DIVERSITY IN TECH
AND ITS ROLE IN FUTURE EQUALITY

A report by mthree

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Introduction

The lack of diversity in tech has been widely reported, with many shocking statistics revealing the extent of the problem. However, despite there being much discussion around the subject, the pace of progress is still far too slow, suggesting the issue is still not being taken seriously enough by those in a position to make a genuine difference.

But why exactly is diversity in tech specifically so important, and why should people care?

Inequality remains rife in the UK, with new research showing that people from ethnic minority backgrounds aged 50-70 are more likely to be in the poorest 20% of the population in England compared with white people.

The recent COVID-19 pandemic has only served to exacerbate income inequality in Britain, with **a study by UCL** finding that almost half of those who were already struggling financially before the lockdown now saying that their situation is "much worse", and a further quarter saying that they are "worse off".

This is clearly unacceptable, and we must all work together to change this for future generations.

In this report, we will demonstrate why encouraging a wider range of young people to consider careers in tech could play a key role in achieving greater equality in our society over the coming years, particularly as we tackle the challenges of a recession.

We will also explore what, despite so much publicity and analysis, is holding us back from achieving greater diversity in the sector.

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About mthree

mthree is the emerging talent and reskill training partner for public and private organizations across the globe.

Future-proofing is more important than ever. The pace of change is on the up, widening the gap between the skills needed and their availability in the workforce.

More than 40 institutions in North America, EMEA and APAC, from government agencies to tier one investment banks to fintechs, have used mthree's solutions to meet this challenge.

We bridge the skills gap in technology and other high-demand disciplines by connecting education to the working world. Led by industry, our Academy curriculum adapts to meet ever-changing requirements.

Our Alumni offering focuses on emerging talent. Through the hire-train-deploy model, we place outstanding graduates into a client's team for 12 to 24 months, after which they can convert to full-time employees at no extra cost.

Ninety percent of Alumni stay on under our clients' permanent headcount.

In our Reskill offering, we create training for existing employees, enabling clients to retain valuable organizational knowledge while evolving along with the industry landscape.

Diversity underpins everything we do for our clients. Reskill opens up a new demographic, tackling biases from age to education, and the Alumni we placed in 2020 are 35% female and 50% Black, Asian, and Minority Ethnic, representing a step change in industry norms.

Together, Alumni and Reskill help build pipelines of diverse, custom-trained talent – complementing traditional hiring strategies like internal graduate programs and reactive recruitment.

In 2020 we joined John Wiley & Sons, Inc., a global leader in research, publishing and education for over 200 years.

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Key Findings

In order to ascertain the barriers that are still preventing a broader range of young people from pursuing a career in technology, we surveyed 2,000 18-24 year olds to find out how attitudes towards tech careers and knowledge of the opportunities available differ across various groups.

We also spoke to 100 senior business leaders in key industries, including financial services, insurance and pharmaceuticals, to establish their hiring plans for 2021, as well as what is currently being done to actively improve diversity in their tech teams, and where more work is still required.

WHAT WE FOUND:
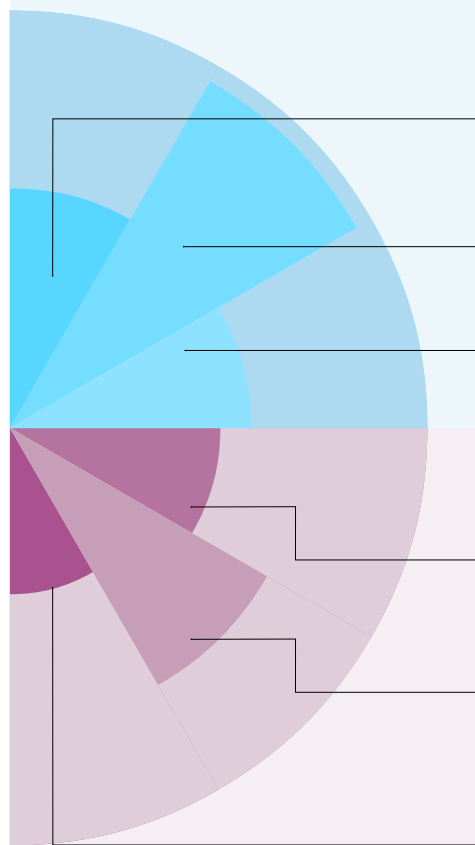
BUSINESS LEADERS

40%
Less than half of businesses surveyed are actively trying to address a lack of diversity in their tech teams

92%
of businesses are planning to recruit junior tech talent in 2021

40%
of businesses struggle to recruit diverse entry level tech talent

18-24 YEAR OLD EMPLOYEES

35%
More than a third of 18–24-year-olds were never given any information about tech careers at school/college

71%
of young tech workers have felt uncomfortable in a job because of their gender, ethnicity, socio-economic background or neurodevelopmental condition

25%
of 18-24s think tech jobs are amongst the most futureproof

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PART
01

Why tech diversity and equality go hand in hand

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Tech Careers:

Security in the face of instability?

2020 was a devastating year in many ways, not least for employment. As the pandemic progressed, the unemployment rate rose to a record high, following a staggering **370,000 redundancies in the period from August to October alone.**

According to **a study by the London School of Economics**, young people in the UK have been hit particularly hard by Covid job losses. It found that people aged 16–25 were more than twice as likely to lose their jobs compared with older workers. It also found that 58% of young people had experienced a fall in their earnings, compared with 42% across the rest of the working population.

