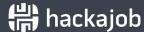




- Co-Founder & CEO @ hackajob
- Product suite across Direct Sourcing, Employer Branding & Assessments
- Community of ~200k Tech Talent
- Actively working with ~100 of the largest and fastest growing companies in the UK
- Processing over 5,000 Successful Matches / mo



Agenda

- Why D&I Matters
- The Current State of the UK Tech Market
- Beyond Gender
- Developing a Sustainable D&I Strategy
- Tactical Tips





Dear Inclusion At Work,

In your previous column, (<u>Obligated to D&I</u>), you told a female engineer "you might be the one who can point out why a proposed new feature might affect women and non-binary people in a negative way." *This is me*.

I'm one of only 3 women on the engineering team at my startup. Recently, we released a new feature with copy that made some assumptions about users' gender. This was a pretty bad mistake, inexcusable in this day and age, and a lot of people were upset with us.

I wasn't even on the team that worked on the feature, but I still feel a bit responsible. Maybe if I'd been given a heads up about the problem first, I would have raised a flag. But at the same time, I don't know how my concerns would have been received by the team. I'm also not sure how I feel about being one of the few women possibly having look out for things like this.

It was a pretty bad mistake, but no one on the team is directly addressing it. We've been kind of talking around it. How do I bring up these issues without necessarily being expected to do that going forward?

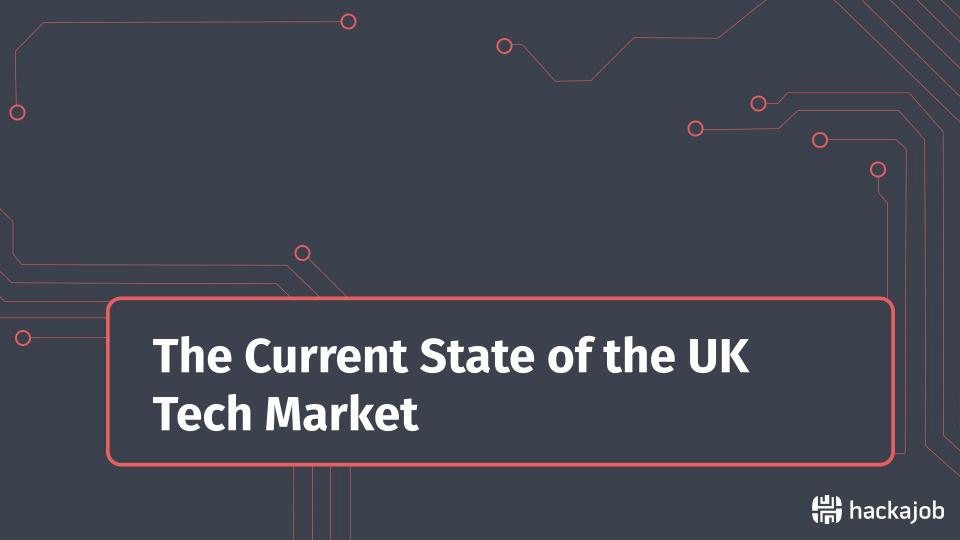
Morally & Financially Critical

- Diversity and inclusion is not just a 'nice to have'
- Numerous studies show an undeniable link between diversity and financial success
- Ultimately, D&I needs to be seen as a critical business driver for your organisation



The key to successfully implementing diversity is to have employees from different backgrounds, with different experiences to enable true growth and innovation





Gender Diversity

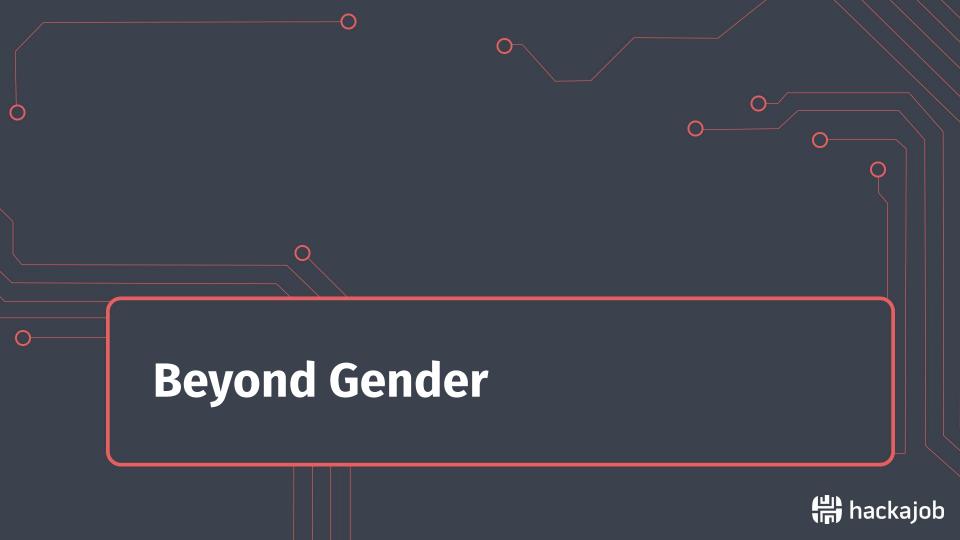
- **12%** of Software Engineers in the UK are female
- Gender Diversity gets worse the more senior the roles are:
 - Entry/Junior: **26.6% female talent**
 - Mid: **17.4% female talent**
 - Senior: **10.4% female talent**
 - Lead: **6.3% female talent**



Beyond Gender...

