#IB100

THE UK'S MOST INFLUENTIAL BAME LEADERS IN TECH

2018/2019

INCLUSIVE TECH ALLIANCE

INCLUSIVE BOARDS.

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FOREWORD

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Managing Director
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The former CEO of Cisco, John Chambers, once said "If you don't innovate fast, disrupt your industry, disrupt yourself, you'll be left behind." Whilst this statement is true in so many respects, I guess he should have added that many people are often left behind through no fault of their own. In the fast moving world of technology, what our research has found is that so much of our UK population are actually being left behind in what is being coined the 4th industrial revolution. Just 12.6% of board members in the country's largest tech firms are women. Black, Asian, and minority ethnic (BAME) people make up just 8.5% of senior leaders. The sector is also more elitist than most, with about a third of the key decision makers being privately educated and/or from Oxbridge. To put this into context, the leading tech firms are less diverse in every way in comparison to Members of Parliament in the House of Commons.

Many will be surprised by these findings. I believe we should all be worried about how it seems that a privileged few hold such levels of influence. The sector will have increasing importance in all of our lives. So what should the response be? Firstly, there are great people, many featured in this list, that have been trying to bring about much needed change. We must come together, and share best practice. This is why we have launched the Inclusive Tech Alliance. Secondly, we must shine a light on role models, which is why we are proud to be partnering with the Financial Times to launch #IB100. Finally, there must be a commitment from the top to make sure change is accelerated.

The tech sector by its very nature is disruptive, focused on pushing boundaries, and having a vision for the future that goes beyond the status quo. These qualities is why the sector should be so keen to be the most inclusive. The hope is that by the time of the next publication, we are able to say we have made progress.

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