For those looking to start their first job after university, the picture has been similarly bleak. The number of graduate jobs advertised on one of the most popular recruitment websites fell by 60% in the first half of 2020, compared with an overall 36% fall in adverts. It's also clear that certain roles have been more affected than others; graduate jobs advertised in marketing fell by 84%, while roles in construction and administration dropped by more than 70%.

Worryingly, **new research by the CIPD** has suggested that this is unlikely to improve much in the immediate future. Just 60% of private sector organisations said that they have recruited 16-24 year olds in 2020, and less than half (43%) are currently planning to do so in 2021.

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Our survey of business leaders painted an altogether more promising picture when it comes to entry level and graduate technology recruitment. More than three quarters (78%) of businesses continued hiring for entry level and graduate tech roles from March–September 2020. Of those, 44% continued hiring at the same level as usual, and 24% at a slightly reduced rate.

Within the pharmaceuticals industry, 85% of businesses continued hiring entry level and graduate tech talent between March and September, with 71% hiring at the same level as previous years. Meanwhile, 90% of insurance businesses continued hiring, 60% at the usual rate.

Proportion of businesses which continued hiring for entry level/graduate technology roles from March–September 2020?

|			
76%	85%	73%	90%
FINANCIAL SERVICES	PHARMACEUTICALS	LIFE SCIENCES	INSURANCE
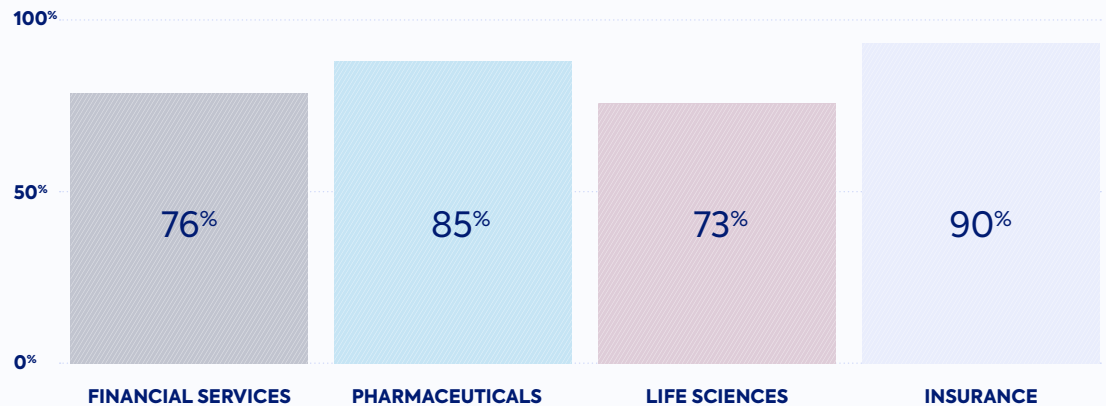
Looking ahead, 92% of businesses surveyed confirmed that they are currently planning to recruit for entry level and graduate tech roles in 2021, with 46% of those planning to do so at the level they usually would, and 46% a slightly reduced number.

More than three quarters **(78%)** of businesses continued hiring for entry level and graduate tech roles

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According to the research, 64% of pharmaceuticals businesses are intending to continue hiring at their normal level in 2021, with 100% of pharmaceutical and insurance businesses planning to continue hiring entry level and graduate tech talent in some capacity.

Proportion of businesses planning to hire entry level/graduate technology talent in the next 12 months

91%	100%	86%	100%
FINANCIAL SERVICES	PHARMACEUTICALS	LIFE SCIENCES	INSURANCE
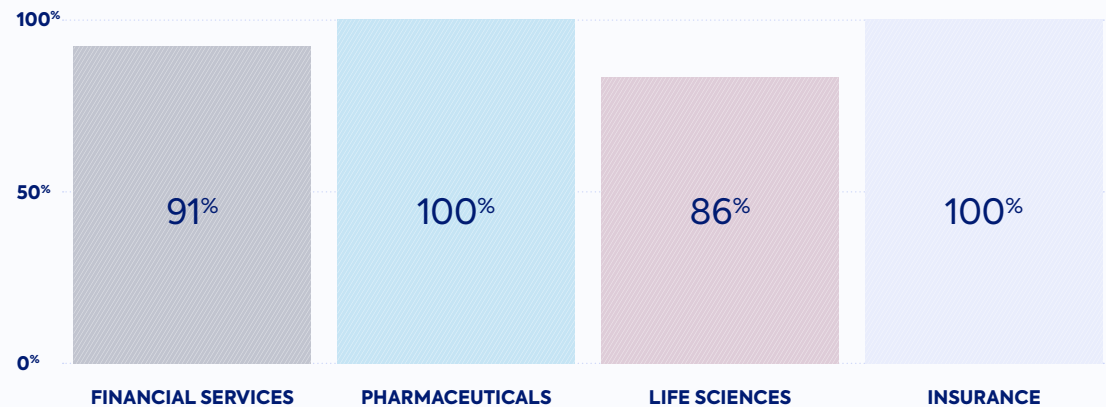
With only 8% of businesses not planning to recruit any entry level or graduate tech roles in 2021, it's clear that the prospects for young people within technology in the coming months far outstrip those in many other fields of work.

Given that a study by UCL has already shown that the COVID-19 pandemic has deepened existing inequalities in the UK, it's essential that we ensure a broad cross-section of young people are able to benefit from the opportunities still offered by careers in technology, as this could make a huge difference to the long-term prosperity of different minority groups.

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Tackling board inequality from the bottom up

In early 2020, the all-male board ceased to exist in FTSE 350 companies, for the first time in the 450-year history of the London Stock Exchange. Unfortunately, this was short lived, **with both Domino's and Aston Martin reverting to all-male boards in June.**

This disappointing return of the all-male board highlighted the ongoing, persistent lack of diversity at the highest level of some of the UK's largest companies.

