

Diversity, Equity and Inclusion – Member Resource Groups

What are MRGs?

MRGs are member-led groups that allow members with commonalities to meet and support each other. MRGs give members the opportunity to:

- Build community
- Engage in meaningful discussions
- Share resources
- Help achieve strategic business goals

Why are they important?

MRGs exist to foster inclusion and empower often underrepresented members to achieve their goals.

MRGs can –

- Build cultural awareness among staff
- Increase member engagement
- Foster relationships between members
- Provide professional development
- Support branding and marketing efforts

What are the benefits?

MRGs can benefit both the wellbeing of individual members and the business. Encouraging MRG participation supports a culture of belonging.

Key benefits –

- Build future leaders
- Attract a diverse workforce
- Alert leaders to DE&I related issues
- Improve retention and reduce turnover



U.S. Member Resource Groups: Diversity among our members

Open to all U.S. members who share a common bond as well as their allies.

Women's Forum

Established 2016; To accelerate the advancement of women working at CGI. By sharing information, best practices, education, and experiences, we will connect with one another to develop the leadership skills and career opportunities required to influence CGI's success.

Pride@CGI

Established 2018; To foster a welcoming and inclusive environment for U.S. members (U.S. CSG & CGI Federal) of all sexual orientations, gender identities and gender expressions.

Mental Health Matters

Established 2020; 90 members

To de-stigmatize mental illness and improve our mental health through awareness, resources and discussions.

Early Career Professionals

Established 2020; To help provide career advice, networking opportunities, and professional development resources to members who have recently begun their careers

Black Member Alliance

Established 2020; To effect change and serve as a catalyst to for CGI's black members and allies. We will engage and collaborate across CGI to initiate and/or support activities in the four key areas: External education, mentoring and networking, monitoring and accountability and partnership in our communities.

Working Caregivers

Established 2020; To help support one another, strategize on how to balance work and family needs, and promote resources to take care of ourselves and our family members with an initial focus on addressing COVID-19 challenges.

Latinos Unidos@CGI

Established 2021; To promote cultural awareness, aid in recruitment and retention, provide opportunities for personal and career development, and serve as a resource for community engagement and service.

Asian American Pacific

Islander - Established 2021; To create an inclusive environment where AAPI members and allies can connect, inspire and empower one another to build networking and professional development opportunities; as well as support wellness and advance equality through advocacy, cultural awareness education and community involvement.

Veterans and Military

Established 2021; A proud community of veterans, active duty military and allies who challenge ourselves to be better through support, education and advancement through shared experiences, common interests and passion. This group will provide strategic insight across CGI, supportive of veterans, active duty military and their families in recruitment, career development, retention, social responsibility and mentorship programs.

**New in F22 –
Neurodiversity & Disability
Advocates (DNA)**





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Women's Forum



Pride@CGI

A community for **LGBTQ+** members and their allies



Early Career Professionals

A networking and career development group for members starting their CGI career

©

**Asian American
and Pacific
Islander (AAPI)**

**Latinos
Unidos@CGI**

**Veterans and
Military**

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