

# Gartner U.K. Gender Pay Gap Report 2022





# Together as One: Our commitment to a culture of diversity, equity and inclusion

Gartner is a dynamic, multicultural global company serving more than 15,000 client enterprises in approximately 90 countries and territories. Our more than 19,500 associates worldwide represent 96 self-identified nationalities working in 39 countries. In the U.K. specifically, Gartner's more than 1,800 associates represent 66 self-identified nationalities. We embrace the many facets of diversity this brings — it is critical to our sustained success. And we work hard — across our entire organization — to evolve our practices and perspectives to support and empower all of our associates.

Our strategy focuses on fully embedding diversity, equity and inclusion (DEI) into our organization. It is why we are applying DEI best practices to all our talent processes, and ensuring we have the right programs and resources to support our world-class talent and their unique needs. We continuously evaluate our practices and are actively focused on closing the gender pay gap. We hold ourselves accountable in creating an equitable workplace that attracts and advances all of our talent.

In 2022, we continued our work to create more inclusive experiences for our associates and clients, including the following noteworthy highlights:


- We made a significant investment in U.K. maternity pay for associates in Sales positions. Many of our U.K. associates hold Sales roles, which are eligible to earn commission. At the start of 2022, we enhanced our U.K. maternity leave pay so that in addition to base pay, women in Sales positions receive a portion of their commission earnings for a number of weeks into their maternity leave.
- Our Women at Gartner employee resource group (ERG) — our largest ERG — led many events and initiatives throughout the year, including co-sponsoring an Inclusive Leadership training series with nearly 800 attendees.

- We launched a second cohort of our Xcel Development Program. Xcel is a nomination-based program designed to enhance the capabilities of leaders from traditionally underrepresented groups, including women. Through mentorship, workshops, business projects and connections with peers and leadership, participants in this 10-month program elevate their personal insights, professional growth and visibility in the organization.
- Specific groups within our business units, such as the Women in Sales and Women in Consulting groups, continued to provide tailored programming to support women's advancement and development.
- We continue to evolve our internal training to support our DEI objectives. In 2022, we launched

an enterprisewide training module on equity and equality available to all our associates.

As we grow, we will continue to develop and support women in leadership and embrace every opportunity to become a better, faster, stronger organization, every year.

We confirm that the data reported in this document is accurate.



**Robin Kranich**  
Executive Vice  
President, Chief  
Human Resources  
Officer, Gartner



# Our approach to pay

Reflecting our pay-for-performance strategy at Gartner, men and women in equivalent roles with similar performance and experience are paid equally. We nonetheless have a gender pay gap driven by the fact that currently, more men than women hold higher-paying, senior roles. In the U.K., 41% of our associates are women, and 23% of our upper quartile positions are held by women.

Narrowing the U.K. gender pay gap is part of our broad and ongoing commitment to the three pillars of our DEI strategic framework:

- **Hire** talent from underrepresented groups.
- **Engage** associates by creating a sense of belonging for everyone.
- **Advance** talent into leadership.

These three DEI pillars help us apply an equity lens in all that we do and close the gender pay gap over time. In 2022, we focused on supporting inclusive experiences for all associates and clients, and establishing Gartner as a destination for talent from traditionally underrepresented groups, including women. We provide more details about our activities in the “Our continued commitment” section of this report.