In February 2020, it was announced that **a third of all board positions in the UK's FTSE 100 companies are now held by women,** one of the key targets of the government-backed **Hampton-Alexander Review.**

Less than a decade ago, this figure stood at just 12.5% - showing that some progress has been made over the last 10 years. However, there is still a lot of work to be done, with more than 100 companies across the FTSE 350 still falling short of the 33% target.

Furthermore, figures from the Hampton-Alexander Review reveal worryingly low numbers of women in other senior leadership and key executive roles in FTSE companies — for example, just 15% of FTSE 100 finance directors are women.

It is also not just a lack of gender diversity that is a concern; the government's Parker Review report published at the beginning of this year showed that 63% of the FTSE 100 have no board members from ethnic minority backgrounds.

The latest annual Robert Half FTSE 100 CEO Tracker shows that just **14% FTSE 100 CEOs have a background in technology**, despite rapid digital transformation across every industry. However, more encouragingly, this figure was up 27% on the previous year, showing that the country's largest businesses are moving in the right direction.

63% of the FTSE 100 have no board members from ethnic minority backgrounds.

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What is behind the shortage of diverse candidates?

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A lack of education and encouragement

In order to successfully tackle the issue of the lack of diversity in tech, it's essential to establish the root causes of the problem. If there is a lack of diverse candidates applying for roles, then we must look at why this is the case, and at what point certain demographics become more likely to consider technology as a potential career path.

Ideally, young people should be actively encouraged to explore the different careers within technology from an early age, so that they can make truly informed decisions regarding their GCSE and A-Level choices, degree subject, or apprenticeship. Without this encouragement, they could easily find themselves keen to pursue a career in technology at a later stage, but lacking the STEM-based qualifications required by most entry level roles.

But have schools and colleges been doing their part to educate their students in this regard, and do all students feel equally well informed?

According to our research, **40% of 18-24 year olds feel they were encouraged to consider a career in technology or IT by their school. Disappointingly, this figure drops to just 35% of females, compared with 46% of males.** In addition, 42% of female respondents said that they were never given any information or resources to help them learn about tech career opportunities, compared with 27% of males.

With such a persistent lack of gender diversity in the tech industry, and **women's job prospects disproportionately impacted by the pandemic,** we must ensure that male and female students are treated equally right from the beginning of their educations if we are to address these imbalances in the long term.

..young people should be actively encouraged to explore the different careers within technology from an early age..

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Reassuringly, there is less disparity between ethnic groups in this respect. The research found that 41% of white 18-24 year olds were given information regarding careers in tech and IT by their school, compared with 40% of Asian respondents, 37% of Black students, and 47% of those from a mixed ethnic background. This would suggest that ethnicity does not have a significant impact on the likelihood that a young person will be encouraged to pursue a career in technology while at school.

The survey also makes it clear that the level of information provided by educational institutions drops significantly as students progress. While 40% of those surveyed felt their school offered encouragement, only 22% said the same of their college or sixth form, and 11% of their university.

Demographic of students given information regarding careers in tech and IT by their school

- MIXED
- WHITE
- ASIAN
- BLACK
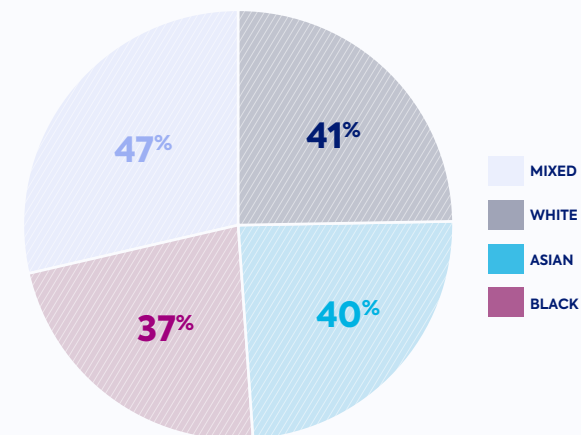
The gender differences do become less pronounced in the later stages of education, with 23% of males encouraged by their college or sixth form, compared with 21% of females, and 12% of males encouraged by their university compared with 9% of females.

This is likely because by this point students will have begun to make choices regarding subjects which will lead teachers and professors to naturally push them towards different careers, regardless of their gender.

