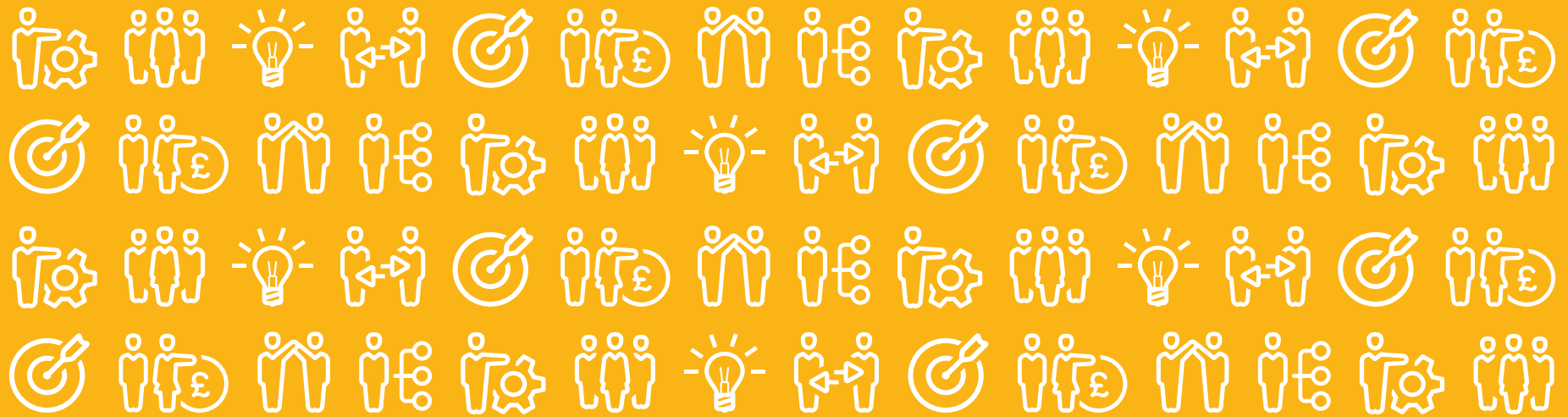


INCLUSION TRANSPARENCY REPORT



Architecture should be open to all, regardless of background or circumstance. Currently we know that it is not. We know there are discriminatory barriers preventing talented people from studying, practising or even appreciating architecture.



As part of our commitment to driving much needed change, I am pleased to present our first Inclusion Transparency Report. This document lays out our inclusion journey so far and our direction of travel. By publishing this we are sharing our learnings and holding ourselves accountable for our actions.

Our members, staff and partners have high expectations of the RIBA, inspiring us to lead by example. We know that we need to be ever more targeted and intentional in our action on equity and inclusion. We know also that we need to draw on the expertise and experiences of a much more diverse workforce at all levels of our organisation and ensure that everyone can feel like they belong.

With this report, and the launch of the RIBA Inclusion Charter for architects and practices, we hope to inspire others to help drive vital cultural change to ensure equity for all.

Alan Vallance
RIBA CEO

Equity, support, acceptance, celebration, competency and profitability are key aspects of a contemporary architecture profession.

