

Gartner®



Together As One

Diversity, Equity & Inclusion at Gartner

Defining Our Vision

Gartner is committed to diversity, equity and inclusion (DEI) across all aspects of our business. As part of our commitment, we established our DEI Center of Excellence (COE) in November 2020 to further accelerate and expand the scope of our existing programs.

Throughout 2021, Gartner prioritized an organizational baseline assessment and developed a three-year roadmap that highlights the highest-impact opportunities to increase representation and create a more inclusive environment.

As part of the baseline assessment, we defined who we are and our vision:



Our vision

Build a high-performance organization with a culture of equity, inclusion and belonging that enables us to get better, faster and stronger every year



Our company

- \$4.7B in revenue in 2021
- 90+ offices around the world
- 11 DEI Councils
- 6 employee resource groups (ERGs) with more than 4,300 members



Our people

- Over 16,500 associates
- On a worldwide basis, our employees were represented by more than 85 self-identified nationalities working in 38 different countries and territories:
 - 54% of associates located in the United States
 - 45% of associates distributed across the remaining countries/territories

To articulate our vision, we created shared definitions of diversity, equity and inclusion:



Diversity

A collective mixture of differences and similarities



Equity

Fair treatment and equality of access to opportunity, information and resources for all



Inclusion

The achievement of a work environment where all people feel respected, accepted, supported and valued

“We are a multicultural, global business, serving clients in more than 100 countries around the world. Our teams are composed of individuals from different geographies, cultures, ethnicities, religions, races, genders, sexual orientations, abilities and generations. We are united in our mission, and we work together to solve problems. In doing so, we operate at the highest ethical standards, with respect for all, across our associates, clients and communities.”



Gene Hall
Chief Executive Officer

Embarking on Our Journey

2018

- Diversity and Inclusion (D&I) function created
- CEO Gene Hall signs the CEO Action for D&I pledge

2019

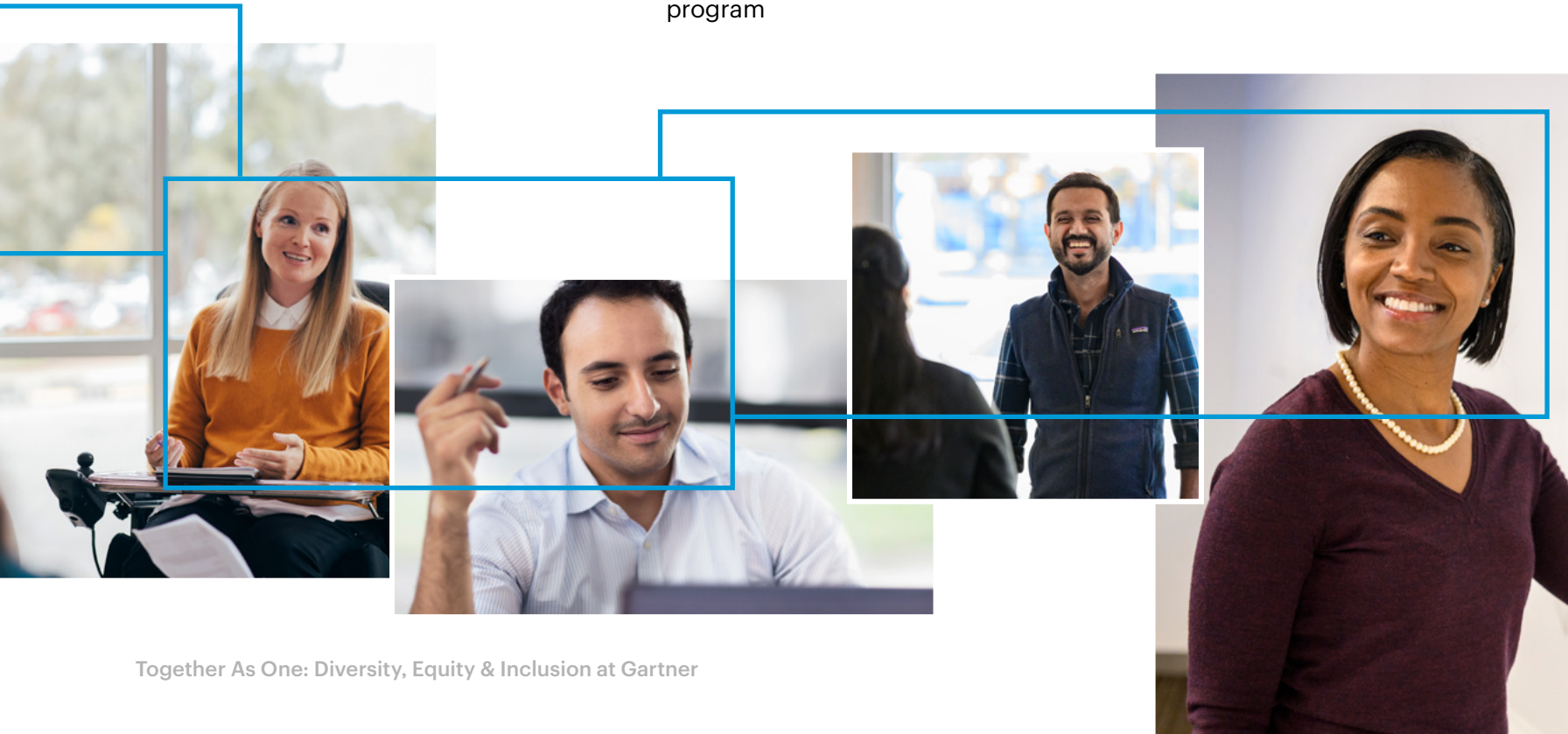
- Growth of ERGs
- Implemented first in-house Diversity, Inclusion and Unconscious Bias training
- Launched D&I Language Guide
- Established a Return-to-Work program

