



IMPACT

report

2012 - 2026



Diversity UK Impact Report 2012 - 2026:

Key Achievements

Publication of the flagship Diversity UK 'Beyond the Glass Ceiling' in Public Appointments research report (2013).

Engagement with four key government reviews, including the Davies Review (Women on Boards) and the McGregor-Smith Review (Race in the Workplace)

Participation in 4 Consultations including Gender Pay Gap Reporting, Diversity Action Plans & DEI initiatives.

Sponsorship of the University of Manchester Women in Science Conference 2016 and the Women's Health Technology Summit 2026.

Hosting of 3 Diversity Tech Summits in 2016, 2022 and 2025

Celebration of 14 International Women's Day with hosted events.

Organising 6 'Investing in Women Founders' panel debates.

Collaborations on gender-focused research 'Gender Matters' in association with the Academy for Gender, Work and Leadership at Lancaster University and the Work Foundation; on Women in Technology in association with HP UK, in partnership with the Fawcett Society and The Tech Talent Charter; and on System Update: Addressing the Gender Gap in Tech from Fawcett, in partnership with Virgin Media O2.

Creation of the Asians in Tech Initiative: 10 Top 100 Asian Stars in UK Tech lists published; 6 Chairman's Award Winners recognised, 148 Asian Tech Pioneers Awardees; 8 Tech Showcases; 1 Demo Day; 1 Asian Entrepreneurship video.

AI Inclusion Podcast and hosting of the 'Building Responsible AI' panel debate, centred on the rapid advancements in AI and the pressing need to address its ethical and societal implications, with a particular focus on its potential impact on minority communities.

Diversity UK Impact Report 2012 - 2026:

Key Achievements

Hosting of 5 'Changemakers Series' events including a panel discussion on 'Frugal AI use in Healthcare' with Cambridge Judge Business School and 'The Entrepreneurial Mindset: The Art of Networking in the age of AI, culminating in the 'Global Changemakers Reception 2026'.

Establishment of the annual Paul Stephenson Lecture on race equality 2016-2025 and the passing of the beacon to Curiosity UnLtd to help it establish Bristol as the UK City of Civil Rights.

Partnership with Race Equality Matters for the launch of Race Equality Week in February 1, 2021; Eversheds Sutherland LLP on the 'Wired & Connected' Video Series; Murray Edwards College, University of Cambridge 'Enterprising Women' programme for the 'Closing the Gender Gap' event; World Woman Foundation for the 'CommonWealth Agenda' event in London; AthenaFundX and Radically Yours for the 'Supporting Women Founders' event, UK Chinese Women Connect for the inaugural UKCWC Awards and with Minority Supplier Directory UK for the inaugural MSDUK Awards, among many other partnerships.

Highlights

- 194 Events Supported
- 44 Events Organised
- 14 International Women's Day Events Celebrated



Introduction

Fourteen years of transformative change

As Diversity UK reaches its fourteenth anniversary on 27 July 2026, it has become increasingly apparent that we live in a period of profound and often turbulent change. This has been driven not only by political uncertainty, international conflict and economic pressures, but also by globalisation, climate change, rapid advances in digital technology and the emergence of the AI age. Underpinning many of these challenges are persistent inequalities, including disparities in wealth, gender, ethnicity, health and digital access.

Diversity UK was founded in response to the need to address inequality. Five determined individuals came together, supported by friends and an Advisory Board, to establish an equality and inclusion charity. Its purpose was straightforward: to educate the public about equality, diversity and inclusion in the workplace.

The organisation's first three years focused largely on breaking down barriers to career progression and tackling glass ceiling issues. At the time, the Conservative and Liberal Democrat coalition government appeared to offer significant opportunities for parliamentary reform and progress on equality. Indeed, it was during this period that important initiatives such as Women on Boards, Gender Pay Gap Reporting and measures to improve fair representation in public appointments gained momentum. Following the 2015 General Election, the coalition came to an end and was succeeded by a majority Conservative government. The years that followed were characterised by considerable political uncertainty, culminating in and continuing after the Brexit referendum of 2016.



A decade of celebrating diversity in technology

The resurgence of the technology sector in 2015 provided the catalyst for one of Diversity UK's most ambitious programmes - the Asians in Tech initiative proved to be a remarkable success. Over the following decade, the programme produced ten editions of the Top 100 Asian Stars in UK Tech list, recognised six Chairman's Award winners, celebrated 148 Asian Tech Pioneer awardees, delivered eight technology showcases, hosted a Demo Day and produced an Asian Entrepreneurship video. Alongside these achievements, hundreds of start-up founders and entrepreneurs received investment, support and encouragement on their business journeys.

In 2016, Diversity UK launched the Paul Stephenson Lecture on race equality, a programme that ran from 2016 to 2025. In 2025, responsibility for this important legacy was passed to Curiosity UnLtd, supporting its ambition to establish Bristol as the UK's City of Civil Rights.

The year 2016 also saw Prime Minister Theresa May establish the Race Disparity Audit. Government departments were instructed to publish data showing how people from different ethnic backgrounds experienced public services, including healthcare, education, employment and the criminal justice system. The findings, published in October 2017 through the Ethnicity Facts and Figures service, represented a significant step towards transparency and accountability. However, the Coronavirus pandemic in 2020 disrupted progress on race equality and exposed many of the structural inequalities that remain with us today.

Perhaps one of the most significant dates in the history of the past fourteen years is 30 November 2022. Not because Rishi Sunak had become the UK's first British Asian Prime Minister the previous month, nor because the Gender Matters research project had reached its conclusion, but because this was the day ChatGPT was released to the public. At that moment, society entered the age of generative AI.

Since then, existing inequalities have in many respects widened. The impact has been felt by young people and older generations, women and men, people with disabilities, ethnic minority communities and those with additional needs. Artificial intelligence has brought extraordinary opportunities, but it has also introduced new risks. Bias, misinformation, hallucinations, deepfakes and manipulation have become part of the public conversation. These challenges were not the intended outcome of technological progress, yet they must be addressed if the benefits of AI are to be shared fairly and responsibly.

In this Impact Report, we have sought to quantify, qualify and evidence the long lasting impact that Diversity UK has had on its members, partners, sponsors, supporters and the wider public over the past fourteen years.

Kia whakatōmuri te haere whakamua

Kia whakatōmuri te haere whakamua translates as: I walk backwards into the future with my eyes fixed on my past. This Māori whakatauki, or proverb, reflects a view of time in which the past, present and future are interconnected, and life is understood as a continuous journey.

As Patrick Reynolds explains:

"It suggests that the past is clearly visible, but the future is not; that we have imperfect information for the road ahead, but also that this is a natural state of affairs. Let us look back for clues to the way forward, but also understand that the future is unwritten. The future comes out of the past but will not be identical to it. The only unchanging thing is change."

We are proud to have made a difference to public appointments process in Britain; proud to have supported hundreds of founders and entrepreneurs through the Asians in Tech initiative; proud to have influenced civic initiatives from behind-the-scenes and via the Paul Stephenson lecture series; proud to have supported women, regardless of their ethnicity, through research and IWD events; proud to have supported the next generation through the Millennial Advisory Board, 'Millennials and the Media' events and the 'Changemakers Series'.

As we look ahead, Diversity UK will remain committed to its founding mission of educating the public about equality and inclusion. At the same time, time and money is limited. We need to focus our efforts on areas where we can have the greatest impact, particularly in AI, gender equality and women's health.

We hope you will continue this journey with us through your financial support, encouragement and partnership.

Warm regards,

The Trustees of Diversity UK

Lopa Patel MBE, Chair | Ramesh Vala CBE, Deputy Chair

Sherad Dewedi | Alice Huang | Sareeta Vala



Diversity UK Impact Report 2012 - 2026:

Facts & Figures

DIVERSITY IN THE UK - Ethnicity Facts & Figures website:
<https://www.ethnicity-facts-figures.service.gov.uk>

2012

In 2011, 14.0% of the UK population identified with a minority ethnic group with London having 40.2% of its residents identifying with Asian, black, mixed or 'other' ethnic groups. (2011 Census Data).

According to the 2011 Census, the total population of England and Wales was 56.1 million:

86.0% of the population was White (48.2 million people)

7.5% of the population was made up of Asian ethnic groups (4,239,626 million people)

3.3% of the population was made up of Black ethnic groups (1,864,890 million people)

2.2% of the population was made up of Mixed/Multiple ethnic groups (1,215,356 million people)

1.0% of the population was made up of Other ethnic groups (0.6 million people)

The Asian ethnic group population of 4,239,626 million (7.5%) was broken down as follows:

Indian - 1,412,958 (2.5%)
 Pakistani - 1,124,511 (2.0%)
 Asian other - 861,815 (1.5%)
 Bangladeshi - 447,201 (0.8%)
 Chinese - 393,141 (0.7%)

The Black ethnic group population of 1,864,890 million (3.3%) was broken down as follows:

Black African - 989,628 (1.8%)
 Black Caribbean - 594,825 (1.1%)
 Other Black - 280,437 (0.5%)

The Mixed/Multiple ethnic groups population of 1,215,356 million (2.2%) was broken down as follows:

Mixed White/Black Caribbean - 426,715 (0.8%)
 Mixed White/Asian - 332,706 (0.6%)
 Mixed White/Black African - 165,974 (0.3%)
 Mixed Other - 289,961 (0.5%)

2026

In 2021 about 18% of the UK population was from a minority ethnic background with London having 46.2% of its residents identifying with Asian, black, mixed or 'other' ethnic groups (2021 Census Data).

According to the 2021 Census, the total population of England and Wales was 59.6 million:

81.7% of the population is White (48,699,231 people)

9.3% of the population is made up Asian ethnic groups (5,515,455 people)

4.0% of the population is made of Black ethnic groups (2,409,283 people)

2.9% of the population is made up of Mixed/Multiple ethnic groups (1,717,977 people)

2.1% of the population is made up of Other ethnic groups (1,255,632 people)

The Asian ethnic group population of 5,515,455 (9.3%) is broken down as follows:

Indian - 1,864,304 (3.1%)
 Pakistani - 1,587,822 (2.7%)
 Asian other - 972,783 (1.6%)
 Bangladeshi - 644,900 (1.1%)
 Chinese - 445,646 (0.8%)

The Black ethnic group population 2,409,283 (4.0%) is broken down as follows:

Black African - 1,488,387 (2.5%)
 Black Caribbean - 623,115 (1.0%)
 Black other - 297,781 (0.5%)

The Mixed/Multiple ethnic groups population of 1,717,977 (2.9%) is broken down as follows:

Mixed White/Asian - 488,228 (0.8%)
 Mixed White/Black Caribbean - 513,040 (0.9%)
 Mixed White/Black African - 249,593 (0.4%)
 Mixed other - 467,116 (0.8%)

Diversity UK Impact Report 2012 - 2026:

Facts & Figures

DIVERSITY IN THE UK: ETHNIC MINORITY INDIVIDUALS IN POLITICS & LOCAL GOVERNMENT

2012

2026

4% (26 out of 650) MPs identified as being from Black, Asian or Minority Ethnic groups (*as of 2010*)

2.6% of Members of the House of Lords identified as being from minority ethnic backgrounds in 2001 according to the House of Lords Library research estimates.

