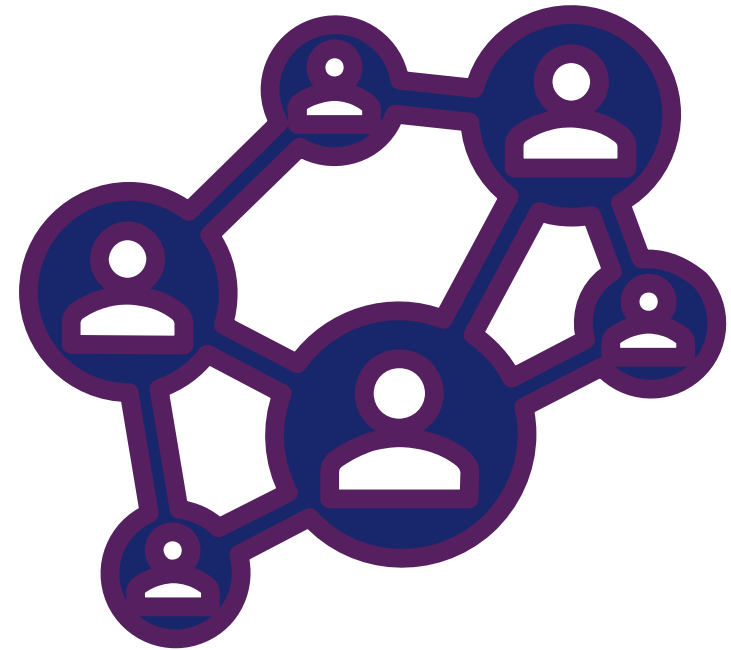


# WHAT IS SUPPLIER DIVERSITY?

RESEARCH BASED EVIDENCE  
VERSUS  
CORPORATE REALITY





# UK GOVERNMENT DEFINITION

- In a combined report published by the U.K. Home Office and His Majesty's Revenue and Customs (H.M.R.C.), Diverse Suppliers were defined as comprising of one of four sub-sets (Government, 2016):
  - Small and Medium Enterprises (S.M.E.),
  - Black, Asian and Minority Ethnic (B.A.M.E.),
  - Suppliers from other under-represented or protected groups,
  - Suppliers demonstrating a diverse workforce composition.
- Common wording used:
  - Under-represented, Under-recognised, Under-estimated, Marginalized, Under-served, .....

WHAT IS THE CORPORATE REALITY?

The background features a gradient from dark purple at the top to deep blue at the bottom. It is decorated with a fine grid of white dots. Several circular elements are scattered across the frame: a small white circle with a dashed line and arrow at the top center; a large, complex circular diagram on the right side with concentric circles, tick marks, and numerical labels (100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210); and a smaller circular diagram at the bottom right with dashed lines and arrows. In the bottom left corner, there are faint, overlapping circular lines.



## Small Medium Enterprises

**5,500,000**

PRIVATE SECTOR BUSINESSES IN 2022

**7,700**

OVER 250 EMPLOYEES

## Diverse Workforce

Suppliers demonstrating a diverse workforce – definition does not specify if private or publicly owned business.

## Black, Asian & Ethnic Minority (BAME)

- Ethnic minorities with the exclusion of White British.
  - Includes: Black, Asian, Arab, Mixed/Multiple ethnicity, Gypsy, Irish Traveller, Roma, other ethnic groups.
- MSDUK

## Under-represented & Protected Groups

- Under-represented: statistical factor related to the number of business owners from a defined demographic.
- Protected Groups – protected by legislation that prevents discrimination:
  - Equality Act 2010 - age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race, religion or belief, sex or sexual orientation
  - Armed Forces Act 2011 - Veterans
- WeConnect International – Female Owned Businesses
- OutBritain – LGBTQIA+ Owned Businesses
- Veteran Owned UK – Veteran owned Businesses



# PURPOSE OF SUPPLIER DIVERSITY PROGRAMMES



# DISCUSSION

