TECHTALENT CHARTER
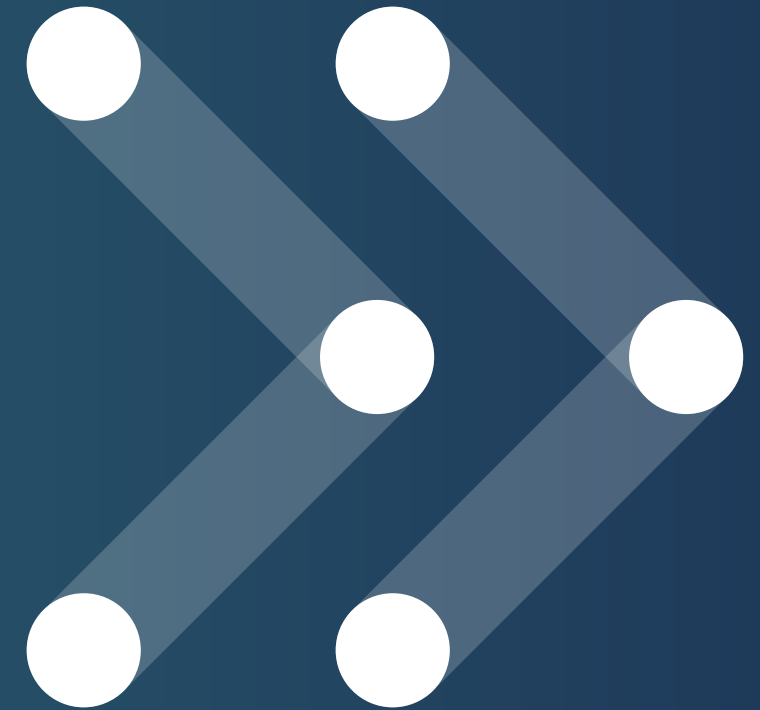
What is the Tech Talent Charter?

(And why does my employer share D&I data with them?)

Companies sign up to be part of the TTC and work together with TTC and other member organisations on D&I problems, ideas and solutions.

Tech Talent Charter (TTC) is a non-profit organisation that helps UK companies to improve diversity and inclusion in tech.
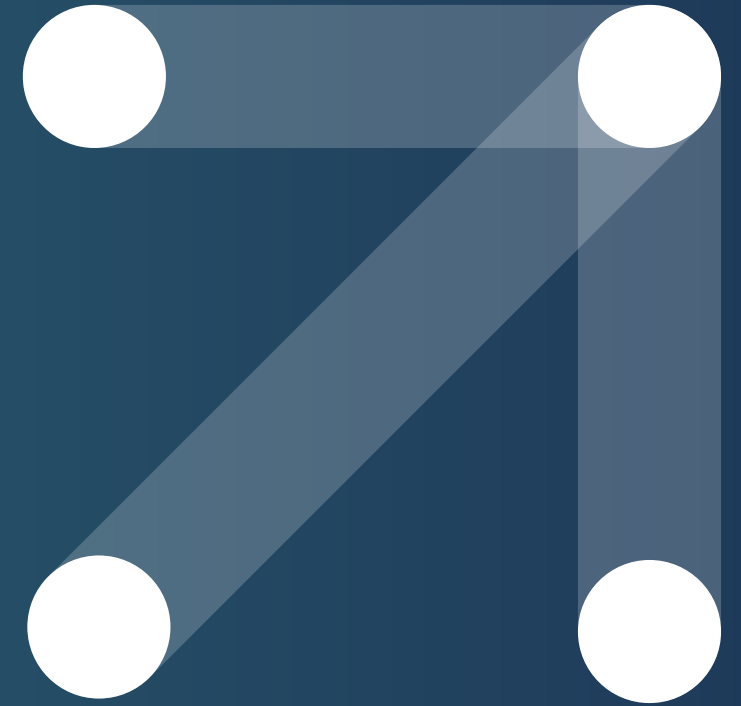

Video: 'What is the TTC?'

TTC helps companies by creating free D&I resources and making them available to people and organisations that would like to use them.

The main free resources we provide are:

- An annual D&I report
- A free and constantly updated D&I toolkit
- Free events for employers and employees to explore D&I questions in collaboration with other businesses.