0.8% of local councillors in England are Black, Asian and Minority Ethnic (BAME)

16% (4 out of 25) of Members of the London Assembly identify with Asian, black, mixed or 'other' ethnic groups.

14% of MPs identify with Asian, black or mixed ethnic groups (*as of 4 July 2024*)

6% of Members of the House of Lords identify with Asian, black or mixed ethnic groups (*2018*)

7% of local councillors identify with Asian, black or mixed ethnic groups; 1,410 of which 526 were women, out of 20,143 Councillors in the UK (*Sobolewska and Begum 2020 Report, University of Manchester*).

32% of the Members of the London Assembly identify with Asian, black, mixed or 'other' ethnic groups.

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Diversity in the UK: Public Appointments

Diversity UK launched its survey report 'Beyond the Glass Ceiling: Representation in Public Appointments' in 2013 and continues to monitor public appointment statistics on a regular basis. There are approximately 5000 public appointees in role at any one time, including Chairs, Government Non-Executive Directors and appointees at arms-length bodies (ALBs). OCPA monitors regulated and some of the un-regulated appointments, excluding NHS appointments.

Information from the Office of the Commissioner for Public Appointments (OCPA) Annual Reports show that:

Description	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Appointments & Reappointments	1740	1087	2150	1888	2240	2231	1882	1884	1565	1538	1253	1200	1184	4033
Women	33.9%	35.6%	39.1%	45.2%	45.4%	48.5%	48.0%	44.9%	51.4%	45.1%	48.6%	53.1%	48.3%	52%
Ethnic Minority Individuals	7.2%	5.5%	7.7%	7.9%	8.4%	9.1%	8.4%	11.9%	15.3%	9.6%	13.3%	12.7%	12.4%	13%
Disabilities (where stated)	5.1%	5.3%	7.6%	4.6%	4.1%	6.0%	6.9%	6.1%	5.8%	4.7%	5.7%	4.9%	4.4%	4%
Aged 54 & under	13.3%	11.0%	11.7%	12.1%	13.4%	15.0%	20.0%	44%*	48.4%	41.5%	41.5%	47.4%	37.2%	N/A

* OCPA stated that there were 3915 public appointees, holding 4,033 public appointments from 2024-25. 449 new appointments were made to the boards of regulated public bodies. The 2024-25 OCPA Annual Report no longer publishes appointments & reappointments or the age profile ("aged 54 and under") in its headline diversity tables. The Cabinet Office Public Appointments Data Report has now become the official statistical release.

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Facts & Figures

GENDER DIVERSITY IN FTSE COMPANIES

Diversity UK continues to review the issue of gender diversity in the UK, particularly at the intersectionality between gender and race and more specifically at the issue of access to senior positions in corporate boardrooms.

Women Board Directors	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
FTSE 100	12.5%	15.0%	17.3%	20.7%	23.5%	26.6%	27.7%	30.2%	32.4%	36.2%	39.1%	40.5%	42.6%	44.7%
FTSE 250	7.8%	9.6%	13.2%	15.6%	19.6%	21.1%	22.8%	24.9%	29.6%	33.2%	36.8%	40.1%	41.8%	42.6%
FTSE 350	9.5%	11.5%	14.7%	17.4%	21.9%	23.0%	24.5%	26.7%	30.6%	34.0%	37.6%	40.2%	42.1%	43.4%

FTSE 100 companies have increased the number of women on their board from 12.5% in 2011 to 44.7% in 2024, with the FTSE 250 similarly improving from 7.8% in 2011 to 42.6% in 2024 according to the [FTSE Women Leaders Review](#) published in February 2025 – a positive step that indicates that diversity and inclusion can be improved given sufficient attention and targets. This was initiated by the Lord Davies Review, followed by the Hampton Alexander Review and most recently the FTSE Women Leaders Review.

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MINORITY ETHNIC REPRESENTATION IN FTSE COMPANIES

Information from the Sir John Parker Review of the Ethnic Diversity of UK Boards, updated 31 December 2025. Figures for FTSE 350 companies were last collected in 2020 and are unavailable since that time.

	FTSE 100	FTSE 250	FTSE 350 (2020 stats)
Director positions	1,063	1,730	2,625
Minority Ethnic Directors *	188	245	172
ME Director positions	208	274	178
% ME Director positions	20%	16%	7.50%

* Where ethnicity was known.

NUMBER OF DIRECTORS FROM MINORITY ETHNIC GROUPS IN THE FTSE 100

Directorships/Year	2020	2021	2022	2023	2024	2025
Total number of directorships	998	1056	1064	1053	1050	1063
Number of minority ethnic directors	118	155	178	186	182	188
Number of minority ethnic directorships	124	164	190	202	201	208
% of directorships held by minority ethnic directors	12%	16%	18%	19%	19%	20%

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NUMBER OF DIRECTORS FROM MINORITY ETHNIC GROUPS IN THE FTSE 250

Directorships/Year	2020	2021	2022	2023	2024	2025
Total number of directorships	N/A	1849	1749	1701	1789	1730
Number of minority ethnic directors	N/A	169	178	211	230	245
Number of minority ethnic directorships	N/A	178	188	230	274	274
% of directorships held by minority ethnic directors	N/A	10%	11%	13.50%	15%	16%

DIVERSITY UK WEBSITE STATISTICS

Date	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Visitors	649	3160	5198	11667	16558	19551	21695	35378	55091	84764	79689	62410	67921	34534
Page Views	3029	7876	11514	28780	34524	37495	38579	59426	91919	129527	117366	87328	91416	49177
Views per visitor	4.67	2.49	2.22	2.47	2.09	1.92	1.78	1.68	1.67	1.53	1.47	1.4	1.35	1.42

ASIANS IN TECH WEBSITE STATISTICS

Date	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Visitors	1711	3656	4128	5529	12492	18673	18999	22281	40266	24882	29770
Page Views	12001	26597	29828	35738	44366	32555	34366	38285	47850	32809	37833
Views per visitor	7.01	7.27	7.23	6.46	3.55	1.74	1.81	1.72	1.19	1.32	1.27

* Even though the Asians in Tech initiative was paused in 2025 after a decade of publication, the website continues to attract a high number of visitors and page views due to current interest in AI and the Asian Stars in UK Tech and Asian Tech Pioneers showcased.

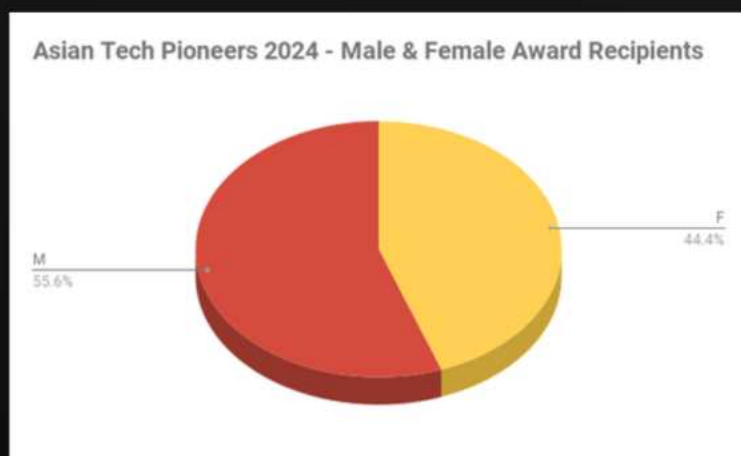
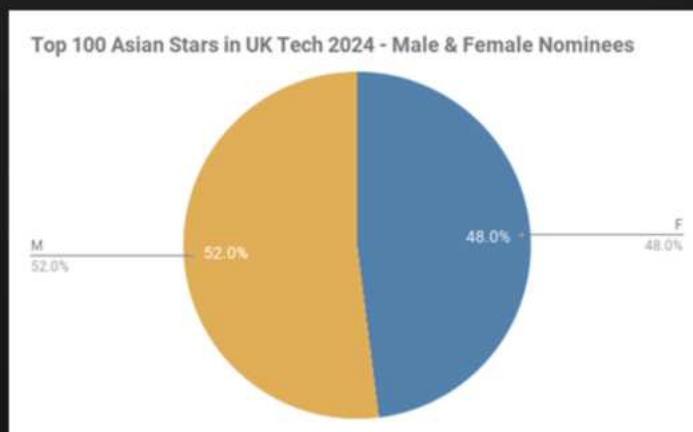
Diversity UK Impact Report 2012 - 2026:


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TOP 100 ASIAN STARS IN UK TECH & ASIAN TECH PIONEER AWARD WINNERS

Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
New	N/A	49%	45%	30%	41%	80%	60%	28%	60%	23%
Women	21%	26%	25%	28%	32%	37%	52%	51%	48%	48%
Asian Tech Pioneers *	N/A	N/A	N/A	N/A	30	20	21	20	30	27

* Once awarded, Asian Tech Pioneers are omitted from inclusion in subsequent Top 100 Asian Stars in UK Tech lists and Asian Tech Pioneers Awards.



The background is a dark, almost black, space filled with abstract golden elements. In the upper left, a series of thin, parallel golden lines radiate from a bright point, creating a sense of motion and depth. Below this, a dense trail of small golden particles or dust swirls across the middle of the frame. In the bottom right corner, another set of thin golden lines curves upwards, mirroring the lines in the top left. The overall aesthetic is modern, dynamic, and celebratory.

Diversity UK
Impact Report 2012 - 2026:
Annual Highlights

2012 Diversity UK is launched to educate the public about equality and inclusion

Diversity UK, a not-for-profit think tank formed by six individuals with a wide range of public and private sector experience, plans to research, advocate and promote new ideas for improving diversity and inclusion in Britain. The think tank will host a number of member-only roundtables and networking events to engage with individuals from the UK's largest companies. It hopes to showcase best practice, encourage healthy debate on pertinent issues and influence policy on race equality, gender diversity and inclusion. Its aim is to educate the public about equality and inclusion.

Lopa Patel MBE, who had previously participated in the Lord Davies Review of Women on Boards, took up the reins as CEO of the equality charity with Dilip Joshi MBE appointed as Chair.

Research at that time showed that ethnic minorities are underrepresented in the workplace. Although ethnic minorities make up 12% of the working-age population, only 1 in 16 of current FTSE 100 board members is from a Black, Asian and Minority Ethnic (BAME) background. Even in the public arena, only 0.8% of local councillors in England are Black, Asian and Minority Ethnic; only 4.1% of MPs are Black, Asian and Minority Ethnic

(as of 2010) and only 6.9% of public appointments are held by BAME individuals.

