

#IB100

THE UK'S MOST INFLUENTIAL BAME LEADERS IN TECH

2018/2019



INCLUSIVE
TECH
ALLIANCE

INCLUSIVE
BOARDS.

FT



Let's Solve



LTI (NSE: LTI) is a global technology consulting and digital solutions Company helping more than 300 clients succeed in a converging world. With operations in 30 countries, we go the extra mile for our clients and accelerate their digital transformation with LTI's Mosaic platform enabling their mobile, social, analytics, IoT and cloud journeys. Founded in 1997 as a subsidiary of Larsen & Toubro Limited, our unique heritage gives us unrivaled real-world expertise to solve the most complex challenges of enterprises across all industries. Each day, our team of more than 25,000 LTItes enable our clients to improve the effectiveness of their business and technology operations and deliver value to their customers, employees and shareholders. Find more at <http://www.Lntinfotech.com> or follow us at @LTI_Global

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FOREWORD



Samuel Kasumu
Managing Director
Inclusive Boards

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

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

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

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ACKNOWLEDGEMENTS

Inclusive Boards would like to say a special thank you to:

Samuel Steel - Lead Researcher
Ieva Grudzyte - Project Co-ordinator
Andrei Racasan - Research Assistant
Phil Garcia - Tech Consultant
Philip Kasumu - Tech Consultant
Elizabeth Adeniran - Editor

The founding members of the Inclusive Tech Alliance and to all the nominees who gave their time for the #IB100 list.

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ABOUT CLEAR CHANNEL

Clear Channel is one of the UK's leading Out of Home media owners with more than 40,000 sites nationwide. With a physical presence across roadside, retail, and pubs & bars, you'll find Clear Channel advertising panels in all areas across the country. We have long-term partnerships with advertisers, agencies, landlords and local authorities, helping advertisers reach people in public spaces on both our classic and digital platforms.

Digital innovation sits right at the heart of our company and we're continually investing in technology that benefits all of our stakeholders, whether it's better public utility, easier automated buying, dynamic campaigns or tools that support the day-to-day running of the business.

As a responsible media owner we work hard to ensure that we are making communities better, be that through our tireless work to limit environmental impact, the charities we partner with, the aesthetic of the sites we build, and the utility they provide. Our dedicated team of more than 650 people work across 14 locations nationwide – each one of them, is committed to making a difference to communities across the UK.

PROUD TO BE A FOUNDING MEMBER OF THE INCLUSIVE TECH ALLIANCE

Clear Channel is proud to be a Founding Member of the Inclusive Tech Alliance. Our industry is going through seismic change, thanks to technology. All aspects of our business are being transformed by digital evolution and we're continually seeking future talent, of all backgrounds, to play a part in creating the future of media, out of home.

We are passionate about the people that make up Clear Channel and the wider media industry, as well as the people that make the communities we are present in. We acknowledge our responsibility to use our network to mirror the diversity of the UK today, as well as providing employment and opportunities to all.

We aim to back organisations that align with our company value of Fairness, and the Inclusive Tech Alliance does just that through their commitment to improving diversity in tech in the UK.



BACKGROUND

This is the first time the FT and Inclusive Boards have produced a Top 100 list of black and minority ethnic leaders in technology.

Diversity in the tech sector has long been an issue. For example, there is a low rate of ethnic minorities that hold leadership positions. In the US the share is 17 per cent. In the UK it is even lower, at 8.5%, according to a 2018 report being released today by Inclusive Boards, which has launched the Inclusive Tech Alliance in response.

This list highlights those making a positive change.

JUDGES



Tim Sawyer CBE: CIO, Innovate UK



Sandra Kerr OBE: Race Equality Director, Business in the Community



Catherine Muirden: Director of HR, Co-Op Foods

THE PROCESS

Initial candidates were identified by Inclusive Boards, an agency that helps organisations to diversify. Researchers scanned the leadership of the top 500 tech companies by revenue and the top 50 fastest growing tech companies in the UK and Europe.

The criteria used for nominees included them holding a senior role, having a sphere of influence within their organisation – or across a community – and progressing the sector outside their professional roles.

A nomination process was also started to find candidates beyond Inclusive Boards research.

A long list was drawn up, the team interviewed the individuals then judges decided on the top 100, presented here in alphabetical order. The judges also chose the top 10 most influential BAME tech leaders and named 10 highly commended disrupters.

THE UK'S EXECUTIVE DIVERSITY EXPERTS

Inclusive Boards (IB) is an agency set up to support organisations with efforts to develop more diverse boards, senior leadership teams and stronger governance structures. Our services include Executive Search, Research & Advisory and Executive Training.

- 1** We specialise in diversity recruitment within and outside the protected characteristics
- 2** We have a network of 60,000+ professionals
- 3** We have a client-centric approach which allows us to put forward the right people based primarily on skills and experience
- 4** Our skills-based approach ensures we have achieved quality diversity placements and not simply box-ticking exercises

CONTACT US TODAY

 www.inclusiveboards.co.uk

 hello@inclusiveboards.co.uk

 0207 267 8369

 @InclusiveBoards



INCLUSIVE BOARDS.

CHAMPIONING DIVERSITY IN TECH

The Inclusive Tech Alliance is a membership body dedicated to increasing diversity in the tech sector. We officially launched at the House of Commons with 100+ companies in attendance. .

As a member you will have access to:

- Thought leadership events
- Senior leaders and networks
- Research and Insights
- Discounts on our contingency and executive search service

FOUNDING MEMBERS INCLUDE



HOSTMAKER

DIVERSITY VC



BBSTEM
Black British Professionals In STEM



Apps
for
Good

FounderVine



BenevolentAI

Digital Mums



druthers
search



totally
communications

To view the full list of members and profiles visit www.inclusivetechalliance.co.uk/members

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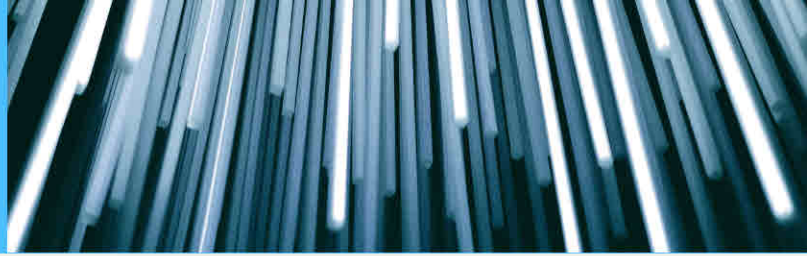
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1

ADRIAN JOSEPH

Artificial Intelligence and Machine Learning Leader at EY and Non executive at UK Government

Adrian joined EY Financial Services (FS) in February 2017 as a Partner and leads Artificial Intelligence across all UK Service Lines (Advisory, Tax, Assurance, Audit and Transaction Services) and was recently appointed to the UK Advisory Executive Committee (EXCO). In this role he is responsible for infusing AI into client propositions and raising AI capability with over 1,800 Partners, Consultants and other specialists.

He is also the EMEIA Artificial Intelligence Lead for FS and a member of the European Innovation Board where he works with a small group of Senior Partners across the region to make strategic investment decisions in innovation, digital and AI.

Prior to his most recent appointment at EY he was the Head of the UK Data and Analytics practice for Financial Services, leading a team of 200 Partners and Consultants to work with clients across the banking, capital markets, wealth and asset management and insurance sectors. In this role he held P&L responsibility and lead cloud computing, robotics, big data, financial crime, advanced analytics and AI teams. He has worked with major clients including HSBC, Lloyds Banking Group, Prudential, Fidelity, Barclays and Credit Suisse to transform their business by turning data into actionable insights which improve return on investment.



2

TOM IIUBE

CEO and founder of London based Crossword Cybersecurity plc

Tom Ilube CBE is CEO and founder of London based Crossword Cybersecurity plc, a non-executive director of the BBC and a member of RBS Technology Advisory Board. Previously he was Managing Director of Consumer Markets at Callcredit Information Group, founder/CEO of Garlik, a venture capital-backed identity protection company, sold to Experian and Chief Information Officer of Egg plc, the pioneering British internet bank. His career has included Goldman Sachs, PwC and the London Stock Exchange.

Tom is Chair of the education charity, African Gifted Foundation and launched the African Science Academy, the first girls science and technology school on the continent.

JONATHAN AKWUE

Executive Vice President at Publicis Groupe and part of the Global Executive Leadership Team for One Publicis Team Samsung

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Jonathan is an Executive Vice President at Publicis Groupe and part of the Global Executive Leadership Team for One Publicis Team Samsung. Prior to this, he was Managing Partner at Digitas and CEO of Lost Boys, an award winning creative content agency. He holds a Masters degree in Enterprise & Management from the University of Arts London.

With over 20 years multi-disciplinary experience, his career spans design, advertising, social media content, digital marketing and media. Underpinning all of this is his passion for innovation.





4

DR NNEKA ABULOKWE **FAMP, FBGS, DBA**

Founder MicroMax Consulting; Chair, ISACA
London Board Nominations Committee

Dr Nneka Abulokwe is one of the first black professionals to sit on the board of a top five European IT services organisation. Nneka's career spans over twenty five years, she rose to become executive director of a €3.7 billion European organisation. Nneka is an IT governance and delivery execution specialist. She has delivered large-scale, high profile projects for governments and private institutions in the UK, Europe, Asia, Asia Pacific, the Middle East and America.

In recognition of her service to the IT industry, Nneka recently became the first black female Freeman of the Technologist Livery Company (WCIT); she ranked #9 overall and highest ranked tech professional in the 2018 Empower Financial Times top 100 global ethnic minority executives and role models on inclusion and diversity.

BILL LIAO

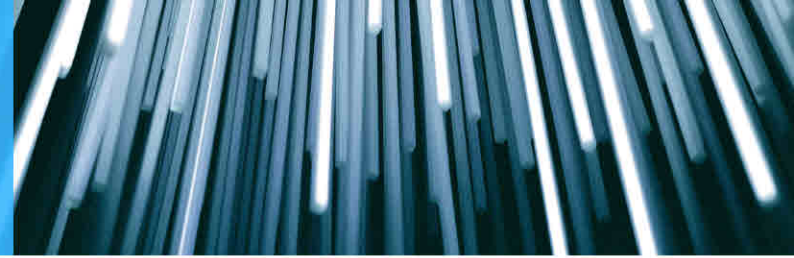
Chair of the investment committee in Nominet Trust, Founder of CoderDojo.com; Founder of RebelBio; General Partner of SOSV.com

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Bill is a trustee, and current Chair, of the Nominet Trust. Under his watch the Trust has spun out as the Social Tech Trust, which sets the transformation of lives through tech, as its purpose. Since 2008, the Social Tech Trust has provided more than £30M of funding to drive change with tech. The money has supported over 300 UK start-ups and social businesses and supports global initiatives such as NT100.

Away from social enterprise Bill Liao has made a plethora of tech investments in the UK and Ireland including global market leaders such as Storyful and Synthace. As a biotech innovator the accelerator programme he founded to fast-track cutting edge medical innovations, RebelBio, operates from Imperial College, London.





JUNE ANGELIDES

Chair Future Skills Programme | Founder
Mums in Tech | Requested to be contacted
if the interview is going to be published

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Named the 15th most influential woman in tech by Computer Weekly, June Angelides is the founder and CEO of Mums in Technology, which partners with industry to provide an immersive learning experience that encourages new mothers to take their children to school with them while they learn to code.

She founded the company in 2015 when on maternity leave from Silicon Valley Bank, where she held roles as an associate for accelerator growth and an associate for entrepreneur banking. Most recently, Angelides was appointed chair of the Future Skills Programme, and is the founding ambassador for the FiftyFiftyPledge.



7

ANDY AYIM

Managing Director at Backstage Capital
Accelerator. Co-Founder at POCIT ; Senior
product manager at Investec
peopleofcolorintech.com

“0.2% of VC funding goes to black women.” Andy believes that the allocation of capital in venture capital is heavily skewed and therefore founders from diverse backgrounds are not provided with equal opportunities to succeed. This core belief has driven him to focus on helping underestimated founders create and scale their businesses.

Andy has over 7+ years experience as a business builder:

- Co-created a bootstrapped music discovery and distribution startup, Mixtape Madness (Board Member)
- Member of the EY New Ventures team, developing new revenue outside EYs core advisory offerings.
- Co-created the Startup Outpost in SF & Silicon Valley for Elixirr LLP



CHELSEA CHEN

Co-founder of Emotech

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Chelsea Chen, co-founder of Emotech, Ltd., the world's first AI company dedicated to exploring proactivity and multimodality in robotics and emotional AI.

