



INCLUSION TRANSPARENCY REPORT

April 2022 – March 2023

It's time to embed cultural change...

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

01

Our vision

“The architectural sector has work to do to reduce inequalities across the profession, helping to improve the built environment for everyone. RIBA recognises its unique and crucial role in driving positive change. After a period of transformation in our organisation, we are committed to embedding change at RIBA and working with the profession to drive equity. Inclusion and diversity should be at the heart of everything we do, and we continue to ensure it is central to every aspect of our work. We know that supporting architecture to embrace a diverse and representative workforce made up of people with different perspectives will make our profession stronger and bring benefits to our whole society.

Through examining our policies and processes, and by equipping colleagues and teams with the skills and knowledge they need to practise inclusive behaviours, we aim to break down barriers wherever they exist. In our third inclusion transparency report, we share our progress and hold ourselves accountable. We hope to inspire others to drive vital cultural change to ensure equity for all.”



Robbie Turner
RIBA Director of
Inclusion & Diversity



**Dr Valerie
Vaughan-Dick MBE**
RIBA Chief Executive



Simon Allford
RIBA President

02

Our work in 2022

Over the past year, we have made changes within RIBA so that we can effectively role model and support the membership, profession and wider construction sector. Externally, we have campaigned for measures to widen access to architecture.

We focused on three key areas:

1 Data

We worked with partner organisations and individuals across the profession to devise a consistent and intersectional approach to data collection. This was a key commitment of our Inclusion Charter 2021. In 2022, we completed an internal EDI audit using independent specialists, using the data it collected to identify key recommendations to implement in 2023 and 2024.

In 2022, we published our ethnicity pay gap data alongside our gender pay gap data for the first time and committed to continue doing so. We continue to implement changes to close both our gender and ethnicity pay gap.

2 Education

Our Policy and Public Affairs and Education work has involved advocating for widening access into architectural education, noting the challenges faced by people from lower socio-economic backgrounds, Black, Asian and ethnic minority groups, people with disabilities, and people who are neurodivergent.

A major consultation is underway to reform how architecture is taught, with RIBA emphatically calling for alternative routes into the profession in order to attract and retain a more diverse and representative range of people into the practice of architecture. We are proud to use our voice to amplify this vital need for reform.

In 2022 we implemented new Validation Procedures for use by RIBA Visiting Boards to courses of architecture, which incorporate the Themes and Values for Architectural Education published in

2021 as an entirely rewritten validation framework for reviewing the skills of architecture graduates. We continue to campaign for structural reform to support more flexible, affordable and accessible routes to qualification which will help make a more diverse and inclusive profession. This encompasses architecture apprenticeships at levels 6 and 7, RIBA Studio, and potential new study models, such as a five-year integrated programme.

03

Our work in 2022

3 RIBA Communities

Our lived experience groups for RIBA colleagues were established in 2021 to foster better understanding, inform policies and increase accountability. They have gone from strength to strength - gaining more staff members, holding events, sharing personal insights for the benefit of the wider organisation, and providing peer support. Our Communities are:

- **Origins** – race, ethnicity, religion and belief. It also supports those who face racism, antisemitism, and Islamophobia.
- **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.
- **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.

Our other work in 2022 includes:

Signing the joint EDI action plan

In April 2022, we committed to the roadmap for action provided by the Built Environment Professional Institutes' Memorandum of Understanding (MoU) for creating a more diverse, equitable and inclusive sector. Six organisations representing 350,000 members will work together to deliver three objectives: enhanced data collection, improving understanding of the transition from education into employment, and common EDI standards. The plan details outcomes, target deadlines and required resources and responsibilities, enabling us to clearly track progress and accountability. The action plan was developed and signed by:

