

Diversity and Inclusion

URBACT Gender Equal Cities: Vienna

London: Lambeth ELEVATE

London: Weareontech

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Gender Equal Cities



Inequality is persistent



In the EU 52%
of the population
are women...

but only 15% of the mayors
in EU cities are women



Women continue
to be paid
16% less
than men

The 2030 Agenda
for Sustainable
Development
aims to achieve

**gender equality
and empower
all women and
girls.**



Only **34.4%**
of the EU
self-employed



and **30%**
of start-up
entrepreneurs



are women

Men are more likely to make a
single destination journey by car,
whereas women generally use
**public transportation to do
multiple journeys in one day**,
because they combine employment
and care duties.





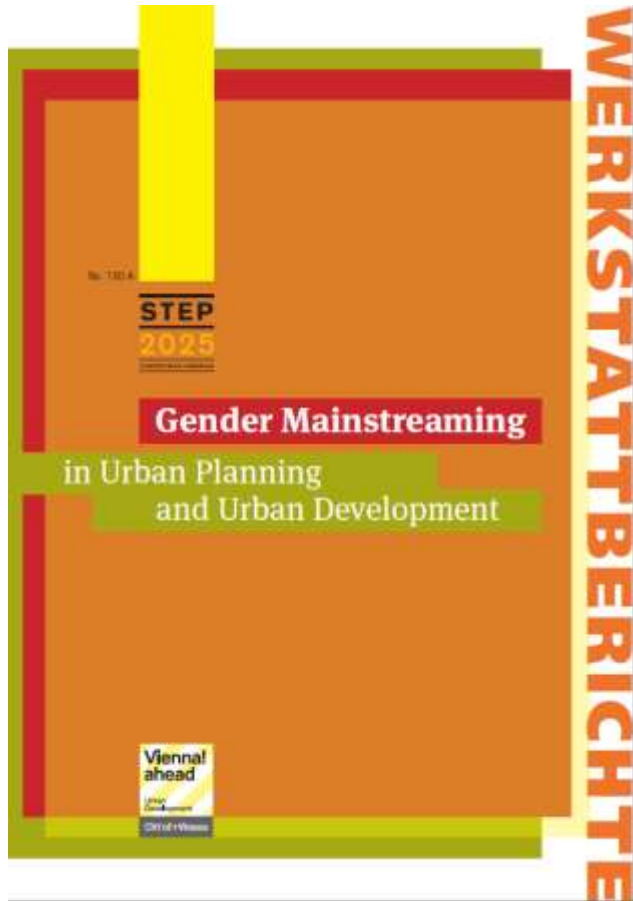
Planning and public space







Vienna Parks





ELEVATE.

