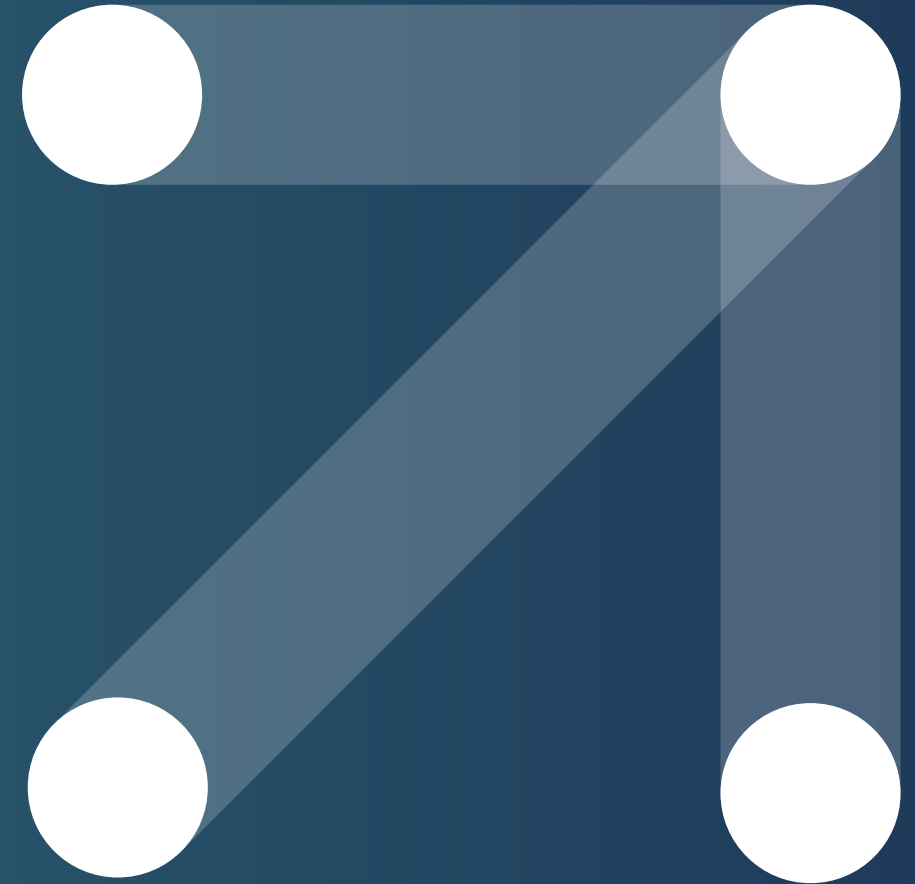


Introducing the Tech Talent Charter

Bringing organisations together to drive greater diversity and inclusion in technology roles



Who we are

The Tech Talent Charter (TTC) is a government-supported, industry-led membership group that brings together 700+ Signatory organisations and equips them with the networks and resources to drive their diversity and inclusion (D&I) efforts.

Our broad base of Signatories includes companies and industries of all sizes, non-profit organisations, charities, leading UK educators, and government departments.

The TTC was created in 2015 to address the UK's tech talent shortage and diversity problem through collective action.

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.



Principal Partners



Key Partners



Who can join the TTC?

The TTC is for organisations of all sizes, from small start-ups to large multinationals, spanning all industry sectors. **If you employ tech talent or are part of the tech ecosystem and are keen to build a diverse and inclusive talent pipeline, then join us.** This includes recruiters, consultants, training providers, charity organisations, and others.

Membership is free due to the generosity of our Principal Partners and our work builds upon the contributions from our Signatories.

Together we create solutions, take action, and share best practice.



