



Diversity, Equity and Inclusion

Unconditionally **inclusive.**

**CGI**

Document updated February 2025

# Our drive to respect difference, design for inclusion and create equity.

**At CGI, we believe there should be no limits to a person's dreams and aspirations. That's why we are unconditionally inclusive. It's how we create a place where everyone can be themselves. Use this document as an introduction to our networks – communities that share a common bond, raise awareness and actively encourage inclusivity.**

These member-created networks also offer valuable encouragement, support and activities to ensure everyone has the opportunity to contribute to our success. All are welcome to join – and our networks encourage ally membership.

As a member or ally, you can take action to support others, removing external barriers that may impede them from contributing their skills and talents in the workplace or community. It is also an opportunity to stand up for colleagues in the face of inappropriate behaviour in others.

We want all our members to appreciate the value of diversity and how it brings a greater variety of ideas, perspectives and experiences to the workplace.

Join us, help make us stronger and unconditionally inclusive.





## Ability Network

The disability network is a member-led network providing an inclusive community where all members experiencing or affected by visible or non-visible disabilities, long-term health conditions or caring responsibilities, can find support. We raise awareness and understanding across the business by opening and changing conversations regarding disabilities, enabling members to feel safe bringing their whole selves to work and to achieve their full potential.

Through sharing, we support one another to help improve our work experience while identifying and making recommendations for potential developments for our members with disabilities.







## Bereavement Support Network

Open to all, the bereavement support network offers resources and counselling for members who have suffered bereavement either recently or in the past. We provide a supportive environment where people can share their experiences in confidence, and we work to increase awareness of the different types of bereavement and their impact.

Our bereavement support allies help members during periods of bereavement with emotional support and practical advice. This could mean sharing available mechanisms for help, from CGI's Mental Health First Aiders (MHFA) and Member Assistance Programme (MAP), to financial, tax and legal advice. Or it could mean giving time to simply listen and help someone navigate their grief.

Our network provides online sessions with bereavement and grief support counsellors. We also offer sessions for managers, giving them the information they need to support members during times of bereavement and beyond, throughout their CGI journey.



## **LGBT+ and Allies Network**

The UK LGBT+ and allies' network is a member-led network for members and allies of alternate sexuality or gender identity. We aim to promote understanding and togetherness across all members. Our members have access to an active MS Teams channel with chat, charity and entertainment channels to share ideas and connect with colleagues.

We hold regular social events, such as quizzes and competitions, and recognise significant days in the LGBT+ calendar with special sessions. We are engaged with the other CGI UK networks and share knowledge and best practice with LGBT+ networks in other organisations in our sector. This allows us some great opportunities to meet others and participate in shared entertainment nights.

Behind the scenes, the network committee works with HR, DE&I and others to ensure CGI is an inclusive place for all. This involves working on policies, recruitment and confidential support for any welfare queries from members and managers.



## Men's Health Network

Our network was initially founded and launched to coincide with the successful Movember campaign. Since then, we have continued to grow and support members across topics that include improving mental health and physical fitness, along with a range of KnowHow sessions from medical professionals.

Men's health is a broad and often overlooked topic. One of our initiatives is the creation of the Man Manual – a men's health made easy guide. This guide and our network will cover a wide range of subjects, and create an environment where you can ask questions, find answers and contribute your own experiences and knowledge.

At some point in our lives, we'll all be affected by male health issues directly or indirectly – ourselves, a family member, friend, colleague or client. That's why this network is so important, whatever your gender identity.



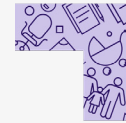




## **Neuroverse Network**

The neuroverse network is a member-led network providing help, support and representation to neurodiverse members and their leaders through active advocacy, activities and actions. We support and represent UK members from all areas of neurodiversity, providing the tools, understanding and encouragement to have open and honest conversations across the organisation to fulfil a commitment to change. The network organises educational activities that increase awareness and discussions around neurodiverse issues and identify possible solutions while sharing best practices in the approach to neurodiversity.

Through social networks and support, we provide peer-to-peer network support for neurodiverse members and allies. Members can also seek support for members of their families who are neurodiverse.



## Parental Support Network

The parental network is a member-led support resource for CGI members on the parental journey – while pregnant, on maternity, adoption or shared parental (MASP) leave and following the return to work. We are building a supportive environment for returning mums and dads to help them integrate back into work whilst juggling the extra responsibilities and demands of family life.

We match pregnant members with a Parental Support Mentor so they can share ideas and useful information including links to useful internal resources and tips on juggling work and parenting on our MS Teams channel.

Working with the CGI Management Team and HR, the parental network has helped ensure that life is easier for parents returning from MASP leave. This includes everything from receiving a scheduled call from IT Support when returning to work to resolve any IT issues, to taking additional leave days.