2020

- Conducted an audit of gartner.com and Gartner's intranet to help ensure that language used was sensitive from a race and gender-identity perspective
- Established the DEI COE

2021

- Conducted a baseline assessment and created the DEI Strategic Framework
- Launched two new ERGs: Black Employee Network (BEN) and Collective Abilities Network (CAN)
- Developed and launched a campaign for new self-ID categories
- Launched the Xcel development program
- Established a DEI Council and DEI Ambassador Program in APAC
- Expanded DEI Councils across our business units



Scaling Our Team

Gartner's DEI COE relies on dedicated and passionate associates around the world to achieve our vision and enact our strategic framework. We center equity in our approach to our work and the experiences we create for our associates and leaders around the world.

Our DEI COE team

Chris Steadley, MVP, Diversity, Equity and Inclusion, leads the team and partners with other business unit (BU) leaders across Gartner to scale engagement with associates via various programs and events. Chris manages a growing team of dedicated colleagues who work to advance Gartner's DEI vision and objectives.

To drive increased focus and structure, the DEI COE supports Gartner's ERGs and BUs through a matrix of councils, committees and networks.

“It’s more important than ever to work together to create a brighter future for all of our associates, no matter their races, geographies, ethnicities, religions, genders, sexual orientations, abilities, generations and experiences.”



Chris Steadley
MVP, Diversity, Equity and Inclusion

Our broader team

Global DEI Executive Council

Employee Resource Groups:

- Black Employee Network
- Collective Abilities Network
- Mosaic at Gartner
- Pride at Gartner
- Veterans at Gartner
- Women at Gartner

Networks:

- Women in Sales
- Women in Consulting
- Asian Pacific Islander Colleagues (APIC)

Regional DEI Groups:

- APAC DEI Council
- APAC DEI Ambassador Program

Each ERG and BU group has an assigned lead advisor from the DEI COE to facilitate governance. The DEI COE shares playbooks and resources to enable the ongoing work.

