



Diversity in Tech

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Intelligence**

BAE SYSTEMS



We are government-supported, industry-led membership group that brings together 800+ organisations and equips them with the networks and resources to drive diversity and inclusion.

Our goal is for the UK tech ecosystem to be a diverse and inclusive community where people from all backgrounds are welcomed and valued for their contributions.

Our Signatories



17
Signatories
March
2017

Over 800
Signatories
in 2024



Why are we here?

One in 10 mothers with under-fours quit work over childcare, says charity

© 6 November



Forbes

FORBES > LEADERSHIP > CAREERS

Employers Are Failing Working Mothers, U.K. Research Shows

Research Shows

Josie Cox Contributor

I write about responsible business and the future of work

Nov 9, 2023, 11:15 AM

THE TIMES

WEDNESDAY DECEMBER 6 2023

A survey by the Fawcett Society and Virgin Media O2 found that 72 per cent of women in tech roles had experienced at least one form of sexism at work

JEENAH MOON/REUTERS

1 in 5 male tech workers say women don't belong

NEWS — DIVERSITY — JOBS

Tech hiring is on the upswing.. unless you're female

ONS figures show tech jobs are increasing, but the number of women in the industry has slightly decreased over the last year

SHAUN NICHOLS

August 15, 2023 . 9:26 PM — 2 min read



BCS COMMENT

Nearly 300 years to close the gender gap in tech without intervention, warns BCS

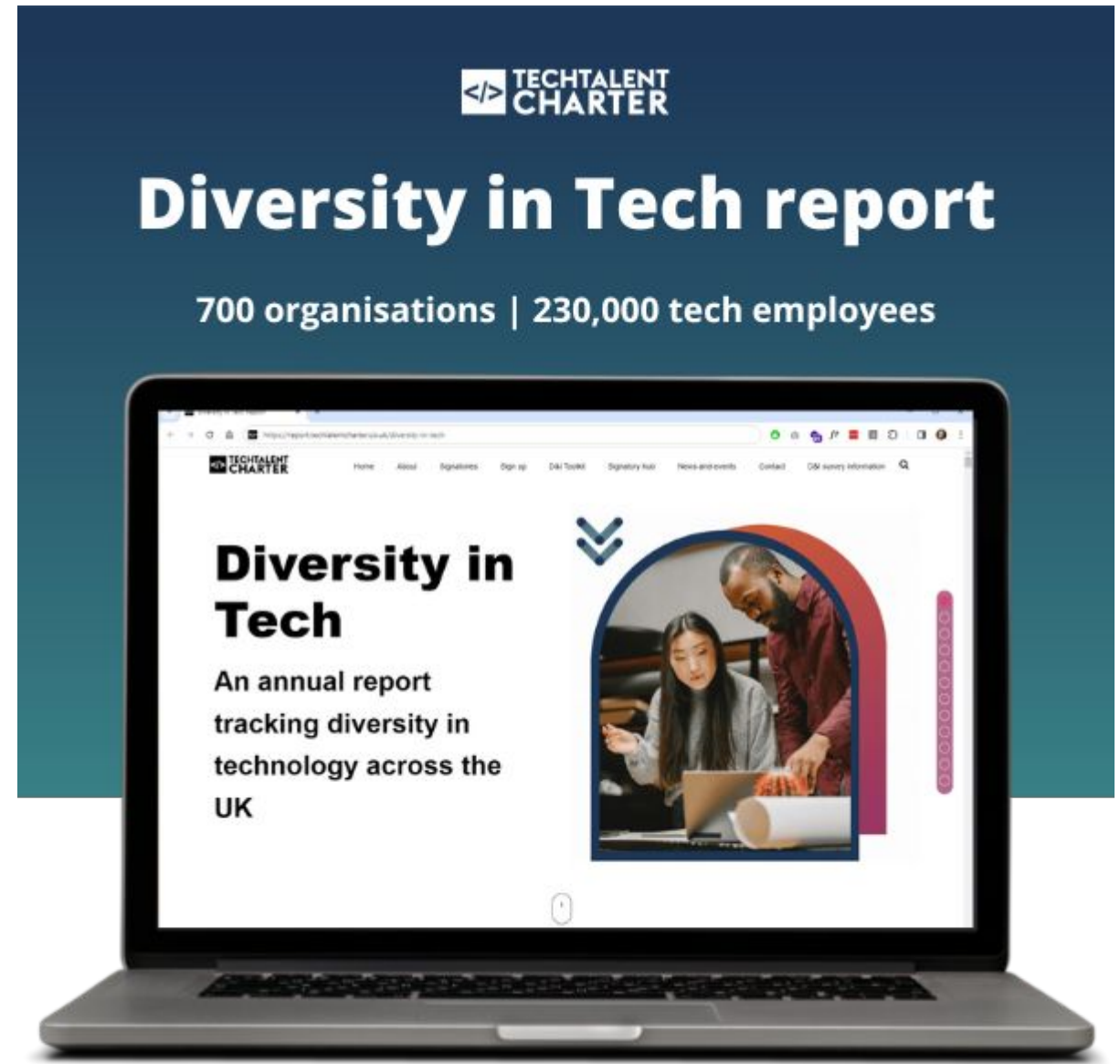
19 December 2023

4 minute read

Share



**We want
you to
have the
data to
drive