The company was established in 2014. In 2016, Emotech was named by TechCrunch as one of Europe's Top 14 Startups. And Olly, world's first robot with personality, swept the 2017 CES Awards, collecting 4 innovation awards, breaking CES's records in the past 50 years.

Chelsea brings to Emotech her diverse global experience from marketing to brand strategic planning, previously leading OgilvyOne's team for clients such as Diageo, VW, Nestle and P&G to name a few.



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RAJ KALIA

CEO, Broadband Delivery UK (BDUK)

Raj been in Telecoms for over 20 years and he has had instrumental roles in some transformational and industry defining teams in that time.

While he was at TalkTalk he was part of the team that redefined UK telecoms forever using Local Loop Unbundling (LLU), a product from Openreach, to launch 'free broadband' which acquired over half a million customers in four weeks and which in turn made the UK retail ISP market the most competitive in the world. He led the team that developed the product and went on to take other senior roles across TalkTalk, notably the Director of Innovation, Director of Major Projects, followed by three years as the Group Procurement Director.

In January 2018 I joined Broadband Delivery UK (BDUK), the digital infrastructure delivery arm of the Department for Digital, Culture, Media & Sport (DCMS) .



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KUSH KANODIA

Trustee of AbilityNet and for the Charity Level Playing Field; advisor for Disability Rights UK; Director of the Centre for Accessible Football in Europe; Cofounder of Choice International and Heartsmap

Kush is a Trustee of AbilityNet and for the Charity Level Playing Field in the Houses of Parliament and an advisor for Disability Rights UK and their leadership network, Radiate.

Kush is a disabled BAME champion, who had both his hips replaced (CAD CAM) in 2002 and am only able to walk today due to assistive technology. He has delivered speeches in Parliament and was selected as a role model for the Office of Disability Issues in Government. Kush is also a Social Entrepreneur, who has developed a portfolio career helping several organisations from charities and social enterprises to non-profit organisations.

VIOOH

**INCLUSIVE
TECH
ALLIANCE**
FOUNDING MEMBER

Viooh is an out of home (OOH) platform, enabling brands to achieve high impact marketing and reach global audiences more efficiently by offering an automated solution for advertising. In addition to their digital platform, media buyers can use a brand's unique consumer data to target and buy digital out of home (DOOH) audiences programmatically, providing a more unified, cross channel marketing campaign alongside other digital media.

Viooh also believe in full transparency; providing visibility as to where your advertising is placed and operating with no hidden platform costs, which gives brands confidence that they know exactly where their budget is being spent.

They operate in a number of countries throughout Europe, Asia and North and South America including The UK, Italy, Germany, Spain, The Netherlands, the US and Hong Kong.



ABOUT HOSTMAKER

Hostmaker is the leading European home rentals management company, born with the vision to unlock the potential of every home. Hostmaker offers an end-to-end management service, infused with hospitality expertise, smart algorithmic pricing technology and thoughtful interior design.

Founded by entrepreneur Nakul Sharma in 2014, Hostmaker has expanded its operations to nine international destinations to date: London, Paris, Rome, Madrid, Barcelona, Lisbon, Cannes, Florence and Bangkok, managing over 2,000 uniquely curated homes across these markets.

Working with partners including Marriott International, Airbnb, TripAdvisor and Zoopla, Hostmaker has hosted more than 220,000 successful stays since 2014 and has generated over £50m of profits for homeowners to date.



"Hostmaker is very proud to be a founding member of ITA. Diversity and inclusion is at the heart of our truly global business; half of our senior leaders are women, including our chairwoman of the board, and half are BAME. Globally, 53% of our 300-strong workforce are women, and our employees speak 20 languages. We strive to build a culture of transparency and openness in the technology industry and are thrilled to have partners that can facilitate this vision".





**HIGHLY
COMMENDED
DISRUPTORS**

HIGHLY COMMENDED DISRUPTORS



DR SARITHA ARUNKUMAR

IBM Master Inventor, Security Leader at IBM UK Limited

Saritha is a Thought Leader with 18 years of experience in Cyber Security space, leading and shaping up security in upcoming and emerging areas like Biometrics, IoT security and Blockchain. Building upon her deep technical expertise in security design, solutions, architecture and governance, she became an expert and trusted client advisor across industries and account teams in emerging solutions for IAM, IoT Security, Biometrics and BlockChain. Building on her expertise in delivering innovative and emerging security solutions and through external collaborations and by presenting @ BCS, reputed IEEE conferences and IET events, she became a recognised expert in this field. She is the Fellow of British Computer Society (BCS).

As a lead Security Architect she has been working on a number of innovative emerging security high profile projects, like Digital Trade Chain, building new technology platform that allow many Banks collaborate together using Blockchain and IAM solutions. She is a Master Inventor, fostering and nurturing new inventors by guiding and mentoring them through various programs across UKI, thus leading to the overall of growth patents for IBM.

HIGHLY COMMENDED DISRUPTORS



ASEEM SADANA

Executive Vice President at IMI mobile

Aseem is a general manager, change agent and growth leader in the technology sector. He brings more than 18 years of leadership experience in digital sectors covering telecom companies, B2C & B2B ecommerce, and Software as a Service products.

Aseem currently leads the cloud products area for IMI mobile covering product strategy, roadmaps, marketing, presales, and end to end service delivery in Europe and North America. He also owns the UK P&L and drives the growth agenda in IMI mobile's largest market.

Prior to his 18 years in technology and strategy, Aseem completed an MBA at INSEAD, France, in 2000. After his MBA, Aseem joined Cluster Consulting, a telecom and internet focused strategy and operations consulting firm, now part of PWC.

DARA NASR

Managing Director at Twitter UK

Dara joined Twitter in November 2012 after more than 5 years at Google initially heading up the sales team before becoming Managing Director at the start of 2016. With approximately 200 staff, Twitter UK is the one of the only office outside of their headquarters with multiple disciplines including Engineering, Sales, Partnerships, Communications and Marketing. The team in London, the development of the Live video product have driven deep commercial partners with bluechip organisations such as Sky, ITV, FI and BuzzFeed. With its influential and growing user base, the UK is a key market for Twitter both reputationally and commercially.

Prior to Google, he worked in the TV media market, leading teams initially at Flextech Television and later Eurosport.



HIGHLY COMMENDED DISRUPTORS



EILEEN BURBIDGE, MBE

Partner at Passion Capital; Chair of Tech Nation; UK Treasury's Special Envoy for FinTech

Eileen is a Partner at Passion Capital, the pre-eminent early-stage technology venture fund based in London. She brings extensive operational experience to her investment activities gleaned from business and product roles at Yahoo!, Skype, Apple and elsewhere. On behalf of Passion, Eileen serves as non-executive director on a number of fast growing SMEs including Monzo Bank, Digital Shadows, Tide, Prowler.io and Focal Point Positioning, among others.

In addition to Passion Capital, Eileen is also the Chair of Tech Nation, formerly TechCity UK which is the British government-backed organisation supporting the digital economy across the UK. She is also the UK Treasury's Special Envoy for FinTech appointed by the Chancellor; Tech Ambassador for the Mayor of London's office and served on former UK Prime Minister David Cameron's Business Advisory Group. Eileen was made an MBE for services to Business in June 2015.



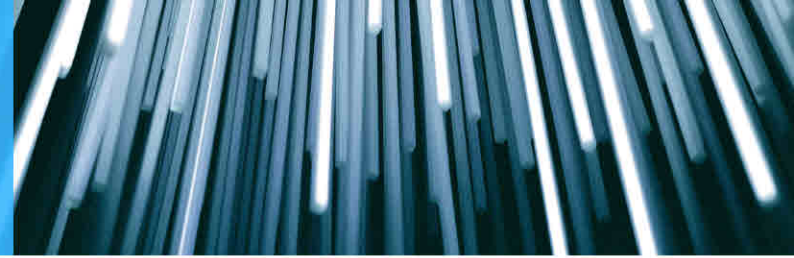
ISMAIL AHMED

Founder and CEO of WorldRemit

Ismail Ahmed is the Founder and CEO of WorldRemit, the leading digital money transfer company that's pioneering a mobile approach to sending money around the world. Ismail founded the company in 2010. Since then, it has secured \$220 million in funding and has been named the fastest growing technology company in the UK. Serving previously as a compliance advisor to the United Nations,

Ismail founded the company on the principles of strong compliance procedures, recognising that the only way to meaningfully reduce the risks in the money transfer industry was to bring the entire process into the digital world. Ismail has been named third most influential black Britons in the UK and won EY Entrepreneur of the Year, London and South. Originally from Somaliland, he has worked with the UN in Nairobi and Dubai.

HIGHLY COMMENDED DISRUPTORS



ISMAIL AMLA

Managing Partner for IBM Services Business in North America

Managing Partner for the \$7bn IBM Services business in North America with responsibility across all industry sectors and over 15,000 staff. Ismail will join Capita as a Chief Growth Officer which he will start from 1st December 2018. Previously, Ismail was the CEO for the FIS business unit responsible for large accounts driving a \$1.2Bn business providing products and consulting services into the Financial Services sector.

As an Accenture Partner he was responsible for the outsourcing business in Austria, Switzerland and Germany. He was also the delivery lead for Accenture's largest global client in Financial Services. Prior to joining Accenture, he was Vice President and UK Board member for CSC, leading the Financial Services business in the UK and Ireland.

MAHIBEN MARUTHAPPU

Co-founder & CEO of Cera Care

Ben is a London-based doctor and Co-founder of Cera, a multi-award winning technology company transforming social care. He advised the CEO of NHS England on £100 billion of health spending, co-founding the NHS Innovation Accelerator.

He has a strong interest in research with over 100 peer-reviewed publications and 50 academic awards. Ben has advised a range of organisations, from startups to multilaterals, He is Chairman of the UK Medical Students' Association (UKMSA), and has authored three medical books.

Ben was educated at Oxford, Cambridge and Harvard universities. He was listed in WIRED's Top 10 Innovators in Healthcare, ranked amongst the 100 most influential leaders in health technology globally, and was recently named Disruptive Leader of the Year.



HIGHLY COMMENDED DISRUPTORS

MONICA KALIA

Co-Founder and Chief Strategy Officer of Neyber

Monica Kalia is the Co-Founder and Chief Strategy Officer of Neyber. Neyber is a multi-award-winning financial wellbeing provider that helps UK employees to be better with their money. Monica is a highly accomplished senior executive with over 20 years' experience within the financial services sector who formerly ran the European bank's equity research team at Goldman Sachs. Monica's strategic approach has enabled her to identify the technology-based solution that was needed to revolutionise personal finance and help boost financial inclusion. As a working mother with three young children Monica has championed the cause of diversity and the advancement of women in the global Fintech community.



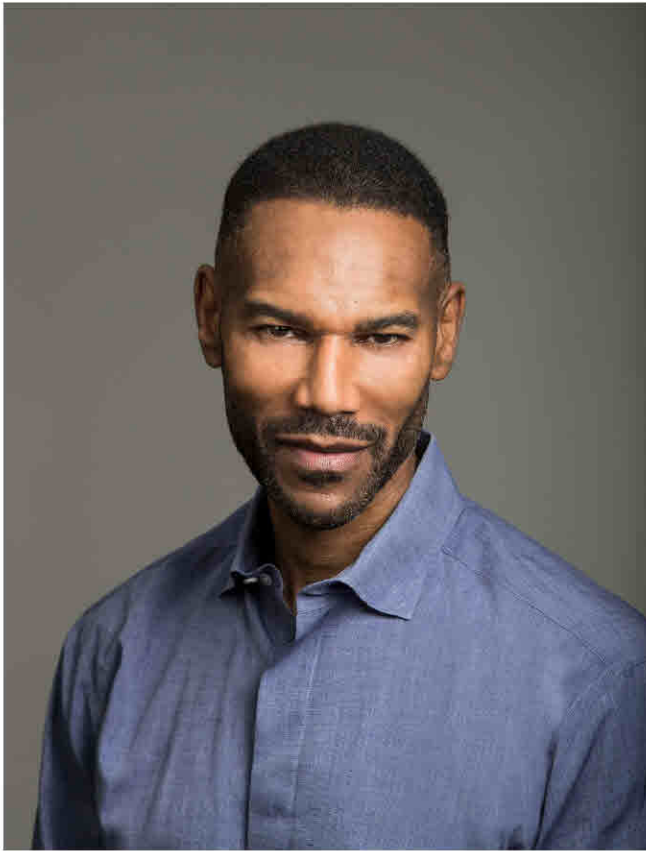
SUDHIR CHATURVEDI

President & Executive Board Member, Larsen & Toubro Infotech

Sudhir Chaturvedi is the President - Sales, Marketing and Alliances at Larsen & Toubro Infotech (LTI) since September 2016. He's an Executive Board member of LTI and its subsidiaries in the United Kingdom, South Africa, Spain, Germany and Syncordis Consulting in Luxembourg.

