



Welcome to WIA UK + LFA, 'How Equitable and Inclusive a Practice are You?'

Thank you: WIA UK committee members: Anne Cosentino, Sarah Akigbogun, Karen Fugle, Bridget Munro, Laura Collins, Tanisha Raffiuddin, Maddy Hobern and Mandy Franz; Herman Miller Showroom; and WIA volunteers.



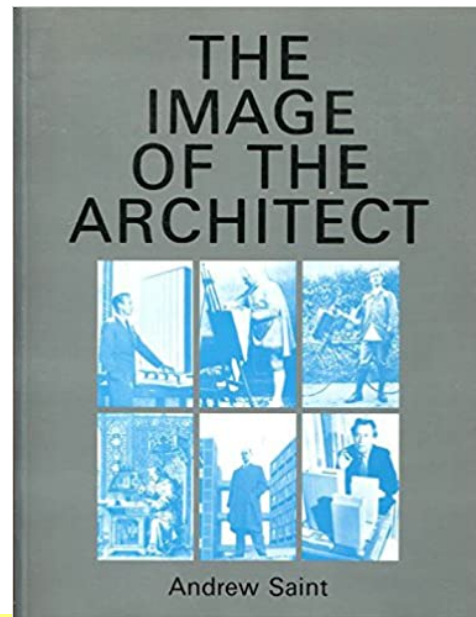
Women in Architecture (WIA) UK is a volunteer group that support and promote women architects.

[www.wia-uk.org](http://www.wia-uk.org)

[hello@wia-uk.org](mailto:hello@wia-uk.org)



WIA UK develop our network through an innovative, inclusive programme of activities, including the 2022 Mentoring Programme and events like 'Break the Bias'.



Discussing the non-stereotypical Image of the Architect in relation to what goes on inside the architect's office?



Who is/can be recognised as an equal contributor to design, architectural production?

What does it mean to be an inclusive office today?

5-10mins presentations by:



**Dr Teri Okoro**- Founder and Director, TOCA architects

**Julia Feix and Tarek Merlin**, Directors and Co-Founders of Feix&Merlin

**Eleni Stathi** - Senior Associate, Senior Architect, HTA Design

**Maggie Wang Zuniga** - Associate, Arup Architecture

**Melanie Perkins** - Architect and Partner, PDP London

Open Q&A

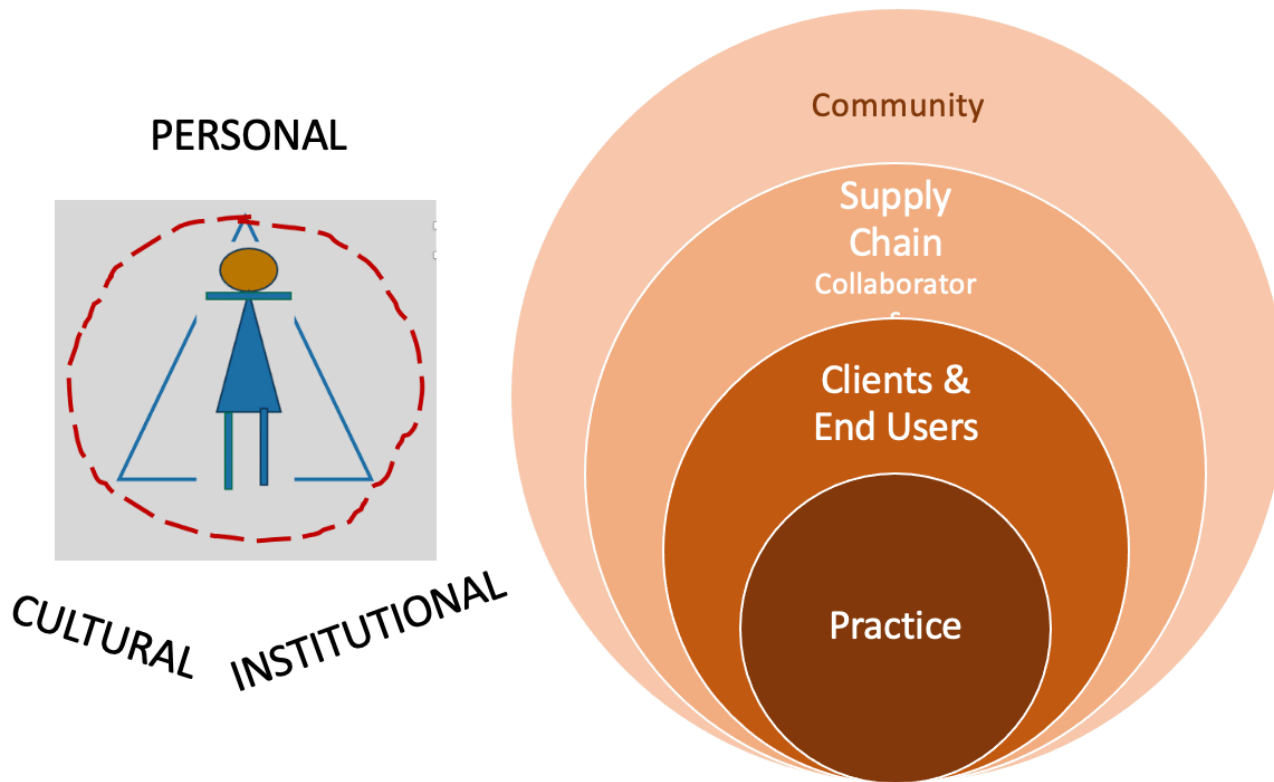
**Sumita Singha OBE**- Founding Director of architecture practice, Ecologic Architects



