

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

BUILDING A TRULY GLOBAL NETWORK GROUP

LOUISA | ACCOUNT MANAGER | SHE/THEY

VICKY | HEAD OF WORKPLACE RELATIONSHIPS | SHE/HER

Stonewall

House Keeping for this session

Ways to
Participate

Our roles as
facilitators

Our session today:

1. **Global networks** – what are they and why are they needed?
2. **Speaker** – overcoming challenges of building global networks
3. **Group Activity** – Putting our knowledge into practice
4. **Speaker** – Supporting employees in different contexts
5. **Group Activity** – Applying this knowledge with case studies
6. **Close** – Reflection on your own next steps

slido



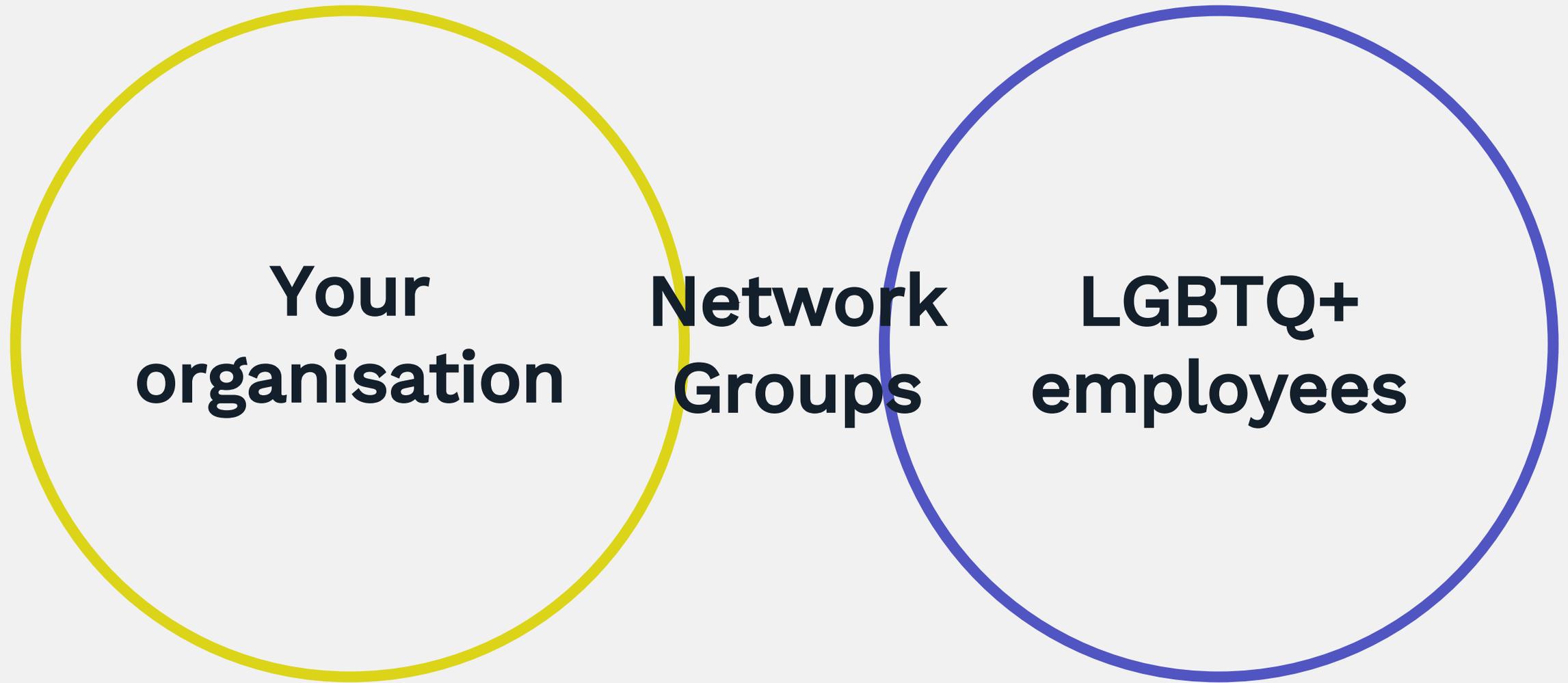
3 Minutes

**Where are you in your global network
journey?**

ⓘ Start presenting to display the poll results on this slide.

Understanding

Global Networks



**Your
organisation**

**Network
Groups**

**LGBTQ+
employees**

Features of a Global Network

‘An effective global network group for LGBTQ+ employees needs to have formal recognition and a defined role.’

