<The Tech Talent Charter
Making diversity & inclusion work for you/>

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TECHTALENT CHARTER:

Curating Insights About What Works — Open Playbook & Hackathons

Cross Sector Collaboration — Platforms to bring the ecosystem together

Signposting I&D Activity — Inclusion & Diversity Directory

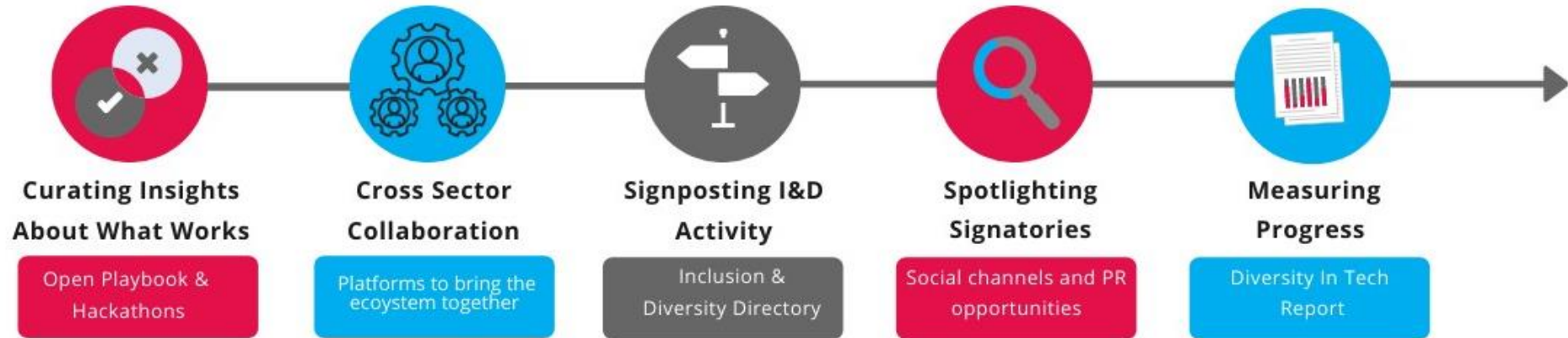Spotlighting Signatories — Social channels and PR opportunities

Measuring Progress — Diversity In Tech Report

The Tech Talent Charter is a non-profit organisation leading a movement to address inequality in the UK tech sector and drive inclusion and diversity in a practical and uniquely measurable way.

Bringing together industries and organisations to drive greater inclusion and diversity in tech roles. Membership is free.

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<Inclusion & diversity leads to greater **innovation** and we need that now **more than ever />**

Companies with more diverse management teams have 19% higher revenues due to innovation*.

Covid-19 has amplified the importance of innovation in unprecedented ways – with widespread disruption, companies must innovate continuously, creating new markets, experiences, products and services.

*Boston Consulting Group

<Companies that do not represent their customer base and do not include diverse perspectives, especially in decision making seats, **will be left behind**./>

The business case for diversity is clear: diverse organisations perform better, have higher employee satisfaction and better financial returns, and are more innovative.

Better financial returns
Companies with strong gender and ethnic diversity are 15% and 35% respectively more likely to outperform their competitors (McKinsey)

Increased innovation and creativity
When employees 'think their organisation is committed to and supportive of diversity, and they feel included', their ability to innovate increases by 83% (Deloitte)

More attractive employer brand
54% of women and 45% of men surveyed said they researched if a company had D&I policies in place when deciding to accept a position (PwC)

Slide courtesy of Business in the Community

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< To really move the dial on diversity, we have to flip the focus… and **keep it flipped /**>

__Inclusion__ and Diversity

We must move the conversation forward and focus on building genuinely **inclusive cultures.**

< Change the conversation />

We must <u>broaden</u> the discussion and move <u>beyond just gender</u>.

- Win people to the "why" at all levels
- Move it from zero sum game to how it benefits the individual
- Have the tough conversations—policies aren't enough

< Lead the way on genuine inclusion <u>for all</u> **/**>

- Get comfortable with **being uncomfortable** if you want to move the dial.

- Create **safe spaces** for all – to be themselves, to ask questions, to get it wrong and then fix it.

- Find and empower **champions, allies & support** at all levels.