Business leaders must create a "level playing field" on diversity

Diversity UK organised its first 'Diverse Leaders' networking event in London on 12th December 2012 with two keynote speakers urging business leaders to create a "level playing field on diversity". Chris Hyman CEO of FTSE 100 services company Serco Plc spoke about growing up in South Africa under apartheid and the values of a strong faith, high standards and hard work that his family instilled in him. Bala Mahendran, CEO of Basildon Council spoke of a tragic industrial accident at the age of 22 which became for him a pivotal moment in his life, marking a career change. When appointed CEO of Basildon Council in 2004, after a lengthy assessment process, he spoke of the satisfaction; *"no favours were asked, none were given. I don't want to be anyone's token"*.





2013 Diversity UK's 'Beyond the Glass Ceiling' Report Launched

Seema Malhotra, Member of Parliament for Feltham & Heston, hosted a special roundtable meeting with members of equality think tank Diversity UK on Tuesday 21st May 2013 at Portcullis House in London.

The aim was to review progress on diversity and inclusion in the corporate and public sectors from the perspective of BAME community members and launch a new survey about their experiences of applying for Public Appointments.

"It has become increasingly difficult to see diversity and inclusion being supported in every sphere, including the political environment" said Seema Malhotra in her introduction, "we in the Labour party are proud of our commitment to diversity and inclusion over the past few years, the results of which we are beginning to see though the ranks with the increasing visibility of women, those from ethnic minorities and from those with disabilities." This roundtable was followed by the launch of Diversity UK's 'Beyond the Glass Ceiling' survey.

On 25th June 2013, The Office of the Commissioner for Public Appointments (OCPA) released its annual statistics on the diversity in public appointments which showed that only 56 BME individuals (5.5%) were appointed or re-appointed out of 1087 appointments made last year compared to 119 (7.2%) in 2011-12; the lowest level in more than a decade. This contrasts with the number of female appointments, up from 33.9% in 2011-2012 to 35.6% in 2012-2013.

On 6th June 2013, Lord Browne of Madingley, Government Lead Non-Executive published his second annual report which tracks the progress of non-executives on departmental boards. In it he writes "while FTSE100 companies only have 12.5 per cent of board members who are women, more than 36 per cent of government non-executives are women. However, the number of non-executives with minority ethnic backgrounds remains disappointingly low."

2013 Diversity UK's 'Beyond the Glass Ceiling' Report Launched

Diversity UK's 'Beyond the Glass Ceiling' Report Launched

In November 2013, Diversity UK released its report busting the myth that Public Appointments are made solely on the basis of merit. The report survey, which for the first time collected the views of ethnic minority individuals, particularly women, found that the majority had not applied for a public appointment despite being aware of these appointments and despite 60% expressing a wish to apply in the future. Overly detailed application forms, requirements for sector-specific and previous board experience, poor feedback and a lack of cultural knowledge from executive recruitment consultants were all cited as reasons for deterring 68.3% of respondents from applying for an appointment. The survey was circulated to approximately 1500 senior director level individuals.

The report led to a number of behind-the-scenes discussions and culminated in an adjournment debate at the House of Commons led by Seema Malhotra MP.



2014 Diversity Roundtables and Action Plans hatched

Commissioner for Public Appointments hosts diversity roundtable

Sir David Normington, Commissioner for Public Appointments (OCPA), hosted a diversity round table discussion on 26th March 2014 in London with representatives from diverse communities. The Commissioner was keen to investigate the reasons for the dramatic decline in black and minority ethnic (BME) representation on public sector boards.

He stated, "As you know people from BME backgrounds are neither applying for nor getting public appointments in sufficient numbers. In 2012-13 only 5.2% of public appointments were made to candidates from a BME background; this is down from 7.2% in 2011-12. It is, of course, Government and Government Departments who make public appointments, but as the regulator, I can and do exert some influence."

Diversity in Public Appointments networking reception

The Rt Hon. Francis Maude MP, Minister for the Cabinet Office, hosted a networking reception at Admiralty House in London on Monday 31st March 2014 to promote diversity in Public Appointments.

Attendees included Chairs of Public Bodies, executive recruitment consultants and potential board members drawn from a diverse group of communities. The Minister outlined the Cabinet Office's remit to appoint the very best people to the boards of public bodies.





2014 Diversity Roundtables and Action Plans hatched

Diversity UK debates good karma and unconscious bias in the workplace

Diversity UK hosted a panel debate on 5th November 2014 in London to discuss the issues of good karma and unconscious bias in the workplace. Diversity consultant and executive trainer Harish Bhayani set the context by outlining some of his research into unconscious bias before allowing Nishma Gosrani, who is responsible for the Diversity and Inclusion client proposition for Deloitte and a Co-sponsor of the Deloitte Multicultural Business Network, to explain how her firm is embedding these concepts into their change management programme. Farzana Baduel, Founder and Managing Director of Curzon PR and the AMA Media Professional of the Year 2014, spoke about her experiences in the media industry and described how she is developing a diverse workforce within her company.



2015 Focussing on Diversity in the digital sector

'The Diversity Delusion' Panel Debate 2015

Lopa Patel MBE moderated an expert panel debate on 26th March 2015 during Advertising Week Europe. 'The Diversity Delusion' panel debate comprising Robin Wight, President of Engine and WCRS; Tracy De Groose, UK CEO of Dentsu Aegis Network; Shelina Janmohamed, a recognised expert in Muslim marketing and diversity assessment and development specialist Professor Binna Kandola OBE, discussed why diversity initiatives aren't working in the advertising industry. Questions from the audience probed issues of ageism, racism and sexism in an industry deemed "too posh, too white, too male" according to a quote by Trevor Beattie, Chairman of advertising agency TBWA London.

Diversity UK CEO wins the Queen's Award for Enterprise Promotion

Diversity UK Founder & CEO Lopa Patel MBE, has today (21st April 2015) become the first Asian woman to receive the Queen's Award for Enterprise Promotion. The award was formed in 2004 and looks to recognise

individual people who have played an important role in promoting enterprise skills and supporting entrepreneurs. Each year, up to 10 people become recipients of the award; individuals who have been recognised by their peers as those who have voluntarily passed on their skills and experience to future generations, and actively involved themselves in the education and development of the next generation of entrepreneurs.





2015 Focussing on Diversity in the digital sector

Inaugural Top 100 Asian Stars in UK Tech List celebrates diversity in the digital sector

On June 17 2015, the Top 100 Asian Stars in UK Tech list, in association with KPMG, NewAsianPost and Wayra, was announced by Diversity UK at a networking event held in London. The list focused on those at Executive Levels within established companies and Founders in startups, with the shortlist process being carried out by a panel of seven judges from different sectors in the tech world. The keynote speech was given by Ed Vaizey, Minister of State for Culture, Communications and Creative Industries with an address by H E Ranjan Mathai, High Commissioner of India to the UK.

Wayra's StartUp DNA research

The list launch coincided with Wayra's StartUp DNA research which explores the UK StartUp scene in detail. Wayra's research shows that the UK Tech industry is more ethnically diverse than Silicon Valley and has greater female representation. The UK start-up ecosystem is also four times more likely to have individuals from ethnically diverse communities in C-suite positions than FTSE 100 businesses, 21% versus 5.1% respectively, a significant achievement given that only 12.7% of the UK population is from an ethnic minority community.



2015 Diversity in the digital and media sector

Industry experts to advise government on BBC Charter Review

Culture Secretary John Whittingdale has today (12 July 2015) confirmed the appointment of experts from across a range of industries to support the BBC Charter Review process. The advisory group will play an important role in the government's plans to deliver a transparent, open and democratic Charter Review. The group takes in representatives from a range of backgrounds, with different experiences and differing views about the BBC. The advisory group members included Lopa Patel MBE, digital entrepreneur and Founder & CEO of NewAsianPost.com and Diversity UK, who have been appointed in a voluntary capacity and on the basis of their personal experience, not as representatives of their respective organisations. They will meet up to six times a year, with additional members co-opted as and when required by the Secretary of State for Culture, Media and Sport.

The Government Equalities Office hosts a 'Gender Pay Gap' roundtable and workshop

The Government Equalities Office (GEO) hosted a roundtable and workshop with think tanks on 11th August 2015 to discuss how to close the gender pay gap in Britain. The roundtable, which was attended by representatives from Tomorrow's Company, Nesta, ResPublica, Demos, Diversity UK, GEO and the Cabinet Office reviewed the current data and trends on the gender pay gap before breaking up into small groups to discuss specific topics on how to encourage accurate data collection for the mandatory Gender Pay Reporting, a requirement for organisations with more than 250 employees which commenced on April 16, 2017.

Millennial creatives want a collaborative BBC

Millennial creatives want an open, transparent and more collaborative BBC to ensure that Britain's digital media industries continue to innovate and grow at the unprecedented rate of recent years. This was the conclusion from the 'Millennials and the Media' roundtable discussion hosted by Diversity UK, in association with Telefonica, on Thursday 1st October 2015 in London. The new breed of young creatives are already building a strong audience following on platforms like Facebook, Youtube and Soundcloud but yearn for the greater demographic reach that the BBC could offer. However, attempts to collaborate or co-create programmes with the BBC often get bogged down in labyrinthine processes and do not progress beyond the discussion stage.



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2016 Women in Science Conference

Manchester scientists celebrate International Women's Day 2016

Diversity UK and The University of Manchester's female scientists celebrated International Women's Day on 8 March 2016 with a conference on advancing careers in science. Organised by Dr Hema Radhakrishnan, who chairs the equality and diversity leadership team at the Faculty of Life Sciences at the University, the conference entitled 'Becoming the Best' was a programme of events designed to provide a platform for Women in Science and Engineering to discuss strategies that help in progression in research, academia and industry. The conference started with a panel debate focusing on personal case studies and an open discussion with the audience. Diversity UK Founder & CEO Lopa Patel moderated a panel discussion on 'Roads to Success' with women who have pursued a range of careers in science; from academia through research, clinical testing and commercial pharmaceutical experience to working for a corporate company and an NGO

Baroness McGregor-Smith begins Race in the Workplace Review

Baroness McGregor-Smith started her Race in the Workplace review, into increasing progression in the labour market by people from minority backgrounds, with the first of a series of roundtable events on 28th April 2016.

The review will consider the obstacles faced and the impacts these have on the individuals and the businesses themselves. The first roundtable discussed the evidence of ethnic media in terms of research, campaigns, experiences, knowledge of the ethnic diaspora and initiatives that have been previously undertaken at community level.

