

KEY FINDINGS

The Colour of Power is a visual depiction of the diversity composition of Britain’s most powerful decision makers across the public and private sectors. Scrolling through the faces in the index, it is immediately evident that our nation’s leaders are predominately male and white and when viewed in the context of our population at 51% female and 13% ethnic minority, it is clear that those who hold the power are not representative of the diversity of the people they serve.

More alarming still is that despite increased public and shareholder pressure to address the lack of diversity at our top levels, when we compare the findings of this year’s survey with that of 2017, there has been barely any change:

- Out of 1099 roles, only 52 (4. 7%) are ethnic minorities. This is a 1. 2 percentile point increase in three years (15 people).
- Of the 39 departments categorized, 15 (38.5%) had no ethnic minority representation.
- Ethnic minority females account for only 11 roles out of 1099 (1%). Out of these only 3 are black females (0.3%).
- A total of just 17 roles are held by black males and females accounting for 1.5% of the total roles.
- 5 out of 39 categories have seen a reduction in ethnic minority held roles. CEO’s of Media Agencies have seen the biggest loss, going from 2 ethnic minority members out of 10 (20%) to 0.
- CEOs of NHS Trusts, Leaders of Unitary Authority Councils, CEOs of Public Bodies, and CEOs of Top Charities have also all seen a reduction in ethnic minority representation with the loss of 1 member each.
- 21 out of 39 categories (54%) have seen no change in the number of ethnic minority members.
- Both CEO’s of London Borough Councils and Government Ministers have increased their ethnic minority members by 3.
- Out of 1099 roles, only 288 (26.2%) are female. This is only a 3.6 percentile point increase in three years (49 people).
- Of the 39 departments categorised, 2 (5%) had no female representation.

Category Breakdown

CATEGORY	TOTAL (2017)	WOMEN (2017)	ETHNIC MINORITIES (2017)	TOTAL (2020)	WOMEN (2020)	ETHNIC MINORITIES (2020)
Cabinet Members	28	8	2	26	7	4
CEOs of Top Law Firms	20	2	0	22	0	1
CEOs of Arts and Culture Organisations	20	6	0	20	5	0
CEOs of Business Organisations	5	1	0	5	1	0
CEOs of FTSE 100	96	5	2	98	5	2
CEO’s of London Borough Councils *	26	9	1	32	14	4
CEOs of Media Agencies	10	6	2	9	4	0
CEOs of Metro Borough Councils	32	14	0	35	14	0
CEOs of National Governing Bodies of Sport	15	3	0	16	5	0
CEOs of Public Bodies	28	10	1	28	13	0
CEOs of Top Advertising Agencies	20	1	1	20	6	1
CEOs of Top NHS Trusts	51	23	1	50	20	0
CEOs of Top Accounting Firms	21	3	1	21	3	2
CEOs of Top Charities	10	2	2	10	4	1
CEOs of Top Consulting Firms	20	3	1	20	1	3
CEOs of Top Publishing Firms	10	0	0	10	1	1
CEOs of Top UK Banks & Financial Institutions	13	1	0	11	1	0
Unitary Authority Council CEOs	50	14	0	53	20	2
Chairs of NHS Trusts	50	16	2	50	16	3
Chief Constables	46	5	0	43	7	0
Directly Elected Mayors	23	4	2	24	3	3
Government Ministers	89	20	3	94	33	6
Editors of National Newspapers	15	2	0	17	6	1
Editors of Top 10 UK Women's Fashion & Lifestyle Magazines	10	9	2	10	9	2
Heads of the Intelligence Agencies	3	0	0	3	0	0
Leaders of London Borough Councils	27	8	4	28	8	4
Leaders of Metro Borough Councils	32	4	1	33	7	1
Leaders of Political Parties Represented in Parliament	13	5	0	12	5	0
Leaders of Trade Unions	31	8	0	47	13	1
Leaders of Unitary Authorities	50	9	2	53	10	1
Managers of Premier League	20	0	1	20	0	1
Managing Directors of TV Broadcasters	12	2	0	10	1	0
Members of Defence Council for the Armed Forces	12	1	0	9	1	0
Permanent Secretaries in the Civil Service Board	13	3	0	16	4	0
Police and Crime Commissioners	43	8	1	42	9	1
Scottish Parliament Ministers	23	10	1	26	13	1
Supreme Court Judges	11	1	0	12	2	0
Vice-Chancellors of Top 50 Universities	50	10	3	50	9	5
Welsh Assembly AMs	9	3	1	14	8	1
TOTAL	1057	239	37	1099	288	52

- *Edit: On 28.07.20, 13:00 the data was updated to include the CEO's London Boroughs of Hammersmith & Fulham and Royal Borough of Greenwich. While this has not altered the overall findings and key messages of the report, it has marginally altered some statistics which may cause discrepancies with data published by third parties in the 22 hours prior to the amends.*