

TOUGH CONVERSATIONS FOR MEANINGFUL SOLUTIONS – HOW WE CAN TAKE INCLUSION TO THE NEXT LEVEL



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CEO





TECHTALENT
CHARTER:

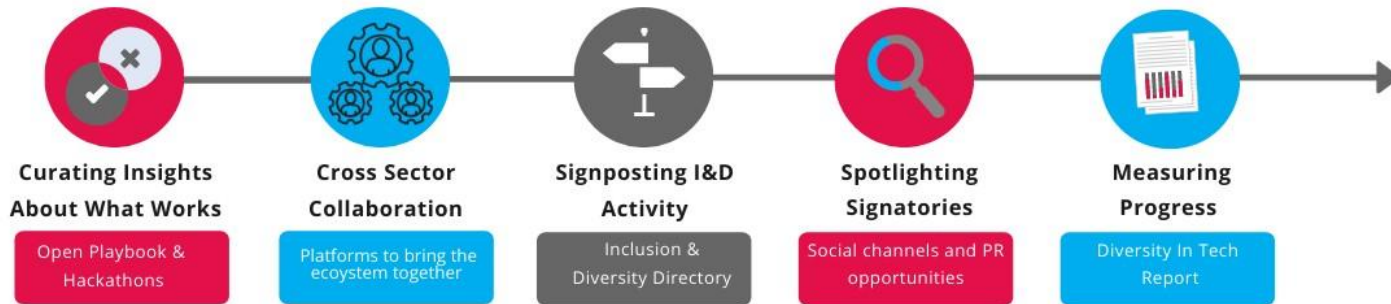
<Tough conversations for meaningful solutions- how we can take inclusion to the next level?/>

Debbie Forster MBE

CEO, Tech Talent Charter

@techcharterUK

@debbieforster



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.

Where is *your* company in 2021 in terms of diversity, inclusion and belonging?

-
1. **Early days**, we are still trying to get things started.

 2. We're getting things in place in terms of gender and making **some progress**.

 3. We're making good progress on gender and are now **starting on other areas** (e.g. ethnicity, disability, etc.)

 4. We're making good progress on inclusion as a whole and are beginning to **share best practice and work with others in the space**.

So in 2021, what's going well for inclusion in the workplace?

- We have the **business case** & the evidence
- We have the **roadmap** of what works
- We have the beginnings of **buy-in**



<We have the business case & the evidence/>

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](#))

Courtesy of [Business in the Community](#)

<We have the business case & the evidence/>

“While “diversity factors” significantly impact the innovation mindset, **a culture of equality is the essential multiplier** to help your company maximise innovation.”



Accenture 2019 report “Why a culture of equality will boost workplace innovation”

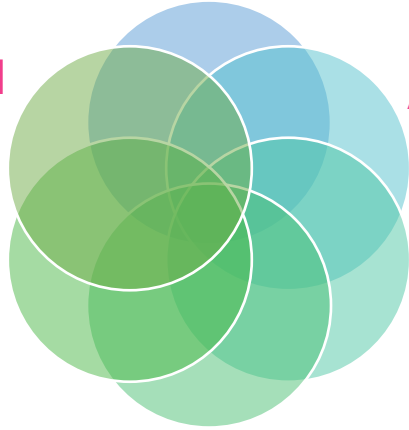
< We have the roadmap-we know what works/>



**Culture/
Psychological
Safety**

Training

Leadership

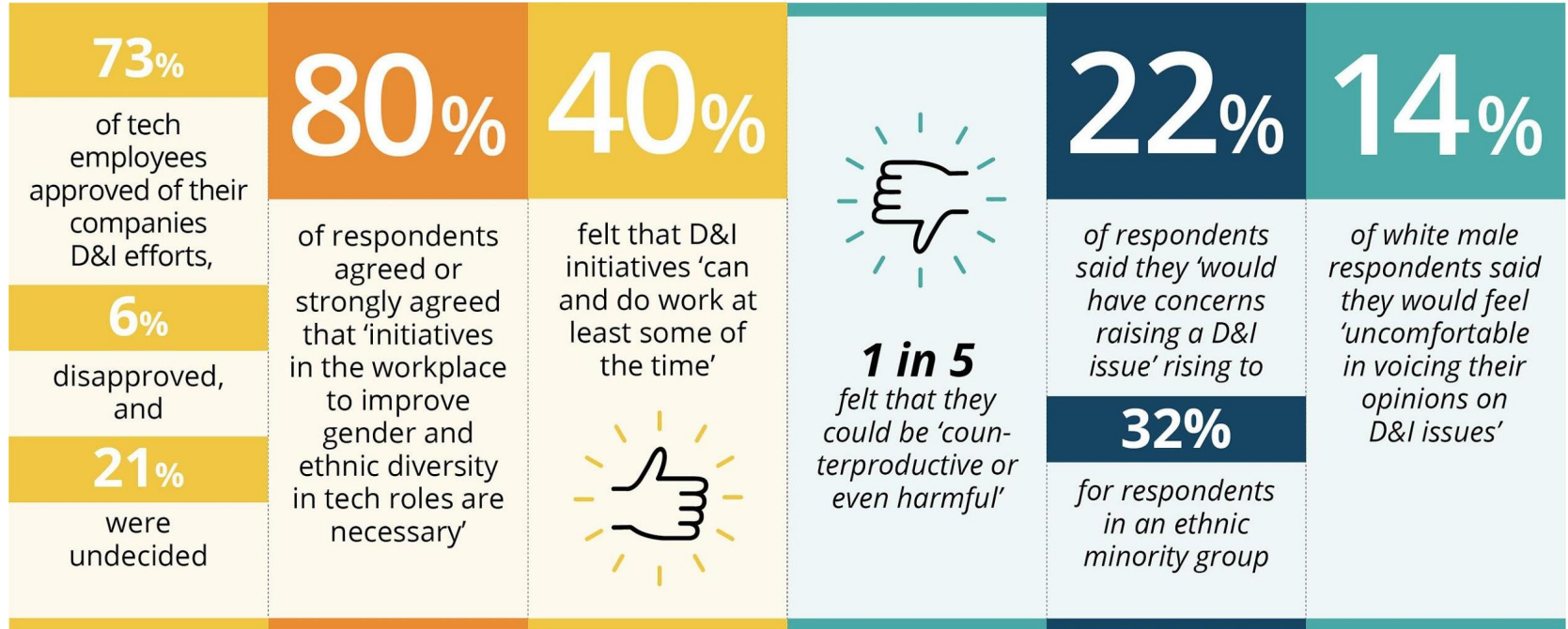


**Data &
Accountability**

**De-biasing
Systems &
Processes**

**Targeted
Interventions/
Creating Equity**

< We have the beginnings of buy-in! >



If that's the case,
what is next?

*Tough conversations &
meaningful action*

- Move to **belonging**
- Move to **inclusion for all &**
intersectionality
- Move out of our silos to
partnership & scale



< Move to belonging />



Diversity

Inclusion

Belonging
&
Equality

< Move to genuine inclusion for all />



The tech industry **needs** women like us.

[#DoingItAnyway](#)

< Lead the way on genuine inclusion for all />



- Get comfortable with **being uncomfortable** if you want to move the dial
- Create **safe spaces & psychological safety** 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.
- **Use targeted interventions**, including mentoring & reverse-mentoring to educate & support

< Get out of our silos />

**Connect across the organisation,
the sector & beyond.**

- Collaborate & build partnerships.
- Share data.
- Share what works...& what doesn't.
- Create communities & ecosystems.



< And get to work.
Because we have a new normal to
build />



Thank You



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www.techtalentcharter.co.uk