Unlocking the potential of neurodivergent talent
It is our conviction that a diverse, equitable, and inclusive environment makes for a more resilient, agile, and successful company.

Shobha Meera, Chief Corporate Social Responsibility Officer

We focus on everyone’s talents and enabling their abilities

We are building an agile, creative, innovative, and inclusive workplace for all

1. Inclusive companies generate 1.4 times more revenue per employee*

1.7 Inclusive companies are 1.7 times more likely to be innovation leaders in their respective markets*

4 Organizations with advanced inclusive practices are 4X more likely to create inclusive products*

1 in 3 Job seekers would not apply to an organization that lacks diversity in its workforce*

*The Key To Designing Inclusive Tech: Creating Diverse and Inclusive Tech Teams
UNLOCKING OUR EXISTING TALENT

Representation - CapAbility

Engagement - CapAbility

Inclusive Behaviors

Thought Leadership

Learning & Awareness
INCREASING OUR NEURODIVERSE TALENT

Targeted Recruitment:
Partnering with associations on ND recruitment in **USA and UK**

Demonstrating our commitment & experiences:
E.g., **Australia** launched awareness series & conversations

**Neurodivergent Digital Inclusion:**
Offering technology training for neurodivergent people & hiring them in **Brazil**

**Inclusive Technology Solutions:**
Supported the development of a mobility application for neurologically challenged people in Australia & France

**Inclusive Recruitment Processes:**
Reviewing our recruitment process, including advertising methods, role descriptions and interview approaches

**Building Effective Partnerships:**
Identifying and enhancing our relationships with strategic partners focused on Neurodiverse talents
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 over 340,000 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 2021 global revenues of €18 billion.

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