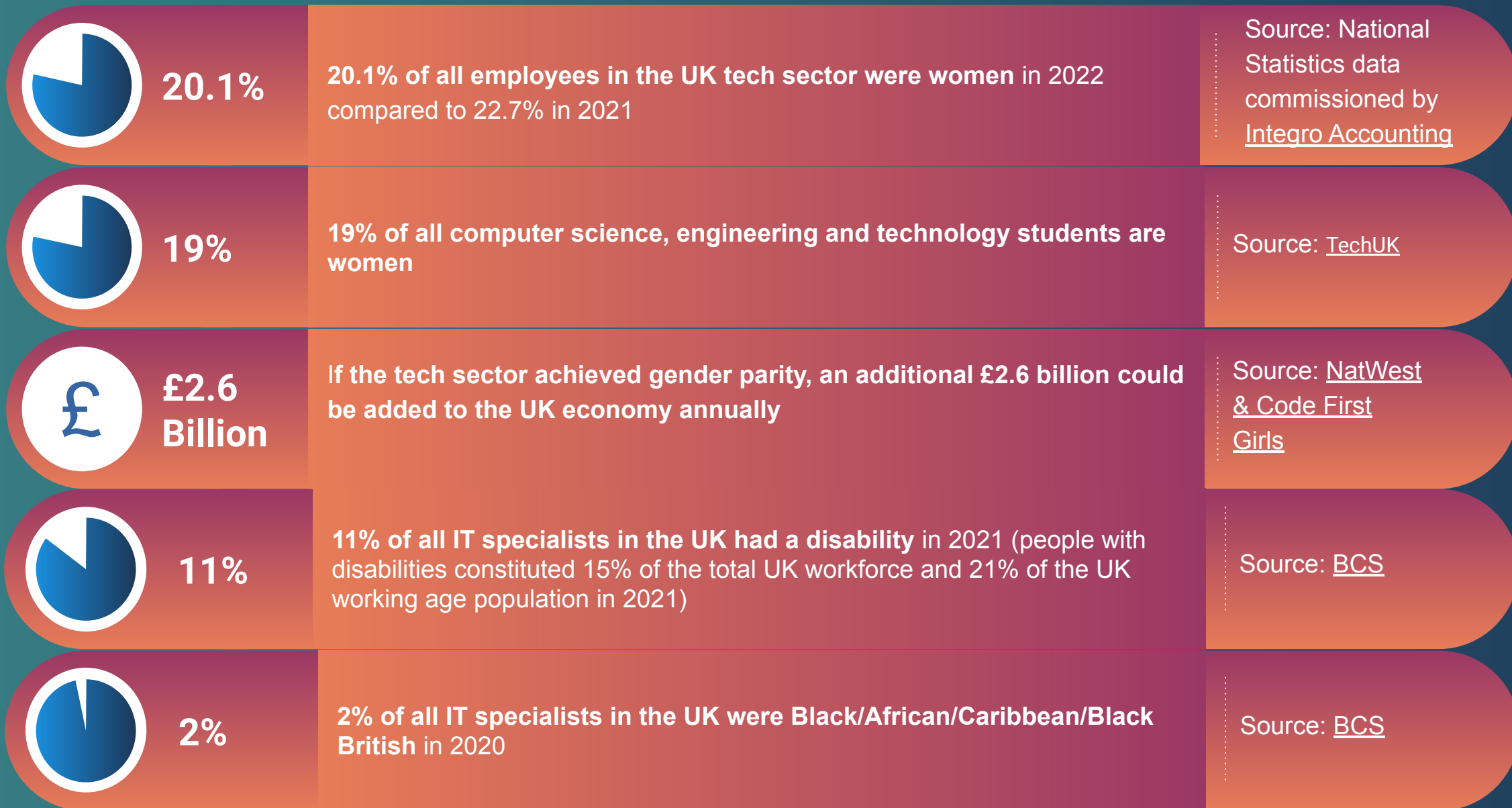
We have a broad range of Signatories



17
signatories
March
2017

Over 700
Signatories
in 2023

The current state of diversity in UK tech



**We will never meet the demand for digital skills
if we only access a portion of the talent**

870,000

**UK tech vacancies hit a 10-year high in
June 2022, according to Tech Nation**

£63 billion

**This costs the UK economy an estimates
£63 billion per year in lost additional GDP¹**



¹ Source: 2018 Edge Foundation Report

A growing business case for DE&I

Access to a larger pool of talent

More than **3 in 4 job seekers are looking at diversity** when deciding whether to accept a job offer. According to a survey from [Glassdoor](#), 76% of respondents say that a diverse workforce is an important factor when evaluating companies and job offers, and nearly a third would not apply to a job at a company where diversity is lacking. Research by [PwC](#) shows that **86% of women are seeking employers with D&I strategies**, compared to 74% of men.

Inclusive workplaces boost employee engagement

According to [Deloitte research](#), **83% of Millennials are actively engaged in their work when their companies foster a more inclusive work environment.**

Diverse companies are 70% more likely to capture new markets

In a study by [Harvard Business Review](#), employees at diverse companies were 45% more likely to report that their firm's market share grew over the previous year and **70% more likely to report that the firm captured a new market.**

Companies with more women executives are more likely to outperform competitors

[McKinsey](#) found that companies with more than 30% women executives are more likely to outperform those with fewer or none at all.

