

► Our Members and Affiliates

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|--|--|
| Accenture (UK) Ltd                             | Intel Corporation (UK) Ltd               |
| Association for Women in Science & Engineering | ION Information Technologies Limited     |
| Atos Origin                                    | iSTRAT Limited                           |
| Aurora Gender Capital Management               | Kodak Dental Systems                     |
| BAE Systems                                    | KPMG ICE                                 |
| BBC  | LogicaCMG Plc                            |
| BigHand Limited                                | Microsoft                                |
| British Chambers of Commerce                   | Ministry Of Defence                      |
| British Computer Society                       | Mishcon de Reya                          |
| BT Group Plc                                   | Mott MacDonald Limited                   |
| BTextact Technologies                          | Nortel Networks                          |
| Business in the Community                      | Northgate Information Solutions UK Ltd   |
| Cambridge University                           | OKI Printing Solutions (UK)              |
| Charteris Plc                                  | Olswang                                  |
| Cisco Systems Ltd                              | Orchard Information Systems Limited      |
| Codeworks Connect                              | Pearn Kandola                            |
| CompTIA  | Pinsent Masons                           |
| Computer Resourcing                            | PriceWaterhouseCoopers                   |
| Corporate Computer Lease plc                   | RelQ Europe Limited                      |
| Cranfield University                           | SCC PLC                                  |
| CSC  | SEMTA                                    |
| CSW Health Limited                             | Smart421                                 |
| Department for Education and Skills            | Speechly Bircham                         |
| Department of Trade & Industry                 | SQS-UK (Software Quality Systems)        |
| Depict (uni of salford)                        | SunGard Sherwood Systems                 |
| dp connect Ltd                                 | Telelogic UK Limited                     |
| Engineering Employers' Federation              | TeleWare plc                             |
| Equalitec                                      | The NCC Group                            |
| Ernst & Young LLP                              | The Platform                             |
| e-skills UK                                    | ThoughtWorks Ltd                         |
| Executive Network Consultants                  | Training for Life                        |
| Federation of Small Businesses                 | U can do IT                              |
| Ford Motor Company Ltd                         | UK Resource Centre for Women             |
| Fujitsu Services Ltd                           | Vanguard Integrity Professionals Limited |
| Goldsmith's University                         | Whitespace Software Limited              |
| Hewlett Packard Ltd                            | WomenInTechnology                        |
| i2 Limited                                     | Work Additions Ltd                       |
| IBM United Kingdom Limited                     | Xansa Plc                                |
| ICON Corporate Finance Limited                 | XL-erate                                 |



## INTELLECT WOMEN IN IT FORUM

Intellect is the trade association for the UK hi-tech industry. Our membership comprises organisations both large and small from the UK's information technology, telecommunications and electronics sectors. Intellect is the body UK hi-tech companies must be active in to:

- Influence Policy
- Improve Markets
- Enhance Business Performance

The sheer size and diversity of our membership means Intellect is the most influential representative body in many of the vertical markets in which our members operate. Working with members to understand their business imperatives, we use our tried and tested methodology to identify opportunities where Intellect's focus and intervention can create new and better business for all member companies.

Intellect is acknowledged by the industry as a primary source of qualitative insight into new market opportunities and emerging supply chains. Being a member of Intellect provides the opportunity to influence decision makers within UK Government and industry.

## ► Background

Recruiting and retaining experienced women in the hi-tech industry is of paramount importance and is fundamental to the future competitiveness of the UK's IT industry. In an industry, which regards itself as leading edge in terms of the value it delivers to the UK economy and society as a whole, companies can no longer avoid addressing the failure to create a working environment, which attracts and retains senior, qualified women.

Consider for a moment that according to official figures, the number of women working in the IT industry has fallen from 27% in 1997 to 21% in 2004, and even though the number of women employed in the IT industry has stabilised, the sector is still losing experienced senior women from its ranks.

The future development of our industry is dependent on creating and retaining a diverse workforce, one where employees feel supported, comfortable and able to succeed regardless of their orientation or gender. It is a significant challenge, but one where we cannot fail.

## ► Who are we?

The Women in IT Forum comprises broad stakeholder representation, including trade associations, trades unions, government agencies, industry (small, medium and large companies from the IT sector and all sectors that have an IT workforce), the voluntary sector and networking groups.

The Forum is led by Intellect, which seeks to make significant improvements to the environment in which our members do business, and is supported by DTI.

The Forum also seeks to promote dialogue in the workplace, through the engagement of both employers and their employees.

All of the stakeholders of the Forum fully share the objective of "promoting and realising the benefits of diversity in the workplace", with a clear commitment to delivering this through partnership alliances.

## ► Our aims, through collaborative partnerships and alliances, are to:

- Promote and realise the benefits of diversity in the industry to improve the recruitment and retention of women in the IT industry and IT related jobs.
- Work in an open and collaborative manner to inspire, lead and influence action being taken to increase the number of women in IT.
- Promote dialogue in the workplace, through the engagement of employers and employees, to fully utilise the IT and management skills of women in the industry. This will include technical and professional knowledge sharing and support.
- Undertake research and disseminate conclusions regarding the impact of the IT working environment on the careers of women.
- Raise the profile of women in the industry in partnership with IT, electronics and telecommunications industry employers, suppliers, and the Government.

## ► Our objectives are to:

- Increase the number of women in IT and their representation in senior positions.
- Provide networking opportunities for women working in the IT industry, expose support mechanisms to sustain women in the network and disseminate best practice.

## Our Activities

### Quarterly Meetings

We invite members from the Information Technology, Telecommunications and Electronics sectors to participate in lively discussions on a range of topics pertinent to women working in these industries. We regularly welcome speakers of interest to the network.

Some of the previous themes for discussion at meetings have included:

- Diversity in the boardroom
- Rates of pay
- Image & leadership
- Work-life balance
- Meetings, role models & mentoring

Previous speakers at Forum meetings have included:

- Lyn Bird, Accenture
- Loraine Martins, Audit Commission
- Glenda Stone, Aurora
- Louise O'Neill, BAE Systems
- Zulfi Hussain, BT
- Dr Kerry Platman, Cambridge University
- Dr Val Singh, Cranfield School of Management
- Karen Price, e-skills
- Debbie King, Happy Computers
- Louise Tomkins, Ministry of Defence
- Sara Abbonizio, Women & Equality Unit

### Research Programme

We sponsor and fund an ongoing research programme to support diversity within the industry. To date this has included:

- Women in the IT industry: Phase 2 Research How to Retain Women in the IT Industry (July 2005)
- Women in the IT industry: Phase 1 Research Towards a Business Case for Diversity (January 2005)
- Achieving Best Practice in Your Business: Maximising Potential Through Work-Life Balance. Case Studies from the IT, Electronics and Communications Industries (July 2004)
- Flexible working in the IT industry: Long-hours culture and work-life balance in the margins? (March 2004)

## Our Management Committee

A Management Committee comprising of the following individuals and organisations drives the activities of the Forum forward:

- Gillian Arnold, IBM, Chair
- Pat Cooper, Atos Origin
- Jill Hart, BT
- Teresa Schofield, Cranfield University and WES/IEEE
- Joe Gardiner, DTI
- Jessica Thompson, Fujitsu Services
- Louise Jeffrey, Mott Macdonald
- Alison Greatorex, Smart421
- Jane Muller, SQS
- Annette Williams, UK SET for Women Resource Centre