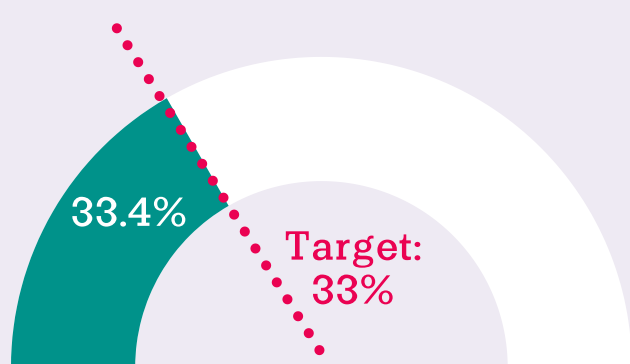


# Diversity and inclusion

Diversity & inclusion is a hot topic in the talent space at present. However, the vast majority of organisations are behind the curve when it comes to attracting diverse talent for key roles.

## Where are we now: gender

### Women on FTSE 350 boards



Overall companies have met the 33% target set by the government-backed Hampton-Alexander review.<sup>1</sup>

However:

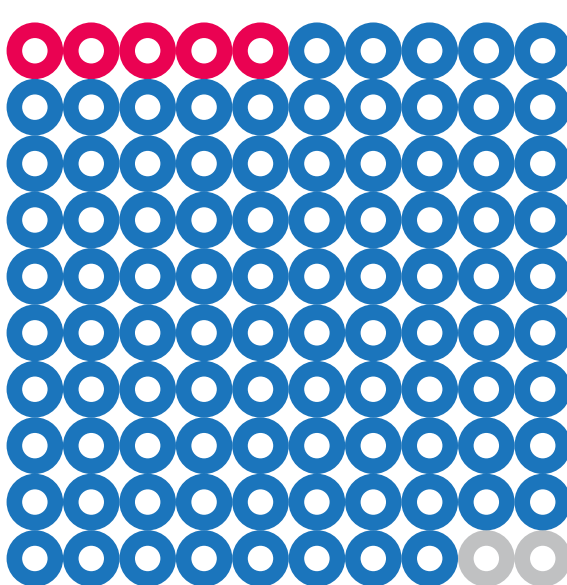


### Women in the FTSE 250

**18** Companies with only one woman on the board

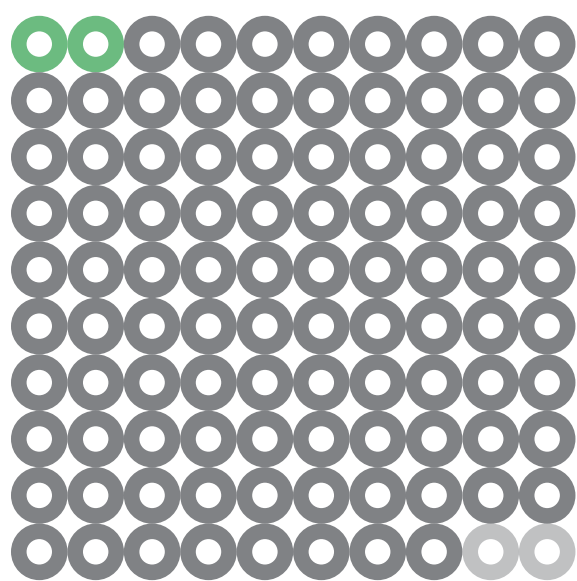
**1** Companies with no women on the board<sup>2</sup>

### Female CEOs in the FTSE 100<sup>3</sup>

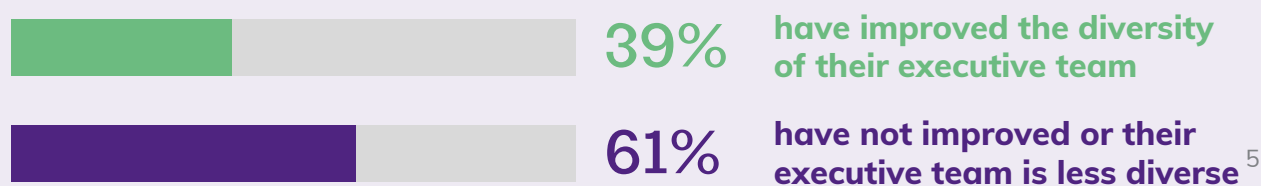


## Where are we now: ethnicity

### FTSE 100 CEOs from an ethnic minority background<sup>3</sup>



Parker Review checked companies against the target to have at least one director of an ethnically diverse background on the board. 59% did not.<sup>4</sup>

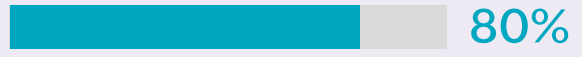


## Benefits of diversity and inclusion

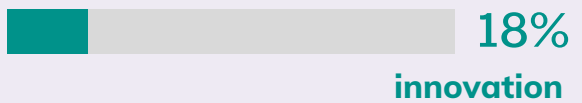
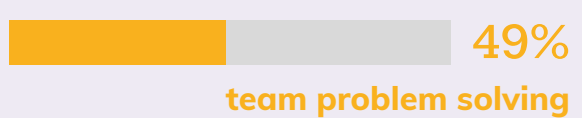
### Financial



### Talent attraction



Positive experiences of inclusion benefit both employees and employers, these experiences of inclusion can explain:<sup>9</sup>



**£24bn**

Estimated value of having a full ethnically diverse representation<sup>10</sup>

## How we can support you with D&I

Diversity is essential for business success but finding a diverse range of talent can be challenging. We help businesses by taking a proactive approach by identifying diverse talent for current or future recruitment. Looking beyond traditional pools allows businesses to find the best talent and gain valuable insights to drive D&I strategy.

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### Sources:

1. FTSE Women Leaders
2. FTSE Women Leaders
3. The Colour of Power
4. 2020 Parker Review
5. McKinsey
6. McKinsey
7. Glassdoor
8. PwC
9. ILO
11. BITC