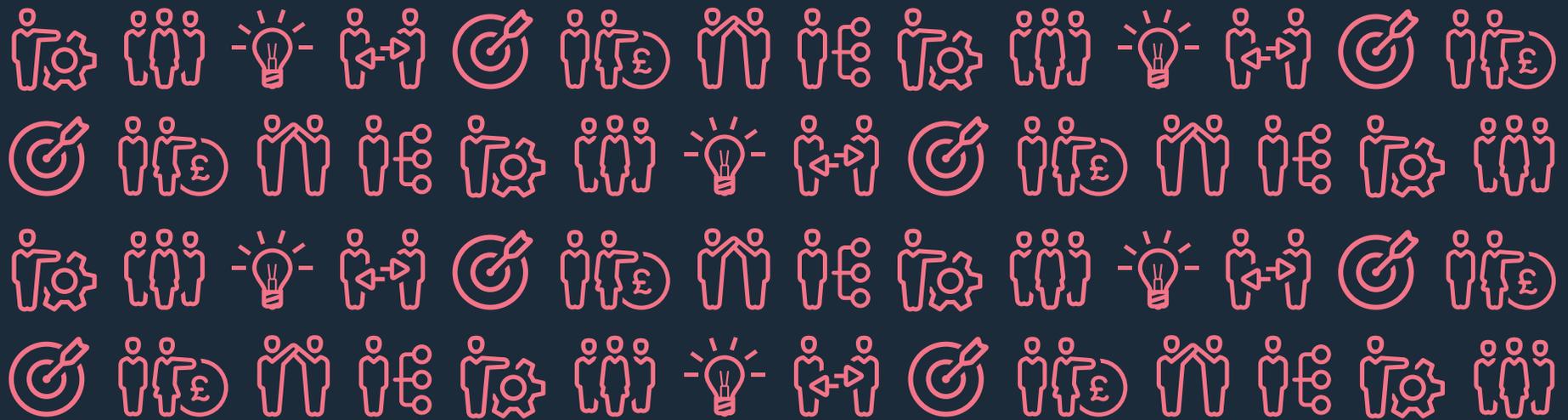


# INCLUSION TRANSPARENCY REPORT



February 2021 – March 2022

# Creating an inclusive culture is a journey...

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This report is an important annual reflection – providing transparency on our EDI progress to date, our evolving strategy and our goals for the future.

# Our vision

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Inequalities exist in the world of architecture and the RIBA has a key role to play in driving necessary and overdue change.

Through being fairer, more inclusive, and socially responsible, we are committed to supporting people of all identities, backgrounds and circumstances, to access architecture.

We are working hard to create a culturally intelligent and inclusive organisation and architecture profession, through systemic change of policies and processes, and by equipping individuals and teams to develop inclusive behaviours.

We are committed to fostering a culture that enables people to develop the knowledge and skills that enable effective participation and collaboration - breaking down barriers wherever they exist.

Here, in our second Inclusion Transparency Report, we share our learnings and hold ourselves accountable for our actions. We also hope to inspire others to help drive vital cultural change to ensure equity for all.



**Marsha Ramroop**  
Director of Inclusion  
& Diversity



**Alan Vallance**  
RIBA CEO



**Simon Allford**  
RIBA President

# Our strategy

## Change starts at home

The RIBA is transforming. We have put in place a new organisational structure, with EDI at the heart of all our work – informing all internal and external interactions and activity.

Cultural Intelligence, also known as CQ, is the foundation for our EDI work.

The Cultural Intelligence (CQ) framework's four capabilities – Drive, Knowledge, Strategy and Action form the basis for RIBA colleagues to understand and behave inclusively.

We have invested in training and guidance for all individuals and teams. This is an intersectional approach that informs all activity across our organisation.

## Fostering understanding

It is important that we all understand why we need to create change.

Through developing our qualitative and quantitative data collection strategy in a more thorough and intersectional way, we can more effectively create, communicate and monitor meaningful and targeted changes.

