagues.

00:06:29:15 - 00:06:31:13

The ways they include me in every different role that I had in this company.

00:06:35:03 - 00:06:38:19

So in that way, I think we all are responsible and can contribute to inclusion of the diversity of our people.

[Amarachi Anogwi:](#)

00:06:44:13 - 00:06:46:03

There is a place for you.

00:06:46:03 - 00:06:47:13

So don't think that: "Oh, I need to look a certain way."

00:06:49:17 - 00:06:52:00

No, I'm in Capgemini,

00:06:52:00 - 00:06:56:23

I am myself living my life,
enjoying my life.

00:06:56:23 - 00:06:59:12

Nobody has ever said,
don't do this or don't do that.

00:06:59:12 - 00:07:02:00

No.

Come in the way you are.

Be authentic. Be yourself and have fun.