Terms of Reference

**Formal Senior
Champion**

**Formal, Global
Governance Structure**

Network Group Budget

**Recognition for
network post holders**

**Local Network
Chapters**

slido



Time: 3 Min

What is the purpose of a global network?

ⓘ Start presenting to display the poll results on this slide.

Purpose of a Global Network

Peer-to-peer support

- Visible point of contact
- Social meeting spaces
- Point for support
- Safe space to discuss experiences
- Space to speak about reporting discrimination

Raising awareness

- Visibility
- Educational information
- Organise internal and external events
- Raise funds for local LGBTQ+ groups

Being a critical friend

- Link between LGBTQ+ staff and the organisation
- Feedback and advise senior management and human resources

Purpose of a Global Network - Examples

Peer-to-peer support

- Designated confidential support for all colleagues
- Support marginalised identities through safe spaces

Raising awareness

- Advising the organisation on external LGBTQ+ activity
- Deliver a global LGBTQ+ awareness-raising initiative
- Collaborate with other networks

Being a critical friend

- Consulting on improving internal policies and practices
- Engaging and working with the global leadership team on LGBTQ+ inclusion

Important considerations

Do your research

Consider safety

**Privacy and
confidentiality**

**Establish safeguarding
procedures**

**Remember
intersectionality**

**Operational
considerations**

Speaker

Richard Thompson

CAPGEMINI | GLOBAL EMPLOYEE NETWORK LEAD | HE/HIM

Challenges of building *global network groups*

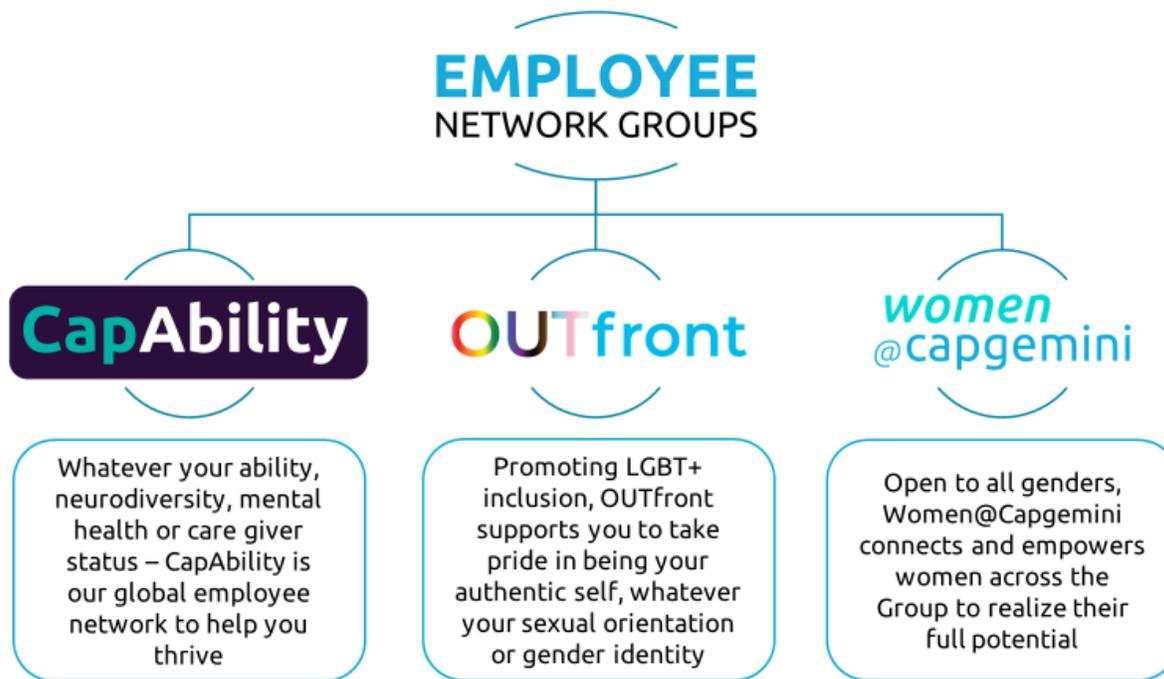




EMPLOYEE NETWORKS AT CAPGEMINI

OUR GLOBAL NETWORKS

Employee networks exist at all different levels of Capgemini, representing the diverse and matrix nature of our Group. Currently we have 3 networks operating at global level, with local chapters of the network in various countries, GBs and professional communities:



LOCAL EMPLOYEE NETWORKS

In addition to these global employee networks – many other local employee networks exist across Capgemini covering a broad variety of different topics, interests and identities – based on local need.