It's evident from this research that an important element in the journey towards diversity will be providing students with more information regarding tech jobs from a much younger age, and ensuring that pupils of every gender, ethnicity and socio-economic background are given equal opportunities and encouragement to learn about the different career paths offered in technology and the qualifications they'll need to get there.
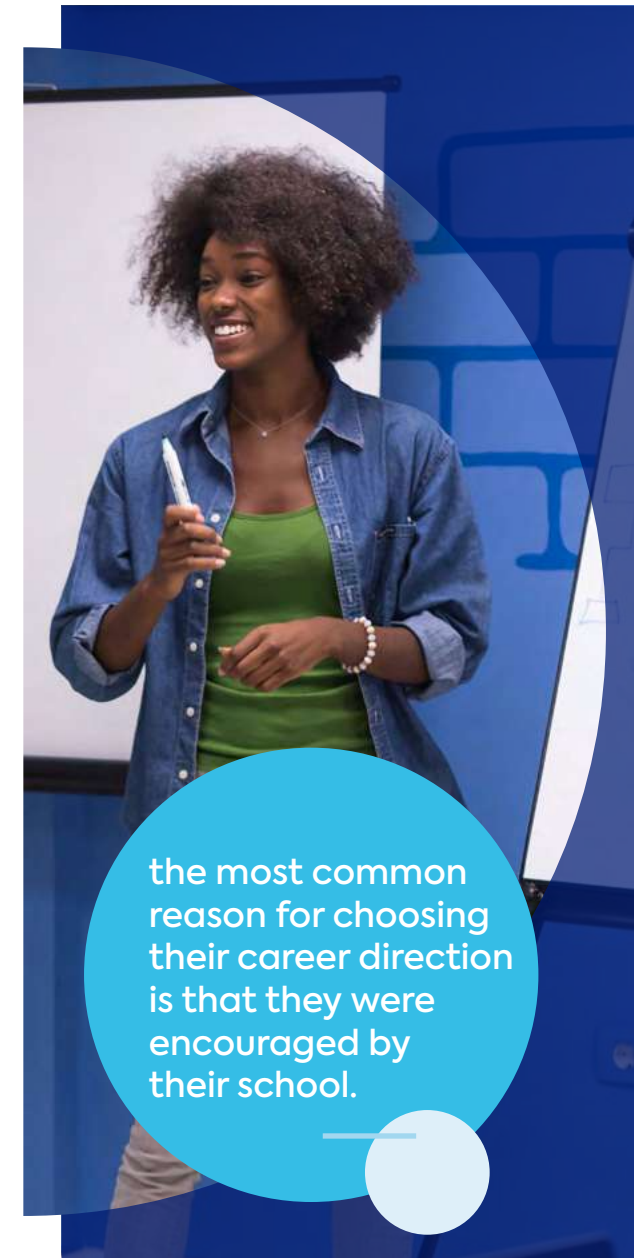
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Inspiration:

The importance of role models

Amongst those aged 18-24 who have already begun a career in technology, the most common reason for choosing their career direction is that they were encouraged by their school. More than a third (37%) cited this as their main motivation, highlighting the necessity for schools to do more to promote tech jobs to a wider range of students. Similarly, **the next most commonly cited reasons were because they had been given encouragement by their college/sixth form (30%) or university (17%).**

Interestingly, the majority of reasons were cited almost exactly equally by males and females, such as being pushed towards a career in tech by their parents (14%), and because they had completed a degree in a related subject (9% of males, 10% of females). However, there are a few areas where the responses noticeably differed.

While only 8% of male respondents were encouraged to do so by their friends, 13% of females gave this as their primary motivation. And where 9% of males were inspired by a high-profile person, or person in the media, 13% of females stated this was the case. This would suggest that social influence and role models are particularly significant to young girls, so we should ensure that there are positive representations of women in technology in the media – both traditional and other media channels - wherever possible.

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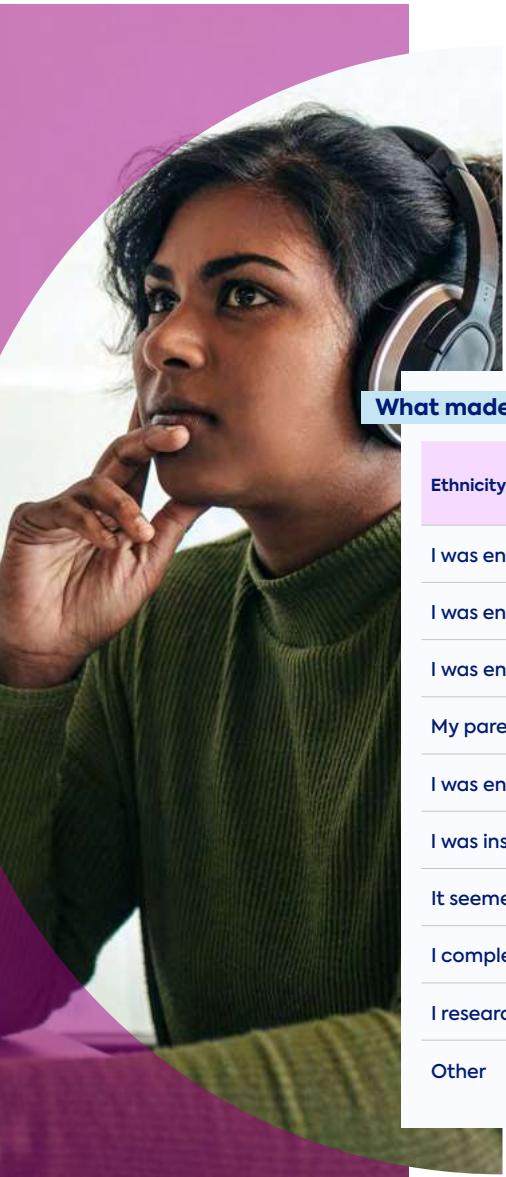
There was far more variation in the responses between different ethnicities. White respondents were far more likely to have pursued a career in technology as a result of being encouraged by their school (43%) than those who identify as Asian (19%) or Black (29%). Meanwhile 17% of Black respondents had been guided towards a career in technology by their parents, compared with 14% of white respondents, and 10% of Asian respondents.

Once again highlighting the importance of positive role models, Black respondents were the most likely to have been inspired by a high-profile person or person in the media. This was the reason given by 17% of those surveyed, compared with 10% of white 18–24-year-olds, 9% of Asian young people, and only 6% of those from mixed ethnic backgrounds. We might therefore find that promoting a wider variety of public figures from tech could have a tangible impact on the proportion of Black students deciding to consider a career in technology.

What made you decide to pursue a career in technology?