change**



**What gets
measured
gets done.**



Here's what you need to know

10 key stats on diversity in tech



1

29% of UK tech employees are women or non-binary

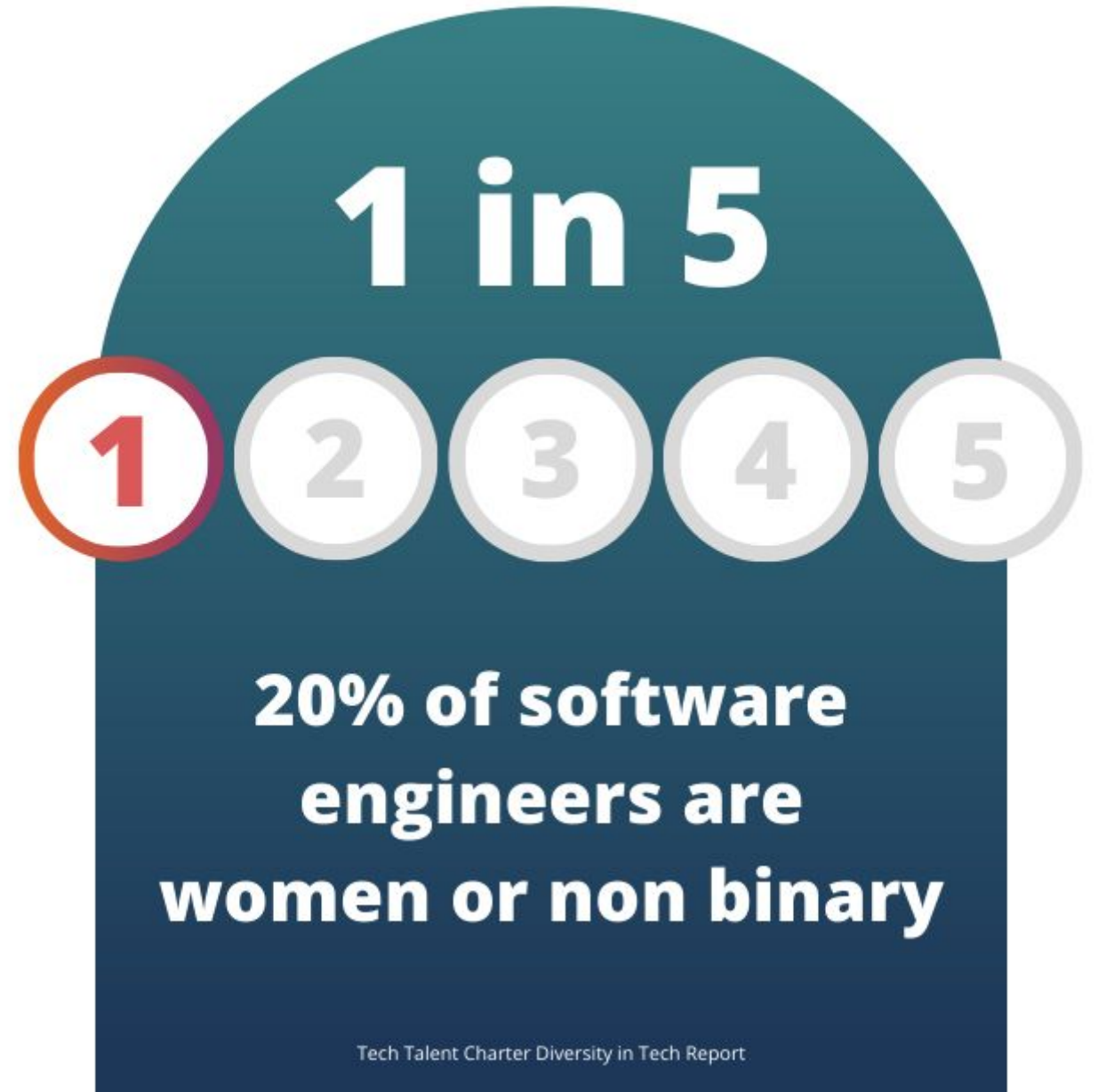


29%

Women and non binary employees account for 29% of the UK tech workforce

2

20% of software engineers are women or non-binary



3

21% of senior tech role holders are women or non-binary



21%

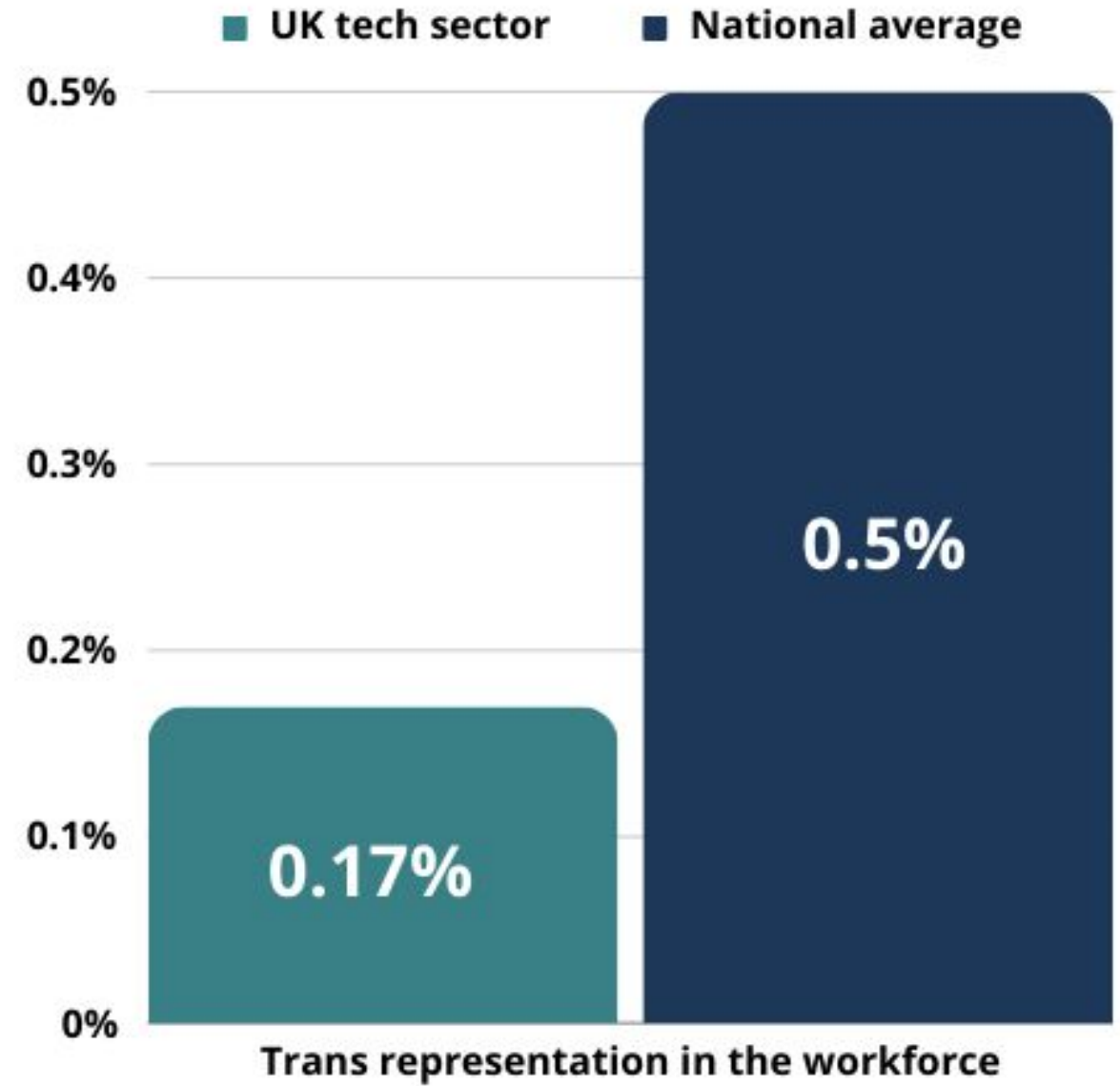


21% of senior tech role holders are women

Tech Talent Charter Diversity in Tech Report

4

0.17% of tech employees are trans



Tech Talent Charter Diversity in Tech Report

**... but only 1 in 4
organisations
measures trans
identity**



Tech Talent Charter Diversity in Tech Report

5

1 in 4 tech employees are ethnic minorities...