Each year TTC produces a Diversity in Tech Report

The Diversity in Tech report uses data from all the TTC member organisations to create new insights about their approaches, challenges and solutions to diversity and inclusion issues.

When an organisation joins the TTC, they commit to filling out a survey once a year to share information with us so that TTC can create our annual report.

580
Organisations provided their data

Collecting D&I data from Signatories

WHO

One of the four pledges of a TTC member - we call our members 'Signatories' - is to measure their employee diversity and share it with TTC. Every organisation **must** make an annual data submission in order to remain a Signatory.

WHY

The data you share helps form one of the broadest most up-to-date datasets of this type. Last year our dataset covered for 200k tech employees at 580 organisations.

From the data, TTC was able to produce free benchmarking tools to help companies compare their progress, validate internal policies, and ultimately improve their efforts.

Being a Signatory means you are being accountable to your D&I efforts and, by sharing your data, you are also helping other organisations to learn and improve.

HELP

Please contact the Data or Principal contact at your organisation if you have any queries about the questions you're asked. You can find out who they are here.

HOW

The Data Contact at your organisation will submit all the data to the TTC through an online survey.

WHAT

The list of survey questions can be found here..
There are mandatory sections on gender, ethnicity and your data collection processes and optional questions on Tech Skills and Career Paths.

The data shared with TTC is anonymised and aggregated - no personal information is shared.

WHEN

The data collection window will be open from 12th July to **6th October 2022**. The data can have been collected from 1st March 2022 and 6th October 2022.

As an employee, why should I fill out a D&I survey?

- To help your employer measure whether their investment in certain efforts is working and make policy decisions that benefit you

- To help your employer understand how to support you to feel included
- By submitting data and continuing to be a Signatory, your organisation can benchmark their progress against others and access resources to continue their D&I journey.

- Be a part of something bigger: a movement to make meaningful change happen across the entire tech ecosystem.

- To help hold your employer accountable to making improvements
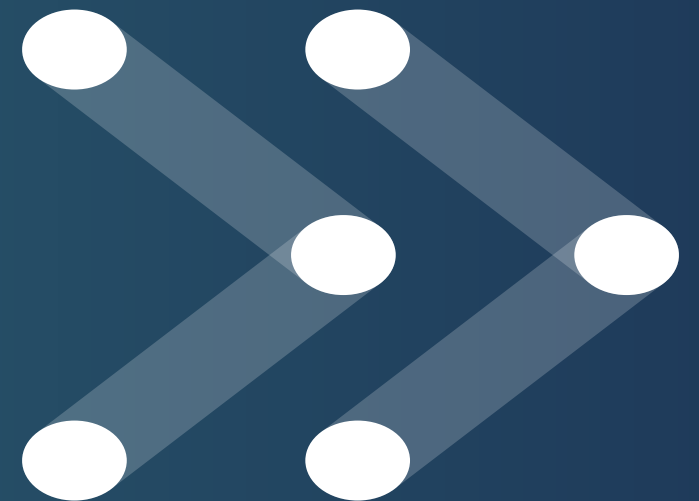
How does TTC use my data?

- We do not collect any personal information.
- We ask your company to provide D&I data as aggregated numbers so we cannot identify individuals.
- When we produce our diversity report, we group data together where there are small sample sizes to protect anonymity.
- We do not share, sell or use the D&I data from our Signatories for any other purpose than our D&I work.

The business case for diversity is clear

Diverse organisations perform better, have higher employee satisfaction, better financial returns, and are more innovative. **D&I reputation can also affect the decisions of stakeholders and future talent**.

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)

Benefits of a Diverse Workforce

Racially and ethnically diverse companies are 36% more likely to outperform their competitors.

Gender diverse companies are 25% more likely to have above-average financial returns.

Organizations with diverse boards have 95% higher returns on equity than their less diverse competitors.

83% of executives agree that a diverse workforce improves their organizations' ability to capture and retain a diverse client base.

67% of job seekers consider a diverse workforce an important factor when evaluating companies and job offers.

Team collaboration is 57% better in organisations rated highly for D&I.

Companies rated highly for D&I report 19% greater retention.

Source: The State of Diversity Recruiting in 2020 And Beyond White Paper by Harver

Slide courtesy of Business in the Community

We recognise that only through working together, with trust and accountability, can any real change happen.

Thank you in advance for your contribution and being a part of this effort.