Since joining LTI, Sudhir has been a key strategist of LTI 2.0 - company's transformation program that is widely visible across brand development, market development and, business development activities. Under his leadership, LTI has emerged as one of the fastest growing technology companies headquartered in India and a leading wealth creator in the country's capital market.

HIGHLY COMMENDED DISRUPTORS



TONY PROPHET

Chief Equality Officer, Salesforce

Tony Prophet is the Chief Equality Officer at Salesforce. In his role, he works to build a workplace that reflects the diverse communities it serves and further Equality for all. He also leads the new Ethical & Humane Use of Technology initiative to ensure Salesforce technology not only drives the success of our customers, but also drives positive social change and improves the lives of people around the world.

Previously, Prophet held senior executive product marketing roles at Microsoft including corporate vice president of Windows and Search Marketing, where he was responsible for Windows, Bing, Cortana and MSN brands. He was also co-executive sponsor of Blacks at Microsoft and founding executive of BlackLight, an organization empowering Black marketers at Microsoft.

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THOUGHT LEADERSHIP - TECH INCLUSIVITY

Our tech industry is booming, with its advances defining a huge part of our society and culture for the last 20 years or so - and showing no signs of letting up. So for people making a career choice, aspiring to work in tech should be right up the top on everyone's list, irrespective of their background? Absolutely. But, if we're honest as an industry, we could be more inclusive.

As a technology leader I am acutely aware of the different prejudices that exist in our industry. We all know what the tech stereotype, right? Either the stereotypical geeky male, or someone from the Indian subcontinent. Truthfully, the make up of many work forces generally play to these stereotypes.

However, putting to one side for a moment the industry's current trend for pushing for more diversity, what does having such homogeneity mean for us as businesses.

It means the solutions we have access to are limited. We will all follow the same rules, apply the same logic and way of thinking. It means we tend to follow a few leaders like lemmings, because what they preach seems to fit with our way of thinking or philosophy.

Is it possible that if there were more women in technology our systems would be more reliable? Is it possible that if there were more people from African backgrounds that our solutions would have more variety? Is it possible that if we had more mothers, disabled people or those more mature in age that our technology problems would actually be resolved, rather than moving from one generation to another?

Appreciating that those statements open up more stereotypes that we have about different groups I do believe the range of skills and perspectives would make a positive impact. As an example of one, I know I do think differently to many of my contemporaries.

That doesn't come just because of the colour of my skin. My interpretation of problems is shaped by my education and the life experiences I have had. It comes from the fact that as a father I see problems in a different way. It comes from the fact that as a person of Christian faith I have inherent respect and appreciation of the value and ideas of those around me. As an ethnic minority I recognise the ability to strengthen or weaken those around me easily. These amongst a myriad of other things is what enables me to bring a different view to my team and to those who report to me.

It is also possible (if not likely) that having a diverse team does not resolve the group engaging in group-think. That the dominant group would still control the direction of thought and decisions - even if unintentionally.

However in my experience that has not been the case. Diversity of people, personality and thought has brought a diversity of expectation, approach and outcome (good and bad!).

Fortunately, Simply Business as an accredited B Corp business has fostered an environment where diversity is in our very DNA. Our leadership team is comprised of a healthy mix of men and women with a broad spectrum of backgrounds and experiences. My department has a goal (and a plan) of being 30% women by 2023 and everyone is able to freely and respectfully express themselves across the whole business. It is part of my plan and responsibility to help our business build a pipeline of talented people, containing the best of our industry comprised of a spectrum people.

Sound like nirvana? Not quite, not just yet - but we do have plans to get there and becoming a founding member of the Tech Inclusivity Alliance should help reach more influential decision makers and encouraging them to be part of the solution on how we change things for the better on equal opportunities."

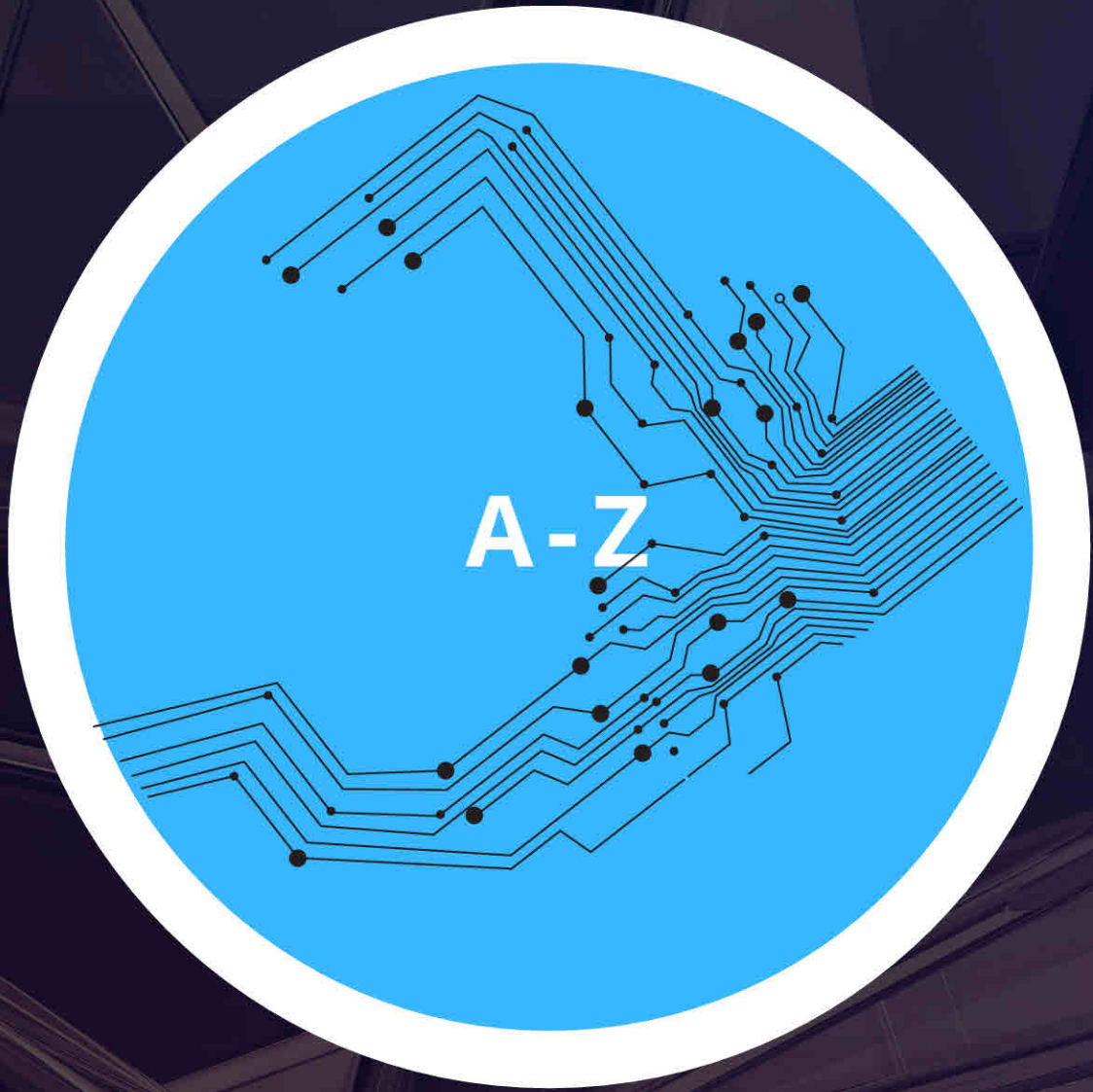
Hasani Jess

UK CTO

Simply Business

SB Simply
Business

**INCLUSIVE
TECH
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FOUNDING MEMBER



A-Z

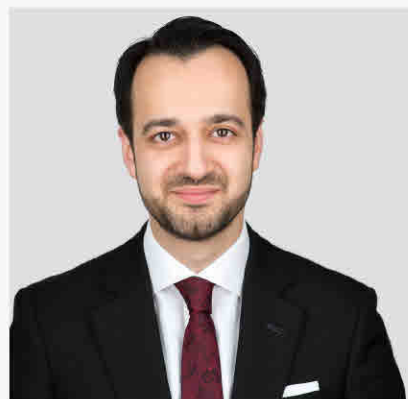


ABADESI OSUNSADE
Founding Director, Hustle Crew

Born in Washington DC to Nigerian and Filipina parents, Abadesi spent her childhood in East Africa before moving to the UK for secondary school. She graduated from the London School of Economics in 2009 and wrote for the Financial Times before joining London's tech scene. Prior to her current roles she worked in growth roles at Amazon, HotelTonight and Groupon where she was promoted after her first 8 months and helped scale her department 5X leading up to their record breaking IPO.

ABDUL HASEEB BASIT
Co-Founder and Principal of Elipses

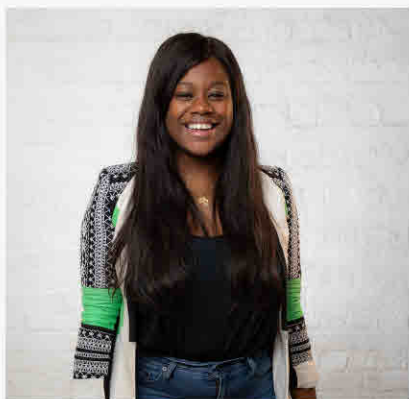
Abdul Haseeb is a digital finance specialist and has over 15 years' experience working at the intersection of finance, technology and strategy. He is a Co-Founder and Principal of Elipses, a research, advisory and investment firm where he focuses predominantly in the application of technology to social impact, ethical and Islamic finance. He is also Chairman of Yielders, a crowdfunding property investment platform and the first regulated Islamic FinTech company in the UK, an advisory board member of Global Digital Finance.



ADAH PARRIS

Board Advisor & Tech Philosopher

Adah Parris above all else believes in the power of human potential and that we need to put people at the heart of our future, to help them find the freedom of personal expression, cultural freedom, economic freedom, and social freedom. She believes that we need to create a society motivated by the growth of human connection, community and sustainability, rather than just capital. Adah has developed The Four Freedoms® as a framework in order to create ethical cultures of innovation that are systemic across institutions.



ADE AKIN-AINA
Global Talent Acquisition Director at Hostmaker

Ade joined Hostmaker in August 2017 as Global Director of Talent Acquisition & Retention - leading the charge on growing the business from 140 employees to over 300. Prior to Hostmaker, Ade specialised in recruitment during periods of rapid growth at notable startups including LightSpeed HQ, as well as established businesses like Target Corporation in North America. Hostmaker has been growing 2.5x year-on-year, and doubling its staff numbers in 2018 alone. Ade is playing a pivotal role in the company's expansion.



ADNAN EBRAHIM **Founder & CEO of Car Throttle**

Adnan is the founder and CEO of Car Throttle, the largest social brand for car enthusiasts. What started as a blog in his university bedroom has quickly grown into a cross-platform media giant with over 14 million followers and offices in London and New York. Car Throttle is now the largest automotive video publisher in the world, serving over 200 million monthly video views, and working with blue-chip clients including Nissan, Mercedes-Benz, Michelin and Shell. More recently it acquired the popular motorsports brand WTFI and launched its eCommerce platform.

AKOSUA ANNOBIL **Founder AB2020, Tech in Ghana**

Born and raised in London, England, to Ghanaian parents, Akosua Annobil is a multi-faceted and dynamic communications professional with over 15 years' experience in digital media production, event management, and international public relations. She is the founder of communications company AfricaBusiness2020.com and the brains behind the Tech in Ghana Conference, a high-level event launched in February 2017 by the UK Prime Minister's Trade Envoy to Ghana, Adam Afriyie.



ALEX FEFEGHA

Co-founder & Head Creative Technologist at Comuzi

Alex is the co-founder & head creative technologist at Comuzi, a small team of builders, thinkers, designers, and explorers using emerging technology to build a better future for humans. Some of Comuzi's clients include Nike, PWC, ASOS, Uber, BBC, University of Arts London and the NHS. Alex has been recognised internationally for his work investigating the ethical implications of AI, Algorithmic bias in regards to race and gender and the prototyping of future interfaces that we will interact with.



AMALI DE ALWIS

Ceo of Code First: Girls

The Most influential woman in UK IT" by Computer Weekly

Amali de Alwis is CEO of Code First: Girls, a multi-award winning social enterprise which works with companies and women to increase the proportions of women in tech. They do this by running free and paid coding courses, training events, and by advising companies on tech talent. Over the past 4 years they've delivered £4 million+ worth of free tech education, taught 6000+ women how to code for free.