Ethnicity	Total	White	Mixed/ Multiple ethnic groups	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other ethnic group
I was encouraged to do so by my school	37.4%	42.9%	30.8%	28.6%	29.1%	36.8%
I was encouraged to do so by my college/sixth form	30.0%	28.5%	40.4%	31.3%	31.4%	31.6%
I was encouraged to do so by my university	16.6%	15.5%	17.3%	16.1%	23.3%	15.8%
My parents pushed me towards a career in tech	14.0%	14.4%	9.6%	10.7%	17.4%	10.5%
I was encouraged to by my friends	10.4%	10.7%	1.9%	15.2%	10.5%	5.3%
I was inspired by a high-profile person/person in the media, in technology	10.2%	10.2%	5.8%	8.9%	17.4%	0%
It seemed an obvious choice as I have a natural inclination for science/maths	10.0%	11.1%	3.8%	8.0%	11.6%	11.1%
I completed a degree in a related subject	9.6%	8.4%	5.8%	14.3%	12.8%	11.1%
I researched different industries and decided tech offered the best opportunities	9.3%	9.0%	3.8%	7.1%	15.1%	10.5%
Other	0.4%	0.7%	0%	0%	0%	0%

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Tech careers

Perceptions and misconceptions

Having established the reasons that some people from underrepresented groups do pursue a career in technology, it's also key to work out why significantly more do not. How do young people who are not working in tech feel about the careers available, and do certain minority groups have particular misconceptions that are preventing them from exploring the opportunities on offer?

According to our research, less than a third (32%) of 18–24-year-olds who are not currently working in tech believe that a wide range of career choices are available in tech, and only a quarter (26%) believe that it currently provides excellent career opportunities. Meanwhile, three quarters (74%) do not think that careers in technology are likely to be amongst the most futureproof.

Only 11% stated that they wished they had decided to pursue a career in technology, and just 1 in 10 (10%) would still like to. Worryingly, over a fifth (22%) of those surveyed said that they don't know anything about careers in technology, showing that significantly more needs to be done to educate young people about their different career options.

The results also showed that there is a marked difference between males and females in this regard, with only 16% of males confessing not to knowing anything about jobs available in tech, compared with 24% of females.

Similarly, 14% of males said that they wished they had decided to pursue a career in technology, but only 8% of females said the same, **while 15% of males surveyed stated that they would still like to pursue a career in tech, compared to just 7% of females.**

These statistics reflect the findings on page 11 which saw that 46% of boys in school were encouraged to pursue a career in tech, compared with 35% of girls. In order to address the gender diversity issue, we need to make sure schools are doing their part, but also empower more women at other stages in their lives to make the decision to move into tech by equipping them with the knowledge they need.

16% of males confess to not knowing anything about jobs in tech, compared with **24%** of females
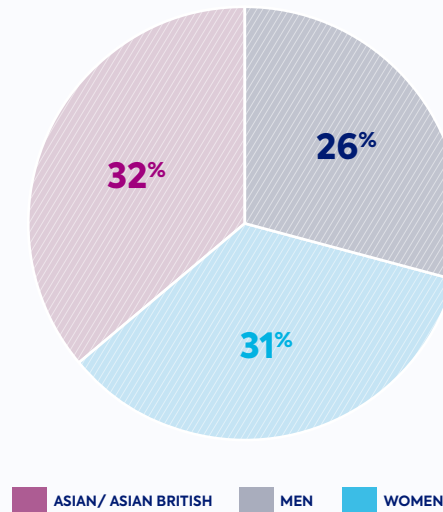
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What do they believe the barriers are?

When it comes to the reasons deterring young people from pursuing a career in technology, more than a quarter (29%) are worried about not having the right qualifications, while 21% believe they are not good enough at maths and science, and 19% think they don't have the right educational background.

Females are more likely to have doubts about their skills and expertise than males, with 31% worried about their qualifications compared with 26% of males, 24% concerned that they are not good enough at maths and science compared with 16%, and 20% worried that they don't have the right educational background compared with 18%.

Asian respondents also had particular worries around their abilities, with 32% stating they don't have the right qualifications and 25% convinced they're not intelligent enough, compared with the average of 18%. They were also the most likely to believe that they would need a degree to enter the industry at 26%, versus the average of 19%.

Worried about qualifications

32% — 26% — 31%

ASIAN/ ASIAN BRITISH   MEN   WOMEN

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21% of those who identify as homosexual think that they would not feel welcome

While some maths ability may be required for some tech roles, this does not necessarily correlate with the maths studied at school. It's clear that this is not being conveyed effectively to young people, who could be assuming that there isn't a suitable career path for them when that may well not be the case.

Given the widespread attention given to the lack of diversity in tech in recent years, it is perhaps unsurprising that 16% of female respondents said that they believe that the area is too male dominated, and 12% think that they wouldn't feel welcome.

These fears were echoed by other minority groups. One in 10 (10%) of those from a mixed ethnic background, along with 1 in 10 (10%) of Black respondents, are worried that technology teams are not ethnically diverse enough. Meanwhile, a fifth (20%) of those surveyed who identify as bisexual believe that it is too male dominated, and 21% of those who identify as homosexual think that they would not feel welcome, compared with 9% of heterosexuals.

These statistics show there is work to be done to change the reputation of tech amongst different groups of young people, with many deterred from pursuing job opportunities as a result of their preconceptions.

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How do young tech workers feel about their careers?

But are these preconceptions justified? In order to find out, we asked a selection of 18-24-year-old technology workers about their experiences in their roles so far. Encouragingly, our research revealed that, on average, 69% of those surveyed have had an overall positive experience. 35% stated that their experience has been entirely positive, 34% mostly positive, and 24% a mixture of positive and negative. Only 8% have had an entirely negative experience.

