

DIVIDED WE FALL

Racial and gender divides have profound consequences

H1	ACT	PLAN	TRACK	PARK	OPP	THR	NEU
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[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](#).

THE ACTIVE CITIZEN

Civic participation is strong but changing

H3	ACT	PLAN	TRACK	PARK	OPP	THR	NEU
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Millennials and Gen Z are just as likely to be active participants in society and politics. However, for the under 30s, the means of engagement is likely to be very different. Their engagement is primarily done online, through social media or civic tech platforms. These tools give young citizens a greater voice in their community, help them express their concerns and priorities and build a long-term bond with local or national government.

While young people's commitment to voting is in decline in many democracies today, large numbers of young people are nevertheless strongly committed to [non-conventional and civic forms of participation](#).

[Teenagers are not trailblazing on traditional channels of political involvement, but neither are they selfishly doing nothing](#). Three in ten British teenagers think it likely they will contribute to a discussion or campaign on social media. Generation Z in the UK are half as likely as Baby Boomers to think immigration is a major concern. Gen Z also seem to be more likely to value ethical purchasing. A quarter of teenagers say they have avoided certain products because of the conditions under which they were produced or what they are made from.

Voting is still important for many but they want to engage differently. The recent rise in political participation in citizens ages 16-24 in both the United States and the United Kingdom shows that young voters are eager to engage, and [should therefore be given appropriate means to do so](#).

The COVID-19 pandemic has made social distancing the norm across the country and even more of civic life has shifted to virtual environments. [This shift toward online engagement may better reach young voters](#), especially those who are new or first-time voters who campaigns might not otherwise contact.

FURTHER READING