DR ANDREW KO
CEO and Co-founder of Personalize

Dr. Andrew Ko is the CEO and Co-founder of Personalize. He is a thought leader on the big data revolution in social experiences, having spoken at numerous digital media conferences and business schools around the UK. He completed his PhD studies at the University of Manchester in 2014. His doctoral research involved exploring how emotions and context shaped people's social identities and experience and what insights can be drawn from this data. This research later became the foundation for Personalize's proprietary technology.

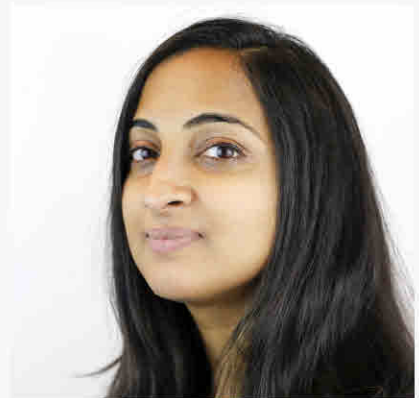
ANISH PATEL
Digital & Mobile Transformation Leader at Natwest Markets

Anish is an Innovative, multidimensional executive at the forefront of change. He is leading cutting-edge digital solutions and delivery of mobile technology to support digital transformations, and application innovation. Anish has a history of success in directing transformations from concept to delivery. Leveraging subject matter expertise and exemplary leadership to deliver multimillion-pound revenue growth, operational excellence by aligning technology strategy with business strategy.



ANJALI RAMACHANDRAN
Director at Storythings

Anjali is Director at Storythings, a storytelling studio that uses a variety of digital formats to tell complex stories in impactful ways, including through journalism, data, video, podcasts and art. Storythings works with corporate and non-profit clients like Pearson Education, Experian, the Bill & Melinda Gates Foundation and the Omidyar Network. As part of the Storythings team, she is Executive Producer on Nevertheless, a podcast highlighting women and young people changing education through technology, a major focus of which is highlighting stories from people from BAME backgrounds.



ANUSHKA 'NUSH' SHARMA
Founder Naaut
Product manager at NASA Frontier Development Lab

Nush has been active in the tech ecosystem across the UK, Europe and the USA for over 6 years. Having a Computing background, she's moved like a 'rogue' (her words) across politics, the Olympics and is currently focussed on innovation strategy. Naaut is her Space startup focused on innovation and frontier technology for our multi-planetary future. Born and raised in London she is passionate about Space and humanity's future endeavours as the era of technology accelerates our exploration of the solar system and beyond.



ANOUSKA RUANE

Director of Communications at Facebook- UK, Ireland & Africa

Anouska has spent over 20 years working in Communications for global brands including Facebook, The Walt Disney Company and Microsoft as well as international PR agencies. After spending the early part of her career in the UK, Anouska relocated to New York to work at WPP's Cohn & Wolfe Head Office and run one of the company's top three global accounts, Colgate Palmolive. She is a member of Cohn & Wolfe's Global Creative Network – a small group of consultants who were responsible for providing ideas and new ways of thinking in response to worldwide briefs.

ASHLEIGH AINSLEY

Co-founder of Colorintech

Ashleigh is co-founder of Colorintech, a non-profit aiming to improve access, awareness and opportunities for ethnic minorities to enter the tech industry. Founded with Co-founder Venture Capitalist Dion Mckenzie, Colorintech has developed relationships with a number of the world's leading technology companies including Google, Microsoft and Amazon. Most notably this year Colorintech raised over £370k in scholarships to enable ethnic minorities to code, in partnership with WeWork owned Flatiron school.



BAZ KHUTI

Co-Founder & CEO of QiO Technologies

A technology visionary with six industrial software patents, Baz has held executive leadership positions at GE, Emerson Electric and Invensys, now part of Schneider; and has over 30 years of technology experience across the UK, US and Asia. Co-Founder & CEO of QiO Technologies which is helping to make Industry 4.0 vision become reality. QiO's mission is to help our customers tear down the barriers to systemic predictive analytics – cost, complexity and consultant congestion – inciting engineers to unleash their experience and instinct in pursuit of unlocking trapped productivity.



CHAI RAJEBAHADUR

Senior Vice President and Head of Europe
Zensar Technologies

Chaitanya (Chai) is the Senior Vice President and Head of Europe for Zensar Technologies and is a part of Zensars' Management Council. An experienced business leader with significant success in the Industry, Chai has built a strong base in Financial services, Manufacturing, Retail and Telecom industries. Chai has experience in managing business in Europe, US, India, Middle East, Singapore and Australia. Prior to joining Zensar, he served a 9 year tenure at iGATE as the European head of the Manufacturing, Retail & Distribution and GE businesses

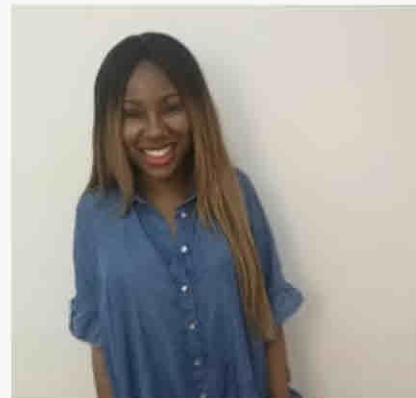


CHANTELLE BELL
Co-founder of Syrona Women; Europe's Top 50 Women In Tech by Forbes

Chantelle is the co-founder of Syrona and has a background in Science and Business. She is a graduate of the M.Phil. Bioscience Enterprise at the University of Cambridge. Her experience at P&G and Philips Healthcare gave her a deep understanding of consumer goods and how healthcare and tech can intersect to bring healthcare to the masses. She also has recent experience in Pharmaceutical and Medical Device consultancy where she has worked alongside top Pharmaceutical companies.

DEBORAH OKELNA
Founder of YSYS (Your Startup, Your Story)

Deborah Okenla is the founder of YSYS (Your Startup, Your Story); a thriving startup community for founders, developers, creatives and investors on a mission to make a difference. YSYS supports and empowers organisations who want to drive diversity, inclusion and social change in London's startup ecosystem. Together with their community, they collaborate with accelerators, incubators, venture capitalists, not-for profits and corporates on impact projects. Their impact projects include; JPMorgan, Tech Inclusion, FFWD and more.



DEE SELLAYAH
Enterprise Account Director at LinkedIn

Dee partners with a portfolio of businesses to help them maximise LinkedIn's Talent Solutions and achieve the best possible ROI. Her role is to consult with them on the most suitable products and strategies to attract, engage and communicate with their target market about career opportunities as well as build and strengthen their brand. The solutions she offers focus on enabling companies to build their brand at scale within their chosen verticals and engage their LinkedIn network to position themselves as thought leaders and industry experts.



DHRUV GHULATI
CEO & Co-founder of Factmata

Dhruv Ghulati is CEO and cofounder of Factmata, an AI startup developing community-driven, explainable algorithms to solve the problem of online misinformation and build a quality media ecosystem. Previously, Ghulati spent time at web mining startup Weave.ai developing technology to provide context to information passing through mobile applications, and import.io, which builds AI to automatically structure web data into APIs. A Forbes 30 Under 30 leader in technology for Europe, Dhruv has built startups at Entrepreneur First and Techstars London.



DHRUV PATEL
CEO Nisai Group

Dhruv Patel is the Chief Executive of The Nisai Group, an organisation dedicated to providing solutions for students around the world. For over 15 years, Nisai Group has utilised online and virtual technology as an effective and innovative way of granting access to education. Dhruv is also on the board of TEVASPHIL Inc., a national trade association that represents private technical and vocational schools in the Philippines. In 2016, Dhruv was recognised as a Fellow of the Royal Institute of Management by The Royal Institute of Singapore.

DUPSY ABIOLA

Head of Global Innovation for International Airline Group (IAG)

Dupsy Abiola is Head of Global Innovation for International Airline Group (IAG). She helps lead digital innovation project, acceleration and investment across the group. She has been the recipient of numerous professional and academic awards. She began her career as a barrister specialising in complex technical claims after she graduated from Oxford. She then set up and ran a technology company in HR tech in addition to her professional work, Dupsy is a board member and adviser to F-Lane (a global accelerator program focused on female empowerment).



EINSTEIN NTIM

Partner @ GSE / Founder @ Enabled AI

Einstein Ntim is an entrepreneur and startup ecosystem builder that connects innovators to exponential tech networks and bridges the tech divide amongst emerging markets and emerging communities. As the founding partner at the GlobalStartupEcosystem.com (GSE)-the first and largest creator of digital online accelerators in emerging markets. Einstein provides access to tech & capital experts and speaks on topics covering entrepreneurship, AI, exponential technologies and emerging markets.



ERIC COLLINS

Outgoing COO Touch Surgery

Eric is a London-based technology executive who has spent a career building the value of digital companies through innovative product, distribution, monetization and partnering strategies. Eric has done this at AOL, TimeWarner, Tegic/Nuance, MobilePosse, SwiftKey/Microsoft and most recently Touch Surgery where he was COO. Some companies and divisions Eric has run have been acquired and others are operating as profitable entities. Eric is also a sought after board member and advisor in the technology space.





GAUTAM SAMANTA

Head of Europe of NIIT Technologies Limited

With over 24 years of experience, Gautam has a deep understanding of technology and business consulting landscape. This was acquired through working in a leading financial services institution, a leading software product company as well as two large global consulting and technology services organizations. He has extensive knowledge in driving business transformation, outsourcing, IT and Ops strategy, innovation and sustainability.

GEOFFREY WILLIAMS **Director/ Global Head of Diversity & Inclusion** **Thomson Reuters**

Geoffrey has had a diverse career journey starting his working life in the entertainment industry then moving into health care, rail and media for the last 20 years. He has worked in Human Resources for the last 10 years of his career and has experience in recruitment, talent management, learning and development, Organisational Design and Diversity and Inclusion. Currently he is the Global Head of Diversity & Inclusion at Thomson Reuters, where he works on strategy, culture and implementation of a D&I agenda.



GERALD CHARLES

Under Armour's Vice President of Global IT Operations and Strategy

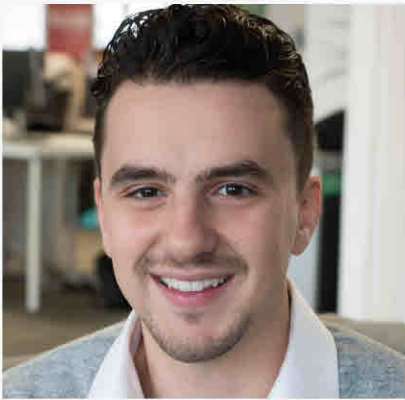
Gerald Charles, Jr is an innovative technology strategist, recognised thought leader, and C-Suite advisor with over 25 years of experience in creating and building strategies and business models that create markets, generate revenue streams, and improve customer experiences. He is a published, McGraw-Hill author, noted speaker, and has run annual workshops at the Nobel Public Services Summit in conjunction with the Nobel Peace Conference.



HEPHZI TAGOE

Serial entrepreneur running two businesses in the UK as well as a registered international charity which operates in Ghana and the UK

Hephzi is a serial entrepreneur running two businesses in the UK as well as a registered international charity which operates in Ghana and the UK. She started her career in biosciences after completing a biomedical science degree before branching out into the pharmaceutical industry after completing a postgraduate degree in pharmaceutical science with management studies.



HUSAYN KASSAI
CEO and Co-founder of Onfido

Husayn Kassai is CEO and co-founder of Onfido. Which helps businesses digitally onboard new users by verifying their government IDs and comparing them with their facial biometrics using machine learning. Founded in 2012, Onfido is now a team of 210, has received \$60m in funding, and works with over 1,500 fintech, banking and sharing economy clients globally – helping them onboard more users while cutting costs and risk. Husayn has been named as one of Forbes' "30 Under 30", and as the World Economic Forum's 'Technology Pioneers'.

IAN FORRESTER
Produced in BBC research and development

Ian is a well-known and likable character on the digital scene in the UK. Living in Manchester where he works for the BBC's R&D Future Experiences. He specialises in open innovation and new disruptive opportunities; by creating value via open engagement and collaborations with startups, universities, early adopters and hackers. His current research is into the area of future narrative and storytelling, with a technology he calls Perceptive Media - a new approach to broadcasting which pairs the best of broadcast with the best of internet technology.



IBRAHIM KAMARA
Managing Director & Co-founder of GUAP

Ibrahim is a 24-year-old digital entrepreneur and co-founder of GUAP, which has grown from the world's first video magazine to becoming one of the UK's leading platforms for accessing & profiling creative youth. GUAP produces content (both in print & online), events and has an in-house youth co-creation studio. In the last few years, he has become an award-winning entrepreneur, speaker and investor. He has also been honoured as a "Digital Pioneer" by The Mayor Of London for his work in entrepreneurship in digital media.