Some examples of topics, identities and interests these local networks cover are:

- Race / Ethnicity / Cultural Diversity
- Indigenous / Aboriginal Peoples
- Parenting
- Armed Forces Veterans
- Refugees & Charity Support
- Environmental Sustainability
- Wellbeing, Health and Fitness
- Mentoring
- Innovation

OUTFRONT CHAPTERS



OUTfront currently operates in 26 countries across the globe,
including 13 of the Top 15 by Capgemini Headcount

In Top 15 Countries by Headcount



Australia



India



New Zealand



Japan

APAC



Brazil



USA



Canada



Mexico



Guatemala

AMERICAS



Italy



France



Poland



UK



Portugal



Luxembourg



Denmark



Norway



Finland

EUROPE



Sweden



Netherlands



Germany



Spain



Ireland



Switzerland

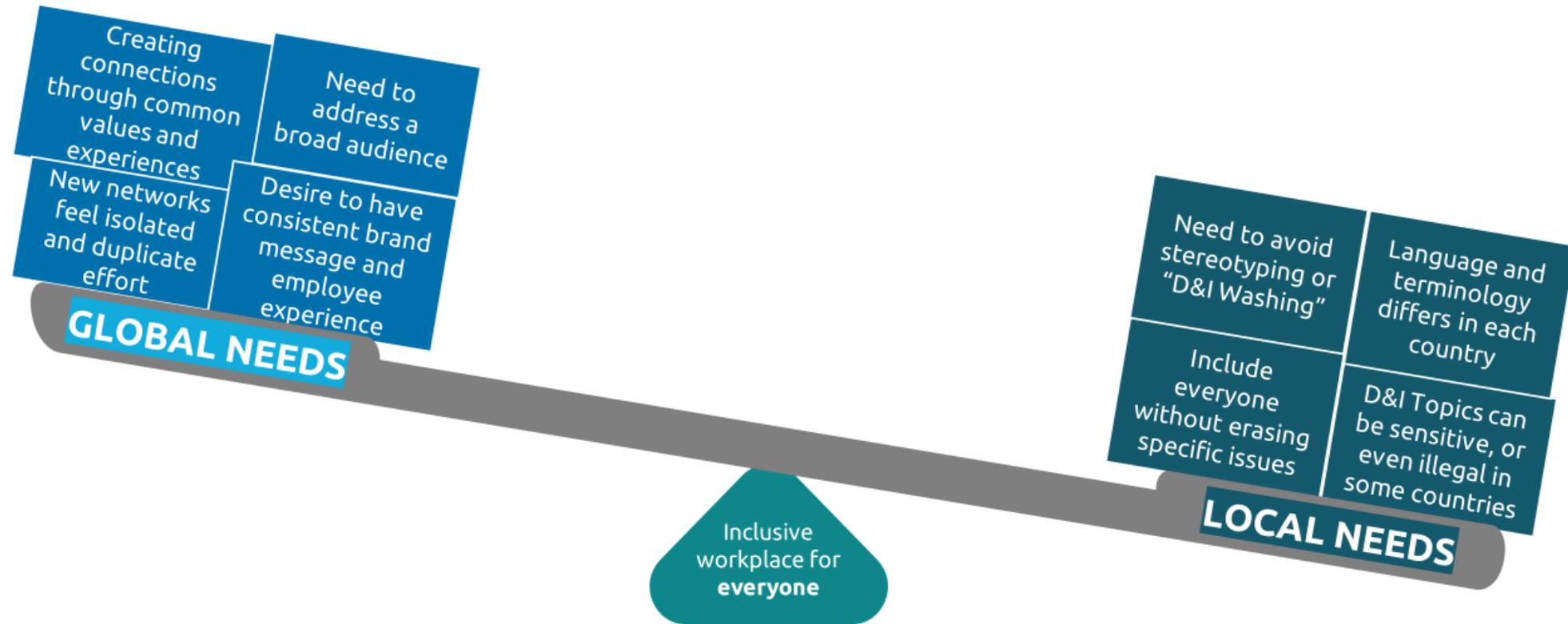


Austria



Belgium

A GLOBAL DILLEMA



How do we balance the need to support and connect networks – whilst respecting differences in social attitudes and legislation?

