

CGI UK Annual Ethnicity Pay Gap Report **2022**

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CGI



Contents

Introduction	3
Ethnicity pay gap report	4
Behind the ethnicity pay gap	6
Ethnicity representation	7
Behind the ethnicity representation report	8
Our inclusion action plan	9
What our members say	10
Unconditionally inclusive	11
Our networks	12

“CGI continues to embrace diversity, equity and inclusion as a priority, so I’m pleased to be sharing this second ethnicity representation and pay gap report.

This report examines how ethnic minority members* are represented through our organisation in the UK and also reports our ethnicity pay gap based on the same methodology as used for gender pay reporting. The report explores the findings which help us continue to drive progress in being an **inclusive employer**.

“At CGI we aim to have a level of ethnic diversity that reflects that of the society within which we operate. It’s therefore good to see that the proportion of all members who indicated that they identify themselves as ethnic minority background for 2022 is **16.2%****, compared to **14.4%** a year earlier. These figures are explored in more detail in the Ethnicity Representation section of this report. As the England and Wales 2021 census data was published since our last report, we’re able to use more up-to-date national demographic data.

“On pay, our ethnicity pay gap now stands at a mean value of **6.9%** and a median value of **3.1%**. This is slightly higher than a year earlier when the reported figures were **4.3%** and **2.1%** respectively. This is mainly due to the increased representation of ethnic minority members within the lower (pay) quartiles at CGI, driven by a higher intake in our graduate and student group.

“Our attention to ethnic minority representation and pay fairness is only one aspect of our overall Diversity, Equity & Inclusion (DE&I) strategy at CGI, with a range of initiatives underway to continue building our inclusive culture. It’s a strategy that I, together with my leadership team, remain focused on and committed to.”

Tara McGeehan
President, CGI UK & Australia



* As a company with a unique ownership culture, we call our employees ‘members’ as the majority are shareholders in our company.

** Data as at April 2022

Ethnicity pay gap report



Ethnicity pay gap report

We report pay gap figures on a mean and median basis. The mean measure is a simple average of pay across the relevant population. The median takes that same population and shows the mid-point pay value when they are ranked from highest to lowest.

Our ethnicity pay gap measures the difference in pay between those who have classified their ethnicity as white, compared to those from other ethnic groups.

Pay quartiles divide our members into four evenly populated groups based on their hourly salaries. This lets us compare detail on pay gaps and representation between different pay levels.

Ethnicity pay gap

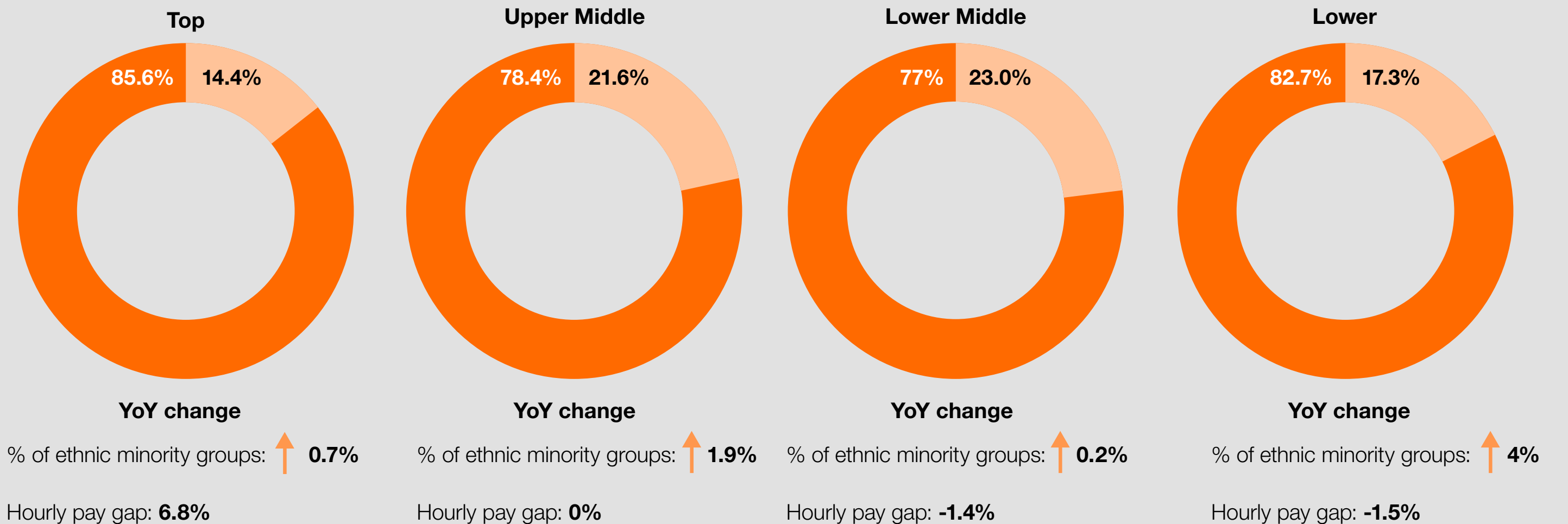
	2022	YoY change
CGI mean ethnicity pay gap	6.9%	↑ 2.6%
CGI median ethnicity pay gap	3.1%	↑ 1.0%