Increases talent retention (reducing turnover costs)

[Great Place to Work](#) research shows that employees in a diverse and inclusive company are **5.4 times as likely to want to stay for a long tenure.**

Increases innovation and creativity and improves problem-solving

- A report by [BCG](#) found that companies that reported above-average diversity on their management teams reported innovation revenue that was 19% higher than that of companies with below-average leadership diversity—45% of total revenue versus just 26%.
- Research by [Josh Bersin](#) showed that companies that ranked as more inclusive were **1.7 times more likely to be innovation leaders in their market, and 1.8 times more likely to be change-ready.**
- A [study from Harvard Business Review](#) found that cognitively diverse teams find solutions faster by trading new ways of problem-solving.



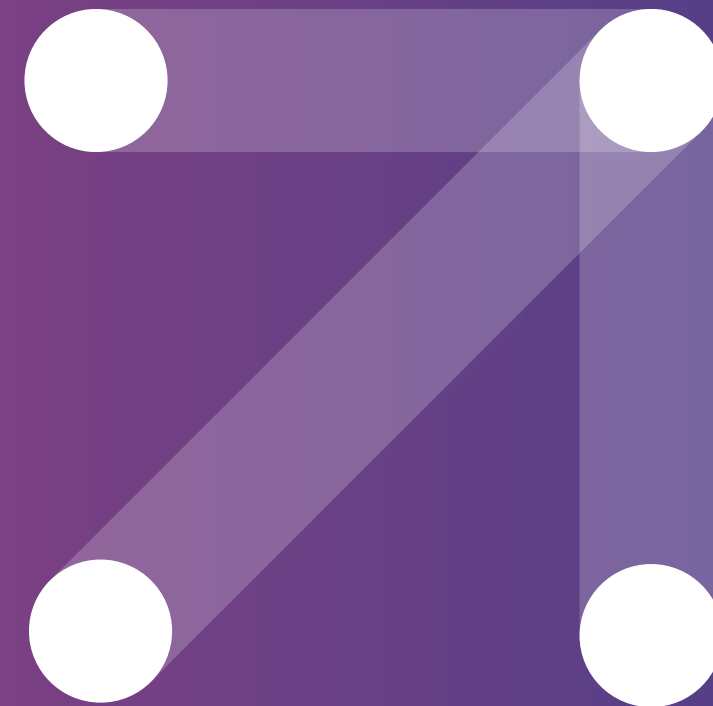
19%

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

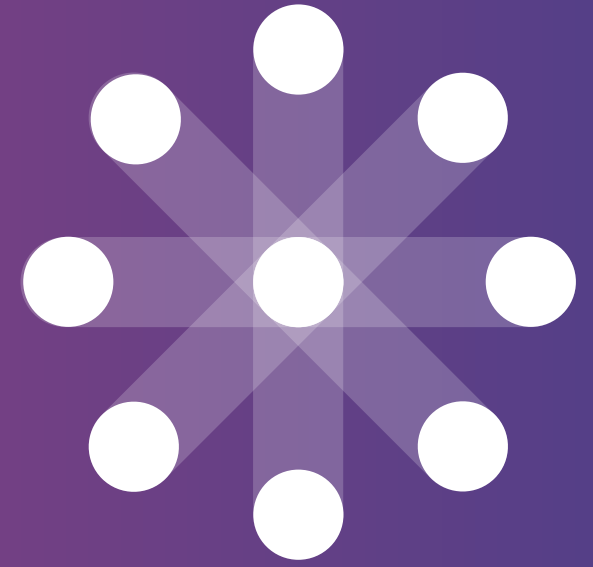
*[Boston Consulting Group](#)

1

What we do



**We work at scale,
addressing the tech
ecosystem as a whole to
drive change. We focus on
the how and bring
organisations together to
connect the dots.**



What is our impact?

On the UK tech ecosystem

Measurement

The [Diversity in Tech Report](#) is the only annual report that measures gender and ethnic workforce diversity in tech roles across hundreds of UK employers.

Acceleration of diverse talent in tech

Through concrete measurement, delivery of actionable insights and driving collaboration across organisations and industries.