## Gender pay gap numbers at a glance

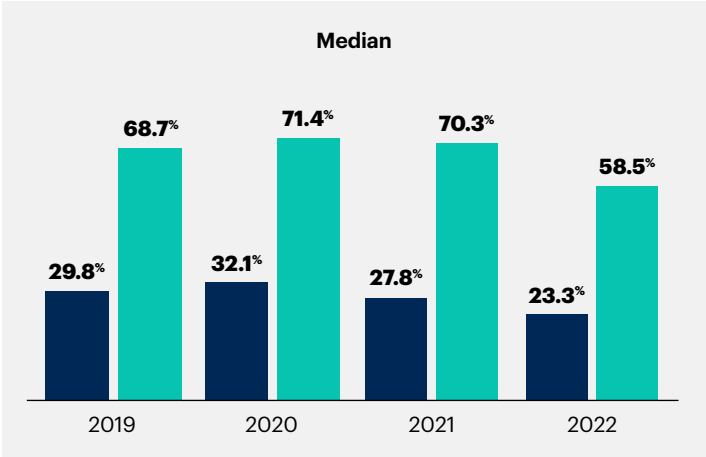
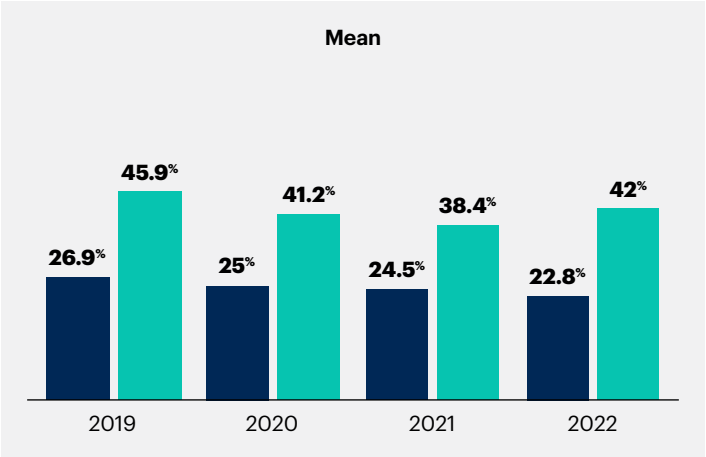
### Overview

We are making progress toward narrowing our U.K. gender pay gap, with year-over-year reductions in both our mean and median gender pay gap, as well as in our median gender bonus pay gap. As of the 2022 snapshot, Gartner’s mean and median gender pay gaps declined by 1.7% points and 4.5% points, respectively. Additionally, representation of women in the upper quartile increased by 2%. Based on performance, 100% of women associates in the U.K. received a bonus.

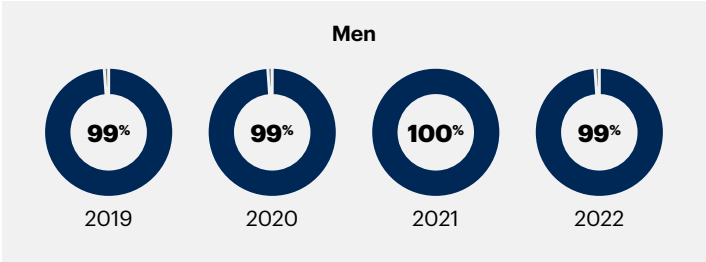
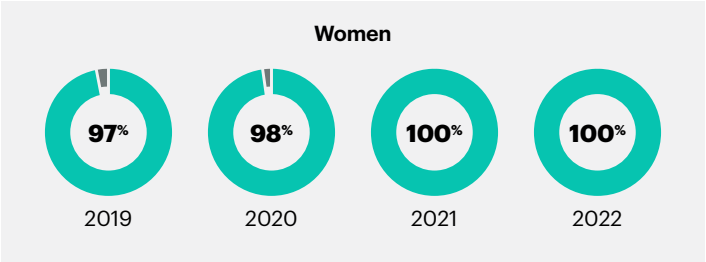
Gender pay gap

These figures show the difference between the mean and median hourly pay of all male and female employees in all roles.

- Gender pay gap
- Gender bonus pay gap



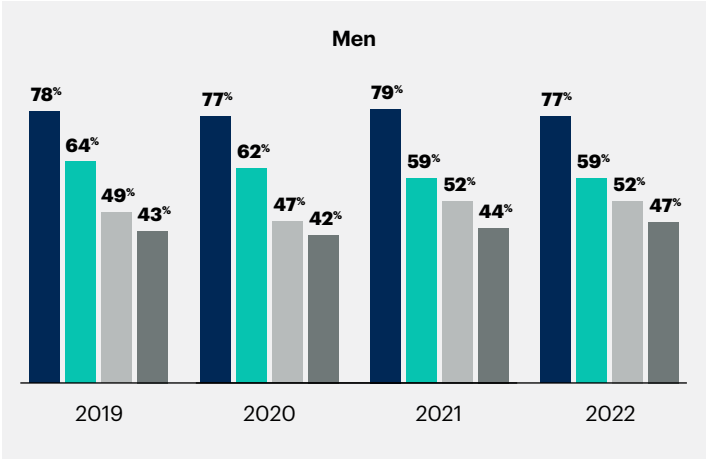
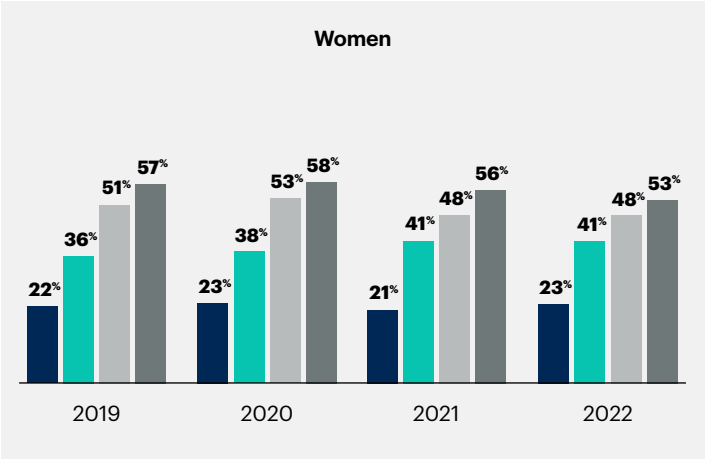
Proportion of employees receiving bonus pay