However, it also showed that experiences differ greatly between different demographics. Although 9% of Black respondents reported having an entirely negative experience – only slightly higher than average - their feelings towards working in tech were far more mixed. 57% have had a positive experience, of which just 17% said their experience has been entirely positive. This is significantly less than the average of 35%, and the 40% of white respondents that felt this way.

The most negative experiences were reported by transgender respondents, with a third (33%) stating that their experience had been entirely negative, and only 13% having had an entirely positive experience. Homosexual and asexual respondents also reported a much lower than average level of positivity, with only 25% and 21% respectively having had an entirely positive experience.

When asked what had made their experience positive, almost half (44%) said that they have enjoyed the work, and more than a third (38%) said that they have found the work interesting. Only 18% said they actively found the work uninteresting, while 17% said that they had found it too difficult. It would therefore seem that it's not the nature of the work itself that is the issue for the majority of unhappy young tech employees.
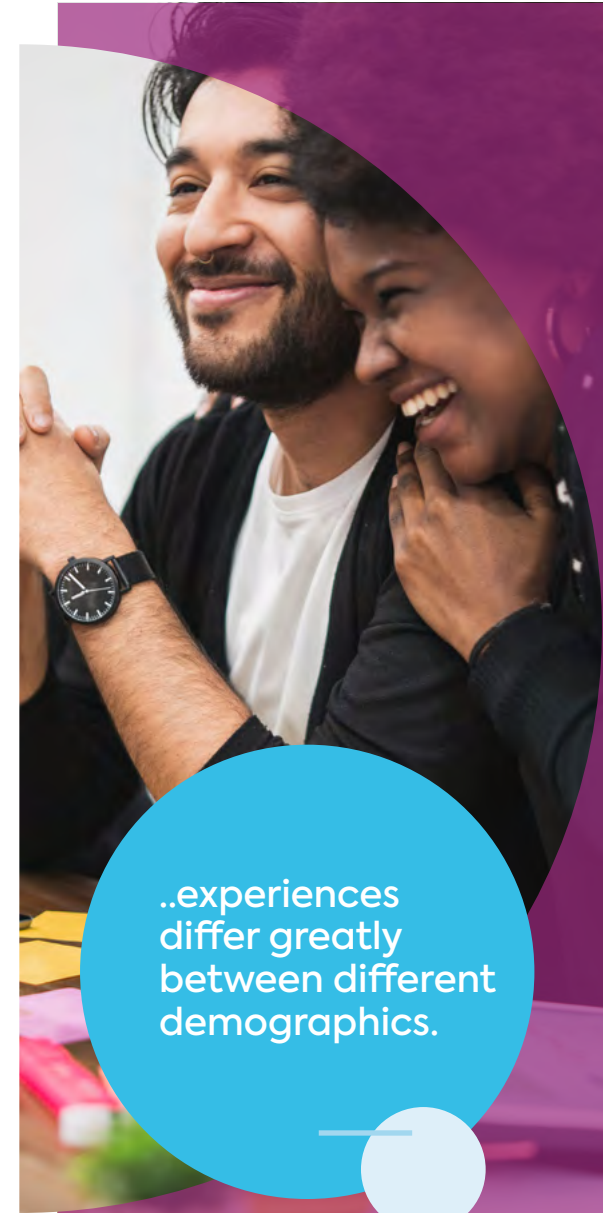
..experiences differ greatly between different demographics.

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The research suggests that the biggest issue for many businesses is that they are still struggling to establish an inclusive, welcoming environment.

When asked if they had ever felt uncomfortable in a tech-related role because of their gender/ethnicity/socio-economic background or neurodevelopmental condition, almost three quarters (71%) said yes. This number rose to 74% of female respondents, 77% of Black respondents, 83% of mixed-race respondents, 85% of bisexual respondents, and 87% of homosexual and transgender respondents.

Meanwhile, more than half (59%) said that they had left, or wanted to leave, a tech-based job because the company culture made them feel uncomfortable. Once again, this figure was significantly higher amongst many minority groups, with 64% of female respondents, 67% of mixed-race respondents, 68% of bisexual respondents, 73% of transgender respondents, 74% of asexual respondents agreeing with the statement.

A significant proportion (56%) said that they believe that people from minority backgrounds are discriminated against in the recruitment process for technology jobs. Interestingly, this number was relatively consistent across the different demographics, which would imply that it is a problem for many of those who have chosen a career in technology, not just those who are discriminated against as one might expect.

the biggest issue for many businesses is that they are still struggling to establish an inclusive, welcoming environment

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PART
03

What could businesses be doing better?

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Awareness does not equal successful action

The extent of the lack of diversity in tech has been widely publicised and discussed for some time now. And yet, despite this attention, diversity remains a key challenge for the sector, with only 15% of the tech workforce from black, asian, or minority ethnic backgrounds and gender diversity currently sitting at around 19%, compared with 49% for all other jobs.

But has this attention translated into awareness? According to our research, it has. We found that **63% of businesses are aware of a continuing lack of diversity in their tech teams. Of those, 40% are actively trying to address the issue**, but 23% said that they do not know how to change things. One in 10 (10%) said that they did have a lack of diversity, but have successfully improved the situation. Only 9% said that they have never even considered whether there is a lack of diversity.

However, the persistent lack of diversity across industries would suggest that current efforts to tackle the problem have not been sufficient, despite many businesses seeming to believe that they are already doing their part. Tellingly, less than half (40%) of those surveyed currently have diversity targets in place, suggesting that most are still failing to take it as seriously as they could be.