GLOCALIZATION



LGBT+ Travel Advice



Confidential Contacts



Principles A global view of the purpose of ENGs, and how they support our inclusive culture

Governance Clear and consistent rules for the operation of networks, including templates

Global Partnerships Partners with international scope accessible by all local networks, and guiding global approach

Coordination & Amplification Connecting networks working on similar activities, and promoting their work

Branding & Visuals Globally approved logos, taglines and images to create a consistent brand experience

Network Structure Local flexibility on how networks are structured/named, aligned to global networks

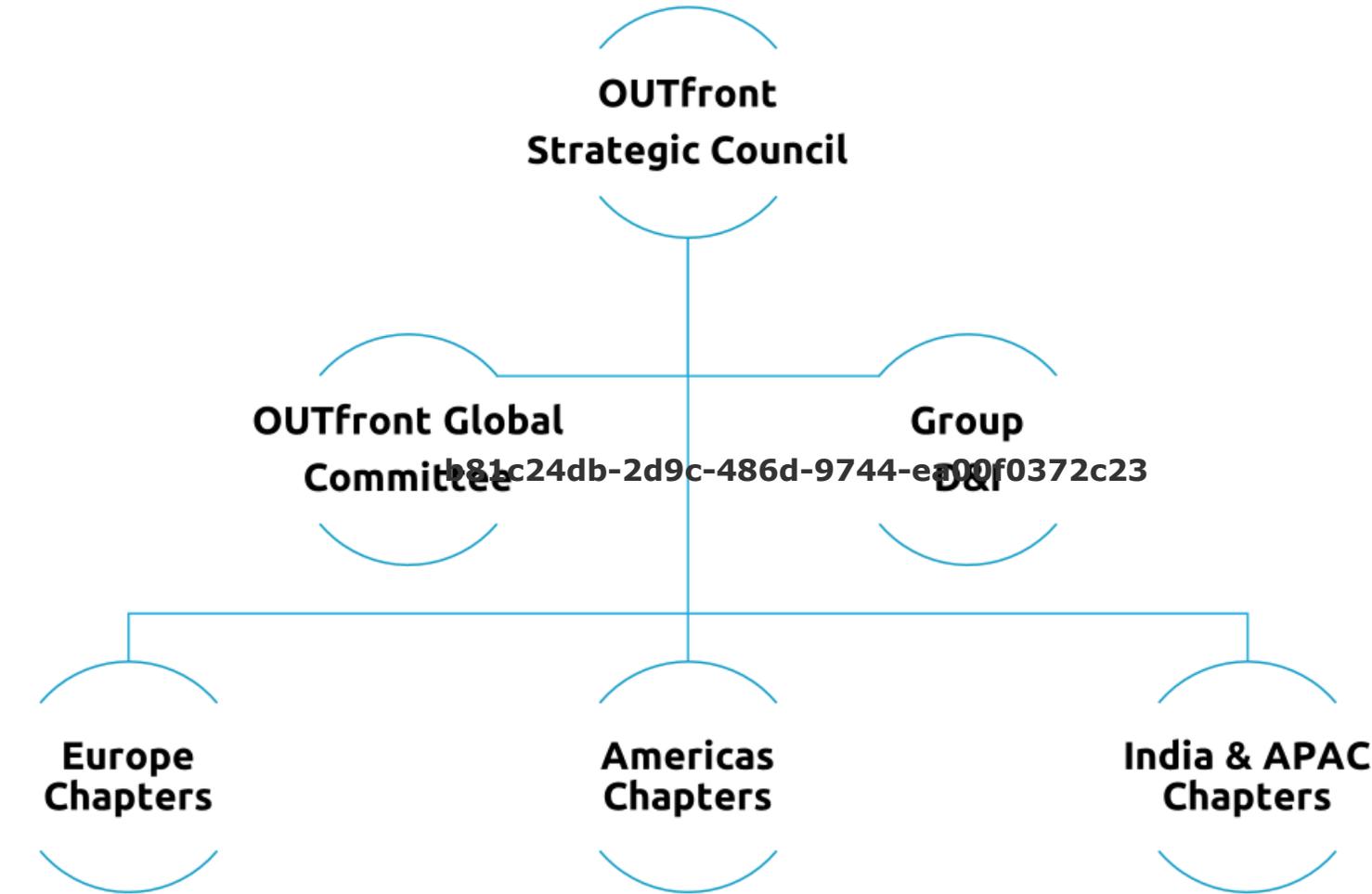
Events & Activities Access to global events, option to create local specific events

Local Terminology Choice to adopt global terminology, or adapt as necessary to local needs

Local Partnerships Engaging local partners to address specific topics with localized approach