Distribution across pay quartiles

This shows the split of men and women in each quarter of our workforce when ordered by pay.

- Upper
- Upper middle
- Lower middle
- Lower



# Our continued commitment

Dedicated and passionate associates around the world work together to achieve our vision and our strategic priorities. Our DEI Center of Excellence (COE) and the Talent Acquisition team support Gartner's ERGs and business units via a matrix of councils, committees and regional DEI ambassadors. Together, they are taking steps toward reducing the gender pay gap through the three pillars of our DEI strategic framework.

## Attract and hire top talent

Gartner is committed to recruiting top talent that reflects the world we serve. In 2022, we welcomed a robust class of new hires, and our inclusive hiring strategies continued to diversify Gartner's community of associates. Our success is anchored in investments in processes, programs and partnerships that build awareness about our talent brand and value proposition so that top talent from all backgrounds can see themselves at Gartner.

Building diverse candidate pipelines and ensuring inclusive interview processes is a key to our success. We continued to innovate in 2022, launching a global program to ensure all recruiting teams dedicated time to proactively sourcing and engaging with candidates from diverse backgrounds that met our high bar for talent. This program has helped us identify thousands of additional leads to cultivate for potential introductions to hiring managers, and it has resulted in hundreds of accepted offers for full-time opportunities.

We established ongoing sourcing activities through our affiliated partnerships and organizations associated with underrepresented groups. Gartner sponsored the 2022 Black Young Professionals (BYP) Leadership Conference, attracting 115 attendees to our Leadership 101: Authenticity, Adaptability & Having a Growth Mindset session. We continued to expand this EMEA relationship by sponsoring and participating in the BYP Mentorship Program, focused on actively upskilling talent within marginalized communities in order to build diverse talent pipelines for the future. Our partnership with BYP increased our top-of-funnel talent pipeline by 73%.







Through our University Recruiting initiatives, we participated in 12 DEI university student organization events (including for the Women in Business Society) in 2022. We also partnered with Bright Network and attended many networking and recruiting events during the year. Bright Network is an early career partnership that offers career development and resources to 800,000+ U.K. top and diverse students. Fifty-eight percent of their network identifies as female, and 15% identifies as part of an underrepresented group.

### **Engage associates by cultivating an inclusive culture**

Gartner promotes a workplace that provides opportunities for everyone to celebrate their individual and collective diversity of experience and thought.

Our voluntary ERGs engage and bring people together to foster a diverse, inclusive and supportive workplace. ERGs are associate-driven and open to everyone, and create safe spaces for associates from underrepresented groups and their allies. They aim to elevate and amplify their members' voices. In 2022, more than 5,300 associates were members of at least one of our six ERGs.

The Women at Gartner ERG (W@G) focuses on attracting, retaining and developing female associates. With more than 3,500 members globally, W@G is our largest and longest-running ERG. In 2022, W@G held a diverse set of programming around leadership development, allyship, mental health and wellbeing as well as powerful conversations around menopause. One of its programs — a three-part allyship series titled, “What Does Allyship Look Like as a Leader?” — featured internal and external executive allies who shared personal stories and insights about how those in leadership positions can offer tangible career growth support for underrepresented groups.