ISHANI PATEL
GP Co-founder

Dr Ishani Patel is a GP with a wide-ranging portfolio that has evolved her to be a leading voice in primary care workforce recruitment, retention and engagement at scale. She won Diversified Medic of the Year 2017 and Asian Woman of Achievement for Science and Technology 2018, attributable to her reputation in the primary care landscape, recent cancer leadership roles at the RCGP and NHS England (London) and is a current cancer adviser for RM Partners Accountable Cancer Network.

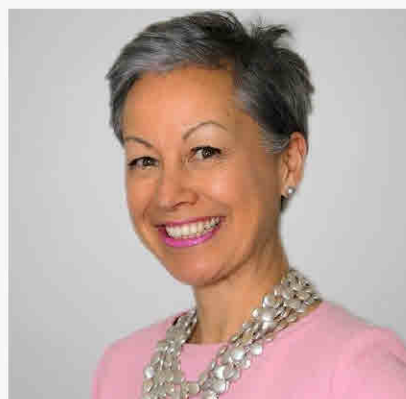


ISMAIL JEILANI
Co-founder of Scoodle

Ismail graduated from King's College London, furthering his learning with programmes at Oxford & Harvard before joining Google. While funding his degree, Ismail built his first company which helped raise over £900,000 for charity and interest-free funding. With his experience, he co-founded Scoodle, an award-winning mobile app that connects students and teachers. Scoodle is the first education-based startup supported by the University of Oxford's incubator. He has been featured in BuzzFeed, Business Insider, BBC and Vice News.

JACQUELINE DE ROJAS CBE
President@techUK and Co-Chair@Institute of Coding

Jacqueline is the President of techUK and the President of the Digital Leaders board. She sits as a Non-Executive Director on the board of UK technology business Rightmove plc; on the board of Costain plc, which is committed to solving the nation's Infrastructure problems; and was recently appointed to the board of the online retailer AO World plc. Jacqueline also serves on the government's Digital Economy Council and was awarded CBE in Queen's New Year Honours 2018 for services to International Trade in Technology



JAG SINGH

Managing Director at Techstars, investing in blockchain, B2B, SaaS, gov-tech, high-growth potential companies & start-ups

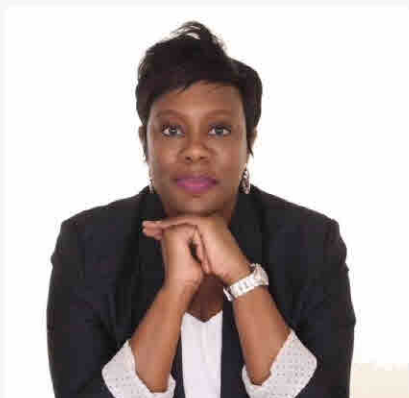
Jag Singh is a serial entrepreneur, and is currently the Managing Director of Techstars Berlin. His background spans the interconnected worlds of marketing and technology, underpinned by over a decade of experience at the highest levels of politics/strategy. He has built and run an award-winning advertising agency, and separately crafted political strategies and executed campaigns for influential politicians and global causes.



JAN SINCLAIR

Global Immigration Leader MAO - IBM also UK Lead for Connecting Women@IBM

Jan has always assisted others to navigate their career path in a simple and easy way. She shares the unwritten rules which are well ... unwritten! She is deeply passionate about people development, growth and inclusion. She leads the Connecting Women@IBM forum for the UK. She is also a key member of the BAME forum. She is a powerful influencer and organises programs within IBM to educate, connect and inspire. She has mentored and coached for well over 25 years.





JEREMY BOON

Chief of Staff - Analytics and Information Management (UK & Global) at Deloitte UK

Jeremy is Chief of Staff for Analytics & Information Management in Deloitte's Technology Consulting practice. He works with the Senior Leadership Team to provide strategic oversight and management for a practice of 300 individuals in the UK, and over 5000 globally. Through his work he manages the core strategic and operational activities to drive collaboration across the practice; acting as a bridge between the business and Leadership team.

JOHN MICHAEL
C.E.O, iStorage Limited

With a solid 32 years within the IT Industry, John has been running successful businesses from a young age. Through John's experience and upon hearing stories within the trade, he recognised early on that data was getting lost, and that data was becoming the new commodity. John felt that people were not putting so much emphasis on protecting data and could not understand why people were not serious about securing their data, after all people put money in their bank and trust that banks protect their investments.



JOYCE ADELUWOYE-ADAMS MBE
Global Diversity & Inclusion Director at King

Joyce is the Global Director of Diversity and Inclusion at King. Joyce joined King in March 2018, shortly after receiving a MBE for her services to diversity in the media industry. Joyce is responsible for the delivery of King's Diversity and Inclusion programme, ensuring that it remains a top priority for the company. Joyce has worked on diversity issues for over 20 years. Prior to joining King, Joyce was Diversity Lead at the BBC for two and a half years, and before that, Head of Diversity at the Producer's Alliance for Cinema and Television (PACT) for six years.



KARIMAH CAMPBELL

Membership Director in Women in eDiscovery

With over eight years of experience in the eDiscovery industry, Karimah has worked with my clients' externally appointed counsel to identify electronic evidence to be presented in a court of law, globally. She has overcome the various technical challenges surrounding the acquisition of smart devices through to the acquisition of unstructured data types, ensuring that the most appropriate data preservation methodologies are adhered to based on local, regional and where necessary, global laws.



KAYISHA PAYNE

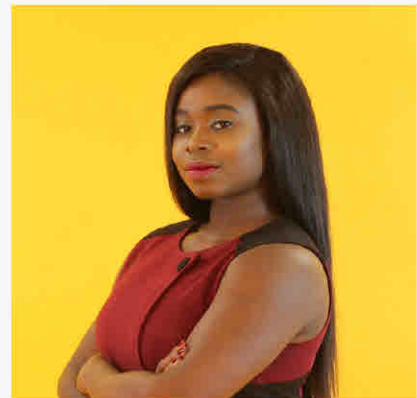
Founder of BBSTEM (Black British Professionals in Science, Technology, Engineering and Maths)

Kayisha Payne began her Higher Education journey at Aston University where she studied Chemical Engineering. She continued her education at Imperial College London, where she received a Masters' in Advanced Chemical Engineering with an intense focus on Biochemical Engineering and Pharmaceutical Process Development. During Kayisha's time in industry, she has amassed experience in the Cosmetic Industry (COTY) as a Process Engineer.

KIKE ONIWINDE

Founder & CEO of BYP Network

Kike Oniwinde is the Founder and CEO of BYP Network, a platform for black young professionals to connect with each other and corporations. She has a BSc (Hons) Economics degree from the University of Nottingham and a MSc Management from the University of Florida. Kike is also a Great Britain javelin thrower who received a full track and field scholarship to study in Florida. Her past work experience includes working in sales in Fintech and front office at major investment banks including Goldman Sachs and Citi



KRITI SHARMA

Civic leader,

Kriti is an Artificial Intelligence technologist and a leading global voice on AI ethics and its impact on society. In addition to advising global businesses on AI, she focuses on AI for Social Good. She built her first robot at the age of 15 in India and has been building AI technologies to solve global issues ever since, from productivity to education to domestic violence. Kriti was recently named in the Forbes 30 Under 30 list for advancements in AI and was included in the Recode 100 list of key influencers in technology in 2017 alongside Mark Zuckerberg, Elon Musk and Jeff Bezos.



KYMBERLEE JAY

Founder and Creative director of DoodleDirect

Kymerlee Jay is the Director and Founder of DoodleDirect, a visual communications firm based in London, still in its infancy yet doubling turnover year on year. DoodleDirect work with global corporate clients including Deloitte, Johnson Matthey and UBS to communicate internal and external brand messages through animated content. Prior to launching DoodleDirect Kymerlee Jay was a street dancer known for her credible, edgy and explosive choreographic creations for artists and brands across the globe.



LIZ AYTO

Head of Finance at Fonix

Born in the UK to a Singaporean mother and British father, Liz has worked in finance departments across the technology sector since 2010 and is recognised as an inspirational leader. Since 2014, Liz has headed up the finance departments and HR function for three companies: Fonix Mobile Limited, Grabyo Limited and Grabyo's subsidiary business in the United States of America – Grabyo Inc. As Grabyo's Head of Finance, Liz manages both finances and HR for the UK and US business.

MADHAVI REDDY

Head of Pre-Sales at Fujitsu, UK&I

Madhavi Reddy (Maddy) is a strategic thinker and growth leader with an exceptional technical foundation and extensive execution experience in global enterprises. She has a strong product focus and a keen sense of where to place the big bets. In the last 26 years, she has been at the helm of many technology led business transformations, and continues to be an avid learner in this immense arena. Her passion is to help her clients change the world using technology, and when they can't, to adjust to the changing world and maintain their relevance.



MARTIN IJAHA

CEO and Co-Founder of Neyber, Business Insider's 35 under 35 UK fintech List

Martin is the CEO and Co-founder of Neyber, a multi-award-winning financial wellbeing provider. He has led the innovation of a new business model to help people better manage their money and access fairer credit and savings. Martin's background is in technology and finance. After graduating from University College London, with a Masters Degree in Computer Science, he started as a technology developer and went on to build a career in credit investing at Goldman Sachs.



MICHAEL BERTHANE

Co-Founder at POCIT

Michael Berhane is a software engineer and entrepreneur who is the founder of peopleofcolorintech.com, a media and recruitment platform for people of color in technology [with customers including Amazon, Github, Pinterest, Citigroup and the New York Times]. Michael is also the co-host of the Techish podcast, a podcast about the intersection of tech and pop culture.



MICHAEL OLAYE

CEO of Magic Tuscan

Michael is the CEO of Dare, a digital creative agency with hub offices in London, Bristol and New York. Dare is part of the world's fastest growing marcomms company: Inside Ideas Group. Michael leads Inside Ideas Group's entire tech vision, responsible for its technical collaboration, industry thought leadership and advanced technology incubations. Away from the office, he's also a keen Capoeirista. He's a regular guest speaker and judge for the likes of Creativepool,

MICHEAL OMONIYI

Founder and CEO | TheCommonSenseNetwork™ Ltd
 Founder and Director | OGGM (Our God Given Mission)

Mike is an activist and social reformer. He is the Founder and CEO of The Common Sense Network, the UK's first 100% people funded News Network for millennials and ran by millennials. The projects began 8 months ago when Mike crowdfunded over £50,000 in 50 days to get the venture of the ground. He has since sought to raise another £150,000 for phase two of the campaign and is seeking to raise another £250,000 for Phase 3.



MIRRA SONDHI

Global Head of Technology Risk - Schroders

Born and brought up in India, Mirra came to the United Kingdom for her undergraduate studies, pursuing an Engineering degree in Electronics and Communications at the University of Leeds. Mirra is currently the Global Head of Technology Risk at Schroders (Asset and Wealth Management) with over a decade of experience in technology risk and assurance within the financial services industry. As the global head, she is responsible for the first line of technology risk management activities across all Schroders' locations globally.



MITCHELL FASANYA

Founder and CTO of Fanbytes

Mitchell is an experienced CTO & Founder who has been running companies since the age of 16. He started coding at the age of 12 and since then has launched numerous products. Most notably a service called JsonWhois which allowed developers from across the globe to access domain data through an easy to use API. This service was used by over 6,000 developers world wide and processed over 30M queries per month. After selling JsonWhois at the age of 18, Mitchell went on to be a Co-founder at Fanbytes, an influencer marketing company that helps brands target the younger generation on social media.



MURSAL HEDAYAT

Founder at Chatterbox | Forbes 30 Under 30

Mursal Hedayat is the founder and chief executive of Chatterbox, a tech-for-good enterprise that trains and employs refugees to teach their native languages online and connect them with learners around the world. She is a multi-award-winning entrepreneur, recognised by Forbes, MIT (announcing in Dec) and Ashoka as a rising star in social enterprise. After graduating with a degree in Economics from the University of Leeds in 2015, Mursal spent a year studying social innovation and inequality as a Year Here social change fellow. Whilst on the programme, she started Chatterbox.

NADEEM RAZA

Microlise CEO

Nadeem has complete responsibility for the operational management and control of all Microlise business activities. During his 20 year career with Microlise, Nadeem has fulfilled various responsibilities and gained experience across all elements of the business, including sales, system integration, marketing, operations and business computing. Leading a management buyout in 2008, against a backdrop of difficult financial conditions and uncertainty, Nadeem's leadership has taken the company to a period of unprecedented success.