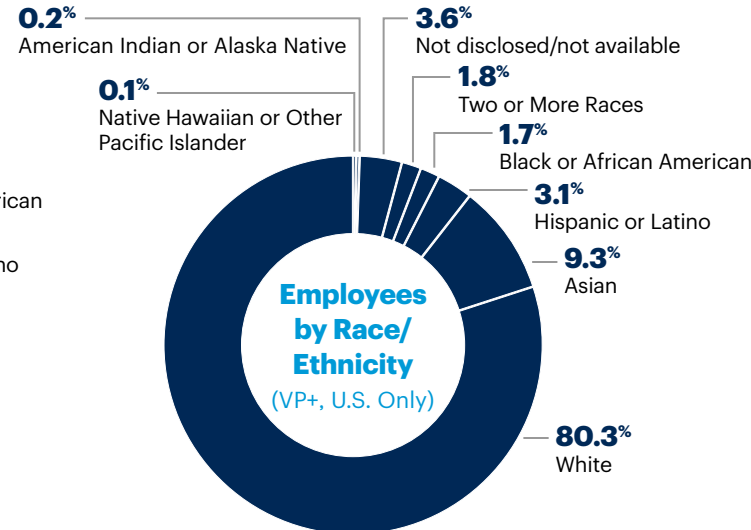
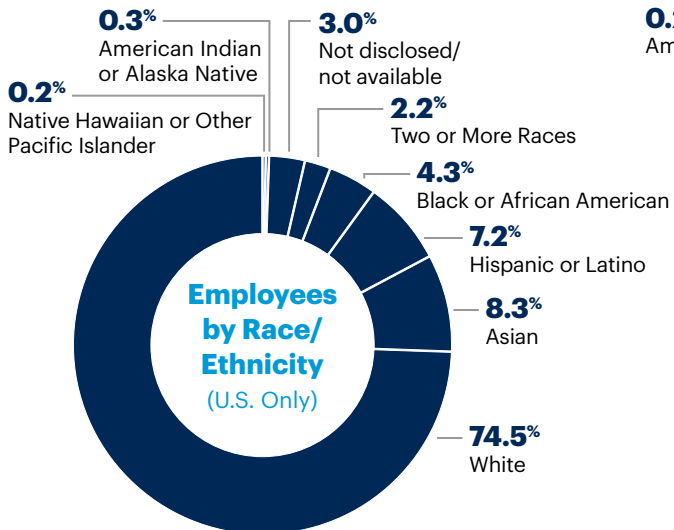
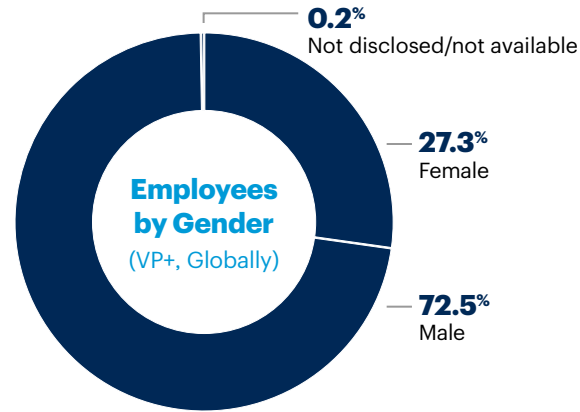
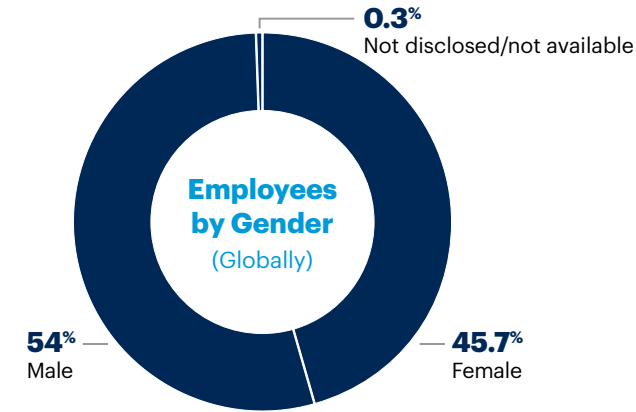
Business Unit DEI Councils:

- Conferences
- Consulting
- Digital Markets
- Finance
- Global Business Sales
- Global Product Management
- Global Services & Delivery
- Global Technology Sales
- Human Resources
- Information Technology
- Legal & Compliance
- Research & Advisory

Who We Are

Our people have helped us to scale our teams

Data as of December 31, 2021



Launching Our Framework

In collaboration with more than 80 associates from different BUs and regions, Gartner's DEI COE held workshops to share findings from the extensive baseline assessment and collate ideas and solutions for advancing our DEI work.

Our DEI strategic framework, our "house" for DEI, is the output of this process that will align and inform all associates and leaders as we build and drive strategic DEI initiatives.

DEI is an evolving journey, and it's critical that we continue to listen to our associates and incorporate what we hear into our ongoing plans and deliveries.

Gartner's DEI COE will continue to reach out to associates for feedback and encourage people to share their personal experiences so Gartner can learn and grow.