IT STARTS HERE

MAYOR OF LONDON

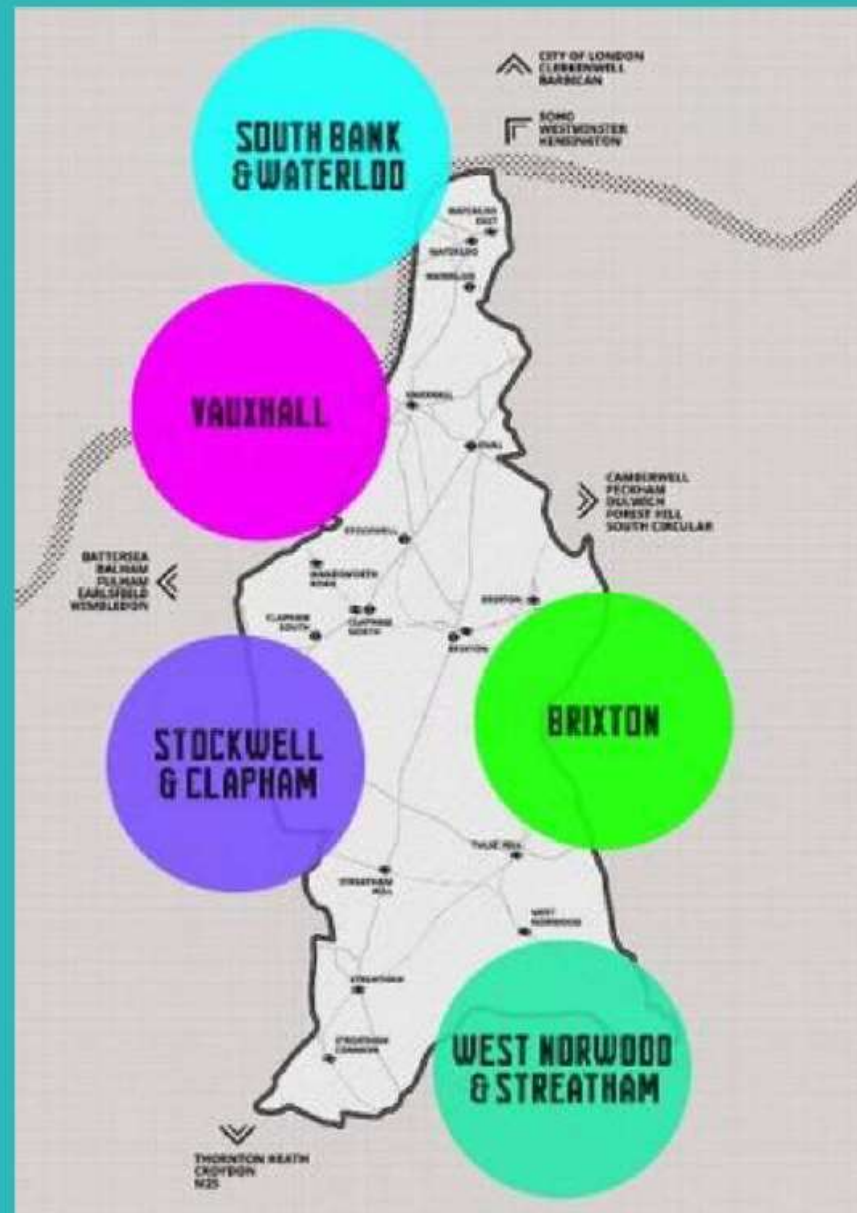


London Borough of Culture is a Mayor of London initiative, supported by the City of London Corporation's charity, City Bridge Trust and Airbnb.

Lambeth's mission to support diverse talent and open up the creative workplace

OUR CREATIVE ECONOMY LACKS DIVERSITY

- 42% of Lambeth residents BAME
- 11% of creative jobs held by BAME employees
- Women, people with disabilities, and those from lower income backgrounds underrepresented and less likely to be in senior roles
- 92% of the creative workforce from more advantaged socio-economic groups, compared to 66% in the wider economy



ELEVATORS

Young Advisory Group

The group (aged 18-35) meets monthly. It has helped to develop ELEVATE's approach to communications and branding and is currently programming parts of ERIC Festival.

Members to date (10):

- Whitney Achonwa – Lambeth College arts student
- Akira Williams – Media Professional, Lambeth Council Children in Care Council
- Ayo Adegun – Young Vic alumni, Actor
- Benna – Spoken Word Artist
- Kyra Campbell – Dancer/Performer
- DJ (Housni Hassan) – Dancer with Corali
- Letitia Johnson – Old Vic Front Line alumni, A Level Student
- Ernesto Reyes-Fox – Actor
- Emeka Ughanwa – Streamz, Writer
- Emeka White – Clothes Designer



ELEVATE.

ELEVATE.



Get Involved



ONETECH

CHANGING THE FACE OF START-UPS

www.weareonetech.org

#WeAreOneTech



CAPITAL ENTERPRISE

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DIVERSITY VC



THE ACCELERATOR NETWORK



OneTech is powered by Capital Enterprise with support from the Mayor of London and Founding Sponsor JPMorgan Chase



WHY?

In the UK, for every £1 of venture capital investment, less than 1p goes to all-female led teams.

Of all funds raised by European VC-backed companies in 2018, a staggering 93% went to all-male founding teams.

Underrepresented communities, including those that live, work and study in the London boroughs, where London Tech startups cluster, are missing out.