Those attending included Mike Abiola, Publisher and Editor-in-Chief of African Voice; Peter Olorunnisomo of African Voice News, Onur Uz of the Turkish Londra Gazete; Lopa Patel, Founder & CEO of NewAsianPost.com and Diversity UK; Rithika Siddharta of Eastern Eye; members from the Department of Business Innovation & Skills and guests.

2016

BAME representation at the House of Commons

On Monday 6 June 2016, The Speaker of the House of Commons, Rt Hon John Bercow MP, hosted a reception to recognise the work undertaken by the House of Commons and Parliamentary Digital Service to improve BAME representation. An advisory group led by Mr Speaker has looked into the recruitment and retention of BAME staff within the House of Commons workforce. The advisory group has investigated how best to engage and attract talented BAME candidates to join the House of Commons and Parliamentary Digital Service, as well as exploring how to support, promote, develop and retain the existing talented BAME members of staff.

Prime Minister orders government race audit

Prime Minister Theresa May today (30th August 2016) ordered a government audit of public services to reveal racial disparities many people experience across Britain. The Prime Minister has ordered Whitehall departments to identify and publish information showing how outcomes differ for people of different backgrounds, in a range of areas including health, education and employment.

Shankar Narayanan named Top Asian in UK Tech 2016

Shankar Narayanan, Head of UK & Ireland for Tata Consultancy Services (TCS) was last night (13th June 2016) honoured with the Chairman's Award at the launch of the official list of the Top 100 Asian Stars in UK Tech 2016.

He was presented with a trophy by Nikhil Rathi, CEO, London Stock Exchange plc & Director of International Development, London Stock Exchange Group; Dilip Joshi MBE, Chairman of Diversity UK and Lopa Patel MBE, curator of the list.





2016 Diversity Tech Summit 2016

Paul Stephenson Lecture 2016

US Ambassador Matthew Barzun launches the inaugural Diversity Tech Summit 2016

US Ambassador to the UK, Matthew Barzun, launched the first Diversity Tech Summit organised by Wayra UK, Diversity UK and KPMG on Monday 13th June 2016 in London. Mr Barzun, a business executive who is known for his work with CNET Networks and for his volunteering work on Barack Obama's 2008 presidential campaign spoke about the changing paradigms in digital from traditional hierarchical systems to 'wiki' like networked structures. He ended his talk by saying that "*we should be pre-disposed to the power in people, helping them to be great*". Among the topics discussed at the inaugural Diversity Tech Summit were: 'How Diversity can help build a billion dollar business'; 'The Northern Powerhouse needs more than a train'; 'Achieving Gender Balance across the UK's technology sector' and 'Concrete ceilings in the tech sector beyond gender diversity'.

Inaugural Diversity UK Paul Stephenson Lecture 2016

Diversity UK yesterday (November 23, 2016) honoured race equality campaigner Paul Stephenson OBE with a Lifetime Achievement Award for his work on diversity and inclusion. Mr Stephenson was presented with his award by Helen Grant MP, Dilip Joshi MBE, Chair of Diversity UK and Anil Bhanot OBE, Chair of the Ethnic Minority Foundation, at The Speaker's House, London. Helen Grant MP, who gave the first Diversity UK lecture named in Paul Stephenson's honour, spoke about the need to celebrate and recognise the contribution he has made to race equality.



2017

Race in the Workplace Review published

The UK economy could benefit from a £24 billion a year boost if black and minority ethnic (BME) people progressed in work at the same rate as their white counterparts, a government backed review has found. The independent Baroness McGregor-Smith Review, which has been published today (28th February 2017), found people from BME backgrounds are still being held back in the workplace because of the colour of their skin, costing the UK economy the equivalent of 1.3% in GDP a year. The review also found employment rates for people from BME backgrounds are 12% lower than their white counterparts at 62.8%, with just 6% reaching top level management positions. People from BME backgrounds are also more likely to work in lower paid and lower skilled jobs despite being more likely to have a degree, the report reveals.

Stunning rise in Women & BME MPs to Westminster

One of the unexpected results of the 2017 election was the remarkable rise in BME MP's in Westminster with 10 new BME MP's and only one loss, taking the number now to 51 BME MP's. There are now 208 women in the Commons, up from 191 in 2015, as a result of the June 8, 2017 general election. This takes female representation in the Commons to a new high. Overall 32% of MPs are women but there are significant variations between parties. For Labour the figure is 45%, and 21% for the Conservatives.

Professor Shafi Ahmed named Top Asian in UK Tech 2017

Surgeon and VR evangelist Professor Shafi Ahmed was last night (6th June 2017) honoured with the Chairman's Award at the launch of the official list of the Top 100 Asian Stars in UK Tech 2017.

He was presented the award by HRH The Duke of York, who established the Pitch@Palace entrepreneurship competition to help tech businesses scale-up globally, and sponsors Simon Collins, Chairman of KPMG; Anil Bhanot OBE, Chairman of the Ethnic Minority Foundation and Dilip Joshi MBE, Chairman of Diversity UK. The list celebrates diversity in the digital sector with a focus on disruptive technologies.

2017

Prime Minister launches Race Disparity Audit results

The Prime Minister, Theresa May, launched the new 'Ethnicity Facts and Figures' website today (Tuesday 10th October 2017). The new website contains thousands of statistics covering more than 130 topics in areas including health, education, employment and the criminal justice system.

Key findings include:

- employment rates are higher for white people than for ethnic minorities across the country, with a larger gap in the north than in the south (13.6% compared to 9%)
- education attainment data shows there are disparities in primary school which increase in secondary school, with Chinese and Asian pupils tending to perform well and White and Black pupils doing less well, particularly those eligible for free school meals
- ethnic minorities are under-represented at senior levels across the public sector

Diversity UK honours race equality pioneers at the Paul Stephenson Lecture 2017

Diversity UK yesterday honoured two race equality pioneers, Simon Woolley, Director of OBV and entrepreneur Wilfred Emmanuel-Jones, with Lifetime Achievement Awards.

Mr Woolley was presented with a Lifetime Achievement Award for his work on race equality and inclusion at Operation Black Vote and Wilfred Emmanuel-Jones was recognised with a Lifetime Achievement Award for his championing of inclusive entrepreneurship, particularly in rural communities.

The presentation of the Lifetime Achievement Awards took place on Tuesday 28th November 2017 in London at the annual Diversity UK Paul Stephenson Lecture on race equality.





2018

Millennials are thriving in the post-truth world

Millennials are thriving in the post-truth world, concluded an expert panel brought together by Diversity UK for a debate on the topic on Wednesday 28th March 2018. International correspondent and presenter Saima Mohsin moderated the panel comprising Matthew d'Ancona, journalist and author of 'Post Truth: The New War on Truth and How to Fight Back'; Anila Dhami, journalist and presenter and Ravi Mattu, Technology, Media & Telecoms News Editor at the Financial Times.

The Vote 100 Women in Business Summit

Diversity UK Founder & CEO, Lopa Patel MBE, spoke at The Vote 100 Women in Business Summit, on 17 April 2018 in Central London, which aims to create a platform for women across different industries to discuss the most important issues facing UK business. The Rt Hon Elizabeth Truss MP, Chief Secretary to the Treasury, spoke about the need to empower women in finance and entrepreneurship. The Summit which was opened HRH The Countess of Wessex, GCVO, Chair, The Women's Network Forum and Global Ambassador, 100 Women in Finance's Next Generation initiative, was held in partnership with the Women's Network Forum, the Government Equalities Office, the Women's Business Council, UN Women UK and 100 Women in Finance. It celebrated the centenary of the 1918 Representation of the People Act, which gave women the vote for the first time.



2018 Top 100 Asian Stars in UK Tech 2018 launched

The official list of the Top 100 Asian Stars in UK Tech 2018 was launched on June 4th in London by Diversity UK in association with the Ethnic Minority Foundation (EMF), KPMG and NewAsianPost.com. Guests heard from Jacqueline de Rojas, President of techUK and Chair of Digital Leaders and took part in a Tech Showcase Q&A session featuring Echo, a healthcare platform; Trik, 3D modelling software and Kraydel, a social care solution for the elderly. FinTech Leader Monica Kalia, the Co-Founder & Chief Strategy Officer at financial wellbeing provider Neyber, was honoured with the Chairman's Award by Dilip Joshi MBE, Chair of Diversity UK.

London Stock Exchange welcomes Diversity UK

The London Stock Exchange Group welcomed Diversity UK on Monday 11th June 2018 to mark its contribution to improving equality and inclusion in Britain. The date coincided with the launch of London Tech Week 2018 and the 171st birthday of women's rights campaigner, Millicent Fawcett.

Diversity UK members and guests were welcomed by Nikhil Rathi, CEO of the London Stock Exchange Group and senior colleagues from the organisation's diversity and inclusion team. Lord Gadhia, who was a judge for Diversity UK's Top 100 Asian Stars in UK Tech 2018 list, gave the keynote address emphasising the importance of diversity and inclusion for Britain.



2018

Google UK hosts a Diversity & Inclusion Roundtable

Baroness Oona King, who took a leave of absence from the House of Lords in 2016 to take a role as YouTube Diversity Director, hosted a diversity & inclusion roundtable on 14th August 2018. Hosted at Google Campus in London, the purpose was for participants to discuss progress on diversity & inclusion initiatives within their sector and highlight effective working strategies and share best practice. The roundtable was attended by representatives from the Department for Digital, Culture, Media & Sport (DCMS); the Women's Equality Party (WEP); WISE - Women in Science and Engineering; think tank the Runnymede Trust; the Association for Black and Minority Ethnic Engineers (AfBE); Accessible; the Employers Network for Equality & Inclusion; Google; Russell Reynolds Associates; Tech London Advocates Women in Tech; Diversity UK; the National Alliance of Women's Organisations (NAWO); Salaam Ventures; EqualEngineers; the Institute of Directors (IOD); CodeFirst Girls and The Shaw Trust, among others.

The Diversity UK Paul Stephenson lecture 2018 given by two women pioneers

The Diversity UK Paul Stephenson lecture on equality and inclusion was given by two women equality pioneers, Tangy Morgan and Elaine Sihera, on Wednesday 14th November 2018. Hosted by Eversheds Sutherland (International) LLP at their City of London offices, guests heard from Tangy Morgan, Senior Advisor to the Bank of England Prudential Regulation Authority (PRA), who spoke about her journey from Augusta, USA, to the London, UK, and the challenges she has to overcome throughout her career. Writer & sociologist Elaine Sihera spoke about the root causes of bias and discrimination. "Brought up in poverty in Jamaica in the sixties, with a father who didn't want girls, only boys", Elaine initially carved out a career as a senior education manager in a British secondary school before going on to found a magazine and a multicultural training business.