NATHANIEL PEAT

Co-founder of GeNNex Solar; Chairman of Jamaicans Inspired UK; founder of the multi-award winning social enterprise The Safety Box

Nathaniel is a multi-award winning entrepreneur, international speaker, engineer, pilot, martial artist and a man of many talents and achievements. He is a regular contributor to TV, radio and print stories which deal with social issues surrounding youth, gender equality, youth crime, entrepreneurship and renewable energy. He has also attended and contributed as a youth delegate in international meetings and conferences at the highest levels for example G20 YES, EU and other such meetings.



NEETA PATEL

CEO at The New Entrepreneurs Foundation (NEF)

Neeta is CEO at The New Entrepreneurs Foundation (NEF), a unique UK charity with a mission to develop the next generation of entrepreneurial leaders. The NEF is also home to the entrepreneurs' think tank, The Centre for Entrepreneurs, which publishes research, develops communities and has an input into entrepreneurship policy. Under Neeta's leadership over the last 7 years, participants of the NEF programme have launched 110 new ventures, raised £56m in investment and created 1500+ new jobs. She is passionate about encouraging bright, talented young people to become entrepreneurs.



OWEN VALENTINE PRINGLE

Partner and Co-Founder - Arc

Owen is a senior digital strategist with over 20 years experience across cultural, media and NGO sectors. He has led digital departments at ITN, Sky, Southbank Centre and Amnesty International, where he was Global Director of Digital. More recently, he co-founded Arc, a business transformation consultancy that helps organisations to develop and embed new mindsets, behaviours and ways of working for the digital age.

PAUL ASARE-ARCHER

Director of Compliance at O2, Telefonica

Paul has been at Telefonica UK Limited (O2) since 2012, and in 2018 became the organisation's first ever Director of Compliance. Paul was Financial Service Leader of the Year Finalist at the Black British Awards in 2017. In addition to this Paul is a Fellow of the International Compliance Association, and has spoken at a number of conferences both within the UK and abroad. Away from work, Paul is a supporter of the mental health charity YoungMinds, and has completed a number of charitable events on their behalf including multiple marathons.



PIERRE-SIMON NTIRUHUNGWA

Co-founder and Head of Founders of the Future

At 27, he co-founded Founders of the Future with Brent Hoberman CBE and launched at 10 Downing Street in March of 2016. Founders of the Future's mission is to build a world-class pool of diverse and exceptional entrepreneurial talent who will build tomorrow's high impact sustainable startups. They do that by building a suite of programmes, events and tools to support aspiring entrepreneurs in every step of their journey to become tech founders



PIERS LINNEY

Non Executive Director of British Business Bank, Technology Advisor at Swiftsure Partners, Trustee in Nesta, Aleto Foundation, Patron at African Caribbean Community Initiative

A former Dragon on BBC 2's Dragons' Den and Channel 4's The Secret Millionaire, Piers Linney is an entrepreneur and investor with experience across a range of sectors including technology and converged communications. He is now focusing on new ventures that combine technology and engineering with products and services for the health, sports and wellness sectors. Piers is well-known as a champion of entrepreneurship and SMEs and as a media commentator on relevant issues.



REGINA OLADIPO
EU Exit Digital Delivery Advisor Technology Policy Advisor,
Cabinet Office (GDS)

Regina works as an EU Exit Digital Delivery Advisor for the UK Government. She previously worked as a Policy Advisor for the Cabinet Office as a Technical Delivery Manager /Solutions Architect at Vodafone UK. She found her way into tech after discovering the political nature of technology and how many 21st century leaders lack the right advice about Technology and its impact on organisations. Regina has a specific interest in Technology for Good which covers; ICT for the public sector, developing countries, education, health and conflict.

RIOCH EDWARDS-BROWN
Founder of So You Wanna Be in TV?

Rioch Edwards-Brown is the Founder of So You Wanna Be In TV? a grass roots social enterprise set up after her son was shot and stabbed while in school. Rioch did not want revenge and reached out to the community to give something back. She addresses social mobility and the lack of diversity in TV. So You Wanna Be In Tech? was launched in 2016 and So You Wanna Be In Creative? in 2017. She is a member of TLA CreateTech and TLA Edtech with over 100 media appearances with the BBC, ITV, Sky and printed press.



ROSHNI GOYATE
Co-Founder of The Other Box

Roshni Goyate is a freelance senior copywriter, and co-founder of The Other Box, an award-winning organisation celebrating people of colour and other minorities within the tech and creative industries. Her career in tech began when she saw how she could apply her years of branding copywriting and storytelling experience to the fast-moving world of tech startups. She has written for companies like Wonderbly (previously Lost My Name) and insurtech startup brand, Anorak, translating brilliant new tech-led concepts into consumer-friendly messaging, while helping to build brands.



RUPAL KARIA
Head of UK&I - Public and Private Sector at Fujitsu

Having started as a graduate at Fujitsu, Rupal recently became Head of Public and Private Sector, UK&I. He is on the UK&I senior leadership team and an active Executive Sponsor of the Cultural Diversity Network. In both these roles he works to shape strategy to make Fujitsu a place where everyone, regardless of ethnic background, can succeed. The positions he holds allow him to make cultural diversity visible in the organisation and to give cultural diversity a platform. His actions influence junior colleagues, peers and the wider EMEA leadership team.



SAMEER GULATI

FinTech Specialist at the Department for International Trade (DTI)

Sameer was the Head of Policy & Regulation at Innovate Finance. He works with a number of Innovate Finance members and strategic partners to provide political, public policy and regulatory guidance. Sameer also manages the All Party Parliamentary Group (APPG) on FinTech, and leads on Innovate Finance’s work with stakeholders from across industry, local government and academia to develop a national strategy for UK FinTech. Prior to Innovate Finance, Sameer worked as a researcher looking into financial inclusion and mobile payments in the LATAM and Caribbean.

SHEEZA SHAH

Founder and CEO of UpEffect

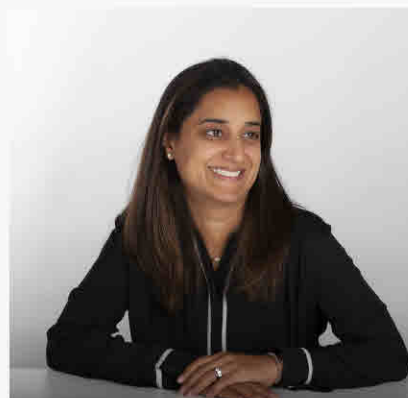
Sheeza Shah is using technology to launch and fund companies creating transformative social and environmental change. As Founder and CEO of UpEffect, Sheeza combines her background in Computer Science with her passion for social entrepreneurship to work with revolutionary founders on UpEffect, a crowdfunding and support platform launching companies doing good in the world. Sheeza has driven UpEffect’s 100% success rate at securing funding for their campaigns, launching thousands of ethical products and impacting lives across worldwide.



SHRUTI AJITSARIA

Head of Fuse, Allen & Overy

Shruti is the Head of Fuse, Allen & Overy’s tech innovation space which opened in September 2017. Fuse’s philosophy is to identify legaltech, regtech and dealtech companies relevant to A&O lawyers and their clients and to find ways to start working together. It is widely regarded as a pioneer in the legal industry and has been visited by representatives from the Ministry of Justice (both the UK and other jurisdictions), regulators, judges, VCs and beyond.



SHWETAL SHAH

Head of Partnerships at Erase All Kittens, Global Shaper World Economic Forum, Forbes Asia 30 under 30

Shwetal Shah works on forming global partnerships at E.A.K. an award-winning startup company creating a game that inspires children especially girls to code whilst teaching them real-world languages. Her responsibilities include creating partnerships with global organisations and finding opportunities within the public sector and Government departments to support E.A.K. in empowering more girls with digital skills. She has been responsible for getting the organization to the G7 youth summit 2018 got invited to present EAK at European Development Days .





SILAS ADEKUNLE

Co-Founder and CEO Reach Robotics

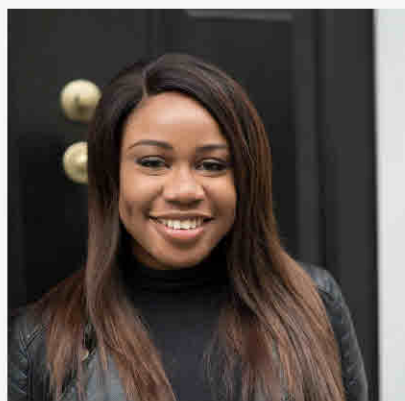
Silas Adekunle is the Co-Founder and CEO of Reach Robotics, the company creating the future of entertainment by fusing robotics, augmented reality and video games.

Born in Nigeria and raised in both his birthplace and Britain, Silas is channelling his lifelong passion for biology, video games and robotics into a first-of-its-kind experience. Under his guidance, Reach Robotics recently launched its inaugural product, MekaMon with Apple in both the UK and USA markets.

SIMI AWOKOYA

Technical Evangelist at Microsoft UK & Founder of Witty Careers

Simi Awokoya is a Technical Evangelist at Microsoft UK and the Founder of Witty Careers. As a Technical Evangelist, she develops the technical strategy for partners creating machine learning and Artificial Intelligence(AI) driven software. She works with technology companies building AI software across the commercial sector: Financial Services and Insurance, Manufacturing and Legal. Prior to her role at Microsoft, Simi was a software engineer at Goldman Sachs and built java applications for the firm's asset management division.



SUKI FULLER

**Founder of Analytical Storyteller, Founding Ambassador of #FiftyFiftyPledge
| Investor | Advisor | CEO and Co-Founder of Salaam Ventures**

Suki Fuller, an Analytical Storyteller, is globally recognized by Forbes as a Strategic advisor for her work with fundraising startups, speaker, and mentor. She is the Co-Founder & CEO of Salaam Ventures; Founder of Miribure; a Strategic & Competitive Intelligence company focused on the integration of intelligence with lean/agile principles for tech startups.

Suki is currently co-leading FiftyFiftyPledge an initiative to increase the number of women in Venture Capital.



SUPRIYA DEV - PURKAYSTHA

Director of Client & Strategic Partnerships

Supriya has been working in Digital Marketing for over 12 years and joined Forward3D in 2011. She initially joined the agency as a Business Development Director before she moved into her current role as Director of Client & Strategic Partnerships in 2016. Supriya has been the catalyst which has created roles and departments within Forward3D - such as creating the Business Development function - building the pipeline that finally saw the agency grow, creating the Client Lead role by demonstrating the role herself.



TIA KANSARA

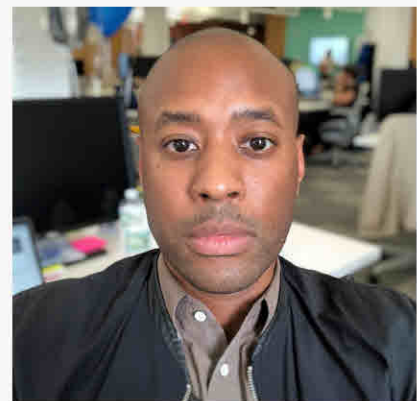
Founder and Director of Replenish Earth Ltd, Thousand Network Ltd. and Kansara Hackney Ltd.

Tia is an award-winning entrepreneur, founder and director of Replenish Earth Ltd., Thousand Network Ltd. and Kansara Hackney Ltd. (KH), a partnership with Dr Rod Hackney (Past President: Royal Institute of British Architects and Union of International Architects). KH are the first sustainable lifestyle consultancy in the UK, leading specialists in sustainable design and implementation for the future generation of private and commercial clients.

TREVOR JOHNSON

Director at Facebook, Global Agency Partnerships

Trevor joined Facebook in early 2008 as one of Facebook's first employees outside of the US, taking on the role of Head of Strategy and Planning to help build Facebook's EMEA business. He then moved to a global role to help build APAC and LATAM commercial operations. Trevor has assisted in establishing 14 Facebook offices across the globe as the business expanded its commercial footprint.



TUNJI AKINTOKUN MBE

Senior Vice President Sales at NCS Global

Tunji is a multi-award-winning leader at NSC Global, a professional and managed services organization operating in over 100 countries. He previously held several senior leadership positions at tech giant Cisco during his 18-year career at the company. He is also a Non-Executive Director at Regital, an international digital marketing organisation.

Passionate about diversity in the workplace, Science & Technology (STEM) and social mobility, Tunji resides on the boards and councils of many organisations focused in this area.