OUTfront NETWORK STRUCTURE



All OUTfront Chapters are linked to each other and the Global Committee through regular Regional Round-Tables

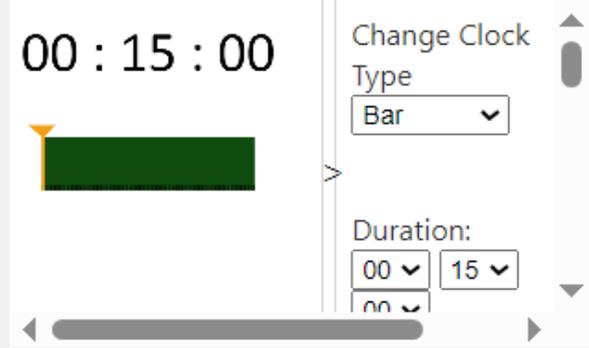
| | |
|-------------------------------|--|
| Annual Strategy Planning | <ul style="list-style-type: none"> • Whole Team • Occurs in Oct/Nov for following year • Sets direction and strategy |
| Quarterly Progress Review | <ul style="list-style-type: none"> • Network Leader & Group D&I • Once per quarter • Formal interface with Group D&I |
| Steering Meeting | <ul style="list-style-type: none"> • Global Committee & Strategic Council • Every 2 months • Guides OUTfront activities |
| Leadership Operations Meeting | <ul style="list-style-type: none"> • Global Committee • 2-weekly • Operational updates on network activities |
| Regional Round Tables | <ul style="list-style-type: none"> • Global Rep + Chapter Leads • 6-weekly • Regional connect between country chapters & Global |

Activity

Building a Global Network

Group Activity

Building Blocks



Our speaker spoke about some of the foundations of a global LGBTQ+ Network.

1. Strong Global Governance Structure
2. Opportunities for Local Personalisation
3. Mechanisms for Connection
4. Consistent Messaging and Employee Experience

In small groups, discuss:

- What does this currently look like in my organisation?
- How would I like to improve it?



Speaker

Richard Thompson

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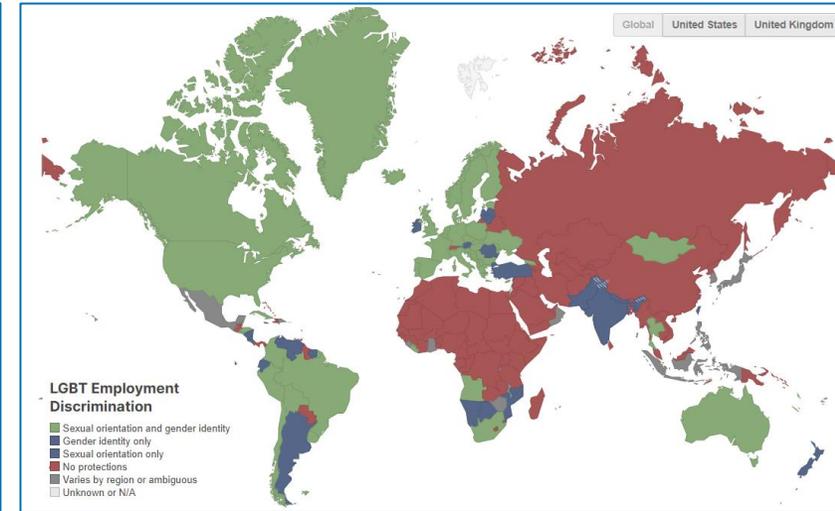
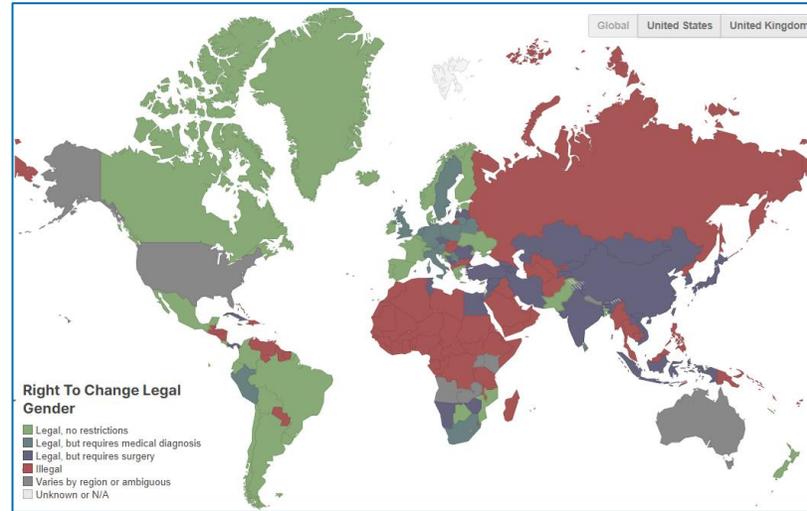
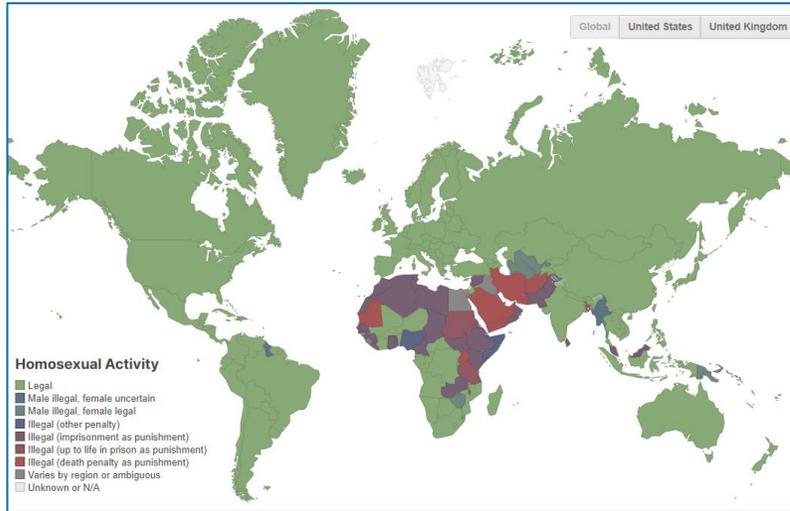
Operating in *challenging contexts*

