

INCLUSION ACTION PLAN



**RIBA
INCLUSION
CHARTER**

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With the support of our expert advisory group - Architects for Change, the RIBA has over recent years made some progress to more deeply understand the key challenges that the architecture profession faces regarding equity, diversity and inclusion (EDI). As outlined in our Inclusion Transparency Report, published in September 2020, we know that there is much work we must all collectively do over the next few years to make architecture more inclusive, and the RIBA has a key leadership role to play.

Our EDI strategy - 'Creating Opportunity and Enabling Success', published in 2019, has now been developed into the RIBA Inclusion Framework.

It is made up of four key workstreams; Data, Leadership, Governance and Systems.

We encourage all signatories to our Inclusion Charter - individuals and practices who have committed to breaking down barriers to make architecture more inclusive - to use this as a template for creating your own Inclusion Action Plan - embedding these vital changes into their business planning.



INCLUSION FRAMEWORK

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.

DATA

1.

2.

3.

4.

5.

Notes:



LEADERSHIP

1.

2.

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Notes:



GOVERNANCE

1.

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Notes:



SYSTEMS

1.

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