Dr Teri Okoro - Founder and Director, TOCA architects

TOCA Architects are a north London practice who undertake a wide range of design, project management and related consultancy services in residential, retail and commercial sectors. Their focus is on delivering solutions that are flexible, functional and economical.

# EQUITABLE & INCLUSIVE PRACTICE *elements*



What's your workplace culture like?



# EQUITABLE & INCLUSIVE PRACTICE *practice*



**Intentionally  
Proactive**



A journey not a destination ...

- LEADERSHIP**
- BRAND**
- RECRUITMENT**
- FLEXIBLE WORKING & WORKING HOURS** + Parental Leave
- DEVELOPMENT & STRETCH**
- OPPORTUNITIES APPRAISALS**
- DECISIONS**



Julia Feix and Tarek Merlin, Directors and Co-Founders of Feix&Merlin

Feix&Merlin is an LGBTQ+ led design practice based in the Bussey Building in Peckham, co-founded by Julia Feix & Tarek Merlin in 2006. They work with clients who share their values to deliver projects of any size that make a difference and offer lasting value.



Feix&Merlin



**Eleni Stathi - Senior Associate, Senior Architect, HTA Design LLP**

Eleni Stathi is a Senior Associate at HTA Design LLP with over 10 years experience in Architecture. HTA Design LLP are housing design specialists focused on creating great places and delivering better housing where people choose to live. They are a collaborative practice who bring together a range of design specialisms.



**AJ 100 Employer of the year 2018**

# Culture and Values



# Staff Engagement



## WELCOME TO THE SPRING ISSUE OF HTA'S DIVERSITY & INCLUSION STAFF NEWSLETTER!



The past year has seen many exciting activities across the practice, part of which includes our focus on diversity & inclusion. It is wonderful to realize that our practice is a great place to work and we believe that our success relies on the active management of contributions from a diverse range of people both within and outside the practice. We encourage everyone at HTA to be themselves and share in different perspectives, experiences, abilities and cultures in a safe, supportive environment.

What we deem to be important at HTA, and what some areas in our core values, is an emphasis on communication and dialogue across the practice. This year we have continued to openly share and celebrate our personal experiences, built new external relationships with Disability Confident, Diversity Champion and Diversity and Inclusion groups and strengthened relationships with Stephen Lawrence Foundation Trust, Beyond Boundaries, Autism Impact South and more.



## YOU LEARN SOMETHING NEW EVERY DAY...

HTA's Diversity and Inclusion team are a mix of people from various backgrounds, experiences and abilities. We are committed to creating a safe, supportive environment for everyone.

1 year ago HTA introduced a series of job rotation schemes to support our diversity and inclusion objectives. These schemes have put HTA's key areas in front of our staff and staff most complete within their field of expertise. However, they are also an opportunity for staff to learn a new skill.

These rotations have great results! We have seen an increase in staff knowledge and understanding of our business, an increase in staff confidence to present projects in front of clients, and an increase in staff confidence to present projects in front of clients.

The importance of recognizing and supporting someone to have good mental health cannot be underestimated.

In 2015, HTA introduced a series of Mental Health for Managers Workshops and included an HTA Mental Health Champion from Beyond Boundaries to deliver further workshops providing HTA staff and managers with essential information and guidance on how to recognize and support good mental health in our staff and clients. The training also taught staff to spot someone suffering from good mental health symptoms or advice to approach people for help and advice if they are encountering difficulties without mental health.



HTA HAS REGISTERED AS A DISABILITY CONFIDENT COMMITTED EMPLOYER

We have committed to:
 

- ensuring our recruitment process is inclusive and accessible

Planned regular engagement with the wider community which aims to offer people with disabilities a chance to share their experiences, learning and helpful employment advice. The local environment, facilities, services and access are currently being reviewed to get the project started - more to come in 2017.