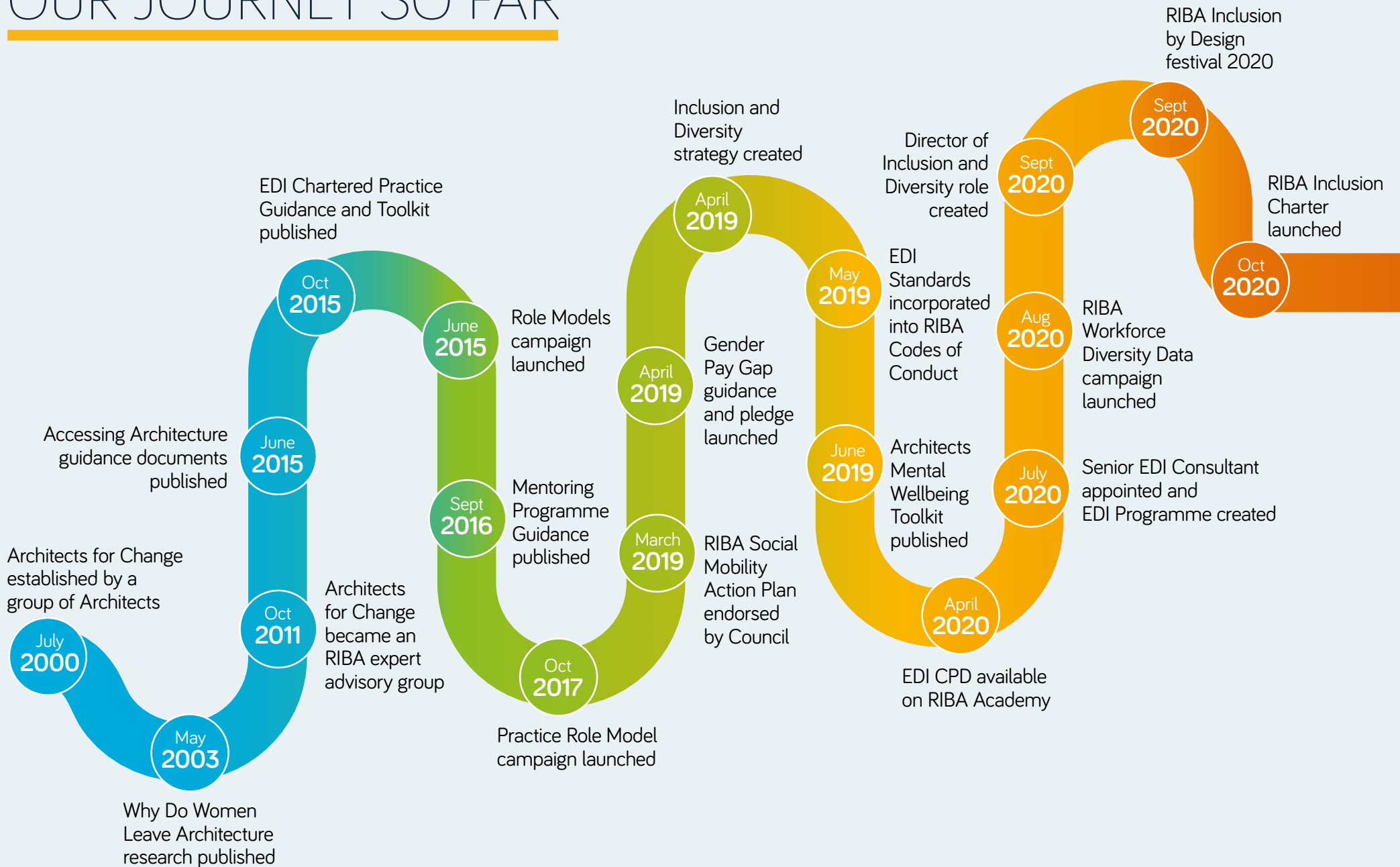


Each one of us has a unique story and background, which informs how we contribute to the world and it is that diversity and richness of experience that strengthens our businesses and the places and spaces that we create.

It is essential that there is equity of opportunity into and upward through our profession. I strongly support the RIBA's commitments and action on diversity and inclusion and I will keep pressing and encouraging others to realise the more inclusive profession we wish to be.

