



Currently only 17% of IT professionals in the UK are women. As a leading IT employer, FDM is committed to addressing the gender imbalance within the industry. In 2011 we launched our global Women in IT campaign with the aim to recruit more female candidates and to create a support network within the organisation that would enable female employees to progress within a male dominated industry.

Central to our Women in IT campaign, are our FDM Female Champions who act as role models to support, mentor and inspire women within the business and externally. Anna Turner, who is excelling in her role as a Female Champion on site at British Airways, described the initiative as a “great way of networking and feeling united as a group”.

The mentorship that our Female Champions offer is key to providing a supportive environment where women can participate fully in all areas of the business to exceed their career goals, benefiting from shared experience and guidance. Anna arranges weekly meetings with a fellow Female Champion, Michelle Yuen to share ideas on how to support women on site. She created a support network through the organisation of charity events, networking sessions and set up a group for FDM women using British Airways’ communication tool.

Our Female Champions also organise external networking events and Advantage Sessions for women who aspire to work in IT. Through these events, FDM is able to participate in an open discourse with young graduates and students and effectively address the concerns of those budding technologists who are put off by the gender gap in the industry.

Tania Nasser, a Female Champion and Consultant placed at the New York Stock Exchange contributed to our collaborative Advantage Session with NYTechWomen by leading a panel discussion and sharing the challenges she faced as a women studying and pursuing a career in technology. Tania went on to win Female Champion of the Year in 2013 for her outstanding efforts surrounding the initiative.

Our Women in IT Campaign has been met with continued success with more and more female candidates applying, confident in the knowledge that we are a company dedicated to diversity. The percentage of women within our organisation has increased year-on-year and we now have 25% women internationally and a 50% female Senior Management Team. Ella Awuakye, an FDM Data Analyst says that: “FDM will help put you on a career path that you may have previously thought was not open to you. FDM also has a strong focus on championing women in IT, which I feel is very important because it shows their commitment to shaping a diverse talent base in an ever-expanding industry.”