Progressing DEI, Together as One

Our people are at the heart of our success. As we grow, Gartner will continue to embrace inclusion and engagement as an opportunity to get better, faster and stronger year after year.

We leverage a complex structure to engage our associates around the world. Our DEI Executive Council provides critical strategic guidance and assesses our progress toward achieving our vision.

Our Business Unit DEI Council and members coordinate activities and events, develop and share best practices, and communicate timely updates and concerns to our DEI COE.

Our ERG co-chairs and executive sponsors advocate for associates, sponsor events and discussions, provide feedback to senior leaders and guide our strategic thinking.

Together we align our programming and initiatives to our three strategic pillars — **Hire, Engage and Advance** — while applying an equity lens to all that we do.



Examples of HIRE activity

- Connecting with, attracting and hiring talent from underrepresented groups
- Leveraging the Employee Referral Program to reach networks outside Gartner
- Cultivating an understanding of Gartner's framework and vision via the Culture Ambassador Program during the hiring process
- Establishing deep and meaningful relationships with organizations that support talent from underrepresented groups



Example of ENGAGE activity

- Increasing DEI acumen and engagement
- Hosting Real Talks, Fireside Chats and Listening Sessions to discuss relevant and timely topics
- Introducing pronouns and the self-ID campaign in Workday
- Sharing actionable Monthly DEI Engagement Guides with BU DEI Council leaders to cascade throughout their organizations
- Connecting, educating and celebrating associates from underrepresented groups via history and heritage months

Progressing DEI, Together as One



Examples of ADVANCE activity

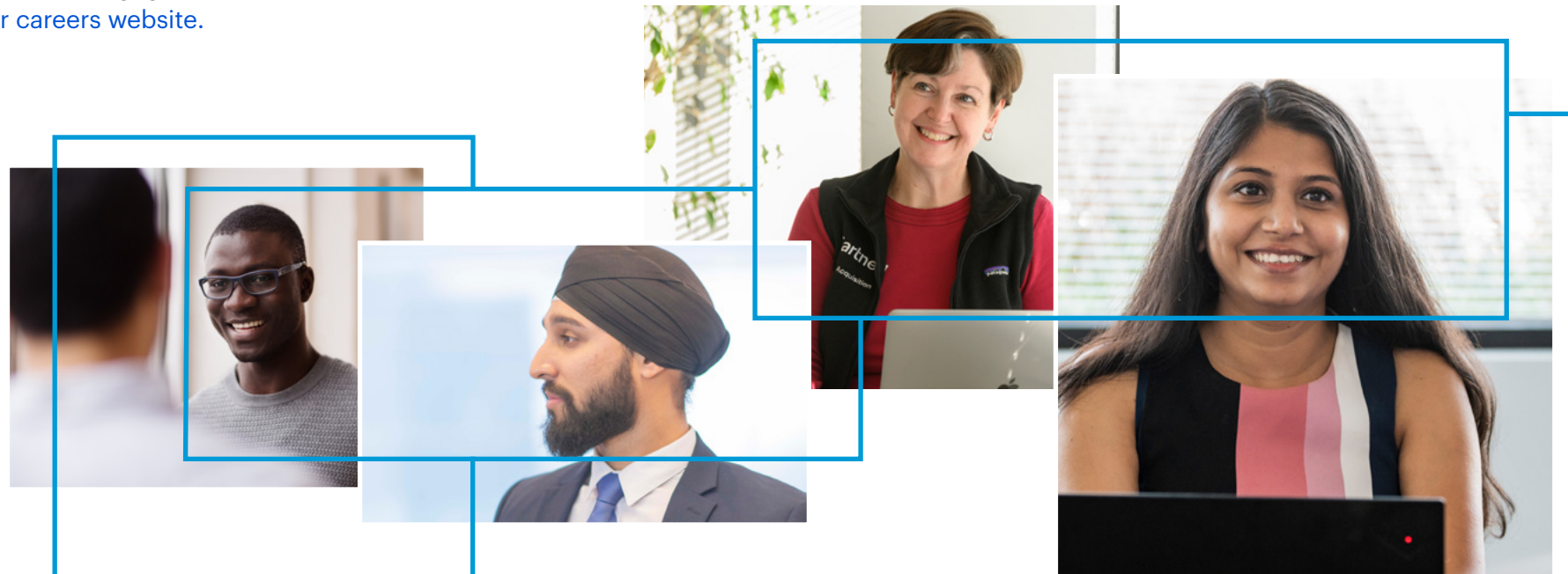
- Creating exposure opportunities for talent from underrepresented groups
- Managing Xcel: a six-month development experience designed to accelerate the capabilities of leaders from traditionally underrepresented groups
- Developing the DEI Learning Journey, a comprehensive curriculum of DEI-related topics
- Analyzing our talent flow to understand where we need to break down barriers and build a more diverse pipeline for the next generation of leaders and associates