2019 Diversity UK hosts its first Northern Tech Showcase in Manchester

Diversity UK hosted its first Northern Tech Showcase, in association with Eversheds Sutherland LLP at its offices in Manchester, on Wednesday 13th February 2019. The aim was to provide a platform to showcase the wealth of talent of Black, Asian and Minority Ethnic (BAME) founders and creators to address the perceived lack of diversity in the tech sector in Britain. Fifty guests heard pitches from Bidooh, a real-time self-service billboard advertising on the blockchain; Jobseekrs®, a video interactive, job-matching solution for millennials worldwide; Q Energy, an energy as a service (EAAS) provider for medium and large businesses and UrbanChain, which has been set up to redesign and optimise different utility markets.

Women in Technology Roundtable hosted by HP UK and the Fawcett Society

At a roundtable discussion held on 10th April 2019 by HP UK, in partnership with the Fawcett Society and The Tech Talent Charter young women from across the country and experts in the field came together to discuss what the industry, government and education can do to overcome the barriers to women entering the tech sector. Currently only 17% of the tech workforce is female*. Vicky Ford MP, who sits on the House of Commons Select Committee for Science and Technology, said *"we are living in a digital revolution, technology is key to our future. Female employment is at a record high, but the percentage of women working in the tech sector remains low. There are many examples of great achievements by women in this sector. It is important to enable more young women to access these opportunities."*



2019

Diversity UK forms a Millennial Advisory Board

Diversity UK has formed a Shadow Advisory Board, reporting directly to the Trustee Board, comprising six new members from the millennial* age grouping. The purpose of the Millennial Advisory Board (MAB) is to advise Trustees on the impact of diversity and inclusion initiatives that Diversity UK undertakes on an ongoing basis.

The MAB will also help with research among the UK BAME Millennial generation on issues related to career progression, gender diversity, representation in the media, civic engagement, human rights, inclusion, integration and community cohesion.

Virendra Sharma MP hosted the first meeting of the Millennial Advisory Board on 29th October 2018 at No 1 Parliament Street saying that he welcomed the formation of the group and looked forward to the initiatives that will come from it.

30 Asian Tech Pioneers awarded at the Top 100 Asian Stars in UK Tech 2019 launch

Thirty of Britain's leading tech entrepreneurs were honoured with a Pioneers Award at the Top 100 Asian Stars in UK Tech list launch on Tuesday 4th June 2019. The list celebrates diversity in the digital sector with a focus on disruptive technologies and celebrated its fifth anniversary last night in London.

The event also saw a panel of judges selecting the top five Asians in the UK involved in business, healthtech, investors, startups and women and guests heard from serial biotech entrepreneur Dr Farid Khan and innovator Puneet Chhabra, Co-Founder & CTO of Headlight.AI during the fifth tech showcase.





2019 Tech entrepreneur gives annual Paul Stephenson lecture 2019

Tech entrepreneur and education philanthropist Tom Ilube CBE gave the annual diversity lecture on Monday 25th November 2019 at Eversheds Sutherland, London. Named after the British Civil Rights campaigner, Dr Paul Stephenson OBE, the lecture marks the UK's progress on equality and inclusion.

The year 2019 marked the 50th anniversary of the Apollo 11 moon landing, so Tom Ilube spoke about the impact of emerging technologies on society and how these new innovations can raise aspirations among the disadvantaged; the need for leadership in harnessing the potential of new technologies and the impact of the fourth industrial revolution, particularly AI. He compared the moon landings fifty years ago to his own life and career.





2020 Diversity in the Workplace

Barclays 'Diversity in the Workplace' debate

Barclays hosted a 'Diversity in the Workplace: the Next Decade' panel debate on Thursday 6th February 2020 at their London HQ at Canary Wharf. Speakers included David Farrow, Head of International Corporate Banking at Barclays, who highlighted the organisation's successes and challenges with diversity and inclusion. Alex Brown, Head of Sales Management, Barclays, moderated a lively discussion with Shaun Hargreaves Heap, Professor of Political Economy, King's College London; Romeo Effs, Global Managing Director of Involve People Ltd; Dr Lopa Patel MBE, Chair of Diversity UK and Julie Timpson, Head of Cash Management Sales, NBF and International Corporates at Barclays.

Heeral Shah, VP in Corporate Banking & Co-Chair of the Asian Professionals Forum at Barclays, gave the closing remarks. Among the topics discussed were how to integrate minorities into the workplace; the case for diversity; the role of digital in increasing equality and what it means for Barclays clients.

FTSE 100 has met the target of 33% women on boards

A third of all board positions in the UK's FTSE 100 companies are now held by women, it was reported on 8 February 2020 - meaning a key target of the government-backed Hampton-Alexander Review has been met almost one year early. Business Secretary Andrea Leadsom welcomed the "fantastic work" of the Review in meeting this target, achieved on an entirely voluntary basis, without the need for legislation, fines or penalties.

2020

AI risks having bias and discrimination 'hard-wired' in

A lack of diversity in teams developing artificial intelligence (AI) can lead to in-built bias and discrimination in its decisions, says BCS, The Chartered Institute for IT - in a new report by a major government advisory body. The report, published by the Committee for Standards in Public Life (CSPL), examines whether the existing frameworks and regulations around machine learning are sufficient to ensure high standards of conduct are upheld as technologically assisted decision-making is adopted widely across the public sector. For example, a machine learning tool designed to diagnose skin cancer that has been trained only on white skin could be less accurate on black skin, the report explains. This bias in the training data may not be the result of active human prejudice, but can still result in a discriminatory outcome because the system is more likely to misdiagnose BAME people.

BEIS Public Appointments Diversity Panel Debate 2020

The Department of Business, Energy and Industrial Strategy (BEIS) hosted a Public Appointments Diversity panel debate on Monday 2nd March, at Church House in London. Over 100 guests heard from Alex Chisholm, Permanent Secretary, BEIS, about its 40 Partner Organisations; their purpose and strategies which feed into delivering the Government's Industrial Strategy.

A panel discussion, moderated by Sarah Harrison MBE, Director General, Corporate Services at the Department for BEIS, comprised Stephen Dingle, Chair of The Coal Authority; Lopa Patel MBE, Non-Executive Director at the Intellectual Property Office (IPO) and Dr Alison Fraser-Walker, Independent Panel Member. Several Diversity UK members were invited to attend as guests.





2020

PAWA IWD Panel Debate 2020 – Is Technology Friend or Foe?

To mark International Women's Day, PAWA and the Nehru Centre hosted a panel discussion on 'Women in the workplace: is technology a friend or a foe?' on March 11th, 2020. The proliferation of digital and automation technologies will have a tremendous impact on the nature of work everywhere, and women will be disproportionately affected. According to a McKinsey Global Institute report, automation could force more than 100 million women globally to find new occupations by 2030. At the same time, advances in technology are helping to create new growth industries and potential opportunities for women. In India, more than 30% of IT employees are female, and in China, more than 50% of tech start-ups are founded by women. The panel provided insights on steps that young women needed to take in the face of increasing automation and the displacement of jobs due to new technology like Artificial Intelligence (AI) and Machine Learning (ML).

*** CORONAVIRUS PANDEMIC ***

BAME people disproportionately affected by COVID-19

Figures released by The Intensive Care National Audit and Research Centre (ICNARC) on 10th April 2020 show that Black, Asian and Minority Ethnic (BAME) groups are disproportionately affected by the COVID-19 virus. The report contains data on patients critically ill with confirmed COVID-19 reported to the ICNARC up to 4pm on 09 April 2020 from the critical care units participating in the Case Mix Programme. Of the 3883 patients identified in the report: 35% were BAME (compared to the 14% BAME population of the UK); 70% were male and 25% of those aged 16-39 died. Overall there is 51% critical care mortality.

2020

CORONAVIRUS PANDEMIC

ONS stats show BAME people are 4x more likely to die of COVID-19

New analysis released today (7th May 2020) by the Office of National Statistics (ONS) confirms that BAME groups are 4x more likely to die of COVID-19. The analysis has shown that the risk of death involving the coronavirus (COVID-19) among some ethnic groups is significantly higher than that of those of White ethnicity. When taking into account age in the analysis, Black males are 4.2 times more likely to die from a COVID-19-related death and Black females are 4.3 times more likely than White ethnicity males and females. People of Bangladeshi and Pakistani, Indian, and Mixed ethnicities also had statistically significant increased risk of death involving COVID-19 compared with those of White ethnicity. These results show that the difference between ethnic groups in COVID-19 mortality is partly a result of socio-economic disadvantage and other circumstances, but a remaining part of the difference has not yet been explained.

Calls for a Public Inquiry on BAME COVID-19 impact

Calls for an independent public inquiry into the disproportionate impact of COVID-19 on the UK's BAME communities grow as nearly 90 signatories from BAME organisations across the UK have written to the Prime Minister demanding answers.

COVID-19 BAME Review insights make for 'humbling reading'

Public Health England (PHE) have today (June 16, 2020) released their review into the impact of COVID-19 on black, Asian and minority ethnic (BAME) communities which makes for 'humbling reading' said Duncan Selbie, Chief Executive of PHE. The review provides a descriptive summary of stakeholder insights into the factors that may be influencing the impact of COVID-19 on BAME communities and strategies for addressing inequalities. PHE engaged more than 4,000 people to gather insights into factors that may be influencing the impact of COVID-19 on these groups and to find potential solutions. This work also included a rapid literature review conducted with the National Institute for Health Research (NIHR).

2020

Report shows just 4.7% of top roles are held by BAME individuals

The diversity composition of Britain's most powerful decision makers across the public and private sectors, revealed by The Colour of Power 2020, shows that just 52 out of the 1099 most powerful roles in the country are filled by non-white individuals, or 4.7% of the total number compared to the 13% proportion of the UK population. The 2020 figures represent a gain of only 1.2% or 15 additional ethnic minority held roles since the Colour of Power 2017 index.

Despite public commitments from government, public bodies and businesses to increase diversity at leadership levels, progress has stalled over the last three years, according to the latest research from executive search and diversity consultancy Green Park. This new work updates research conducted by the company in 2017, in partnership with Operation Black Vote.

Women make up more than 33% all board members in the FTSE 350

For the first time more than a third of board members in the UK's top 350 companies as a whole are women, new data has shown (September 23, 2020). The figures show a continued increase in representation of women on the boards of the FTSE 350 companies.

Despite the challenges faced by businesses through the COVID-19 pandemic, representation of women at the top of business has risen by 3.8% in the last year.

While the FTSE 350 as a whole has met the government-backed Hampton-Alexander Review's target to make 33% of board members women individually, some businesses are still failing to meet the mark.

2020

Race Equality Matters virtual launch events

With Black Lives Matter protests and current events highlighting racial inequality across the globe, Race Equality Matters is to launch with two virtual events, to be held on 4th and 17th November 2020, exploring how to work together to achieve equality in our workplaces.

