



RIBA  
PRESIDENT'S BIENNIAL  
PLAN 2024-2025

GIVING THE NEXT GENERATION A REASON  
TO CARE ABOUT ARCHITECTURE

“

I was elected to speak up for the future of the profession; to set a direction of travel that ensures that the profession – and RIBA – adapts and thrives in an increasingly challenging marketplace.

”

---

# Foreword

Education and practice have transformed over recent years, adapting to address the climate emergency, new technologies and accelerating commercial pressures.

Architects continue to face these challenges with characteristic grace, optimism and creativity. I hold particular concern for students and early-career architects who are entering an overworked and unfairly compensated profession.

In my role, I want to ensure our members, students, academics, policymakers, partner organisations and staff know they are not alone. RIBA understands and works hard to leverage how we, architects, through architecture can positively contribute to society and chart a way towards an inclusive, prosperous future.

During my presidency, guided by conversations with RIBA Council, Trustee Board and other stakeholders, I will work to establish architecture as a leadership resource; to celebrate the process that enables the creation of high-quality buildings; and to tell the story in a pro-economic way.

Success to me looks like a much more engaged, diverse cohort of RIBA members who are confident leaders. It looks like a profession where everyone feels they belong, and where the public sees architects and their outputs as solutions to their daily problems.

Aligned with RIBA's long-term Strategic Priorities, this Biennial Plan sets our five key areas of focus to position RIBA as the infrastructure that gives people a reason to care about architecture.



**Muyiwa Oki**  
RIBA President 2023-2025

---

# Diversity and inclusion

---

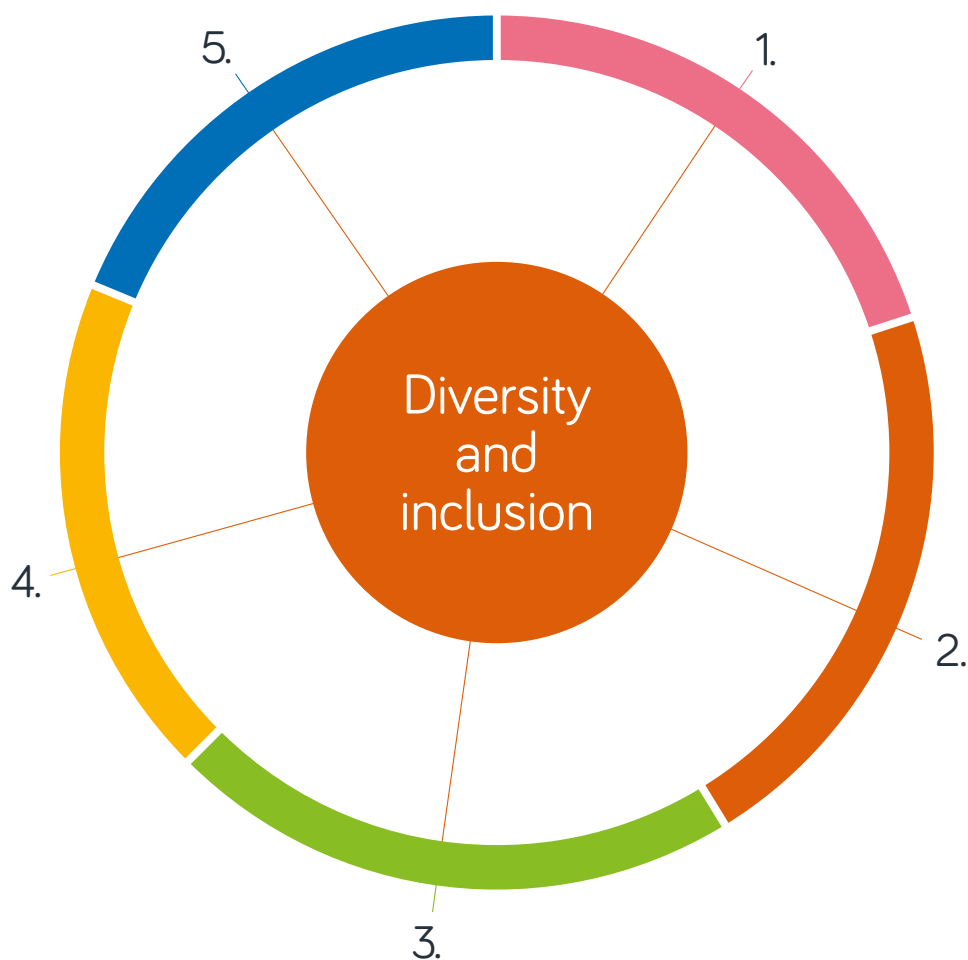
We have serious work to do to ensure architecture is open and welcoming to all, and recognises and embraces the value inclusion and diversity brings.