SPECIAL FEATURE: UK BLACK TECH

Founding Members (clockwise): Alex Addae-Brobby; David McQueen; Dionne Condor-Farrell; Mark Martin; Ola Otaiku; Rashada Harry

UK Black Tech (UKBT) is an organisation launched in 2017 with one mission: to make the UK the most diverse tech sector in the world. Part of their strategy to achieve this consists of discovering and nurture new talent; connecting like-minded people to work together; creating a platform to showcase tech talents, leaders and experts and; advocating for a diverse tech sector. Behind the organisation there is a diverse team of nine successful Black professionals from varied walks of life, but who all share a common passion for technology and a desire to inspire and support more Black people to get into the tech industry.



VICTORIA EVEREST

Strategic Account Executive - Telco and Media - Microsoft

A highly motivated and astute business woman. She currently manages the Telco relationships at Microsoft, where she is targeted on driving additional revenue streams. A visionary results driven Business Woman, Entrepreneur and MA Graduate who's primary focus is on creating partnership. Victoria is passionate about building a community for Black and Ethnic women looking to launch a career in Tech. She sits on the Microsoft Board as Business Lead working alongside a team of women currently working in tech industry.

VIVIAN CHAN

CEO & Co-Founder at Sparrho

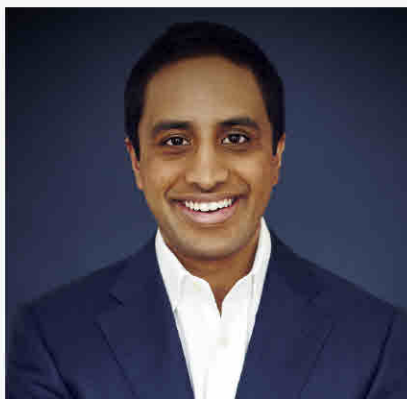
Vivian is a self-described 'learning geek'. She co-founded Sparrho in 2013 to solve the problem of staying up to date with scientific literature in an increasingly multidisciplinary world. Inspiration for Sparrho came from Steve, a postdoctoral researcher in her research lab who would scan through a wide range of sources and bring personalised reading recommendations to each lab member every morning. She was awarded Cambridge Commonwealth Scholarship to complete a PhD in protein crystallography at the University of Cambridge.



WAJID ALI

Head of Paid Search at Foward3D

Wajid is the Head of Paid Search at Forward3D (a best in class* digital performance marketing agency), where he leads a team of over 120 that oversee the agency's paid search and structured data services. Wajid (a second generation British Pakistani) is a native Londoner having been born and raised in North West London, graduating from the University of Westminster with a degree in Marketing. A tech head (and a numbers guy) since his earliest years and obsessed with computer hardware, mobile phones and generally getting things to just work better.



ZIA YUSUF

Founder and CEO, Velocity

Zia Yusuf is a leading tech entrepreneur who believes in the power of exponential technologies and artificial intelligence to improve human lives. He is a member of the Forbes Technology Council and was named as one of the eight most influential Goldman Sachs alumni in Fintech by Business Insider, and has been profiled in the likes of Esquire, Forbes, WSJ, Fox Business and CNBC.

THOUGHT LEADERSHIP - BIVICTRIX THERAPEUTICS LTD



**Tiffany Daniels-Thorn, CEO
BiVictriX Therapeutics Ltd**

I have always been interested in the entrepreneurial and commercial side of life-science disciplines and in particular drug development. As a young girl with a strong passion for science, I wanted to help re-shape the long-standing stereotype of a typical 'innovative scientist' and entered into the discipline with a strong desire to make a difference in healthcare. It soon became apparent that when mixing with different socially diverse groups at University, that most individuals associated particular characteristics with ability to succeed in certain areas. I soon became tired of being told by others what I can and can't do, based on my social background and experience, and set out to commercialise the scientific knowledge and ideas which I had developed in the earlier stages of my career which began initially as a scientist in an early stage biotech and continued to registering as a Clinical Immunologist in the NHS.

Whilst working the diagnostic environment, it became apparent that a technique used in everyday diagnosis could be utilised in the therapeutic setting to deliver novel, highly selective cancer drugs, despite a lack of confidence from certain peer groups. I do believe that these different disciplines and skill-sets, both within and outside the clinical setting, have helped to harness my business planning and certainly stimulated me to research further, the areas in which BiVictriX has now become involved.

BiVictriX is a young company, just approaching our third year of operations and we operate in the biotech sector which is dominated, historically, by male leaders with extensive experience in large pharmaceutical companies.

As a young female founder and CEO, based in Northern England, away from the "golden triangle" of drug development in the UK of Cambridge, Oxford and London, I do feel the pressure of constantly striving to be heard, accepted and treated as an equal amongst peers, the vast majority of which are male and carry considerably more career experience. I always like to think of experience being relevant and suited to the role rather than a simple calculation on number of years in employment, although this has always represented a challenge for me personally. I have experienced media representatives stating that I do not 'look right' to represent a female scientist in industry and have on some occasions had some confusing looks when providing my business card to colleagues.

Currently, 75% of our staff are female which is going against the historical norm but which is becoming more diverse with highly qualified graduates and PhDs of all backgrounds wishing to start their career in the biotech or pharma sector.

I believe that through integration of diverse opinions, points of view and varying methods of achieving a common goal, the best outcome can be achieved be it through improved efficiencies or more creative thinking. When these various ways of thinking can be combined effectively is where the greatest collective gains can be sourced.

Strong and decisive leadership can then effectively hone these ideas and navigate the best route, be it quicker, less risky or more commercially advantageous for the business.

I am also a strong believer in encouraging opinions to be expressed and this is particularly relevant in our sector where innovation and new ideas are key to finding previously undiscovered strategies.

As a collective, we need to try to abolish the stigma that unfortunately remains in the tech space in the UK and particularly from my own experience in science, whereby position within an organisation, fitting the stereotype and degree of 'war-wounds' on show dictates whether or not your ideas are respected and heard. Often the most innovative ideas come from individuals who may be new to a particular setting or have an alternative set of experiences and I believe that by enabling these voices to be heard, learning from them and nurturing them, we can really enable the UK to be a leading force in the future of the tech industry.

Why we joined the Inclusive Tech Alliance

BiVictriX Therapeutics is proud to be a founding member of the ITA as it is an initiative which we believe has a strong relevance in today's diverse society. It has long been recognised that certain job roles are associated with a certain gender, age and ethnicity stereotype.

To really encourage the next generation to maximise their opportunities and reach their full potential, we need to change this stereotype. We are firm believers that people with different experiences, backgrounds and cultures can bring a diverse arrange of innovative and creative thinking to the 'Tech' sector. Because of this, if we (as a Company) can help to promote the initiative and assist in any way, we believe this will be beneficial to other companies and individuals, across all aspects of the tech sector. If an idea or vision is unique, credible and supported by a strong, multi-disciplined and diverse team, then I am a firm believer that you will have a greater chance of success in the future.

"We are firm believers that people with different experiences, backgrounds and cultures can bring a diverse arrange of innovative and creative thinking to the 'Tech' sector."

BiVictriX Therapeutics Ltd ("BiVictriX") is an innovative biotech company, based in the North West of England, focused on developing and licensing a new class of highly selective Antibody Drug Conjugates ("ADCs"), designed to deliver chemotherapy-like agents directly to the cancer cells, whilst sparing damage to healthy tissues.

The Company is focused on addressing unmet medical need in a subset of aggressive blood cancers, and has an initial interest in Acute Myeloid Leukaemia ("AML"), accounting for 90% of adult acute leukaemia cases.

Through a novel dual targeting approach which offers superior tumour targeting, BiVictriX is aiming to develop a pipeline of 'first-in-class' precision medicines to revolutionise how blood cancer is currently treated.





DAZN Group is the digital leader in global sports media and one of the fastest growing sports media companies in the world. Headquartered in the UK and with almost 3,000 employees in over 30 countries, our businesses touch every aspect of the way fans engage with sports from broadcast planning and production through to content distribution and commercialisation. DAZN Group consists of two distinct consumer and B2B brands: DAZN and Perform Content.

DAZN Group is backed by Access industries, the privately held industrial group founded by Sir Leonard Blavatnik. Access industries' investments in the media and entertainment sector include Warner Music Group, Deezer, AI Film, and DAZN Group.

From route scheduling to booking systems and mobile passenger information, Trapeze has a range of products that improve and simplify the process of managing all aspects of public transport.



Cultura acquires, strengthens and grows vertical market technology companies enabling them to be clear leaders within the Agri-Food industry. We look for investment opportunities in companies, new technologies and innovative ideas that add value to our chosen markets and valued customers. We invest in our companies for the long-term. We have 3,000+ valued Agri-Food customers spanning over 17 operating locations in North America & Europe. We encourage you to connect with your existing Cultura software supplier or review our growing portfolio of solutions.

BenevolentAI, founded in 2013, is an AI company developing and applying advanced technologies to accelerate the journey from data to medicine.

BenevolentAI

The company combines the power of computational medicine and advanced AI with the principles of open systems and cloud computing to transform the way drugs are designed, developed, tested and brought to market. The company has developed the 'Benevolent Platform', the world's only end-to-end computational and experimental platform for drug discovery that's spans data ingestion to clinical development.

Druthers Search is a diversity and inclusion specialist recruiter. We pride ourselves on and are renowned for connecting the most diverse top calibre executive-level talent with innovative and inclusive Technology and Digital organisations across the UK, Europe and the US. We provide diverse and balanced shortlists of exceptional candidates to help empower organisations to foster more diverse and inclusive cultures



White October Events designs, curates and delivers exciting, content-focussed conferences globally for the tech industry. Major conferences include The Lead Developer (London, New York & Austin), AngularConnect, SeleniumConf (London, Chicago & Berlin), Render and Appium.

We deliver bespoke software solutions to your unique challenges, creating value and efficiency for your organisation. Totally's goal is to create value and efficiency for our commercial & not-for-profit clients giving them back time they didn't have before. We genuinely believe that with our expertise and experience, coupled with our client's visions, anything is possible.





BBSTEM (Black British Professionals in Science, Technology, Engineering & Mathematics) is a non-profit organisation campaigning for a balanced representation of Black individuals in STEM from education right through to industry.

Diversity VC is a non-profit dedicated to promoting Diversity and Inclusion in the Venture Capital and Tech industry. The decisions made by VCs filter through to the whole community and we have a responsibility to ensure the right decisions are being made. . Diversity VC operates in Europe and the US.

DIVERSITY VC

Digital Mums

Founded in 2014 by Nikki Cochrane and Kathryn Tyler, Digital Mums is an online training company, specialising in getting mums in the UK job-ready with in-demand digital skills, so they can find rewarding roles that sync with family life. To date, Digital Mums has trained over 1,800 mums with 4 in 5 going onto find rewarding, flexible work.

Good Things Foundation is a social change charity, working to help people improve their lives through digital, and delivering projects in both digital and social inclusion. We work in communities, in the UK and abroad (currently Australia and Kenya), to deliver activity that has a positive impact on the lives of socially excluded people, helping them to be healthier, happier and better off.



**Good Things
Foundation**

Improving lives through digital

Foundervine

Foundervine help talented, young founders grow through high-impact enterprise education. We operate in the UK and will be launching our emerging markets programme in West Africa in 2019.

GROWING A GENDER-BALANCED TECH WORKFORCE OF THE FUTURE

Diversity within the technology sector is a popular topic of discussion. Through the media, government, businesses, education and across multiple industries and sectors, there is much talk around the need for more diversity and inclusion within tech. In particular, there is a strong call to engage and enthuse more women in STEM, and a lot of debate around why, and when, females are turned off from pursuing pathways in tech.

The statistics certainly show a poor representation from women in the sector. This year only 11.8% of A Level Computing students were girls, just 17% of the tech workforce are female and a mere 5% of leadership positions in technology are held by women.

However, according to a report by Girls Who Code, 74% of young girls aged 11-13 express an interest in STEM subjects. So, what changes? And why is this figure so far from the reality of the ever-growing male-dominated tech workforce?

What do we know about the problems?

One of the problems many tech companies blame for their lack of diverse hires is the education system. They claim that graduates with the relevant education and qualifications are mostly male and from affluent backgrounds. Diverse hiring is hard to do if there is a limited pool of talent to source employees from.

A report published in August this year by the Edge Foundation has stated that an estimated 600,000 vacancies in digital tech is currently costing the UK £63 billion a year. A report published in August this year by the Edge Foundation has stated that an estimated 600,000 vacancies in digital tech is currently costing the UK £63 billion a year.

There is simply not enough STEM graduates to fill the jobs. The main problem seems to be lack of engagement (particularly amongst girls) in computing and interest in pursuing it academically.

As well as education, culture evidently plays a key role in female reluctance to pursue a career in technology. Whilst there is a positive and growing effort from industry and media to change the image of tech-related careers and companies, there still remains negative preconceptions of the sector and associated recruitment predominantly being geared towards, and favouring, men.

