



## Thoughtworks receives WGEA Employer of Choice for Gender Equality Citation for 11th year in a row

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Melbourne, Australia

[Thoughtworks](#), a global technology consultancy that integrates strategy, design and engineering to drive digital innovation, today announced it has received the 2021-2023 Employer of Choice for Gender Equality (EOCGE) citation from the Workplace Gender Equality Agency (WGEA), an Australian Government statutory agency. This is the 11th time the company has been recognized for its commitment and best practice in promoting gender equality in Australian workplaces.

The EOCGE citation recognizes organizations that have made gender equality an integral component of their workplaces and business practices and who are taking significant action towards improving gender equality outcomes. It recognizes that gender equality is critical to an organization's success and is a feature of leading organizations.

"Striving towards a more gender diverse and inclusive workforce increases innovation, creativity and employee engagement. It also feeds into our strategic goals to retain and attract talent in Thoughtworks Australia and is essential to achieving our business goals," said Kristan Vingrys, Managing Director for Thoughtworks Australia and New Zealand.

"The WGEA citation speaks to our ongoing commitment to equal representation for women and underrepresented gender minorities (UGMs). It's also a positive affirmation of the programs that focus on recruiting, hiring, growing and supporting Thoughtworkers to ensure each person feels like they belong. Yet, we also know that there's much more progress to be made in ensuring a more gender equitable future."

Thoughtworks has focused its efforts and programs on addressing the lack of diversity in senior technologist roles, encouraging more inclusive environments on client sites and expanding pathways to leadership for women.

To further its goal of transformative social change, Thoughtworks in Australia aims to include all of society in its community and its technology and has set a target to have 50% of its technology roles fulfilled by women and UGMs (WUGMs) (and to remain within 3% of 50% diversity year-on-year).

Current proportion of WUGM across Thoughtworks in Australia:

- 50.4% WUGM representing gender diversity across all of the business in Australia
- 48.3% WUGM representing gender diversity across tech roles

Thoughtworks Australia's Head of People, Pallavi Johnson says, "Striving to create an organization, and by extension an industry, that truly reflects all the different societies we touch is a long-term goal of ours."

"We all have a responsibility to create an inclusive environment where people are encouraged to be who they are and feel acceptance and belonging. We want to celebrate what makes each of us unique and foster diverse perspectives to enrich how we live and work."

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### About Thoughtworks

Thoughtworks is a global technology consultancy that integrates strategy, design and engineering to drive digital innovation. Thoughtworks is 10,000+ people strong across 49 offices in 17 countries. Over the last 25+ years, we've delivered extraordinary impact together with our clients by helping them solve complex business problems with technology as the differentiator.

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