- Around 14-15% of the UK tech workforce are from BAME backgrounds (source: Inclusive Tech Alliance)
- In the UK tech sector, only 19% of technologists are from a working-class background (source: Tech UK)
- Around 16% of autistic people are in full-time paid work in the UK, and many are in jobs below their skill level (source: National Autistic Society)
- Whilst 90% of companies prioritise diversity, only 4% include disability as part of their diversity definition (source: The Valuable 500)





D&I ≠ **Gender**



Gender **is** incredibly important

- It is shocking that women only make up 13% of the software engineering talent pool in the UK
- If only one gender is being represented, it can lead to bias being created in the systems we use and products that are being created
- Issues that other genders identify with can end up being ignored/not represented



Going Beyond Gender

But, what about...

- Neurodiversity
- Ethnicity
- Race
- Disability
- LGBTQ+
- Social Mobility



What are we trying to achieve?

- The goal should be diversity of thought
- This means building technology teams that represent our wider society across all pillars of diversity
- Truly diverse teams will produce better products, which will lead to better financial performance, but most importantly, will produce a much better culture and environment





A common situation...

Client: "Mark, we're looking to hire a Senior Software Engineer that knows Java, Microservices and Spring Boot, has worked in a TDD environment..."

Me: "Ok, very competitive market but we can absolutely support this..."

Client: "Oh yeah, and they need to be female"

Me: "... ok.... looking at the data, only 6% of Senior Software Engineers are female, why are they going to join your business?"

Client: "..."

Me: "..."



We cannot create candidates where they don't exist

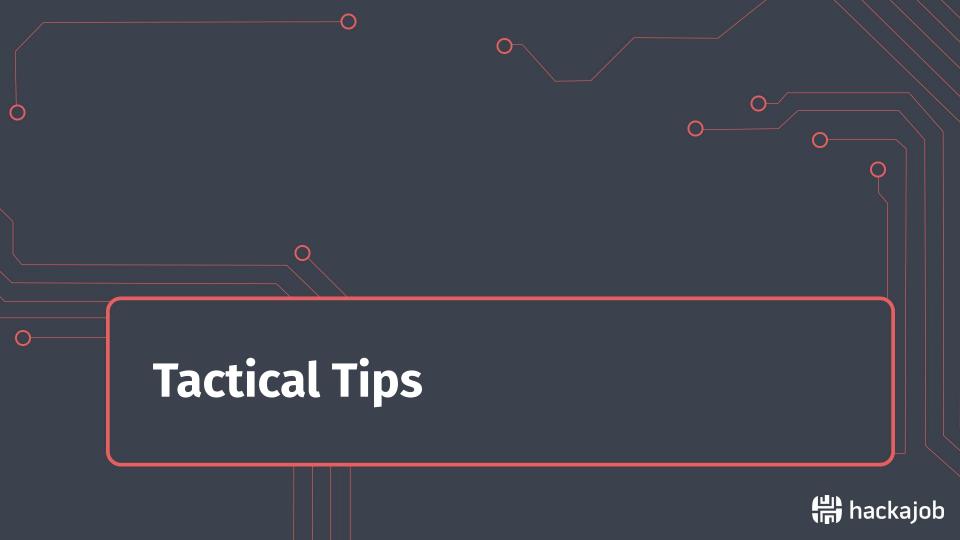
- If every company takes the approach from the previous slide, all we will achieve is a revolving door of senior female engineers between companies
- We need to take a holistic approach if we want to create a sustainable D&I strategy vs a reactive approach on specific roles
- Legally, we're allowed to take positive action to get more underrepresented candidates into the recruitment process, but it is still illegal in the UK to use positive discrimination



What can we do?

- For Experienced Hires, can you look at complimentary skills or a wider geographical reach in order to increase the candidates at the top of the funnel?
- In order to really move the needle, we need to be open to more junior and associate positions, with a goal of upskilling them and helping them to move up within the wider business
- We need to start at the very top of the funnel with schools and dedicated career pathways





Our recommendations

- Make sure to include diverse interview panels as part of your hiring process
- Ask everyone you'd like to interview if they require any adjustments or additional support this should be mandatory from your side
- ☐ Ensure that your interviews are sustainable for different people across the board and you have different processes in place



Our recommendations

- Train your wider colleagues on how to interview different types of people, for example, just because someone is unable to make eye contact, doesn't mean they wouldn't be a good fit
- Share stories from a wide range of your colleagues on your careers page and social media role models are crucial for inspiring the next generation of technologists
- Partner with grass-roots organisations that are investing in the next generation of technologists in the UK



Where do we go from here?

- I love discussing this topic so please feel free to reach out directly at mark@hackajob.co
- We're also working on our latest D&I Masterclass and are looking for contributions from companies if you'd like to get involved
- Thank you!



