ON THE ANNIVERSARY OF GEORGE FLOYD'S MURDER, UK TECH HASN'T DONE ENOUGH TO CONVERT COMMITMENTS ON DIVERSITY INTO ACTION

More than half of black UK tech professionals think tech companies haven't done enough to overhaul their diversity and inclusion strategies

Black tech workers think diversity of executive boards requires urgent focus

List of tech companies recognised for best practice on diversity and inclusion identified

LONDON, 27th MAY 2021 – More than half of London's black tech workers (53 per cent) feel that the murder of George Floyd and the subsequent Black Lives Matter protests still haven't inspired enough tech companies to take meaningful action around diversity and inclusion.

This is according to new research released today by Tech London Advocates, the independent network of 10,000 tech leaders, experts and investors alongside UKBlackTech, the innovation group making the UK the most ethnically diverse tech ecosystem in the world and the TLA Black Women in Tech Working Group.

Based on a survey of black tech professionals working in the UK, the research shows that despite an increase in education relating to diversity and inclusion and the establishment of D&I committees in tech companies over the past year, more needs to be done across the sector to create a truly inclusive culture.

Two thirds of respondents (67 per cent) called for tech companies to increase the diversity of their executive boards as the single most effective way of improving diversity and inclusion in tech companies.

Over half (58 per cent) of tech leaders felt that gender and ethnic diversity at executive level is the best way to demonstrate a tech company's commitment to diversity and inclusion. And 74 per cent saw a direct correlation between the diversity of boards and more open and inclusive cultures within tech companies.

The research shows the growing importance of diversity and inclusion to recruitment and sends a clear message to an industry desperate for tech talent. Whilst career progression opportunities, salary and training remain the three most important factors for black tech professionals when deciding on a new job, nearly two thirds (61 per cent) and over half (57 per cent) identified diverse representation at senior level and equal opportunities as two deciding factors for choosing an employer.

Respondents were also asked to name tech companies that demonstrated best practice in terms of creating a diverse workforce and culture. Google, Microsoft and Facebook were the three companies most commonly cited, with Accenture the highest ranking British business.

Russ Shaw CBE, founder of Tech London Advocates & Global Tech Advocates, comments, "The global reaction to the murder of George Floyd should have been a catalyst to inspire the tech sector to finally address its diversity weakness. One year on, it is clear that diversity and inclusion is on the agenda more than ever for tech companies, but much more needs to be done to put focus into action. This research sends a clear message to tech companies – future tech talent will demand more diverse teams and more diverse boards. Tech companies need to take action now to stay competitive and attract the best talent."

Mark Martin, founder of UK Black Tech, comments, "Bringing about system change needs a systemic approach by the sector. Tech companies must refine their resources to create sustainable, impactful change to promote equitable ideas, power, resources, strategies, conditions, habits and outcomes. The ethnicity pay gap reporting, although a small step, is a chance for tech companies to analyse the specific barriers to entry and progression for Black employees. Black technologist
want increased transparency on pay and progression opportunities, and ethnicity pay gap reporting will give the indicators needed to better understand if and where the disparities may lie. The danger of slow action is a talent exodus to other countries, talent going into other fields or talent being underutilised hindering economic growth. If the UK is serious about building back better post pandemic, now is the time to for action.

Flavilla Fongang, founder of 3 Colours Rule and lead of the TLA Black Women in Tech Working Group, comments, "It isn't surprising that the most successful tech companies have also been identified as the top companies to showcase best practice to create a diverse workforce and culture. They understand the relevance and importance of diversity at all levels and their success speak for themselves. Unfortunately, it will take more than the death of George Floyd for other tech companies to live outside their bubble and take the uncomfortable actions required to create an environment that benefits us all. It is maybe time to implement better measures to guide tech companies to act better."

<u>**ENDS**</u>

Research based on a survey of 201 members of Tech London Advocates conducted in April 2021.

Respondents identified the following tech companies as the top ten examples of best practice in terms of creating a diverse workforce and culture:

Ranking	Tech Company
1	Google
2	Microsoft
3=	Facebook
3=	Netflix
4	Accenture
5	Salesforce
6=	Amazon
6=	Monzo

7=	Apple
7=	PwC

The following companies were also included in the top 20 – Accurx, Bumble, Deloitte, EY, IBM, LinkedIn, Red Hat, Reddit, Sky and Vodafone.

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About Tech London Advocates

Tech London Advocates (TLA) is a private sector led coalition of over 10,000 expert individuals from the tech sector and broader community who have committed to championing London's potential as a world-class hub for tech and digital businesses. It strives to support London's tech start-ups and high-growth businesses in finding new investment, new talent and continued success.

TLA is supported by a range of commercial partners, including Shoosmiths, Lakestar, Hiscox, Penningtons Manches Cooper, Interxion, Credit Suisse, KPMG, Globalization Partners, Russell Reynolds and Here East.

The organisation is part of Global Tech Advocates, which has 19 networks around the world of over 20,000 tech professionals, spanning six continents and 50 countries. The group works together to drive collaboration, innovation and trade between international tech hubs.

HP is a global partner for Global Tech Advocates.

https://www.techlondonadvocates.org.uk/

About UK Blacktech:

UKBlackTech is an innovation group that is on a mission to make the UK the most ethnically diverse tech ecosystem in the world. To make this happen we need to see equity, transparency and representation at decision making level in tech. Also tech services, tools and organisations reflect their employees and communities they are trying to serve.

UKBT is made up of 11 tech professionals from diverse backgrounds leading different parts of the organisation. UKBT is led by Mark Martin MBE, one of the most prominent figures in education and the tech sector.

https://ukblacktech.com/

About TLA Black Women in Tech

TLA Black Women in Tech is a not-for-profit company. Founded in September 2019, it is the 2nd largest working group of the Tech London Advocates Group.

TLA Black Women in Tech is part of a network of more than 10,000 tech leaders, entrepreneurs and experts in London, across the UK and in over 50 countries worldwide.

Proudly independent, private sector-led, and not backed by the government, Tech London Advocates fundamentally believes that London is one of the world's leading tech hubs.

Our mission is to inspire, support, connect the tech sphere to allow more black women to excel and tech companies to perform better through diversity & inclusion.

https://theblackwomenintech.com/about/