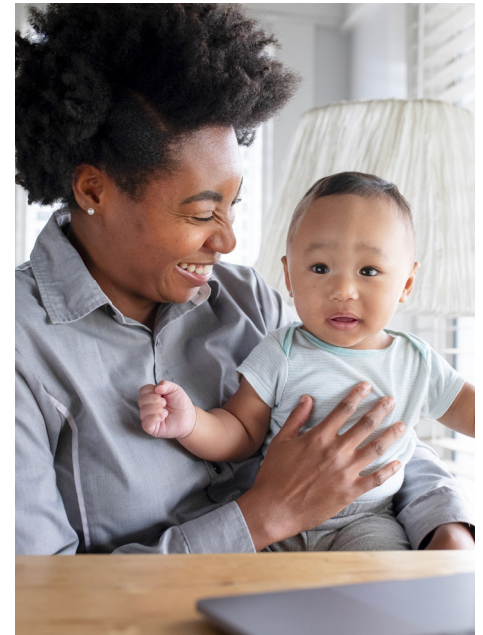


## Part-time Network

The part-time network is a member-led community for those who work less than 35 hours a week. We have been promoting and protecting the benefits of part-time work at CGI for over 13 years. Drawn from all areas of the business, our members bring unique experience and knowledge to a huge variety of projects, and our network champions the organised, focused and conscientious contribution that they bring to CGI's talent pool.

If you are working, or thinking of transitioning to part-time hours, whether due to parental or caring responsibilities, approaching retirement, or the simple desire for a better work/life balance, we are here to support you. We are a friendly point of contact and advice, covering all issues that are unique to pursuing part-time careers.

Working with the CGI Management team and HR, our network advocates for part-time careers when policy decisions are made. As a network member you'll have access to confidential support and a community dedicated to ensuring your talent flourishes at CGI.





## Uniformed Services Network

The Uniformed Services Network is open to people who have served to protect the public. This includes veterans, reservists, volunteers (like special constables) and of course, their allies.

The network aims to help like-minded members connect and network whilst discussing, developing and innovating new ways we can better support them both within CGI and outside the business. Our focus is on the specific needs relating to the background and interests of those who have served or who are serving, and we want to build a positive environment inspired by shared experiences.

Together, we will support our veterans in making the transition to commercial life and the private sector, managing uniformed services activities and helping members deal with issues that they may have as a consequence of previous service, including specific mental health support from those who have lived through something similar themselves.





## REACH Network

The UK REACH network is a member-led network supporting and representing UK members from all ethnic and minority backgrounds, as well as providing a peer-to-peer support network. We aim to equip all CGI members with the tools and understanding to support the REACH community. In doing this, we encourage open and honest conversations across the organisation to fulfil a commitment to change.

We are developing a new narrative through the initiative 'What's your story?' where members and allies learn and become inspired by other people's CGI journeys. We organise regular cultural and educational activities to increase awareness and discuss REACH issues and inclusion, while sharing approaches to best practice for ethnic diversity and inclusion.

Members are encouraged to use this safe environment to understand how they can best help by listening, learning and educating themselves on historical and current events that impact ethnic minorities, and demonstrating zero tolerance for racism and discrimination.







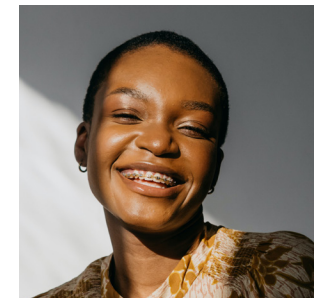
### **Includes Women's Health**

The women's network is a member-led network that seeks to promote gender diversity in CGI and assist women in building a fulfilling career within our organisation. We are a volunteer-based group set up to help our members connect and grow their networks while ensuring women feel comfortable and welcome in their working environment, bringing their whole selves to work. Our network positively inspires through shared experiences, providing a mentor/mentee service to enhance career progression, while safely discussing issues faced in the workplace and exploring ways to improve them.

We work with the UK learning team to help create tools and techniques to develop women's skills and careers and aim to recognise and celebrate women's positive contributions within our organisation. We also support the UK recruitment team to attract more female talent.

Our women's network is open to all CGI members irrespective of gender, and where practical, creates networking partnerships with women's network groups within our clients and chosen industry sectors.

As a member of the network, you can join our conversations and monthly events and interact with us through various channels. Being an ally of the network means sharing ideas and experiences from other network groups to grow our network's reach further, as well as supporting members within other DE&I groups across the business to be confident in navigating CGI as a responsible and inclusive company.





## **Young Professionals Network**

The young professionals network is the go-to place for support across professional and personal development. Our aim is to create a platform for people in the early stages of their career to collaborate, explore and network with like-minded people. We cover a wide range of topics with a view to building a greater sense of inclusion and belonging.

Our network can help with subjects that really impact people new to the workplace, or those transitioning from junior to more senior roles. Members can find help with promotion, personal branding, building confidence and overcoming challenges.

We have built our network upon three 'Pillars': Career Information, Health and Wellbeing and Social. We believe making these key aspects of our network will assist in making this a safe space which is both informative and supportive, helping young professionals at CGI to flourish in both their careers and personal lives.

There should be no limits to a person's dreams, aspirations and ambitions.  
That's why at CGI, we are unconditionally inclusive.  
So you always have a place where you can be unconditionally you.

# Unconditionally **inclusive.**

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**We're constantly evolving our networks to ensure that they support and promote the richness of our diversity, equity and inclusion across our organisation.**



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