Race Equality Matters is a not-for-profit collaboration of individuals and organisations uniting to address the challenge of race in the workplace. Following a series of 70+ in depth 1-2-1 interviews, a further 150 discussions and a series of workshops, it is clear that to take on race inequality in the workplace collective support is needed from individuals, organisations, companies and campaigners.

As a partner and part of the movement for race equality, Diversity UK invites its member organisation's ethnic minority lead(s) to join the official Race Equality Matters & Race Equality Week virtual launch event.

Campaigner Patrick Vernon gives the Paul Stephenson Lecture 2020

Campaigner and cultural historian, Patrick Vernon OBE gave the Diversity UK Paul Stephenson Lecture on 25th November 2020 via a live Cisco Webex event. The Diversity UK Paul Stephenson Lecture is named in honour of the social worker,

Dr Paul Stephenson OBE, who, in 1963, led the boycott of the Bristol Omnibus Company for discrimination that eventually paved the way for the Race Relations Act of 1965.

Patrick Vernon OBE spoke about race equality, drawing on his experiences of heritage and history. He highlighted the unequal way in which COVID-19 has impacted black, Asian and minority ethnic communities and the reincarnation of the black power movement following the murder of George Floyd in the USA. He said that a new generation of campaigners and activists have been reignited by the Black Lives Matter movement and the impact of structural and everyday racism.



* The Top 100 Asian Stars in UK Tech list was launched online in 2020, images are from a previous in-person event.

2020

20 Asian Tech Pioneers honoured in Top 100 Asian Stars in UK Tech 2020 list

Twenty of Britain's leading Asian Tech Pioneers were honoured, by equality and inclusion charity Diversity UK, on the publication of its annual Top 100 Asian Stars in UK Tech list. The list celebrates diversity in the digital sector with a focus on disruptive technologies and celebrated its sixth anniversary this year.

The list celebrates diversity by highlighting the ground-breaking business models, apps, platforms, funding and support networks being created by Asian digital entrepreneurs in Britain with 80% of shortlisted nominees are new to the list.

The list has matured over the past few years; deeptech and artificial intelligence (AI) continue to be a star sector in Britain, but the emergence of successful, robust healthtech and wellbeing platforms and the renewed efforts of EdTech platforms were key in 2020.





2021 Diversity UK 'Getting Board Ready' webinar series 2021

Designed for those in senior management seeking promotion to the board or for those looking at developing a portfolio career with Non-Executive Director roles, 'Getting Board Ready' is a free webinar series running from September to November 2021 by acclaimed consultant and mediator, Peter Reichwald.

'Getting Board Ready' is the perfect introductory series providing an excellent framework for developing your career further. Divided neatly into four brief webinars, it will focus on basics like knowing where to find opportunities for the private and public sector, understanding the difference between Executive and Non-Executive roles; the functions of the board and subcommittees, drafting your brief bio/profile, writing your CV, preparing a compelling supporting statement and prepping for the interview.

Rethinking Diversity & Inclusion in a post-COVID World 2021

Chair of Diversity UK, Lopa Patel MBE joined social enterprise The Sustainable Place's 'Rethinking Diversity & Inclusion in a post-COVID World' panel debate on Friday 12 November 2021, at the Oriental Club in Central London. The panel, which included Roger Griffith MBE, Shravan Joshi MBE and Dr Zhen Ye discussed the importance of diversity in the modern workforce and how it is integral to create a better and more inclusive society.

Governments also see a more diverse workforce as a key to promote social inclusion and strengthen the society. Yet, the overall progress on cultural and gender representatives has still been slow, with many organisations being uncertain as to how diversity and inclusion initiatives can support their growth and long-term value creation.



* The Paul Stephenson Lecture 2021 was held online, images are from previous in-person lectures.

2021 Paul Stephenson Lecture 2021

Leading academic Professor Marcia Wilson gives the Paul Stephenson Lecture 2021

Leading academic Professor Marcia Wilson gave the Diversity UK Paul Stephenson Lecture on 25th November 2021, sharing her expertise on 'How to Build an Anti-Racist Organisation'. The lecture on equality and inclusion is eponymous with Dr Paul Stephenson, the British, Bristol-based civil rights campaigner whose actions paved the way for the Race Relations Act 1965.

Professor Wilson said that being a non-racist organisation was no longer enough, stating that organisations had to actively become anti-racist, *"the COVID-19 pandemic and recent Black Lives Matter protests have shown that it is no longer enough to have equality, diversity and inclusion policies - organisations have to actively work on being anti-racist and on measuring the outcomes of their anti-racism initiatives."*



2022 Diversity UK launches the 'Let's Talk' series of online roundtables

In January 2022, Diversity UK launched the 'Let's Talk' series of FREE online roundtable discussions on topical issues.

Let's Talk About 'Labels' roundtable discussion, 2nd Feb 2022

On 2 February 2022 at a 'Let's Talk About 'Labels' online roundtable, Diversity UK Trustee Francesca Jus-Burke hosted an open discussion on the frequently changing and often personal 'labels' people use for race and ethnicity. For example, when talking about minorities as a whole, should we use BAME, BME or ethnic minority (or none)?

Let's Talk About Women Founders roundtable discussion, 9 Mar 2022

On 9th March 2022 at a 'Let's Talk About Women Founders' online roundtable, Diversity UK Chair Lopa Patel MBE hosted an open discussion with a number of female founders on the challenges faced by women founders and co-founders. She chatted with Priyanka Gill, Co-Founder of the MyGlamm Group; Siddhi Mittal, Co-Founder of Yhangry, a female-run start-up delivering affordable private chefs to homes across the globe;

Vaishali Shah, Founder & Creative Director of Creative ID and Ananya Cards, devising luxury wedding and event stationery and Sushma Shankar, Co-Founder & CEO of Deep Planet, which addresses environmental risk using satellite imagery.

Let's Talk About Neurodiversity roundtable, 13 Apr 2022

It is well documented that a diverse workforce is crucial to driving business growth and innovative thinking, but so far, most corporate diversity efforts have missed 'neurodiversity'. On 13th April 2022 from 5.30pm - 7.00pm GMT, Diversity UK Trustee Anne-Marie Taylor hosted a Let's Talk About 'Neurodiversity' roundtable discussion with expert speakers Holly Addison, Liz Moscrop and Wallace Wang to explore this rapidly emerging area with a huge potential to increase diversity of thought and reduce groupthink.



2022 Diversity Tech Summit returns to explore equality in UK Tech

The Diversity Tech Summit is back with a bang after a six-year hiatus as it brings together tech trailblazers, social entrepreneurs, venture capitalists and political stakeholders powering the British technology sector. Despite more money than ever flowing into UK tech, up 156% by the end of last year reaching £29.4 billion, the tech scene faces its own challenges around diverse representation and under-funding of women-led ventures, which the Summit aims to tackle. Spearheaded by equality and inclusion charity Diversity UK, the summit features a range of compelling panel sessions on topics as diverse as 'technology to tackle global challenges', 'where are all the Black founders?' and 'leveling up'.

Diversity Tech Summit explores funding gap for ethnic founders

The Diversity Tech Summit, hosted on 6th July 2022 in Central London, explored the widening funding gap for underrepresented founders, particularly women, following the pandemic. Despite more money than ever flowing into UK tech, up 156% by the end of last year reaching £29.4 billion, the tech scene faces its own challenges around diverse representation and under-funding of women-led ventures.







2022 Women retain lead on the Top 100 Asian Stars in UK Tech 2022 list

Women retained their lead of the Top 100 Asian Stars in UK Tech 2022 list, accounting for 51% of the index which is published annually by equality charity Diversity UK in its effort to celebrate diversity in the digital sector. Now in its eighth year, the Top 100 Asian Stars in UK Tech List focuses on disruptive technologies and showcases the wealth of talent that is currently growing the British tech scene. Over the last eight years, women's representation in the Top 100 Asian Stars in UK Tech list has increased from 21% in 2015 to 52% in 2021 and 51% in 2022, even as the list has grown and become increasingly competitive, with each year attracting more nominations than the previous year.

Tech ecosystem heroes honoured as Asian Tech Pioneers 2022

Twenty of Britain's leading UK Tech ecosystem heroes were honoured as Asian Tech Pioneers 2022 by equality charity Diversity UK, publishers of the annual Top 100 Asian Stars in UK Tech list. The awards were presented by Ramesh Vala CBE, Chairman of the Judging Panel 2022 and sponsors; Eversheds Sutherland, Ketchum and Wavelength at the launch of the eight edition of the list on 6 July 2022.



2022

Neeta Patel CBE named Top Asian in UK Tech 2022

Neeta Patel CBE, Non-Executive Director at Allianz Technology Trust PLC & Albion Venture Capital Trust PLC, and previously Founding CEO of the Centre for Entrepreneurs, was last night named as the Top Asian in UK Tech 2022 by equality charity Diversity UK, publishers of the Top 100 Asian Stars in UK Tech list and the Asian Tech Pioneers index. The Chairman's Award was presented by Ramesh Vala CBE, Chairman of the Judging Panel and sponsors; Nasser Ali Khasawneh, Partner & Global Head of TMT, Eversheds Sutherland and Adrian Simpson, Co-Founder, Wavelength at the launch of the eight edition of the list.

Diversity UK celebrates its 10th Anniversary

Equality charity Diversity UK is today celebrating its tenth anniversary (July 27, 2022), marking a decade of championing diversity and inclusion in Britain's workplaces. Set-up to educate the public about diversity and inclusion, Diversity UK has achieved significant milestones in its journey; it launched the flagship 'Beyond the Glass Ceiling: Representation in Public Appointments' research report in 2013 that led to an adjournment debate in the House of

Commons and engagement with government departments on the subject. Since then, there have been a number of Public Reviews that the charity has participated in and it has disseminated information from consultations on gender pay reporting, diversity action plans and other DE&I initiatives to its growing member base of ethnic minority professionals.

Rishi Sunak becomes the first British Asian UK Prime Minister

Rishi Sunak has become the first British Asian to be appointed Prime Minister and First Lord of the Treasury of the UK, it was announced today (25 October 2022). In this first speech he echoed the words of Mahatma Gandhi promising to bring compassion to the challenges faced by the country, and to deliver *"a stronger NHS, better schools, safer streets, control of our borders, protecting our environment, supporting our armed forces and levelling up and building an economy that embraces the opportunities of Brexit, where businesses invest, innovate, and create jobs."*



2022 Gender Matters 2022: Are the gaps closing?

Gender Matters 2022: Are the gaps closing? event, 17 November 2022

Organisations put gender equality and inclusivity high on their agenda yet, despite this attention, women are more likely to be employed in severely insecure work and continue to be under-represented in positions of power. The Covid-19 pandemic has changed the shape of the labour market and the cost of living is impacting workers across the UK, but has this altered existing inequalities between women and men? Join the Academy for Gender, Work and Leadership at Lancaster University, the Work Foundation and Diversity UK on 17 November 2022 in London to explore research findings on gender gaps on pay, insecurity and representation and discuss potential solutions for government and organisations across the UK.