Given that so many young tech employees reported feeling unwelcome, it is unsurprising that nearly 1 in 10 (9%) businesses admitted to not having a diversity and inclusion strategy in place. And although the remaining businesses said that they have been actively trying to ensure all employees feel comfortable and welcomed, a fifth (20%) have still received complaints from current or former employees in this regard.

While many (65%) do currently operate a mentorship programme for graduates, apprentices and other entry level employees to support their professional and personal development, far fewer (41%) have a system in place to identify whether additional support may be needed for entry level employees from different backgrounds.

Until these issues around company culture are adequately addressed, diverse young people will continue feeling out of place and unhappy, which will ultimately lead to continued poor retention rates and limited progress when it comes to improving diversity.

Less than half (40%) of those surveyed currently have diversity targets in place

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Why diverse junior tech talent is most elusive

According to our research, the majority of businesses have trouble recruiting diverse tech talent at every level – only 22% said that they have no difficulties at all. However, it's clear that diverse entry level talent is the most difficult to find. **Two-fifths (40%) said that they struggle to recruit diverse entry level employees, compared with 35% about mid-level positions, and 15% about senior roles.**

And yet, despite a definite awareness of the problem, the survey also revealed that many businesses are still recruiting entry level talent from a very narrow pool of talent. For some of the UK's largest and best-known companies, competition for entry level roles and graduate schemes can be extremely fierce.

It's clear that this has resulted in many being extremely selective about the applicants they accept and consequently hiring a disproportionate number of candidates from the more prestigious universities, labouring under the false apprehension that they will automatically be the best qualified.

Of those surveyed, **a third (33%) said that they exclusively hire graduates from top universities, and a further 28% said that they are more likely to hire graduates from those institutions.** Only 28% said that they consider applications from all universities equally, with even fewer (7%) stating that they consider all types of higher education qualifications.

However, with it shown that the Russell Group universities have their own ongoing struggle to improve diversity – **for example, less than 4% of students are Black compared with the UK average of 8%** –, it will be almost impossible for businesses to improve the diversity of their junior tech employees while only accepting graduates from these institutions.

In order to achieve greater diversity at a junior level, businesses must actively work to widen their talent pool, publicising their roles to a wider variety of people and encouraging them to apply. Businesses should consider partnering with less obvious universities, attending a greater number of university job fairs, as well as paying more attention to job fairs and other events aimed at non-graduates.

40% said they struggle to recruit diverse entry level employees

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Tackling unconcious bias

Crucially, businesses must also take a close look at their recruitment process, to ensure that unconscious bias is not causing young people to miss out on opportunities they would be well qualified for. However, our research found that there are a disappointing number of well-established anti-bias hiring practices that many businesses are yet to introduce.

Less than half (46%) of businesses currently invest in anti-bias training for hiring managers, without which the risk of potential employees being unfairly judged – however unintentionally – at the interview stage is increased. It's important to enable those responsible for recruitment to recognise their own unconscious biases and give them the tools they need to approach the process more objectively.

Of those surveyed, 54% do not use deliberately neutral job descriptions. If not worded carefully, job adverts can be inadvertently off-putting, for example certain language can create the impression that employers are exclusively interested in candidates from particular backgrounds. In order to avoid this, businesses should make use of proofing tools which can effectively identify words or phrases that may discourage applicants from certain groups.
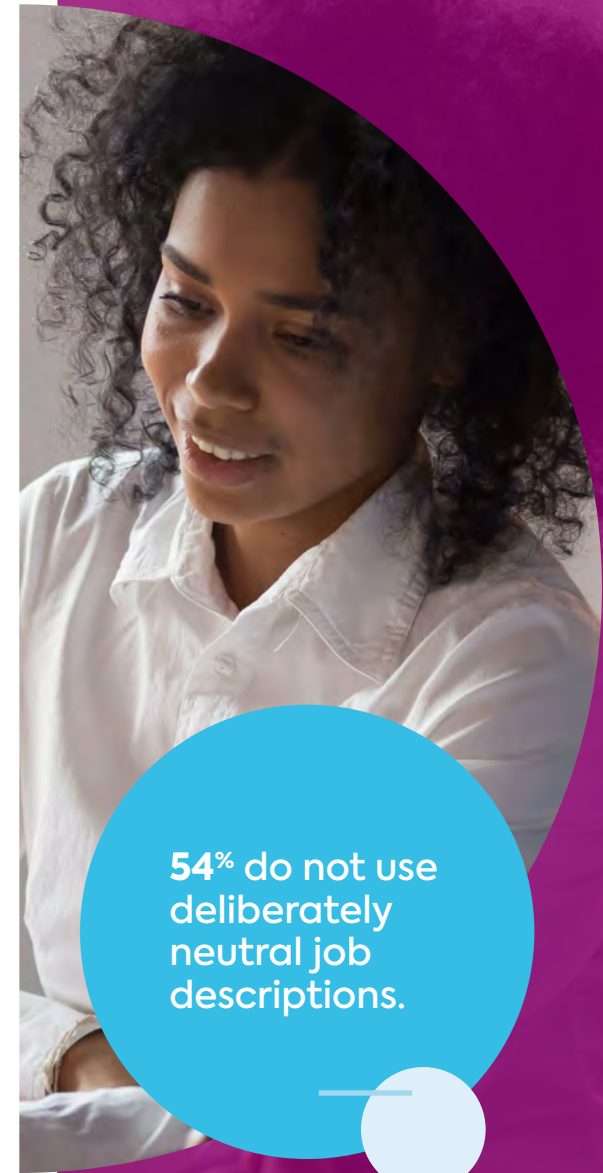
54% do not use deliberately neutral job descriptions.