Professor Alan Jones FRIBA
President RIBA 2019-21

OUR JOURNEY SO FAR

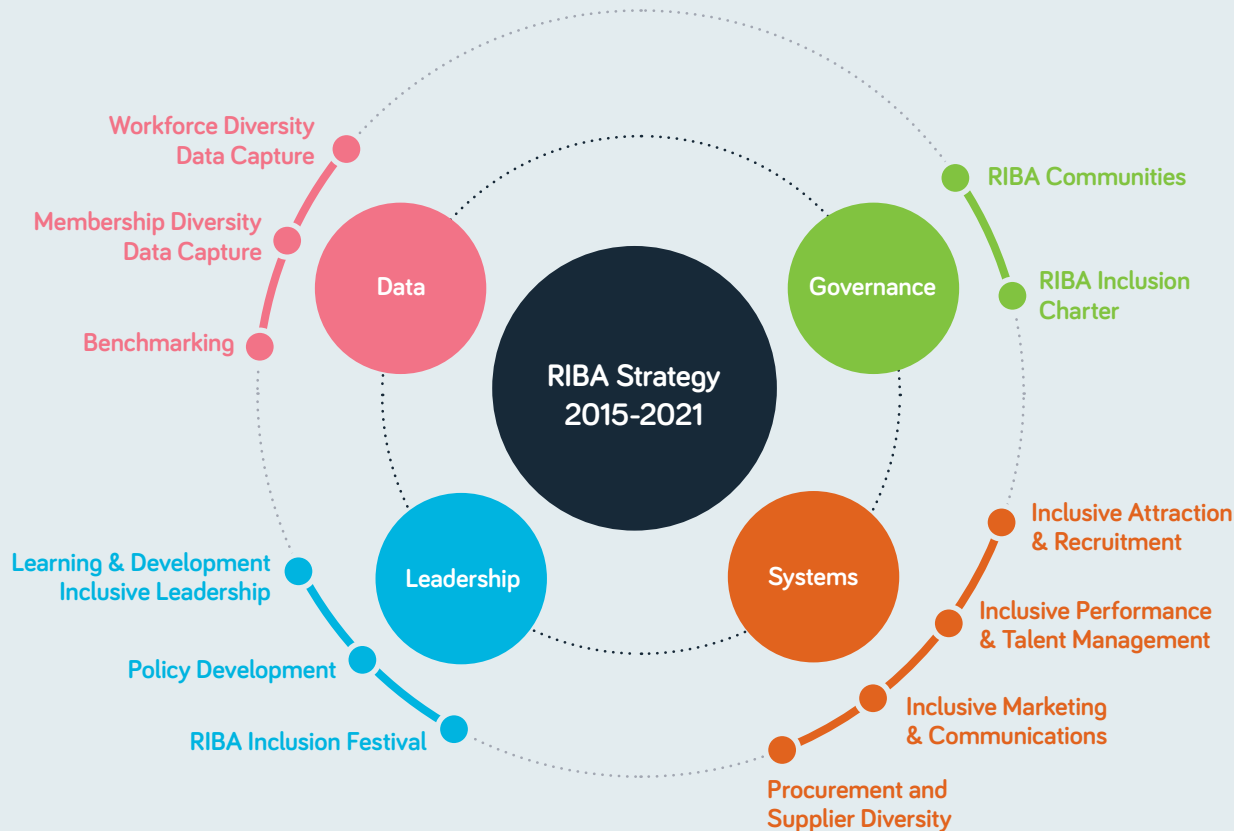


OUR PLAN

Creating Opportunity and Enabling Success programme

We know we must do more to make our organisation and the architecture profession more inclusive. Using data insights and keeping our own diversity data accurate and up-to date will help us understand where we need to make important changes. Diversity measurement is important to ascertain baseline information about our workforce and membership.

Leadership is critical to drive an inclusive culture. Unlike management, which operates within existing norms, leadership is about pushing those norms to really make a difference and holding people accountable for their actions. Culture is not just about what we say, but what we do and how we do it. The RIBA leadership workstream includes the RIBA Inclusion by Design Festival.



RIBA and our Architects for Change expert advisory group cannot make the change that is needed across the profession alone. Accountable champions are needed in each member practice to take responsibility for embedding inclusion using the RIBA inclusion framework. The RIBA Inclusion Charter is a mechanism for engagement and coherent delivery of the EDI plan.

The systems workstream refers to the policies, procedures and ways of working behind the scenes that are critical to an inclusive culture. This includes: attraction and recruitment, performance and talent management, procurement, marketing and communications. In all of these systems there is bias and by mapping them out, we can work to make them more inclusive.

OUR RESPONSIBILITY TO INFLUENCE

RIBA Inclusion Charter – calling on architects and built environment professionals to pledge support for equity and inclusion

Join our campaign to break down barriers and make architecture more inclusive.

We all have a role to play in dismantling the discriminatory barriers that are preventing talented people from studying, practising or even appreciating architecture.

Building on our 2019 Close The Gap gender pay pledge, the RIBA Inclusion Charter invites RIBA members to step up and demonstrate their commitment to making architecture more inclusive.

Signatories will join a new community of equity champions and role models with a shared purpose – driving change.

By signing the RIBA Inclusion Charter, practices and individuals:

ACKNOWLEDGE

the urgent need for inclusion in the architecture profession and wider construction industry

COMMIT

to setting inclusion targets and an EDI action plan for their practice

COMMIT

to developing their workplace culture, talent pipeline and ways of working to support inclusion

COMMIT

to publicly reporting on progress of their EDI plan – transparency and accountability are vital to drive cultural change

COMMIT

to embedding inclusive design in all projects, and contributing to the development of inclusive environments

Signatories will be supported by RIBA's Equity, Diversity and Inclusion Team and have access to best practice guidance on topics including recruiting diverse talent, inclusion data monitoring and establishing employee resource groups.



Pledge your support for a more inclusive profession and sign the **#RIBAINCLUSIONCHARTER**

The RIBA Inclusion Charter enables signatories to build on the requirements of the RIBA Codes of Conduct and Practice. For example, RIBA Chartered Practices must already have an EDI policy (the policy guide is currently being updated).

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