On 700+ Signatory organisations

Greater measurement

- Companies use our [benchmarking](#) calculator to understand their position using multiple D&I indicators
- Companies use our Diversity in Tech report to engage senior leaders to become more accountable for D&I

Access to cross sector collaboration

- Companies learn through the practical examples shared by other Signatories
- Companies benefit from facilitated connections to other Signatories

Improved employer brand

- Companies increase brand exposure and show their commitment to D&I to candidates, employees, clients and shareholders
- Companies influence action beyond their organisation to drive positive, sustainable change

Gain insights about what works

- Companies provide managers with access to TTC's [D&I Open Playbook](#)
- Companies access free tools including the [integrated D&I calendar](#), [Signatory Forums](#) and [Share and Learn sessions](#)

TTC Toolkit of resources

Open Playbook



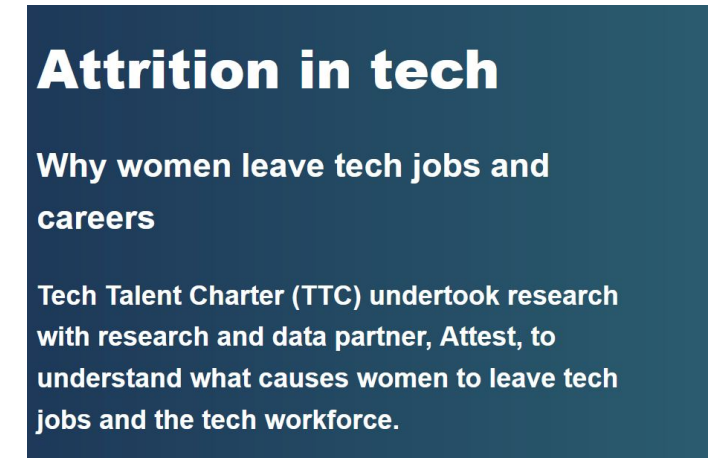
An open-source **catalogue of actionable strategies, and the latest resources, research and case studies** to support organisations of any size to drive D&I in their teams.

Diversity in Tech report



Our annual *Diversity in Tech report*, showcases curated diversity and inclusion (D&I) data we amass from our Signatory base of companies with tech needs in the United Kingdom. Signatories can **use this report to benchmark their diversity position.**

Research



Tech Talent Charter (TTC) undertakes regular research with our partners. Our most recent research saw us partner with, Attest, to understand **what causes women to leave tech jobs and the tech workforce.**

Signatory events

Partnership sessions



Maximising the partnership sessions are held monthly. They show organisations how to get the most out of their TTC membership and includes a tour of our resources like the Open Playbook.

Signatory forums



These sessions are for all TTC Signatories and are a chance to connect, share, learn, and collaborate with the TTC and monthly guests on emerging themes related to D&I.

Share and learn sessions



These panel events share best practice and thought leadership that can help your organisation develop actionable plans. We also raise awareness around the different lenses of diversity.

2

Joining the TTC



Signatories make 4 Pledges*

People	Having a Senior Signatory with responsibility for the <u>Charter commitments</u>
Plan	Have a plan to improve inclusion , including adopting inclusive recruitment and promotion processes and practices to support the development and retention of a diverse workforce or (for consultants and recruiters) develop a plan to work with employers/clients and underrepresented groups to improve their diversity and inclusion in tech , supporting them to adopt inclusive recruitment and promotion processes and practices
Practice	Collaborating with other Signatories and TTC to share what has worked and what has not worked to improve D&I in tech
D&I Survey	Take part in our annual D&I survey submitting anonymised and aggregated metrics about the diversity of their workforce every September

* FAQs with information about the annual D&I survey requirement and the latest survey questions can be found [here](#).

Common questions

Do I have to already be leading in the diversity and inclusion space?

No. We have companies joining at all stages of the journey. Some are well on the way to reaping the benefits of good practice while others are just starting out their journey.

Who can join?

We welcome any organisation that has a vested interest in improving diversity and inclusion in tech either as an employer, consultant, recruiter, or as an organisation that is active in the inclusion space. The **TTC is for organisations of all sizes**, from start-ups to large multinationals, spanning all industry sectors.

How much time will this take us?

As little or as much as you like. Some Signatories are very involved and work with us closely. Other Signatories might follow the conversation on LinkedIn and share good practice and ideas from our Open Playbook within their organisation.

What is the cost?

No. There is no membership fee. Our business model is based on a mix of sponsorship and government funding.

Will I be required to complete the D&I survey annually?

Yes. We believe [that data is the starting point to driving measurable change](#). Failure to complete and submit annual data by the deadline will result in an organisation being removed as a Signatory.



Ready to join?

[Sign up](#)

[Contact us](#)

www.techtalentcharter.co.uk
hello@techtalentcharter.co.uk
[@techcharterUK](https://twitter.com/techcharterUK)