Gender Matters roundtable paints stark picture for women in the UK

On Tuesday 28 March 2023, The Work Foundation, Lancaster University Academy for Gender, Work and Leadership and Diversity UK hosted a 'Gender Matters' roundtable led by Baroness Sandeep Verma. The purpose of the roundtable discussion was to gather lived experience and expert insight on challenges around gender equality at work in 2023, discuss different approaches and identify best practice and agree on common areas of agreement for further discussions with policy-makers, academics and support organisations.



2023

Paul Stephenson Lecture 2023

Leading scientist gives the Paul Stephenson Lecture 2023 exposing racism in science

Leading geoscientist, Chris Jackson, yesterday (February 7, 2023) exposed the issues of institutional discrimination in higher education and explored the steps he thinks everyone needs to take to end racism in science. Chris Jackson, who is Director of Sustainable Geoscience at the engineering consultancy Jacobs and Visiting Professor of Basin Analysis at Imperial College London, was speaking at the annual Paul Stephenson lecture on race equality.

Eponymous with the civil rights campaigner, the Paul Stephenson lecture was organised by Diversity UK, Race Equality Matters and global law firm Eversheds Sutherland, who hosted the event at their Central London headquarters.

IWD 2023: 'Investing in Women HealthTech Founders' panel debate

In celebration of International Women's Day 2023, Diversity UK in partnership with the Cambridge Academy of Therapeutic Sciences, and UK Chinese Women Connect Association (UKCWC) hosted a panel debate on 'Investing in Women HealthTech Founders'. The event held on Tuesday 14 March 2023 at Trinity College, Cambridge, discussed the barriers and challenges faced by female entrepreneurs with a range of expert speakers including Hanadi Jabado, Managing Partner at Sana Capital; Gita Khalili Moghaddam, CEO of TumourVue Ltd; Chung Looi, CEO of Ablatus, a medical device company and Qun Yang, Co-founder & COO of Biorbyt.

Moderated by Lopa Patel MBE, Chair of Diversity UK, the topics discussed ranged from why is it so hard for women to attract funding to why equal opportunities are no longer enough - a key theme of International Women's Day 2023.



2023

UKTech Stalwarts Honoured as Asian Tech Pioneers 2023

Twenty of Britain's leading UK tech stalwarts were earlier this week honoured as Asian Tech Pioneers 2023 by equality charity Diversity UK, in association with law firm Eversheds Sutherland and Cambridge-based Biorbyt, one of Europe's largest bio-reagents suppliers. The event took place in Central London on Wednesday 5 July 2023 and simultaneously saw the release of the Top 100 Asian Stars in UK Tech 2023 list.

Now in its ninth year, the list celebrates the outstanding contribution made by British Asians to this country's digital economy. *"It is also pleasing that we were able to honour twenty amazing Asian Tech Pioneers, 85% of whom are product, service and AI innovators, including for the first time ever, ten inspirational women who made up 50% of the Pioneers index this year,"* said Lopa Patel MBE, Chair of Diversity UK.

Entrepreneurship Ecosystem Builders honoured as Asian Tech Heroes

Ten entrepreneurship ecosystem builders were honoured on July 5, 2023 as Asian Tech heroes by equality charity Diversity UK, in association with law firm Eversheds Sutherland and Cambridge-based Biorbyt, one of Europe's largest bio-reagents suppliers. The event took place in Central London on Wednesday 5 July 2023 and simultaneously saw the release of the Top 100 Asian Stars in UK Tech 2023 list.





2023 Women investors bag top spots in The Asian Stars in UK Tech 2023 list

For the first time ever, women have bagged all Top 5 slots in the 'investors' category of the Top 100 Asian Stars 2023 list which was published on July 5, 2023. Lopa Patel MBE, list curator and Chair of Diversity UK said: *"Women's representation in the Top 100 Asian Stars in UK Tech list has risen from 21% in 2015 up to a peak of 52% in 2021 and is at 48% in 2023, despite the fact that nearly 60% of the list are new nominees. But even I was surprised that women took all five spots in our 'Top 5 Investors' category. Their backgrounds range from angel investors to those investing at pre-seed and seed levels, within corporates, as well as those working at established venture capital firms funding Series A rounds and beyond."*





2024 Asians in Tech Impact Report Launch at the House of Lords

Diversity UK's ground-breaking Asians in Tech initiative released its Impact Report on 27th February 2024 at an exclusive House of Lords event, led by long-time supporter Lord Jitesh Gadhia. It marks a decade of achievements, including annually honouring the Top 100 Asian Stars in UK Tech and hosting six Tech Showcases across key cities, fostering connections in the tech community.

Acknowledging a string of accomplishments, the initiative boasts five Chairman's Award winners, recognition for 121 Asian Tech Pioneers, three Investing in Women Founders debates, two Diversity Tech Summits, and compelling content like the Asian Tech Pioneers video and AI Inclusion Podcast. This milestone reflects the profound impact of Asian talent in the UK tech sector, promising insights into the future of diversity and innovation.

The report was researched and presented by a Cambridge Venture Project team of Executive MBA students from the University of Cambridge Judge Business School.

IWD 2024: 'Investing in Women Tech Founders' panel debate

To commemorate International Women's Day (IWD) 2024, Diversity UK, with the backing of Baroness Verma, convened a panel debate titled 'Investing in Women Tech Founders' on Tuesday 19th March 2024 at the House of Lords. The discussion centred on the challenges confronting female tech entrepreneurs and strategies to foster inclusivity within the sector.

This event marked the fourth instalment in the 'Investing in Women Founders' series organised by the equality charity, aimed at shining a light on the persistently low levels of venture capital funding received by women founders worldwide. It also aimed to spotlight the hurdles encountered by tech innovators, from misconceptions about women's tech and business acumen to biases in grant funding programmes and a lack of awareness regarding market access and growth opportunities.



2024

Asians in Tech Demo Day

Asians in Tech welcome Indian '40 under 40' Leader Toshan Tamhane

The Top 100 Asians in Tech 2024 launch event welcomed Toshan Tamhane, Group COO of UPL Group, and one of India's '40 under 40' high potential leaders to give a keynote address on 'Innovation: Scaling for Impact' which was the theme for this year's list and awards. Toshan is the Global Chief Operating Officer (COO) for UPL Group, the world's 5th largest agro-chemicals & the world's most valuable seeds player with annual revenue exceeding \$5 billion. UPL's robust portfolio consists of biologicals and traditional crop protection solutions with more than 13,600 registrations. With a presence in more than 130 countries and more than 10,000 colleagues globally, it reaches more than 90% of the world's food basket.

Your Cue wins the inaugural Asians in Tech 2024 Demo Day

Right on cue, cardiac-monitoring device Your Cue, won the inaugural Asians in Tech 2024 Demo Day held on Wednesday 3 July 2024 in London. The founders of Your Cue, Sonakshi Senthil and Dr Nikhit Anilbhai, fought off fierce competition from Charco Neurotech's CUE1, a non-invasive wearable device for Parkinson's; a non-invasive medical device to wean patients off the ventilator quicker from Inspiritus Health; skincare app Clear; circular fashion tech company, Eslando and data layering and mapping platform, Yeme Tech.



2024

Asian Tech Pioneers lauded

Vin Murria OBE named Top Asian in UK Tech 2024

Tech titan Vin Murria OBE, founder of Advanced Computer Software plc, was named Top Asian in UK Tech 2024 by equality charity Diversity UK, publishers of the Top 100 Asian Stars in UK Tech list and the Asian Tech Pioneers index.

Chair of the Judging Panel 2024, Lopa Patel MBE, said in her citation: *"Vin Murria has had an outstanding career in the tech sector and is one of the original tech pioneers of this country. Armed with a first class BSc Honours degree in Computer Science, and an MBA, she has spent over a decade building her own tech company followed by twenty years of M&A activity in the software sector. She has smashed the glass ceiling for women in FTSE companies, the AIM market and within entrepreneurship. Vin Murria she is a role model for young women and a truly inspirational Chair's Award winner."*

Asian Tech Pioneers 2024 lauded by equality charity Diversity UK

Twenty-seven Asian Tech Pioneers were lauded by equality charity, Diversity UK, last night at a celebratory event marking a decade of championing entrepreneurs in the sector.

"We are pleased to be recognising twenty-seven of the most inspirational Asian stars with the Asian Tech Pioneers Awards", said Lopa Patel MBE, Chair of Diversity UK, who has helmed the initiative since its inception, "these are individuals at the peak of their tech journey; from being serial venture builders or deep-tech investors to pioneering social entrepreneurs and innovators. The list's focus this year has been in HealthTech and ImpactTech, so it is not surprising to see this reflected with Healthtech pioneers being honoured."

2024

Paul Stephenson Lecture 2024

Athena Fund X IWD Business Showcase & Awards 2024

On Thursday 28 March 2024, Athena Fund X, an initiative committed to empowering women in entrepreneurship globally, hosted its inaugural 'HerMarket' Business Showcase & Awards event at Zinc VC offices in Central London. The event, to celebrate International Women's Day 2024 and #InspireInclusion included a business showcase, a keynote speech by Janet Coyle CBE, Managing Director of Grow London Global, London & Partners; a masterclass on personal branding and storytelling with Cat Totty and Jennifer Clamp; a panel discussion on 'Accessing Capital & Making it Work for Female Founders' moderated by Lopa Patel MBE, Chair of Diversity UK and a special film screening of 'Below the Belt: The Last Health Taboo' about endometriosis.

Marvin Rees interviewed in a fireside chat for the Paul Stephenson Lecture 2024

Two of Bristol's contemporary race equality campaigners, Marvin Rees OBE and Julz Davis, were yesterday recognised by equality charity Diversity UK with Diversity Champion Awards for their outstanding efforts in improving diversity and inclusion in Britain. The charity worked in association with Curiosity UnLtd, independent UK law firm Burges Salmon and ethical bank Triodos Bank, to honour the anniversary of the Bristol Bus Boycott and its legacy by bringing the annual Paul Stephenson Lecture on race equality to its ancestral home city of Bristol for the first time on Thursday 25 April 2024. Lord Rees was interviewed in a fireside chat by Julz Davis and spoke about his 8 year tenure as Bristol's Mayor during which time, his approach to inclusive growth will ensure Bristol transforms from the 7th worst UK city for people of colour into the best.