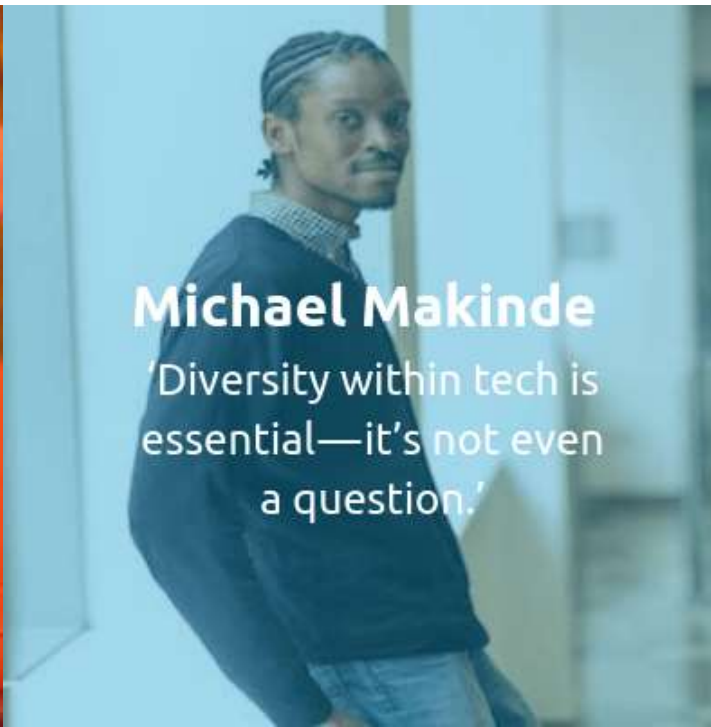


Inspiration Capital



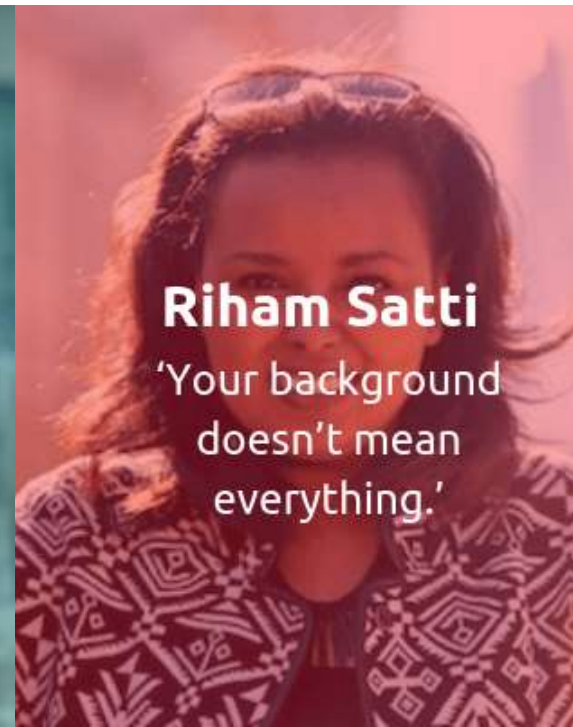
Urenna Okonkwo

'Tech companies create products and services for everyone, for society and society is diverse.'



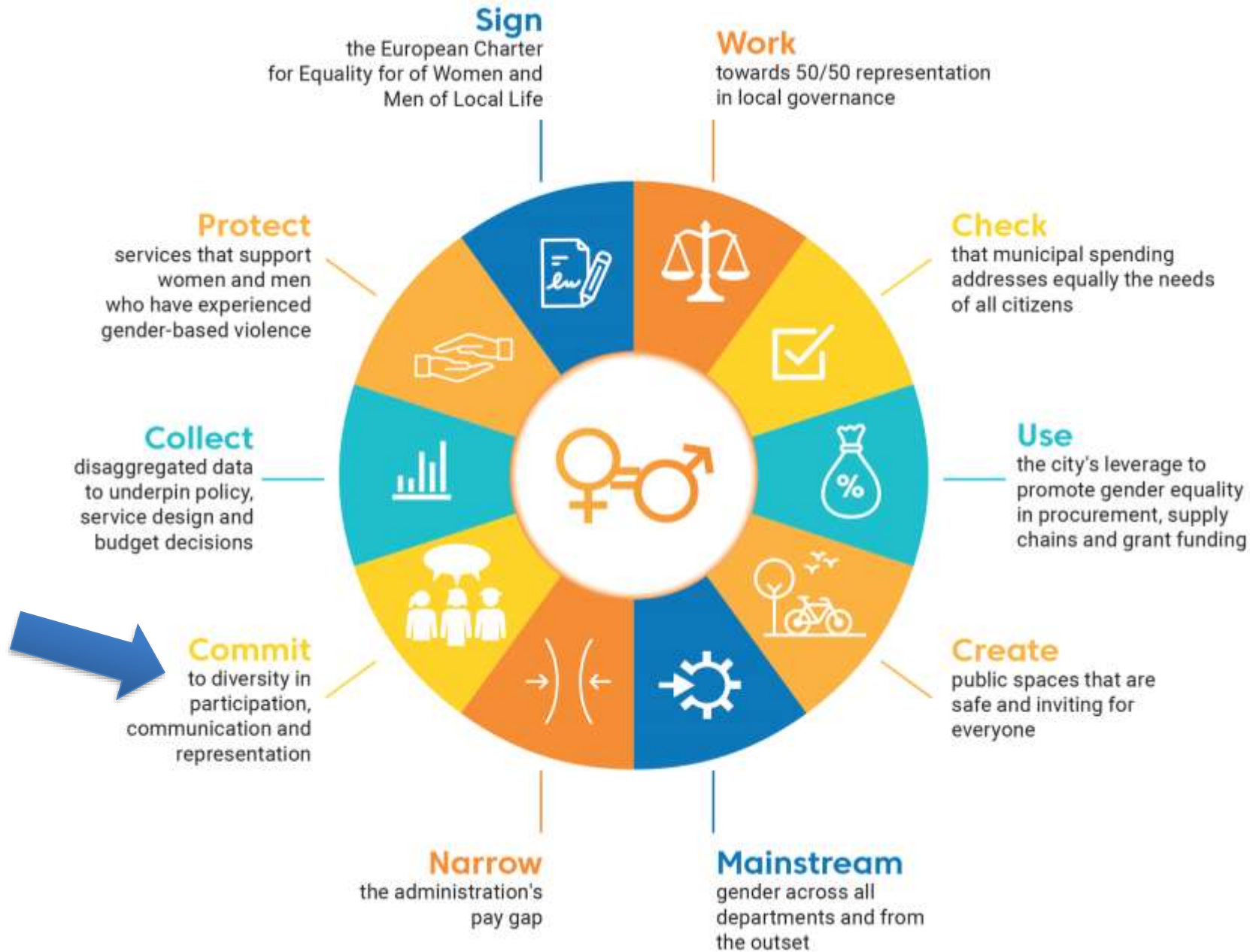
Michael Makinde

'Diversity within tech is essential—it's not even a question.'



Riham Satti

'Your background doesn't mean everything.'





Final messages

- “You can’t be what you can’t see.”
- Representation matters
- Intersectional approaches : addressing power relationships
- Right to the city