Supporting LGBT+ Employees

Capgemini 



A GLOBAL CHALLENGE



Source: Equaldex.com



Homosexual Activity

- Capgemini operates in **5** countries *criminalising LGB+ people*



Changing Legal Gender

- Capgemini operates in **7** countries where it is *illegal to change your legal gender*
- And multiple states and countries where *gender change is illegal or requires surgery*



Employment Protections

- Capgemini operates in **10** countries with *no employment discrimination protections*
- And **9** countries with *no employment protections for gender identity*

SUPPORTING OUR COLLEAGUES



Our commitment

- Capgemini supports all gender identities and sexual orientations, whilst respecting local legislation
- We effectively operate an “Embassy model” with the policy in effect across Capgemini
- We are signatory to the UN Standard of Conduct for Business, and Stonewall Gold global employers and Global Founding Partner members

Confidential Support

- Colleagues may approach their local HR Manager, Ethics & Compliance Officer or SpeakUp hotline to report ethical concerns or get advice
- OUTfront also offers “Confidential Contacts” – informal peer support to provide guidance and listening

Travel Advice & Relocation

- OUTfront have created a guide for specific travel advice for colleagues travelling for work or going on assignment abroad
- Colleagues may refuse assignments or travel to countries unsafe for LGBT+ people without repercussion
- In cases where other measures aren’t effective, we have options for relocating staff at personal risk within Capgemini to other countries

About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of nearly 350,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2022 global revenues of €22 billion.

Get the future you want | www.capgemini.com



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Activity

Supporting Employees

Supporting Employees

We've created an imaginary inbox for a committee member of the global LGBTQ+ network at Organisation Inc. It's your turn today to sort through that inbox.

In groups you'll be assigned **one** email to respond to.

Think of **three** ways that the global network could support this person and write each on a post it.

Feel free to bring ideas from the session, your own network or things you've seen work well in other organisations.

Try to ensure they are structural things such as 'set up an online advice hub' or 'produce a guide' rather than personalised responses to the person's email.

Your Inbox

00 : 10 : 00



Change Clock Type

Bar

second changed
successfully!

Duration: 00 10

00

Second changed
successfully!

TimeUp Reminder

1. “Hi, I work in our Paris office, and I’ve seen the great work happening in Belgium. I’d like to set up our own network chapter, how do I go about that?”
2. “Hi, I work in the HR team in Dubai. One of my colleagues has come out to me as gay and I wanted to know what support the network might be able to offer them?”
3. “Hi, I’m based in Poland. I want to run an event for Pride, I’m hoping to host a panel discussion on trans inclusion and have some networking drinks afterwards. Is there any support available?”

Closing

Now What?

**What are your next
steps going to be?**

Further Support and signposting