2025 Changemakers - The Next Generation

Diversity UK Hosts 'Building Responsible AI' Panel Discussion

Diversity UK, in collaboration with Futurum Financial Advice, held an Asian Tech Pioneers Winter Drinks Reception on Friday 22nd November 2024, to celebrate the 10th anniversary of the Asians in Tech initiative. This event brought together key stakeholders in technology, artificial intelligence (AI), and digital inclusion. This year's theme, Building Responsible AI, centred on the rapid advancements in AI and the pressing need to address its ethical and societal implications, with a particular focus on its potential impact on minority communities. The evening featured a panel discussion moderated by Lopa Patel MBE, Chair of Diversity UK, with Petra Abbam, Principal Responsible AI Manager, BBC; Seto Adenuga, AI Governance & Ethics Manager, Kainos Group plc; Jana Novohradská, Member of CERAI, an independent advisory committee to Slovakia's Ministry of Investments, Regional Development, and Informatisation Zahra Shah, AI & Frontier Tech Expert.

Philanthropist supports Diversity UK's newly launched Changemakers Programme

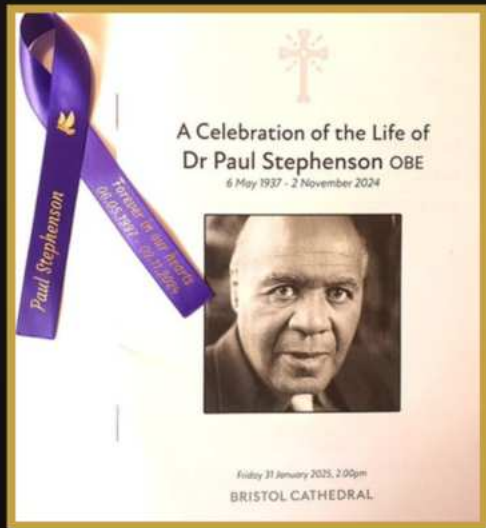
Businessman Bharat Vala has become the first philanthropist to pledge support for the new Diversity UK Changemakers programme. His generous donation to the equality charity was announced just after a Changemakers Dinner and roundtable discussion hosted by Baroness Prashar at the House of Lords on Thursday 14 November 2024. The event brought together sponsors, partners, and supporters to deliberate on a strategic shift for the charity, which has spent 12 years advocating for race diversity and inclusion in the UK. Diversity UK Chair, Lopa Patel MBE said, *"We have evaluated the impact of our work over the past 12 years, and as we look ahead, it is evident that we must adapt and refine our strategy to meet the needs of the next generation. Our core mission - to educate the public about equality and inclusion - remains unchanged. However, there is a growing demand to support young changemakers from diverse communities, helping them build confidence and grow into civic leaders of tomorrow."*



2025

Closing the Women's Health Gap: A \$1 Trillion Opportunity

The McKinsey Health Institute in collaboration with the World Economic Forum Centre for Health and Healthcare today in Davos released ground-breaking new research sizing the health and economic potential of investing in women's health. Women, on average, spend 25 percent more time in poor health than men. Closing the Women's Health Gap: A \$1 Trillion Opportunity to Improve Lives and Economies explores the root causes driving this discrepancy and outlines the actions needed to address the shortcomings that limit the ability of many women to live to their full potential. Closing the gender health gap could reduce the time women spend in poor health by almost two-thirds and add up to \$1 trillion to the economy annually by 2040, the report says. It could also lead to an additional seven healthy days for every woman each year, or more than 500 days over a woman's lifetime. For every \$1 invested in women's health, about \$3 is projected in economic growth, generating the equivalent impact of 137 million women accessing full-time positions by 2040, the research finds.



Bristol Cathedral Hosts Memorial Service for Paul Stephenson

Bristol Cathedral hosted a memorial service on 31 January 2025 in honour of Paul Stephenson OBE, the pioneering civil rights activist who led the 60-day Bristol Bus Boycott in 1963. The boycott was a response to the Bristol Omnibus Company's refusal to hire Black or Asian drivers and played a pivotal role in the introduction of the first Race Relations Act in 1965. Paul, who passed away in November 2024 at the age of 87, was commemorated by over 400 attendees who gathered to celebrate his remarkable legacy and numerous achievements.

2025 Diversity Tech Summit 2025 focuses on Women's Health

Closing the Gender Health Gap by Investing in Women Founders

The Investing in Women Founders: Addressing the Gender Health Gap event, held on 12 March 2025 at Murray Edwards College, Cambridge, brought together thought leaders, investors, and entrepreneurs to discuss the critical need for funding and innovation in women's health. Organised by Diversity UK in partnership with Greenwoods LLP and Murray Edwards College, the event formed part of the annual International Women's Day (IWD) celebrations and aimed to #AccelerateAction in tackling gender disparities in healthcare and investment.

Diversity Tech Summit 2025 focuses on Women's Health

Women's health is finally gaining the attention it has long been denied. At the third Diversity Tech Summit, held on 25th June 2025 in London, equality charity Diversity UK brought together leading investors, innovators, academics, and founders for a

powerful evening focused on one of the most overlooked areas in healthcare and technology: the gender health gap. This year's Summit, sponsored by financial planning firm Futurum Financial Advice and law firm Greenwoods Legal LLP, centred around the theme 'Investing in Women's Health', underscoring the critical need for inclusive innovation and equitable funding in the health sector.

A dynamic panel discussion chaired by Lopa Patel MBE, Chair of Diversity UK, featured influential figures from across the tech and investment landscape: Ros Singleton, CEO of Spring Fibre; Melinda Nicci, Founder & Executive Chair of Body Collective Group; Priya Oberoi, Founding General Partner at Goddess Gaia Ventures; and Ed Smith, Co-founder & CTO of Adora Health.

International motivational speaker and diversity advocate, Dr Kamel Hothi OBE, gave the keynote address.





2025 Changemakers Series: Diversity UK Frugal AI in healthcare panel debate

On 17 September 2025, Diversity UK launched the second in its Changemakers Series with a powerful and timely discussion on Frugal AI use in Healthcare. Held at the Cambridge Judge Business School as part of Cambridge Tech Week, the event brought together academics, clinicians, entrepreneurs, technologists and policymakers to grapple with one of the most pressing questions of our time: how can artificial intelligence be deployed in ways that are affordable, accessible, scalable and equitable? This was not a debate about expensive, futuristic systems confined to laboratories or elite hospitals. Instead, it was a candid exploration of how AI might be made to work in real-world healthcare settings, from overstretched NHS wards to local GP surgeries, and even in people's homes.

Reflections from Dame Elizabeth Anionwu for the Paul Stephenson Lecture 2025

The 2025 Paul Stephenson Lecture brought together an audience of professionals, academics and community leaders for an intimate and deeply moving fireside chat with Professor Dame Elizabeth Anionwu OM DBE FRCN FOICN. Hosted at Eversheds Sutherland in London on Wednesday 12 November 2025, the event formed part of Diversity UK's annual programme honouring the legacy of civil rights pioneer Dr Paul Stephenson OBE and served as the culminating healthcare themed discussion of the year. This year's theme, *Blueprint for Change: Dreams from My Mother*, centred on Dame Elizabeth's acclaimed memoir, a story that intertwines race, identity, resilience and a lifelong commitment to compassionate care.



2025

Paul Stephenson Lecture returns to Bristol, UK City of Civil Rights

To mark the 60th anniversary of the Race Relations Act 1965, equality charity Diversity UK passed on the beacon of the annual Paul Stephenson Lecture on race equality to Curiosity UnLtd, a Bristol based think-and-do-tank. This symbolic handover will ensure that the legacy inspired by Dr Paul Stephenson OBE and the city's Bristol Bus Boycott, which led to the creation of the Act, continues to thrive.

The Diversity UK Paul Stephenson Lecture was established in 2016 in honour of Dr Paul Stephenson OBE, the pioneering British civil rights campaigner. It was inaugurated by Helen Grant MP, the first Black woman elected as a Conservative Member of Parliament, who spoke about race and diversity in Britain.

Since then, the lecture has become a respected platform for leading voices, including Lord Simon Woolley on race equality, Professor Chris Jackson on Why Ending Racism in Science is Everyone's Business, and Lord Marvin Rees, former Mayor of Bristol, on urban regeneration and the city's pandemic response, among others.





2026

Changemakers Series: The Entrepreneurial Mindset, The Art of Networking

In an era increasingly shaped by artificial intelligence and automation, the importance of human relationships in business has never been clearer. Entrepreneurs may rely on technology to scale ideas, but trust, credibility and opportunity still flow through networks of people. These themes were explored on Wednesday 11 March 2026, when Diversity UK hosted an evening discussion on the art of networking as part of its Changemakers Series on The Entrepreneurial Mindset. Held at Work.Life, the event brought together founders, aspiring entrepreneurs, professionals and students to examine how relationships, reputation and trust help unlock opportunities in business and innovation. Around 75 guests attended the evening, which combined a panel discussion, an interactive networking workshop and informal conversations over refreshments.

Health + AI Tech Show: Data Trust & the Future of AI in Healthcare

The inaugural Health + AI Tech Show held on 29 April 2026 set out to do something different and succeeded. Bringing together more than 1,000 leaders from across the NHS, research, regulation and the startup ecosystem, the event focused not on vision or hype, but on what is actually working in practice. Across diagnostics, drug discovery and hospital operations, a consistent message emerged. Pilots are plentiful, but scaling remains difficult. Trust is not a feature that can be added later. It is the foundation on which adoption depends. It was within this context that the panel discussion titled "Who Owns the Model? Data, IP and the Public Private AI Partnership" took place. Moderated by Lopa Patel MBE, Chair of Diversity UK, the session brought together Anmol Arora, Technology and AI Lead at the Clinical Education Research Group, University of Cambridge, and Eleonor Duhs, Partner at Marks and Clerk.

2026 Changemakers Series: Global Changemakers Reception 2026

Changemakers Series: Global Changemakers Reception 2026

Diversity UK and Futurum Financial Advice are to host the Global Changemakers Reception, a gathering of business leaders and changemakers in July 2026. The event is evening of insight, discussion and connection in London. At a time of political uncertainty and growing global inequality, it will explore the future of anti racism, leadership and inclusion.

The evening features a keynote address from The Right Honourable Lord Peter Hain of Neath, a lifelong human rights campaigner and senior statesman whose experience spans activism and government. The discussion will examine how changemakers can respond to discrimination, displacement and division, and how to create environments where equality, diversity and inclusion can flourish.

Women's Health Technology Summit 2026

The Women's Health Technology Summit the be held in autumn 2026 will bring together leaders from healthcare, research, technology, investment, academia, policy, and industry to examine the persistent inequality in women's health outcomes as one of the defining healthcare and social justice challenges of our time, and the role of digital technology in tackling it.

Co-hosted by Diversity UK and the University of Manchester's Greater Manchester Connected Health Ecosystem, the Summit will explore how medical misogyny, underinvestment in women's health innovation, and bias in emerging technologies like AI can be addressed to improve health outcomes for women and girls across the UK and globally.



Thank You

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