

Stonewall Workplace Equality Index

Committed to Gender Equality & Diversity



Making Excellent Progress

In January 2015, the results of Stonewall's Workplace Equality Index were announced with Capgemini successfully reaching its goal of breaking into the top 250 organisations.

Stonewall was founded in 1989 to champion lesbian, gay, bisexual and transgender (LGBT) equality. We are a member of their Diversity Champion programme – which demonstrates our commitment to foster a diverse and equal workplace for our employees. The Workplace Equality Index is Stonewall's annual audit of workplace culture for LGBT staff. The index criteria evaluates an organisation's employee policies, training, career development, line management, monitoring, procurement and employee engagement in relation to the LGBT community and LGBT issues.

This achievement is made more noteworthy considering that Stonewall revised its criteria for the index making it more challenging, and with more organisations participating this year making the 2015 index tougher than ever to feature on. Capgemini's rise to the top 250 highlights the progress we made in the past year.

What did we do to achieve this?

Appointment of senior sponsor Alan Walker for OUTfront

In 2013, we appointed VP and Head of Financial Services for Capgemini Consulting Alan Walker as executive sponsor for our LGBT network. Alan reports directly into the UK Country Board.

Founded in 2009, OUTfront's objectives are to recruit, develop, and retain LGBT individuals by fostering a safe environment within Capgemini UK, and to increase awareness and understanding of the LGBT community.

In 2014, Capgemini offered employees the opportunity to attend a one-day Role Model training, run by Stonewall at one of their sites around the country. The training was available to our LGBT colleagues, with the aim of encouraging and empowering role models and diversity champions of the future.



Having climbed 58 places up the index in 2014, our target this year was to break into the top 250 organisations. We exceeded this target, rising 43 places to number 238 on the index. This is a testament to the huge strides we have taken to improve Capgemini's workplace.



Alan Walker,
OUTfront Executive
Sponsor



UK and Global Diversity Weeks

Since 2013, Capgemini has celebrated and raised awareness of our commitment to diversity and inclusion in a dedicated UK Diversity Week each year and in 2014, Capgemini also held our inaugural Global Diversity week with LGBT high on the agenda.

Celebrating and participating in key LGBT events

Capgemini OUTfront members attended their first ever Student Pride Event in February 2014. In June 2014, OUTfront joined hands with InterTech (the professional network for LGBT people in the UK technology sector) to take part in London Pride.

The journey continues...

We may have met our Stonewall target for this year but now is no time to rest on our laurels. This year's Workplace Equality Index is currently being compiled by our Diversity & Inclusion team. Having progressed up the ladder in 2014, Capgemini's new objective is to make major strides towards the top 100 in order to become a fully inclusive and accepting workplace where everyone is free and comfortable to bring their whole selves to work.



Did you know?

Capgemini has celebrated LGBT History Month in February for the past four years.



About Capgemini

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