

HARVEY NASH DIVERSITY JOURNEY

For 10 years the Harvey Nash Group has championed diversity in leadership and workplace inclusion

2008

▶ WHERE ARE ALL THE WOMEN?

Inspire network is launched in the UK to connect Board-level women and promote female leadership

2010

THE GENDER DEBATE EXPANDS OVERSEAS

By popular demand, Inspire establishes chapters in New York and Silicon Valley

2011

▶ HELPING THE TALENT PIPELINE

The Aspire network is launched for the female leaders of tomorrow

LORD DAVIES REVIEW FINDS ONLY **12.5%** OF FTSE BOARD DIRECTORS ARE **WOMEN**

2012

PROMOTING FEMALE LEADERS IN TECHNOLOGY

Harvey Nash creates ARA Mentors in the US to Attract, Retain, and Advance women in technology

MORTIMER SPINKS' WOMEN IN TECH SURVEY FINDS ONLY **1 IN 7 PEOPLE** IN TECH TEAMS ARE **WOMEN**

GENDER BALANCE IN APAC

Inspire holds its first event in Asia in Hong Kong where just 9% of board members are women



INSPIRE PRESENTS TO EUROPEAN PARLIAMENT

Representatives from Inspire address 70 MEPs at a major EU Conference on female leadership

2013

ADVANCING FEMALE LEADERS IN HONG KONG

Harvey Nash and the University of Hong Kong launch the Women's Directorship Programme to help women achieve board positions

MALE CULTURE BIGGEST BARRIER FOR WOMEN

Inspire publishes *The Balancing Act*, a survey of over 600 business leaders on workplace barriers for women

1 IN 4 WOMEN FELT THEIR **GENDER** WAS A **BARRIER**

2014

FURTHER GLOBAL GROWTH

Inspire launches chapters in Sweden, Finland, Australia and Tokyo

HARVEY NASH RECOGNISED FOR GENDER BALANCED SHORTLISTS

Awarded by the Lord Davies' Committee recognising efforts to improve female leadership in companies beyond the FTSE 350

2015

DIVERSITY AND INCLUSION BEST PRACTICE PODCASTS

Interview series with business leaders on creating inclusive workplace cultures



ADVANCING ETHNIC AND CULTURAL DIVERSITY ON BOARDS

Engage network is launched to connect business leaders from all ethnic and cultural backgrounds

2016

CHANGING THE CULTURE AT HARVEY NASH

- ✓ all UK staff complete unconscious bias training
- ✓ managers measured on inclusive behaviours
- ✓ on-going diversity and inclusion workshops

ADDRESSING THE BOARDROOM ETHNICITY GAP

Engage publishes *The Ethnicity Gap*, a survey of 130 ethnic minority leaders on experiences of workplace bias and exclusion

7 IN 10 EXPERIENCED **ETHNIC DISCRIMINATION** IN THEIR **CAREER**

2017

HARVEY NASH ACHIEVES THE NATIONAL EQUALITY STANDARD

First recruitment firm awarded accreditation against 40+ diversity and inclusion criteria conducted by EY



THE FUTURE

An on-going 360 initiative to embed inclusivity into everything we do for our people, clients, candidates and industry

HARVEY NASH

The Power of Talent

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