To discover more about the work our ERGs do to engage associates, visit the “We win as a team” section on the [Gartner careers website](#).



Examples of EQUITY activity

- Identifying, prioritizing and remediating opportunities for bias in performance management processes
- Publishing our annual U.K. Gender Pay Gap Report
- Curating and publishing our Equity vs. Equality Video
- Providing access to the Embracing Diversity & Being Inclusive learning module to our associates and leaders

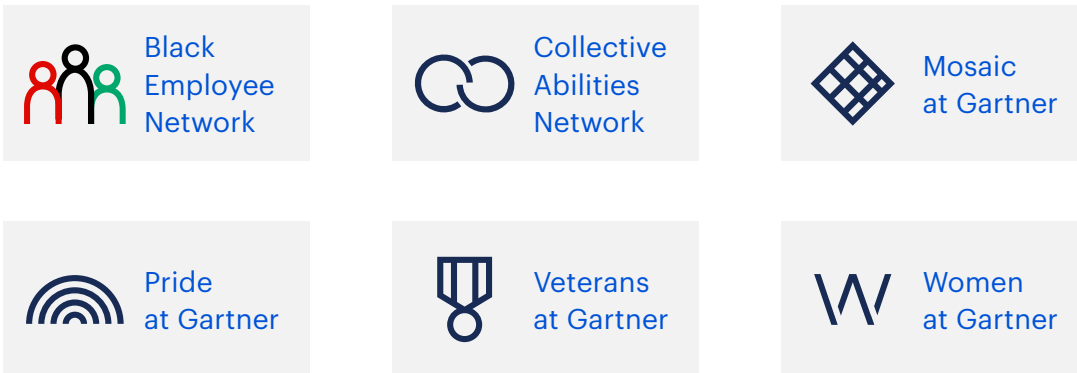


Additional Resources

In addition to Gartner’s DEI strategy, our Research and Advisory experts provide groundbreaking content to Gartner clients around the world about diversity, equity and inclusion.

Discover additional resources by asking about our Global Business Sales HR Practice research.

Visit our careers site to learn more about our ERGs:



Corporate Responsibility

Our corporate responsibility goal is to accelerate positive social change and contribute to a more sustainable world so that our associates, communities and clients thrive today and in the future. We leverage our unique expertise and resources to achieve impactful results. Download our latest report on [Gartner’s Corporate Responsibility web page](#).

Talent Acquisition

Our Talent Acquisition team sources, assesses and matches candidates to specific positions across the business. We form and maintain strong relationships with hiring managers and utilize knowledge of multiple recruiting sources and strategies to solve problems and build teams. [Join Our Talent Community](#).

Supplier Diversity

At Gartner, we recognize the importance of supplier diversity. We are committed to being a valuable member of the communities in which we live and operate. Diversity in our supplier base is an important part of that commitment.

A wide range of suppliers is needed to support our business operations. Through our Supplier Diversity Program, we are dedicated to diversifying our supplier base to include minority-owned, women-owned, veteran-owned, disabled-owned, LGBT (lesbian, gay, bisexual, transgender)-owned businesses and small businesses wherever possible.

We actively work with our business unit partners to include diverse suppliers in bidding and contracting opportunities.

Contact Us

We encourage our clients, and prospective clients, to contact their Account Executive or Client Director to learn more about Gartner and the resources we provide. For more information about Supplier Diversity, please email [Gartner’s Contract Administration team](#). All Gartner associates and leaders will find more information on Inside Gartner under “Working at Gartner: Diversity, Equity & Inclusion.” If associates or leaders have additional questions, please email our Diversity, Equity and Inclusion Center of Excellence or connect with your BU DEI Council members.