



**EQUALITY  
GROUP**

# **BAME BOSS;**

Ethnic Minority Aspirations  
of Being on the Board



59% of ethnic minority citizens aspire to be on the board  
BUT only 2% make it



55% ethnic minority Brits have been advised to be  
'more realistic' about their career aspirations



Half of the UK's ethnic minorities have stated that they have  
no prominent professional role models of their ethnicity



46% of ethnic minorities advised to commence a career NOT  
relevant to their skills or interests



50% of BAME Brits in 2018 are the first in their family to  
attend higher education- verses 26% of non-ethnic minorities

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Hephzi Pemberton, founder of Equality Group has commissioned nationally representative research that delves into UK ethnic minority citizens, their career aspirations and the inequalities that persist within the world of work. This research is launched amidst latest industry data that shows only 84 of the 1,048 directors in the FTSE100, originate from an ethnic minority. Contextualised by the disconcerting fact that there are more directors called Dave or Steve within these 100 companies than there are women or ethnic minorities, this timely research unveils a damning insight and ever-present reality that impacts almost 8 million Brits attempting to succeed in the UK's professional arena. Underpinned by an overwhelming drive to succeed in positions of seniority, the study commissioned by Equality Group- an organisation that helps companies attract, retain and develop diverse talent- unveils majority sentiments of ambition, academic prowess and unwavering perseverance propelling the UK ethnic minority workplace forward. Whether this sentiment is met by an academic and/or professional infrastructure is questioned significantly given that 46% -2.5 million- ethnic minority citizens were encouraged to commence their career in a role that did not reflect their career aspirations or academic credentials at that time.

As cited by the University of Leicester in 2017, students from ethnic minority groups have, academically, significantly improved over the last two decades and are achieving higher grades than the national average. With this in mind, it is important to assess ethnic minority experience upon leaving education in order to understand how such stark differences within the professional career ladder has occurred.