Additional events hosted by Women in Sales and Women in Consulting included a global panel discussion on pursuing careers and shattering barriers, and a conversation on career challenges across varying scenarios with a focus on billable hour settings.

July 2022 was dedicated to addressing women's health, including promoting perimenopause and menopause support and cancer screening through GynaeCheck. Several other webinars were held to support physical and mental wellbeing and overall women's health.



**Sarah Watt**

Research VP, Talent  
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Gartner



**Jenny Beibl**

Senior Account  
Executive, EMEA,  
Gartner

## **Advance talent into leadership**

Gartner provides extensive opportunities for our associates to advance and grow their careers. Developing and retaining great talent continues to be a strategic priority.

As a company with demonstrated and sustained long-term growth, we continue to add new positions and embrace opportunities to appoint women to leadership roles. In 2022, women achieved promotions into senior-level positions at a rate commensurate to that of men.

Women in the U.K. are developing their careers with Gartner in a number of ways. Sarah Watt joined Gartner as Senior Director Analyst in 2019. “Over the last four years, Gartner has provided me with a wealth of opportunities to hone my skills and enhance my impact with clients. I have had opportunities to co-lead primary research, develop our research agenda on sustainability, share new ideas and shape our keynote speeches for our symposiums.” In 2022, Sarah was promoted to VP Analyst and selected as a Fellow in the prestigious Gartner Fellows Program. Modeled after a Ph.D. program, over the course of two years, Sarah will work to complete a high-impact research project and develop insights for use in client engagements and content. Sarah shares, “I feel privileged to have been mentored by some of the brightest individuals in our ecosystem. I also value being able to mentor others around me, contribute to our research and have an impact on our clients’ sustainability agendas. There are, of course, tough days, but I can honestly say that my growth at Gartner has been exponential.”

It’s not only senior leaders who are growing with Gartner. Jenny Beibl joined Gartner’s Conference Exhibitor Sales team in 2018 and is currently Senior Account Executive. Jenny works closely with her manager, also a woman, and has found access to a female leader at Gartner helpful for her own development. Jenny shares, “Seeing a fellow woman in a leadership role has motivated me and given me a better understanding of how I can progress my own career within Gartner.” It was Jenny’s manager who encouraged her to register in Gartner Crew, an eight-week networking and peer-to-peer learning experience that brings together associates from across the business and around the globe. Jenny shares, “It sounded like a great way to continue my development, and learn from others about their ideas and how they execute them — not just from my team. Once in the program, a lot of my Crew mates talked about development and next steps. It was great to be in a team where some people had been with Gartner for eight months and others

for 10 years, and learn how they viewed development as they progressed in their careers. It really broadened my horizons on what my next steps could be and how I could prepare for them.”

Another path through which women are developing their careers and networks is mentoring programs. Gartner’s Women in Consulting group developed a mentoring program for associates that aims to connect associates around the globe to promote individual development, supporting inclusion and a sense of community. Senior Consultant Maryam Minhas played a key role in ensuring female consultants around the globe received clear messaging about the initiative backed by a robust plan for launch. Maryam’s a big fan of mentoring: “Mentoring is a fantastic way to develop yourself! You learn from others’ experiences, and can have confidential conversations to support your career growth and understanding of company dynamics. It is especially important for women to have mentors, as often women are in the minority. A mentor can help foster a feeling of inclusion and be a safe way to discuss how they may be experiencing situations differently; e.g., as the only woman in a meeting or team.”

We’re also making progress beyond formal development and recruitment programs. One of our male leaders, Nicolas Debort, RVP Sales, partners closely with the Talent Acquisition team on hiring. To help his team reflect the same level of diversity as exists in society, where merited he asks for at least two to three qualified women in each shortlist. This ensures that the recruiters prioritize the right profiles from the start of the process. Nicolas shares, “I believe in providing more equity to both our diverse talent and women in Sales. Beyond recruitment, I work toward being the best ally possible, offering further support as they develop a successful career at Gartner.”



**Maryam Minhas**  
Senior Consultant,  
EMEA, Gartner



**Nicolas Debort**  
RVP Sales, Gartner





# About Gartner

Gartner, Inc. (NYSE: IT) delivers actionable, objective insight to executives and their teams. Our expert guidance and tools enable faster, smarter decisions and stronger performance on an organization's mission-critical priorities. To learn more, visit [gartner.com](https://gartner.com).

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