# About the Inclusion & Diversity Directory:

Thank you for helping us to create the Tech Talent Charter Inclusion and Diversity Directory. The directory is a publicly available resource which aims to map every initiative in the UK that helps people from underrepresented groups get into tech. The directory is designed for three groups of users:

1. People looking to get into tech who want to know which initiatives could help them.
2. Companies who are looking for other organizations/individuals to work with/for.
3. Commissioning bodies seeking information about initiatives within their scope/area e.g. central or local government.

## Help us populate the directory

The goal of the TTC Directory is to map all organisations, initiatives, tools and services across the UK that operate in the D&I space and facilitate organisations collaborating with other groups to enhance the impact of their work. We also want this to be a resource through which businesses and talent can surface organisations, tools and opportunities relevant to/near them. The Directory and the initiatives in it will be showcased and publicised as part of the *Get Into Tech* campaign we will be launching to the public in autumn.

## **Add any initiatives, provisions or opportunities that are designed to appeal to people who face barriers to opportunities in tech to the directory.** This includes things like coding bootcamps, online courses, free and charity funded training, jobs which offer dedicated training in tech relevant topics, apprenticeships, returnerships, advice, career support, coaching and mentoring, awards, events, networks, tools or services. It includes opportunities targeted at all ages and situations. The critical factors to look for 1) tech relevance 2) provides opportunity more inclusively than the traditional talent pipeline.

## How to add an Initiative to the Directory

1. Check whether a) the **initiative** and b) the **organisation** running it are already listed by searching the [Inclusion & Diversity Directory](https://www.techtalentcharter.co.uk/diversity-directory).
2. If the **organisation** is not listed, add them using this form [Organisation Form](https://airtable.com/shrgaYZnh8DrLhBUv?prefill_Viewable%20by=TTC). You must ensure that the blue TTC box at the bottom of the form stays ticked.
3. Once the organisation is added, or if it was already in the directory, add an initiative they run using the [Initiatives Form](http://techtalentcharter-co-uk-3418747.hs-sites.com/addaninitiative).

Examples of initiatives that should each have an entry are things like:

* Digital apprenticeships
* Returner schemes where the returner might have tech skills they are bringing back to market
* Graduate schemes which include tech relevant rotation/opportunity
* Career inspiration, programmes, events run with schools/uni focused on tech
* Peer networks or mentoring schemes that are for minorities in tech
* Services you offer to help companies improve D&I.
* Research you offer to help companies understand how to improve their D&I.

## Notes & FAQs:

**What’s the difference between an Organization and an Initiative?**

Think of an initiative as a programme. It does not have to be every instance of a programme. For example an event series would not need every individual event to be added separately. Similarly a coding bootcamp would not need every intake to be added separately if the only thing that changes is the start date. An Organization would be the group that runs the initiative. For example: Code First: Girls is an organization, and the Code First: Girls 8-week code bootcamp would be an initiative. Lloyds bank may have a returners programme for women. Lloyds Bank would be the organization and the Lloyds Returners Programme would be the initiative that needs to be submitted to the directory.

**The initiative I am logging does not match the answer options available in the form. What should I do?**

Please select the closest option you can (this might be one which has partial overlap or is most relevant out of a number of options).

**I submitted an initiative and I made a mistake!**

Currently the directory does not allow you to go back and change an entry so please try to avoid making errors as much as possible! However, if this does happen, please contact Lexie Papaspyrou on [mapping@techtalentcharter.co.uk](mailto:mapping@techtalentcharter.co.uk) with details and she can amend entries.

**I have feedback which could make the submission forms or directory better!**

We are currently testing the new directory out so we would be very grateful to hear any feedback on how we can improve it. Please send your feedback to Lexie Papaspyrou on [mapping@techtalentcharter.co.uk](mailto:mapping@techtalentcharter.co.uk)

**I have a question that’s not on the list!**

Contact Lexie Papaspyrou on [mapping@techtalentcharter.co.uk](mailto:mapping@techtalentcharter.co.uk).