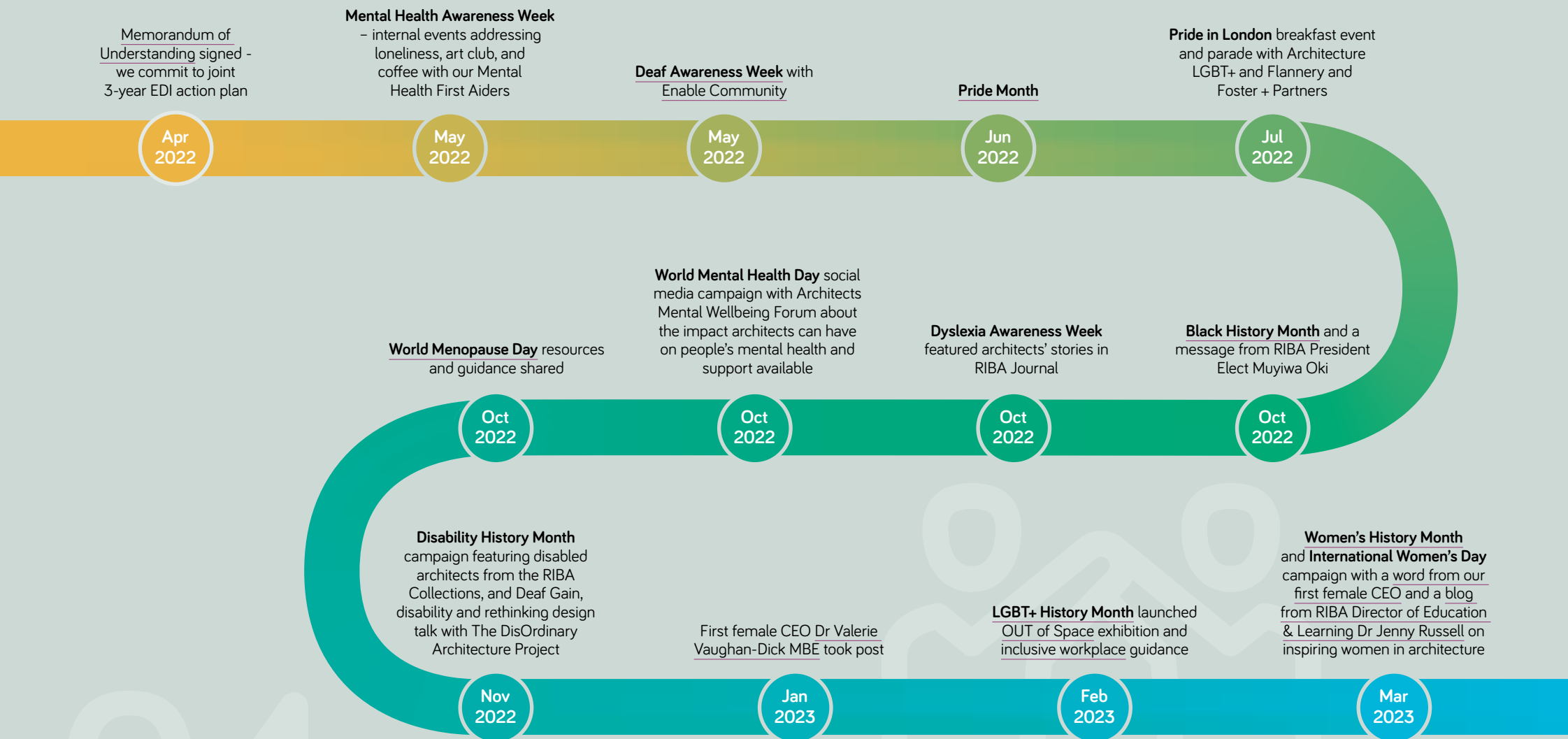
- The Royal Institute of British Architects (RIBA)
- The Chartered Institute of Building (CIOB)
- The Institution of Civil Engineers (ICE)
- The Landscape Institute (LI)
- The Royal Institution of Chartered Surveyors (RICS)
- The Royal Town Planning Institute (RTPI)

Change is underway

RIBA is transforming. We have a new organisational structure, with EDI at the heart of our work, informing all internal and external interactions and activity. Improving the cultural intelligence of our RIBA team remains an important part of our EDI work. This is an intersectional approach that informs all activity across our organisation. Our Communities events and placing EDI at the centre of our work has allowed us to improve – we hope to continue this trajectory.

03

Key milestones



04

Our next steps for 2023-24

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.

Inclusion by design

We must ensure inclusion and diversity are considered at the very start when designing any RIBA product, service or initiative. We will implement Equality Impact Assessments (EqIA) before developing or undertaking significant changes to policies, products and services. This means we will assess existing policies products and services to ensure that changes make our organisation more equitable, working with RIBA Communities, existing architecture networks, and members to identify systemic barriers and inequalities and targeted actions.

Developing practical support to improve EDI

To meaningfully support people from marginalised and underrepresented groups in architecture, we must seek to influence and support the practices and culture of the places in which they work and study.

To achieve this, collaboration is key. We will work together with members, our RIBA colleagues, and the profession to develop practical EDI resources, tools, and guidance, to improve EDI in architecture practices and drive forward real change.

Data for improvement

Knowledge is power. Building a reliable diversity data set for both staff and members at different stages of the employee and member lifecycle is essential to inform our EDI work and benchmark progress.

Working with partner institutes across the built environment, we will collect a robust data set to help us track the impact of interventions, ensure we're making progress, and be held to account. The data will allow us to match up member/profession/customer data to continually improve the accessibility and inclusiveness of all our products and services.

Representing diversity

It is vital that members and colleagues see themselves reflected in RIBA. We must amplify underrepresented voices and help to foster a culture of inclusion.

Our sector has some thriving lived experience groups. Through partnership, we plan to learn from them and amplify their work, collaboratively representing the diversity of the profession.

RIBA will seek to better represent the diversity of our current and future members and recognise the significant benefit of hearing from a wide range of voices and experiences.

05

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