A lack of female role models and female colleagues will also discourage girls from seeing tech as a viable career choice. A recent piece of research from Stanford University shockingly found that "66% [of women in Silicon Valley] reported feeling excluded from social and networking activities due to their gender."

Why is ensuring gender diversity in tech so important?

According to a report by Tech London Advocates diverse companies outperform non diverse ones by 34%. It is evident that having a variety of strengths and outlooks within the team makes for increased creativity and a more rounded output.

It is also important to bear in mind that the end users of tech products are not one homogenous group but, naturally, diverse. Particularly when considering the fast-paced advances of new technology; in order for the future of digital to work for everyone, it needs to be created by everyone. Digital Agenda have explored this issue of bias within emerging tech solutions, simply stating that 'AI is too important to leave to men', with Dame Wendy Hall arguing "fixing the tech gender imbalance is more urgent than ever".

So, what are the solutions?

There is inevitably still a long way to go until hiring a diverse employee base becomes the norm. To keep driving the necessary change forward we need to harness enthusiasm at an early age and continue to grow and nourish it from there.

A report from Microsoft explains that "Girls don't initially see the potential for careers in STEM to be creative or have a positive impact on the world. But even a little exposure to real-world applications of STEM knowledge dramatically changes their outlook". Female role-models in STEM have also proven to almost double, on average, girls' interest in STEM across Europe.

Provision of free, high quality tech education which incorporates hands-on creativity, real-world relevance and uses female role-models to inspire and enthuse students therefore appears vital if we are to make moves towards addressing the gender imbalance. It's particularly key to ensure that this can be accessed by those who would not necessarily have the means (or desire) to search it out themselves.

Apps for Good is an education technology movement that provides product development courses (app development, Internet of Things and Machine Learning) within primary and secondary schools, training educators and empowering young people from an early age to create technology solutions to real-world problems they care about. The approach clearly works to inspire girls; in 2018 56% of young people participating in an Apps for Good course were girls and 54% of female students stated that they were more interested in pursuing a technical job as a result.

The opportunity that technology brings to improve individual lives, communities and society as a whole, is huge. However, for it to really benefit all users, we must ensure that it becomes a diverse and inclusive sector. We hope that though starting early, and through focusing on education, we can start to grow a truly gender-balanced tech workforce of tomorrow.

Natalie Moore
Co-Managing Director
Apps for Good



Proud to join the Inclusive Tech Alliance

"Apps for Good are proud to be a Founding Member of ITA. We are passionate about growing the skills and confidence of young people, especially girls, and opening up new education and career aspirations they may never have considered before.

Working in collaboration with others we are committed to building a more prosperous and diverse tech workforce of the future".



PROUD TO JOIN THE INCLUSIVE TECH ALLIANCE

"From our perspective diversity is about positively adopting people's differences, no matter what they may be. Prejudice isn't just morally wrong, it is commercially senseless too. If you want to build a company with the brightest talent from around the world - why deny your business access to the best brains based on bias and discrimination. True innovation comes from celebrating diversity, where different minds collide and work together towards a shared ambition." - **BENEVOLENTAI**

"BBSTEM is proud to be a Founding Member of ITA. We joined because the Alliance represents all of our core values; inspire, educate and collaborate. We as an organisation are dedicated and committed to diversity in the tech industry. To be part of an alliance with organisations who share a similar vision is a much needed and exciting phenomenon. I trust that BBSTEM and other members of the alliance will work together in an effort to create a huge paradigm shift impacting the tech industry." - **BBSTEM**

Florian Diederichsen, CTO at DAZN Group, said "DAZN Group is proud to be a Founding Member of Inclusive Tech Alliance. Technology has revolutionised the way we live and work and the tech sector is one of the fastest-growing in the world, yet we face a significant skills shortage in the UK. Our business could not exist without tech talent and we believe that a wider, more diverse pool of talent and ideas will benefit everyone. Businesses and institutions have a responsibility and opportunity to work together to improve diversity and inclusion so that people from all backgrounds can enjoy successful careers in tech." - **DAZN**

"Digital Mums is proud to be a Founding Member of ITA. ITA's mission to increase gender and ethnic diversity in the UK tech scene and to deal with the digital skills shortages across the country mirrors our own reasons for founding Digital Mums. Our whole business ethos is founded on promoting diversity in the workplace, in particular the 54,000 mums who are forced out of jobs each year because of maternal discrimination. At the same time, we recognise the lack of digital skills holding so many UK small businesses back. That's why we are committed to empowering as many women as possible with work that works around their children and upskilling them with the in-demand digital skills that so many businesses are crying out for. We're very much looking forward to working with the ITA and fellow members to help improve diversity in the UK tech scene."

- **DIGITAL MUMS**

PROUD TO JOIN THE INCLUSIVE TECH ALLIANCE

"Diversity VC is proud to be a Founding Member of ITA. We joined because we believe the decisions made at board level inform the rest of the organization and that having diverse representation at this level is a crucial part of fostering a more diverse and inclusive workplace culture." - Check Warner, Co-Founder and CEO, Diversity VC. - **DIVERSITY VC**

"Druthers Search is proud to be a Founding Member of ITA. For nearly 3 years we have supported companies that truly champion diversity and inclusion in the workplace and have helped them hire more diversity into their teams; but more needs to be done if the UK is set to catch up with the US in the matter of D&I in the workplace. We feel the ICA could be just what is needed as one of the many bodies at government level, to drive this change. We joined because we feel companies need to come together to create what we hope will be a driving force in the industry. Then real change is set to happen." - **DRUTHERS SEARCH**

"Foundervine is proud to be a Founding Member of ITA. We are an organisation committed to ensuring that regardless of background or circumstance, every entrepreneur has the opportunity to build a strong and sustainable business. We joined the ITA because it's going to take many of us, working at the individual and institutional level, to truly embed inclusion into our organisations. The ITA provides a brilliant platform to foster this collaboration and knowledge sharing across sectors." - **FOUNDERVINE**

Given that Good Things Foundation is a social change charity, working to help people improve their lives through digital, and delivering projects in both digital and social inclusion, it is important for us to be a part of an initiative that champions diversity and are very pleased to be a founder member of the Inclusive Boards Alliance. - **GOOD THINGS FOUNDATION**

"LTI is delighted to be a Founding Member of Inclusive Tech Alliance (ITA) because we believe the future demands a new outlook where diversity & inclusion are closely linked to the progress of every organization. Through our association with ITA, we wish to play an active role toward this cause, while also developing a better understanding of the positive impact of diversity in a sustained way". - **LARSEN & TOUBRO INFOTECH**

PROUD TO JOIN THE INCLUSIVE TECH ALLIANCE

"At Simply Business we firmly believe that a more inclusive technology sector is in all our interests so we jumped at the chance to become a founding member of the Tech Inclusivity Alliance. We recognise inclusivity in technology has improved but we still have a long way to go to ensure everyone has fair access to opportunities. We hope this new partnership with the Tech Inclusivity Alliance can be the catalyst for further positive change." - **SIMPLY BUSINESS**

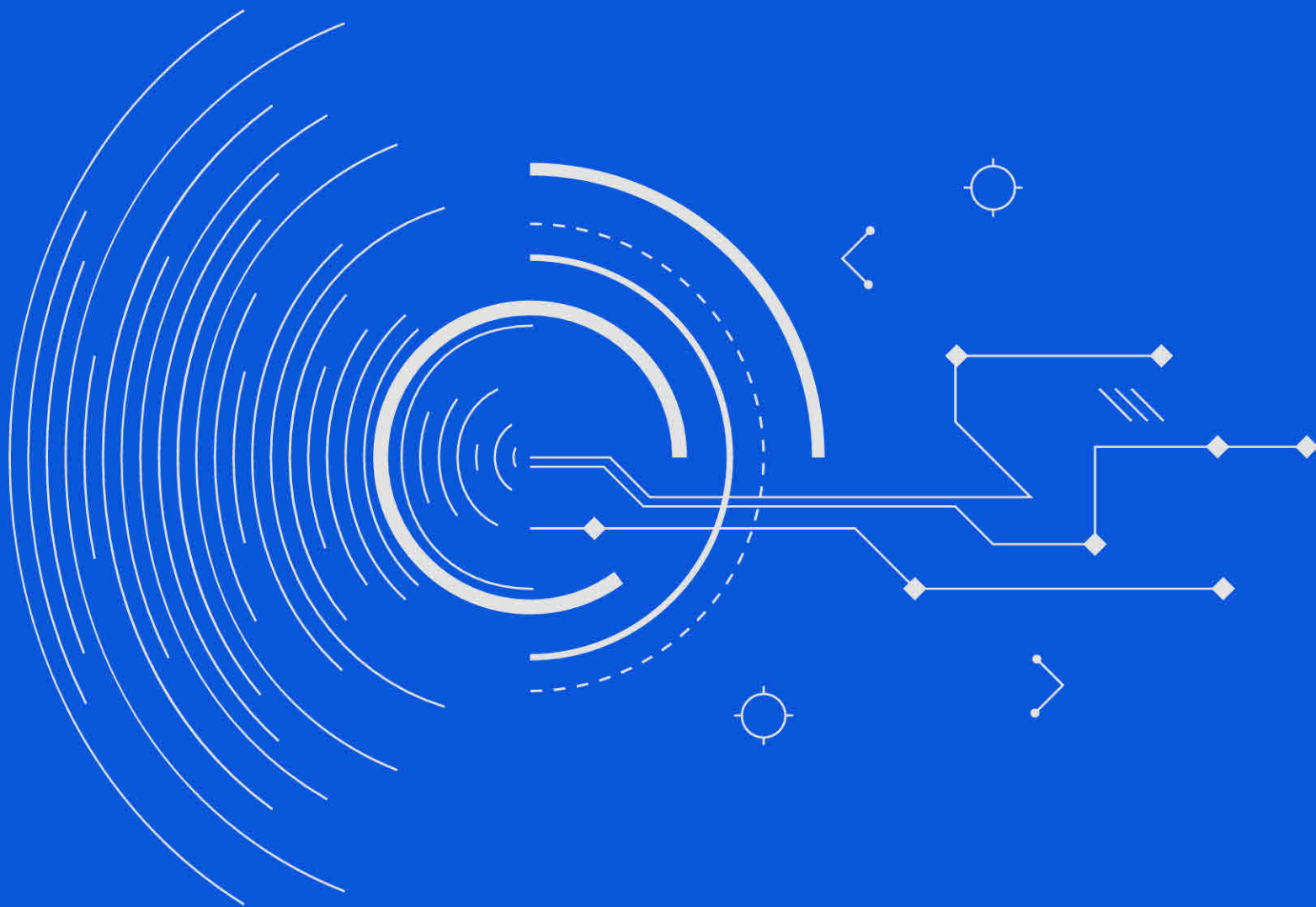
Totally is proud to be a Founding Member of ITA. We joined because we want to ensure diversity is at the forefront of our company culture. Without our people we wouldn't be here today and we continually benefit from diversity in the workplace. There is still work to do and we believe that being a part of the Inclusive Tech Alliance will help us and others gain enormous value from being at the forefront of diversity in technology sector. - **TOTALLY**

Trapeze Group UK and Cultura Technologies are delighted to be Founding Members of ITA. Creating software solutions that help make a difference to people's lives, diversity in the workplace is extremely important to us. We are proud to work alongside organisations and together drive engagement in technology from the ground up, engaging both with people now and with schools and education for our future generations. - **TRAPEZE GROUP UK AND CULTURA TECHNOLOGIES**

Talent knows no race, colour, creed, ethnicity, or gender. Neither then, should seeing, encouraging, and nurturing talent. At a time when our industry continues to break through the most astonishing technical ceilings, we passionately believe that it has an obligation – and a unique opportunity – to smash down a range of social stigmas and barriers too. That is why twogether is honoured to be associated with, and be a founding member of, the ITA. If necessity is the mother of invention, then technology is surely the daughter of innovation. Diversity will help her flourish. And we are proud, in some modest way, to help deliver it. - **TWOTOGETHER**

VIOOH is proud to be a Founding Member of ITA because we believe that diversity is one of the most important pillars for any business to be truly successful. Its important to us that our team is made up of globally and gender diverse employees who bring their own experiences and skills and work together to guide and direct our business. - **VIOOH**

White October Events is proud to be a Founding Member of ITA. We joined because we believe that everyone can have an impact on diversity and inclusion in the tech industry and it's our collective responsibility to help redress the balance. - **WHITE OCTOBER EVENTS**



#IB100
The UK'S 100 MOST INFLUENTIAL
BAME LEADERS IN TECH
2018/2019