< Change the rules to find new diverse talent**/**>

- Build in **flexible, remote** working as BAU
- Create more **meaningful, part-time** roles
- Look at **alternate routes** into tech—retraining programmes, returners and apprenticeships
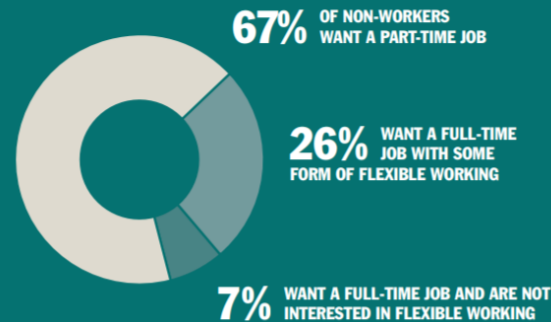
Flexible and part-time working

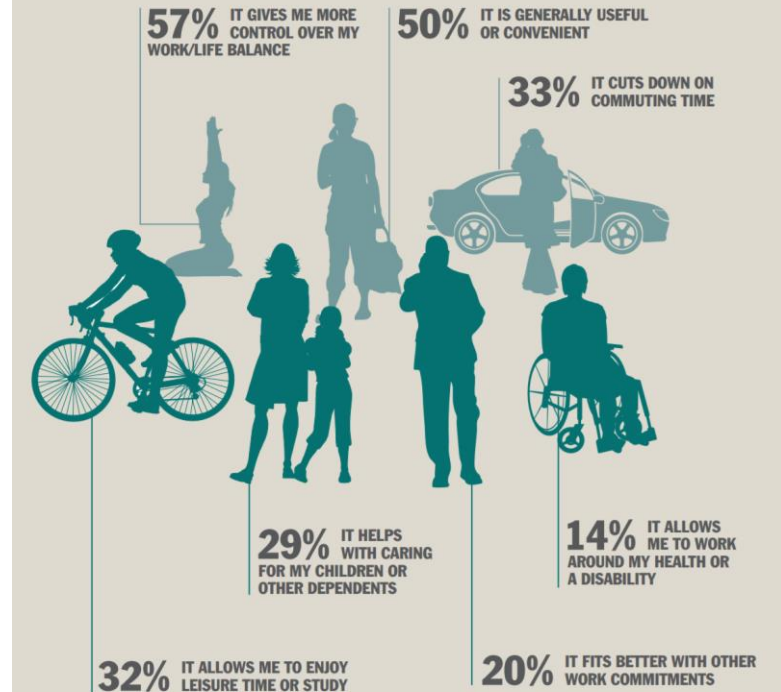**87%** OF ALL FULL-TIME EMPLOYEES EITHER WORK FLEXIBLY ALREADY, OR SAY THEY WANT TO

MEN AS WELL AS WOMEN

MEN **84%**   WOMEN **91%**

YOUNGER WORKERS ARE THE MOST KEEN

18-34 YEAR OLDS **92%**

35-54 YEAR OLDS **88%**

55+ YEARS **72%**

NON-WORKERS SEEK FLEXIBILITY

67% OF NON-WORKERS WANT A PART-TIME JOB

26% WANT A FULL-TIME JOB WITH SOME FORM OF FLEXIBLE WORKING

7% WANT A FULL-TIME JOB AND ARE NOT INTERESTED IN FLEXIBLE WORKING

REASONS CITED BY FULL-TIME EMPLOYEES WHO CURRENTLY WORK FLEXIBLY

57% IT GIVES ME MORE CONTROL OVER MY WORK/LIFE BALANCE

50% IT IS GENERALLY USEFUL OR CONVENIENT

33% IT CUTS DOWN ON COMMUTING TIME

29% IT HELPS WITH CARING FOR MY CHILDREN OR OTHER DEPENDENTS

14% IT ALLOWS ME TO WORK AROUND MY HEALTH OR A DISABILITY

32% IT ALLOWS ME TO ENJOY LEISURE TIME OR STUDY

20% IT FITS BETTER WITH OTHER WORK COMMITMENTS

Timewise Flexible Jobs Index 2018

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70% of the women surveyed from across the UK said they would be interested in jobs in the tech sector and 45% of women expressed a willingness to retrain in a technical job.

HP/Fawcett Society 2019 research

Two million UK women are currently inactive because of caring commitments. 76% women on work breaks would like to return to work. *

54% of mothers say time requirements are too high.**

*techUK

**Research 2to3days.com

< Get out of your silo />

Connect across the organisation, the sector & beyond.

- Collaborate & build partnerships.

- Share data.

- Share what works…& what doesn't.
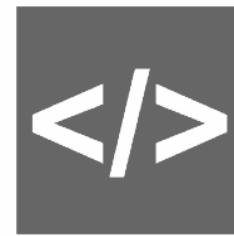
- Create communities & ecosystems.

TECHTALENT CHARTER:

Join the companies already on the journey

- Membership is free

- 500+ UK organisations & growing daily

- Focuses on the practical & collaboration

- Creating national, regional & local ecosystems

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Thank You

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www.techtalentcharter.co.uk