## Policies and systems

We are working to ensure that the right mechanisms are in place to address any systemic issues and support inclusive behaviours and practice. This includes reviewing and updating all our policies and processes – particularly those which inform attraction and recruitment and the development of talent and skills.

## Developing talent and skills

Introspection is key. We're making sure that our staff are equipped with the skills and opportunities to behave in a new, more culturally inclusive and intelligent way through programmes like CQ training. This means we can more effectively work and relate with all stakeholders, as we recognise biases, work around and tackle them.

We're encouraging staff to embed inclusivity into all actions and objectives, putting into practice the skills that we're learning.

## Role modelling

We aim to role model inclusive behaviours to help influence and change the culture within the profession, construction sector and society. An example of this is the menopause guidance which we produced, implemented and shared with the profession.

The RIBA is here to advance architecture by demonstrating public benefit and promoting excellence in the profession. Promoting excellence in EDI best practice will support us in fulfilling our mission.

Through applying this updated approach, we are confident we can bring about real sustained and inclusive change that better serves our members and society.

# Our work in 2021

The focus for the past 12 months has been on making changes within the RIBA so that we can effectively role model and support the membership, profession and wider construction sector. We have focussed on three key areas:

## Embedding Cultural Intelligence (CQ)

All RIBA colleagues and Council Members have been offered CQ training and coaching to embed inclusive behaviours throughout the organisation and our networks. This involves an assessment of individual CQ, training, which was either e-learning or face-to-face and coaching to help embed the learning.

## RIBA Communities

Six lived experience groups have been established to foster better understanding, inform policies and increase accountability.

- **Origins** – race, ethnicity, religion and belief. It also supports those who face antisemitism, antiziganism, Islamophobia and racism.
- **Balance** - women in the workplace. It works towards achieving gender parity, gender balance and supporting carers and those with unpaid caring responsibilities.