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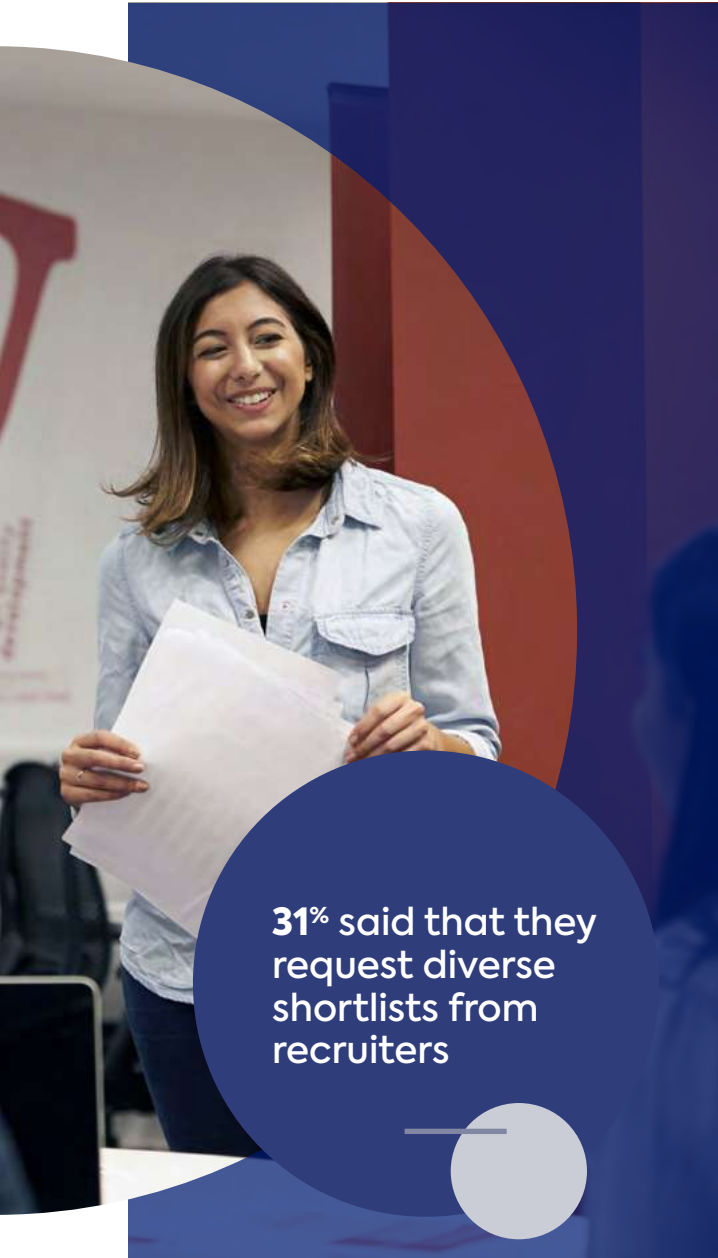
Even fewer businesses (37%) currently anonymise CVs. Removing all potentially identifying information, such as name, age, and educational background, makes it impossible for recruiters or hiring managers to make subconscious judgements about an applicant. They then have no choice but to judge a candidate only on their qualifications and experience, which should ensure that those best-qualified for the role are invited to interview rather than those that fit a particular profile.

Less than a third (31%) said that they request diverse shortlists from recruiters. If chosen carefully, recruitment consultancies and other talent partners can be an invaluable tool in the quest for diversity. However, this is only the case if businesses deliberately choose partners that share their attitude and values when it comes to diversity, and have their own comprehensive strategies in place to ensure inclusivity.

Shockingly, nearly 1 in 10 (9%) of those surveyed do not currently have any anti-bias hiring practices in place at all. Of those that do, the vast majority (88%) have noticed an improvement to some extent. Nearly half (49%) said there has been a significant improvement, while 39% have noticed an improvement but still have more work to do, showing that anti-bias hiring practices are essential in the fight for greater diversity in technology teams, and could make a marked difference if adopted by more businesses.

31% said that they request diverse shortlists from recruiters

88% of businesses have anti-bias hiring practices in place. As a result:

49% saw a significant improvement   **39**% saw some improvement

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Conclusion

It's clear from the research that technology jobs offer excellent opportunities for young people, particularly now amidst the economic uncertainty brought by the COVID-19 pandemic. In order to ensure that these opportunities are not enjoyed by only a select group – and thus perpetuating existing, persistent inequalities – we must all work to encourage a more varied cross-section to consider pursuing a career in tech.

With young people so heavily influenced by their schools and colleges, it's vital that they are provided with more extensive information and education about the different career paths – both tech and non-tech related. For certain groups, celebrities and public figures play a particularly important role, so we should also be offering young people a wide variety of role models who can extol the value of joining technology teams.

While there are certainly some negative perceptions of technology amongst some demographics, it's also apparent that these are not all unjustified. Many of those who have already started working in tech have found their experience not entirely positive. Businesses need to do more to fix this, or they will never be able to make any real improvement when it comes to improving diversity.

By working to develop an inclusive and welcoming company culture, coupled with more widespread implementation of anti-bias hiring practices, we should start to see positive changes that will ultimately make a big difference to the long-term prospects of many ambitious, diverse young people, and go a long way to improving equality in our society.

mthree

mthree

info@mthree.com

mthree.com

London

10th Floor,
3 Harbour Exchange
London, E14 9GE
United Kingdom

+44 (0) 203 763 3750

New York

111 River St
Hoboken
NJ 07030
United States

+1 (631) 771 1779

Singapore

1 Fusionopolis Walk,
#07-01 Solaris,
South Tower,
Singapore, 138628

+65 9890 3012