



Experience the commitment®



# Shining a spotlight on the women of CGI

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How we're engineering a brighter future  
for females in the tech industry

# Experience the commitment...

We have over 40 years' of experience providing end-to-end IT and business process services to our clients, helping to maximise the technologies that transform their business. Our 77,500+ members, which is how we refer to our employees, work side-by-side with clients in 10 industries across 400 locations worldwide.

In the UK, we have approximately 6,000 professionals delivering industry-leading expertise across multiple sectors, including; government, space, defence, intelligence, cyber security, health, banking, insurance, oil and gas, utilities, communications, media and emerging technologies.

## 25%

**of our senior leadership team in the UK are women**

## 300

**girls have participated in our 'bring your daughter to work' days**

## 91%

**of our female members put forward for promotion were successful in 2019**

## ...and an inclusive environment

Our culture of ownership and pride is what defines and drives us. Our collaborative working practices and supportive networks promote diversity and inclusion throughout our business.

We place particular emphasis on gender diversity; we want to ensure that all women have the opportunity to thrive at CGI.

We believe that women are vital to the future of STEM and only through harnessing talent across genders, cultures and continents, can we create lasting solutions to the technology challenges facing our world today.



# Recognised as a place to thrive

We have been certified as a Top Employer UK for seven consecutive years by the Top Employers Institute, recognised for our exceptional workforce planning, career and succession management, culture, learning and development, and leadership development.



“This certification is real recognition of the progressive working practices we work hard to put in place for all our members and the collaborative approach that exists within our organisation.”

Tara McGeehan,  
President, UK and  
Australia Operations



## UK Offices

- |             |                    |
|-------------|--------------------|
| Aberdeen    | London             |
| Birmingham  | Luton              |
| Bridgford   | Manchester         |
| Bristol     | Milton Keynes      |
| Chelmsford  | Newcastle          |
| Chippenham  | Newton St Boswells |
| Edinburgh   | Nottingham         |
| Glasgow     | Oadby              |
| Gloucester  | Reading            |
| Leatherhead | St Asaph           |
| Liverpool   |                    |

# Women in STEM statistics

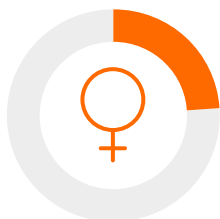
**1,000,000 +**

As of 2019, there are now just over 1,000,000 women in the core STEM workforce in the UK

**↑ 350,000 +**

This represents an increase of over 350,000 in the last 10 years

**24%**



This means that women now make up 24% of the core-STEM workforce

**30%**



Evidence suggests that 30% is the 'critical mass' level at which a minority group becomes able to influence real change

**WE CAN EXPECT THE UK FEMALE STEM WORKFORCE TO REACH JUST OVER 29% IN 2030, SO WE NEED A FURTHER PUSH TO BREAK THROUGH 30%\***

\*<https://www.wisecampaign.org.uk/statistics/2019-workforce-statistics-one-million-women-in-stem-in-the-uk/>



# STEM

**Science. Technology. Engineering. Mathematics.**



# Our commitment to change

## The Women's Network

Our UK Women's Network is a member-led network that seeks to promote gender diversity in CGI and to assist women to build a fulfilling career within CGI. We are extremely proud of this initiative as it is a platform for members to recognise and celebrate each other's achievements, giving them the chance to empower and support each other at work and beyond.

## Our Mission

Our Women's Network is a volunteer-based group set up with the purpose of:

1	Helping our members to connect and to grow their networks	
2	Ensuring that women feel comfortable and welcome each other in their working environment and are able to bring their whole self to work	
3	Positively inspiring through our shared experiences and providing a mentor/mentee service to enhance career progression	
4	Discussing relevant issues that are faced in the workplace and exploring ways to improve or resolve them	
5	Providing tools and techniques to develop women's skills and careers	
6	Recognising and celebrating the positive contribution that women make within CGI	
7	Supporting the UK recruitment team to position CGI as a diverse and inclusive employer	

The network is open to all CGI members irrespective of gender and encourages the creation of networking partnerships with women's network groups within our clients and chosen industry sectors.

# The right environment

**We're creating a supportive culture for women in a traditionally male-dominated environment.**

In addition to the Women's Network, we have a variety of initiatives designed to support and connect our members, including LGBT, BAME, Part-time, Over 55s and Capability networks.



**20.3%**  
**OF STUDENT JOINERS**  
**WERE FEMALE IN 2019**

This is above the industry average, but still short of our targets

Our Parental Support Community is a community for members who are pregnant, on maternity, shared parental or adoption leave, or have returned to work following parental leave. The community aims to provide members with an information and support source and help everyone returning to work to reintegrate smoothly and quickly build their confidence.