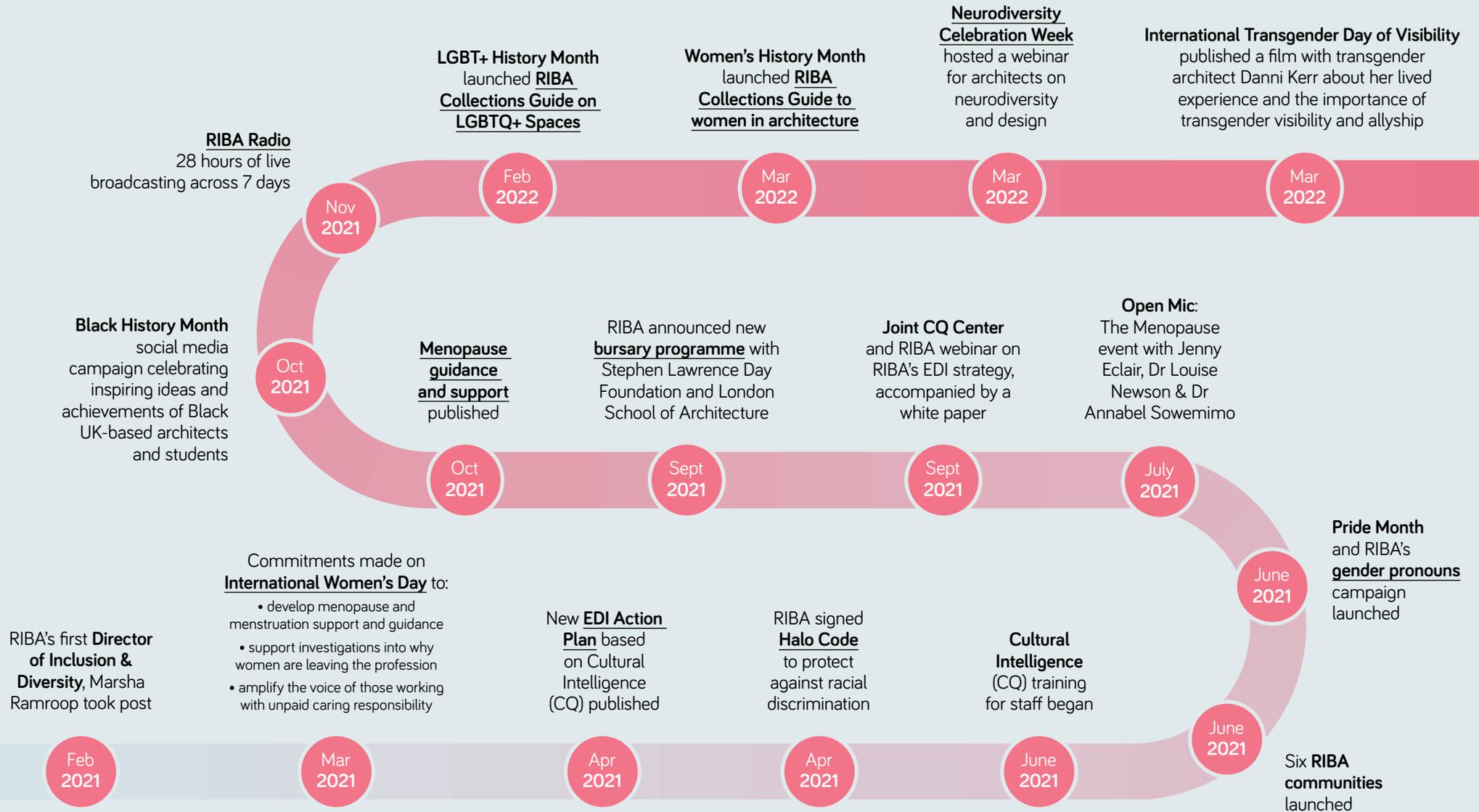
- **Enable** – visible and invisible disabilities. It highlights the value that individuals living with a disability, a diagnosed mental health condition or who are neurodivergent can bring. It supports individuals to reach their full potential.
- **RIBA LGBTQ+** - centred around the experiences, knowledge, and networks of LGBTQ+ people. It provides an inclusive and safe space, whilst championing the needs, achievements, and creations of LGBTQ+ people.

- **Socio-economic Diversity** - equal opportunities for all, regardless of socio-economic background. Working to share experiences so that opportunities are awarded based on abilities, so that everyone has equal opportunity to obtain or advance in their role.
- **Generations** - bridging the age gap to ensure colleagues under the age of 30 and over the age of 60 have a voice and share their experience, allowing for diversity of thought and experience throughout the generations.

## Inclusion Charter competencies

Through [RIBA Radio](#) content broadcast at the end of 2021 and now available on playback (YouTube and SoundCloud), we have started to create resources to provide insight, information and guidance on policies and best practice for members and practices to help them sign up and meet their commitments in the Charter.

# Key milestones



# Our next steps for 2022-23

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We will continue to work with and support the underrepresented in the profession, help members and practices to end discrimination, and redress the current imbalance of representation.

## Data

We are planning to work with partner organisations and individuals across the profession to devise a consistent and intersectional approach to data collection. This is a key commitment of our Inclusion Charter.

## Education

Several inclusion and diversity issues within education have already been identified – from the off-ramping of women, to challenges faced by racialised groups and the absence of those with disabilities. We will be looking at how we can attract and retain a more diverse range of people into architecture education, reviewing how architecture is taught, validated, and the journey into practice.

## Inclusion Charter competencies

We plan to build on our support for members who are committed to becoming more inclusive across all areas of their practice. We will use insights from our data collection work to develop EDI competencies, create accompanying guidance and resources, and to track and measure progress.



# Our closing thoughts

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Peter Drucker, the renowned management and organisational philosopher, says:  
'The best way to predict the future is to create it.'

We commit to driving change, using data to inform our work, being transparent about our decisions, and holding ourselves accountable for the important role we play.

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