Bonus pay gap

	2022	YoY change
CGI mean bonus pay gap	33.6%	↓ 2.3%
CGI median bonus pay gap	4.3%	↓ 7.5%
Percentage of ethnic minority members receiving a bonus at CGI	63.8%	↓ 12.1%
Percentage of white members receiving a bonus at CGI	77.2%	↓ 5.9%

Proportion of ethnic minority members by pay quartile

Key Ethnic minority White



Getting behind the ‘ethnicity pay gap’ numbers

While our overall pay gap figures are relatively low, the gap that we have is largely the result of a lower ethnic minority representation in higher paid, more senior roles, coupled with the increase in representation in the lower quartiles. An increased recruitment focus on DE&I contributed to a higher intake of early careers members from minority backgrounds. We regard this as a positive shift as our aim is for many of these new members to be our future senior consultants and leaders.

Understanding representation by pay quartile helps explain our pay gap and the changes compared to last year. Ethnic minority group representation has increased across every quartile, with the largest increase in new ethnic minority members in the lower pay quartile.

Our largest proportion of ethnic minority members sit in the middle two pay quartiles. The lower level of ethnic minority representation in the highest pay quartile is something we are seeking to address through improved progression for these groups.

The ethnic minority bonus pay gap figures show **33.6%** on a mean basis and **4.3%** on a median basis. These are an improvement on last year, but the mean figure remains relatively wide. Again, this is explained by the lower representation of ethnic minority members in more senior roles, as these roles carry a higher proportion of remuneration through bonus payments.



Ethnicity representation

	April 2022		April 2021		2021 Census Data (England and Wales)
Ethnicity representation	Members	%	Members	%	%
Black, Asian and Minority Ethnic	967	16.2%	820	14.4%	18.3%
White	4,085	68.6%	3,891	68.2%	81.7%
Prefer not to say	193	3.2%	180	3.2%	
Unknown	714	12.0%	816	14.3%	
Grand total	5,959		5,707		

	April 2022		April 2021		2021 Census Data (England and Wales)
Ethnicity representation by group	Members	%	Members	%	%
Any other ethnic group	41	0.7%	41	0.7%	2.1%
Asian/Asian British	699	11.7%	604	10.6%	9.3%
Black/African/Caribbean/Black British	126	2.1%	88	1.5%	4.0%
Mixed/Multiple	101	1.7%	87	1.5%	2.9%
White	4,085	68.6%	3,891	68.2%	81.7%
Prefer not to say	193	3.2%	180	3.2%	
Unknown	714	12.0%	816	14.3%	
Grand total	5,959		5,707		

Getting behind the ‘ethnicity representation’ numbers

We ask our members about their ethnic background to help us better understand the representation of different ethnic groups throughout our business. We started this process in 2020 and, as at April 2022, some **85%** of members had recorded their ethnic group with **3%** choosing not to say and **12%** remaining unknown. We continue to encourage our members to share ethnicity information to improve the accuracy of our reporting.

Since our last report, we have seen the overall representation of ethnic minority groups increase from **14.4%** to **16.2%** in CGI UK. The proportion of members identifying as white has remained relatively stable at **68.6%**.

Our representation figures are lower than those reflected in the latest census (2021), for both those identifying as white and the combined total of ethnic minority groups. However,

this direct comparison does not account for the **15%** of CGI members who have either not disclosed their ethnicity or ‘prefer not to say’. Our continued encouragement to disclose ethnicity will help strengthen this data over time.

Looking at individual ethnic minority categories, all have increased in representation with the exception of those who identify as ‘any other ethnic group’, where there was no change. The biggest percentage increase in representation was for those identifying as Black/African/Caribbean/Black British, an increase of over **40%** to **126** members, a welcome increase although below the latest census figures. Asian/Asian British increased to **11.7%** representation which is higher than census figures.



Our inclusion action plan

Our aspiration is to be a leader in diversity, equity and inclusion within our industry, and to achieve the same level of diversity we see in our overall CGI population within our leadership teams. We are focused on bringing diverse talent into our organisation and growing diverse leadership from within. We believe that being unconditionally inclusive means ensuring that everyone can bring their whole self to work and feel supported to be the best they can be in their chosen career.

Given that overall ethnic minority representation is broadly in line with the latest census data, our focus is on understanding the variations in individual ethnic groups, taking action where required, and supporting the progression of ethnic minority members. In 2022 we implemented a more frequent promotion process including promotion readiness workshops to help encourage and prepare members for success.

In more than 40 career articles and videos we've produced to attract new members this year, we've emphasised the importance of visible inclusivity within our teams.



Supporting our DE&I efforts, CGI have signed Business in the Community's (BITC) Race at Work Charter to demonstrate our commitment to taking practical steps towards tackling barriers that ethnic minorities face in the workplace.