**91%**  
**OF MOTHERS RETURN**  
**TO WORK AFTER**  
**MATERNITY LEAVE\***

\*measured between Nov 16 and June 19



# The next generation

## Inspiring the next generation of women in STEM.

We host an annual 'bring your daughter to work' day, where members can bring their daughters or young female family members to the office. The girls learn about STEM and take part in fun activities, hopefully inspiring them and promoting STEM as a career choice.

We also run STEM Camps for girls and young people from disadvantaged backgrounds to help show that STEM could be a career option for them.



## Leading and inspiring



**Tara McGeehan**  
President, UK and Australia Operations

Tara was appointed President of CGI's UK Operations in January 2018, and added Australia operations to her responsibilities in May 2019. She now leads a team of approximately 6,000 professionals and consultants who bring all of CGI's end-to-end capabilities and industry and technology expertise to clients across both countries.



**Donna Kelly**  
Senior Vice President

Donna is Senior Vice President and Business Unit lead for the South and Midlands in the UK, which includes our Metro markets across the region, our HR Solutions and Payroll business and our Energy and Petrochemicals business. She is also Chair of the Diversity and Inclusion Committee in CGI UK.



## Women of CGI



“Flexibility is really important to me and that’s something that CGI offers. I really feel like I’ve got a good work-life balance working here.”

– Katie, Senior Marketing Consultant

“Working with women who have had long and successful careers at CGI has definitely motivated me to pursue my career here.”

– Stacey, Senior Consultant



“Be confident, be ambitious and overshoot for where you think you can land.”

– Lindsay, Vice President and Business Unit Lead, Scotland



“From the very first day you start at CGI you are allocated a ‘buddy’ who is your trusted advisor. It is so comforting to know there is someone that you can go to with any kind of question or query.”

– Julie, Senior Consultant







“I’ve been encouraged to empower other people through the work that I do at the Women’s Network but also, I have been given an opportunity to expand myself and grow mentally as a person.”

– Caroline, Senior Business Consultant

“I worked on an initiative to help attract more women to work in STEM by creating a recruitment brochure to inspire the next generation.”

– Abbie, Business Development and Sales Analyst



“I have expanded my network massively working at CGI. You get fantastic opportunities to work on really exciting projects and they are never the same.”

– Jelena, Director, Consulting Services

“Senior members get together regularly to support each other and we all help our junior members of the team through mentoring, on a day-to-day basis and supporting them to be more confident to go for new roles.”

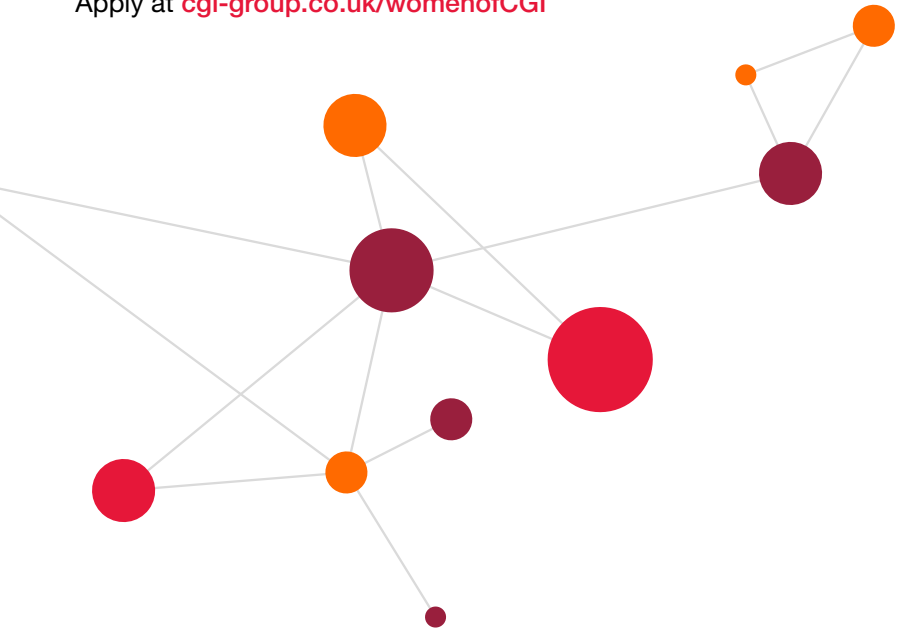
– Wendy, Vice President



# Help us continue to change the way we see the world

As such an established business in STEM fields, we are ideally placed to support and deliver a more inclusive and diverse workplace. We're working on it and we are making progress every day. Join us as we change.

Apply at [cgi-group.co.uk/womenofCGI](https://cgi-group.co.uk/womenofCGI)



## Be part of our story.

**CGI = opportunity**

**#ExperienceCGI**