A quarter of tech employees are ethnic minorities



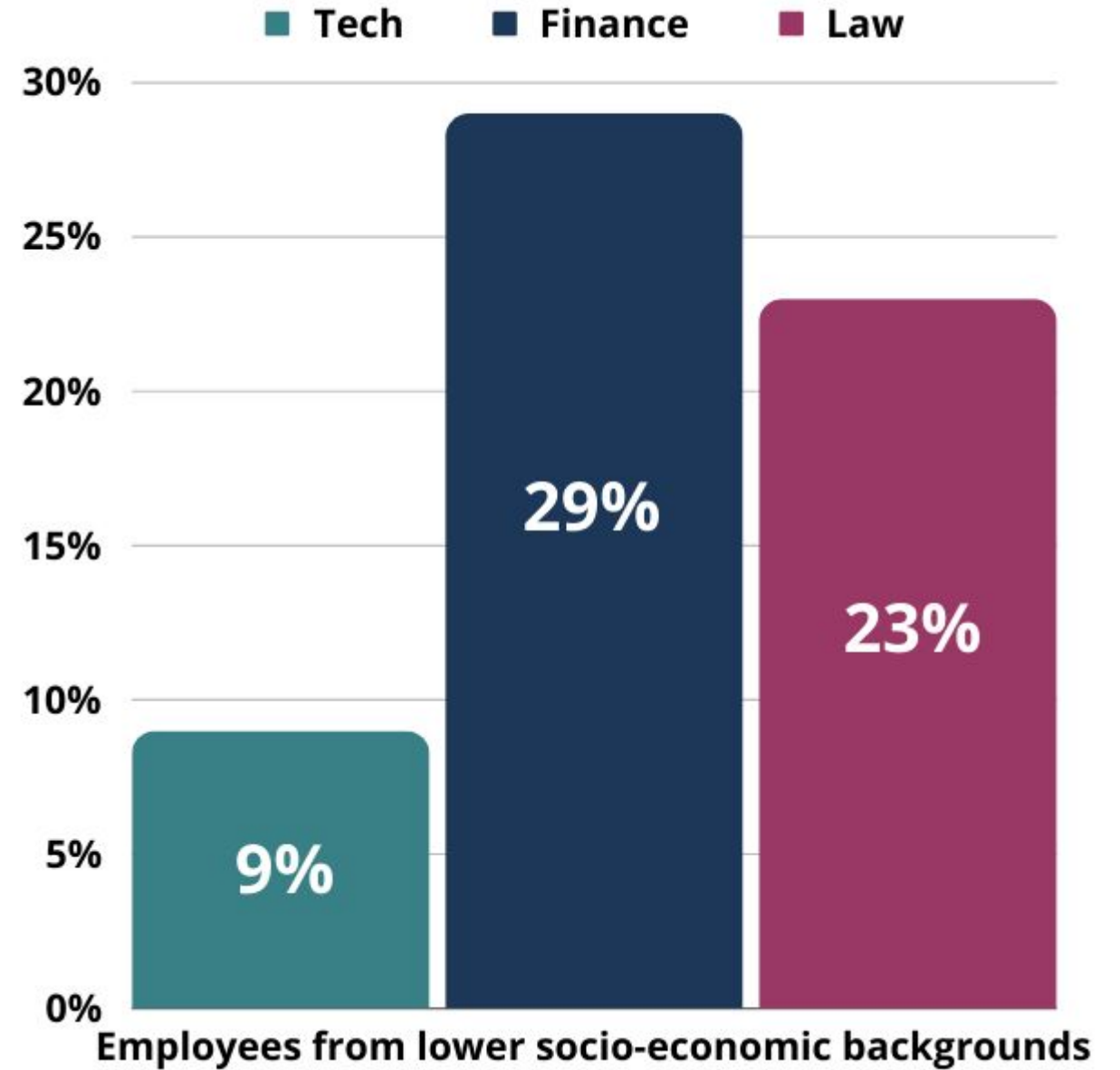
6

... but this drops to just 14% of senior tech roles



7

9% of the tech workforce are from lower socio-economic backgrounds



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8

6% of tech employees are disabled compared to 23% of the working population



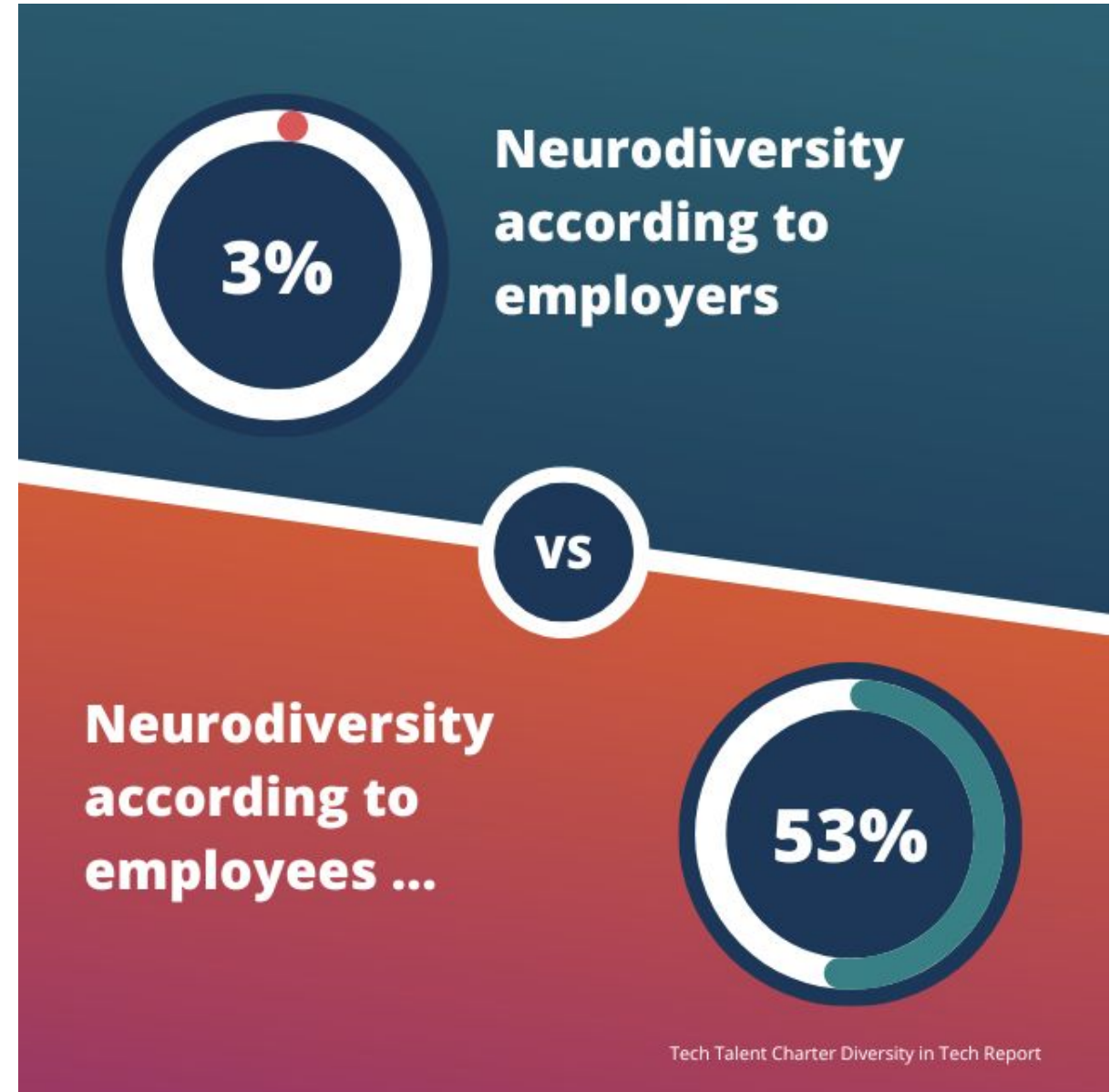
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3% of tech employees are neurodivergent according to employers...



10

... but this rises to 53% when you ask tech workers directly



**You've got the data.
What will you do
with it?**



How you can help

1. **Read the Diversity in Tech report and stay informed on what's happening to diversity and inclusion in tech.**
2. **Share the report with your network and tag TTC on social media.**
3. **Use and share the free D&I resource in our Open Playbook.**
4. **Become an ambassador for the Tech Talent Charter and help us deliver free D&I resources for public good as a volunteer.**
5. **Introduce other organisations to the Tech Talent Charter to help us drive change throughout the UK.**
6. **Attend our free virtual events to learn more about the D&I topics that interest you.**

Q&A

