

Racial and gender divides have profound consequences

As of 2020, there remains a global gender gap of 31.4%. While gender gap in education and life expectancy is much closer - at 3.9% and 4.3%, it remains significant in political representation and economic opportunity. Projecting current trends, it would take 99 years to close the gap.

The UK cannot be complacent, coming in at 21st on the global index - down from 9th in 2006. This is mainly due to differences in earnings and holding senior positions within organisations, and also the relatively few female Ministers in government.

Despite being one of the more multi-cultural countries in the world, the UK still exhibits stark inequalities for people from black and minority ethnic (BAME) backgrounds.

Stop and search rates are 10 times higher for black people than for white people, up from 6 times in 2010. Black Caribbean people are far less likely to own their own home and be in social rented accommodation. Educational attainment is lower within the Black Caribbean community. Black people are twice as likely to be unemployed, will find it harder to get jobs and will be paid less if in work. Recent data shows that those in BAME communities are also up to twice as likely to die from Covid-19.

However, across most BAME group, educational participation is high and attainment at record levels. So why is that not translating into labour market success? The business case is that diverse organisations that attract and develop individuals from the widest pool of talent consistently perform better.