Diversity and inclusion will underpin all five of my priorities, while specific action will focus on:

- Building a more inclusive and diverse profession
- Making RIBA products and services more inclusive and accessible
- Being an equitable and inclusive organisation modelling good practice

From commissioning podcasts to rolling out inclusive work experience, RIBA will develop programmes to make architecture more attractive and equip practices and members with tools and actions to drive EDI change.

# Diversity and inclusion



---

## Diversity and inclusion

---

1. Employment and wellbeing

---

4. Securing future RIBA

---

2. Architecture without boundaries

---

5. RIBA powerhouse

---

3. Awareness and engagement

---

# 1. Employment and wellbeing

---

## *Supporting practices to be a force for good*

We want all architects to be happier and healthier in their jobs. This means fostering a sense of belonging to ensure everyone feels they are making a valued contribution to the workplace and to the future of architecture.

We will focus efforts on:

- Championing productivity and innovative, collaborative ways of practice
- Promoting a fairer average salary and increased wages
- Encouraging better relationships between practice and practitioner

This aligns with several of RIBA's Strategic Priorities including Diversity & Inclusion, Influencing and Membership Value.

Activity is set to include a survey of working conditions in practices to establish a baseline from which action can be taken, and creating open forums for discussion and action such as an Education Practice Away Day focussing on Culture, Diversity & Inclusion.

---

## 2. Architecture without boundaries

---

### *Reimagining the role of future architects*

This is about making a difference by expanding the scope of architects – grasping opportunities beyond designing buildings to show how architects can positively impact people’s lives.

We can make a difference by:

- Prioritising retrofit and large-scale urban and suburban renewal
- Scaling up climate action and design innovation
- Building trusted relationships with political, educational and commercial stakeholders

This will be carried out through RIBA’s Climate Emergency and Influencing Strategic Priorities.

Activity will include commissioning, analysing, and sharing comprehensive research on global issues affecting the profession and the built environment over the next 10 years, from the environmental challenge to technological innovation.

---

## 3. Awareness and engagement

---

### *Bringing architecture to the people*

Expanding and diversifying our audiences is will include:

- Enhancing public access to architecture and creative culture across the world
- Expanding awareness of architecture's colonial legacy
- Increasing and diversifying RIBA membership by engaging with non-architects such as computational and digital creatives

This will be delivered through the House of Architecture – a multifaceted programme that will take place over several years to transform public access to architecture, including RIBA's world-class Collection.



---

## 4. Securing future RIBA

---

### *Sustainable growth*

There's work to be done to ensure RIBA's long-term future - from investing in technology and digital platforms to streamline engagement processes to developing strategic partnerships to drive membership growth. Key areas of focus will be:

- Increasing RIBA membership retention and acquisition
- Diversifying revenue streams and enhancing financial stability
- Investing in technology to appeal to our next generation

This aligns with RIBA's Membership Value strategy area, which will see RIBA focus on improving member experience, including diversifying activity and approaches aimed at Future Architects and emerging professionals, such as digital mentoring.

---

## 5. RIBA powerhouse

---

### *Develop a high-performing organisation*

This is about strengthening RIBA from within to better support current and future members – building firm foundations, including good governance, effective systems, and a responsible and sustainable business model.

Our drivers will be:

- Increasing reputation and scope of influence
- Improving our handling of queries and issues
- Growing revenue and profitability

This will see RIBA refresh its brand, invest in its people, and deliver an effective commercial strategy

Royal Institute of British Architects  
66 Portland Place  
London  
W1B 1AD

Charity No. 210566  
Telephone: +44 (0)20 7307 5355  
[support@riba.org](mailto:support@riba.org)

RIBA   
[Architecture.com](https://www.architecture.com)