What our members say

“Becoming a member of CGI has been a fantastic experience. The culture, environment, and continued support and guidance from fellow colleagues makes it a great place to work and I’m looking forward to my future with the company.”

- Kabir, PMO & Scrum Master



“My CGI experience has been quite refreshing; the CGI Dream, culture and values are all people-centred, which really shows the company has a heart.”

- Anthony, Business Analyst

Unconditionally **inclusive**

CGI's ethnicity representation and pay gap report is an important part of our commitment to being an unconditionally inclusive employer. They help us to reflect on what's going well, and where we are falling short. An honest engagement with these figures gives us direction on moving our wider DE&I journey forward, respecting difference, designing for inclusion and creating equality.



Our networks

At CGI, we believe there should be no limits on a person's dreams and aspirations. Our member-led 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.

BAME Network

Bereavement Support Network

Disability Network

LGBT+ Network

Men's Health Network

Mental Health First Aid Network

Neuroverse Network

Parental Network

Part-Time Network

Uniformed Services Network

Women's Network

Women's Health Network

Young Professionals Network

and more...

Find out more about [our networks](#).

About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

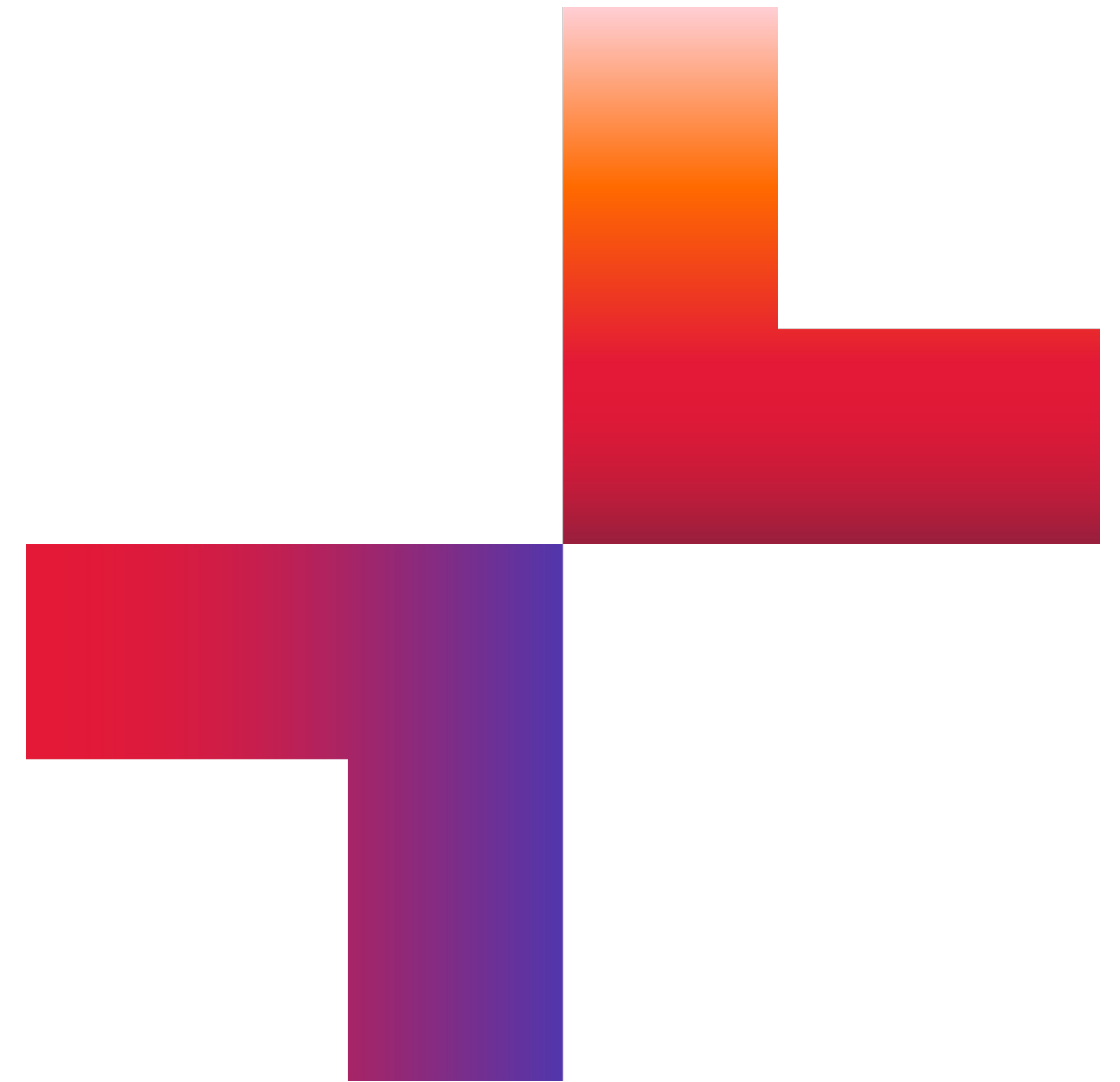
We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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