## inclusive

HTA is proud to have been named as a 'top 100' employer for people with disabilities in the UK. This recognition is a testament to the support and opportunities we provide, and the commitment of our staff to create an inclusive and accessible environment for everyone.

To this date, the group has represented HTA at various events including the SkillsFuture Summit and at London City Hall for Planning, Training and Skills. HTA is also a member of the London City Hall SkillsFuture Network, which is a network of employers and training providers that create links between knowledge and skills gaps. If you are interested in joining the group, please email: [hr@hta.co.uk](mailto:hr@hta.co.uk)



Transitioning from a traditional architecture to a more inclusive and accessible environment. The inclusive group is a testament to the support and opportunities we provide, and the commitment of our staff to create an inclusive and accessible environment for everyone.

As a result, we have been able to support people with disabilities in a variety of ways, including providing them with a safe and accessible work environment, and offering them the opportunity to share their experiences and advice with others.



## Stephen Lawrence Charitable Trust



## RAME

RAME is a charity that supports the education and employment of young people with disabilities. We are proud to support at least one RAME student on the EIT each year.

HTA is proud to support the Stephen Lawrence Charitable Trust, which was established in 1991 to support the education and employment of young people with disabilities.

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## PART OF THE LONDON FESTIVAL OF ARCHITECTURE

It was an important year for our practice as we celebrated our 10th anniversary. We were proud to be part of the London Festival of Architecture, which is a celebration of the city's architectural heritage.



The Street Hall Project is a book that explores the history and architecture of the Street Hall in London. It is a testament to the city's architectural heritage and the importance of preserving it.

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## COMMUNITY ENGAGEMENT & SOCIAL VALUE PROJECTS

The Beyond Boundaries team at HTA Design, in collaboration with the London Design Festival, is proud to be part of the London Festival of Architecture. We are proud to support the education and employment of young people with disabilities.

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## WOMEN@HTA

HTA has been active in promoting events for women in 2016. We have held workshops on leadership with the Royal Institute of Chartered Accountants (RICA) and the Institute of Directors (IoD). We are proud to support the education and employment of young people with disabilities.

Gender Pay Gap Reporting is a legal requirement for all large organizations with over 250 employees. We are proud to support the education and employment of young people with disabilities.

Gender Equality in Global Conferences is a key focus for HTA. We are proud to support the education and employment of young people with disabilities.

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## PARENTS FORUM

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# Staff Engagement

Seeking valuable feedback on:

- Practical matters relating to workspace & equipment
- Personal matters relating to health & wellbeing
- Further opportunities to assist with professional growth
- Feedback on practice management decisions
- 2022 saw completion of our 6th Staff Opinion Survey building trends with valuable information for the practice leaders

## HTA Staff Opinion Survey 2022

The Summary Results




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**Introduction**


- **It is our mission** to continue progress on improving best practices across all aspects of the business and with a focus on all of you - **Our People!**
- We invited you to all to have your say and to feed back on matters relating to the business and your employment experiences via a **Staff Opinion Survey (SOS)**.
- **We did it** because we care about you and the success of HTA and if we are to share a successful future, then clear, honest communication is critical and **your opinion therefore matters!** We want HTA to be a great place to work for everyone and to be recognised for it.

**Here are the results of our SOS...**



## 3b. Practice (Practice Management & Communication)

HTA Staff Opinion Survey 2022 - Our Results



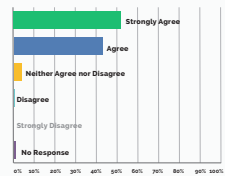
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**Q25. The monthly Whole Office Meeting (WOM) provides an adequate arena for keeping me updated on workplace related news and changes.**

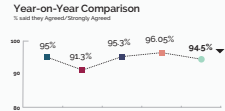
**Comments**

- These now usually start at 5pm and on time which is much better, good improvement.
- Only combined with other regular communications via email is this true.
- They are really useful to catch up what other things are going on in the practice! I always look forward to hearing the news!
- Sometimes struggle to hear others in the London office speaking during the WOM due to the sound setup of the lunch tables.
- Audio equipment needs improvement when sharing with other offices.
- Project Director teams should also share regular updates amongst their staff to share tips, updates on current/future projects etc.
- It feels like the WOM has lost it's way a bit as it is so last minute to be put together - it seems like a roll call of project news and isn't comprehensive and often misses out services who have contributed.
- Yes, although it feels sugar coated. Neutral/negative outcomes should be presented as a way of balancing this.

**2022 breakdown**




**Year-on-Year Comparison**  
% said they Agreed/Strongly Agreed



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HTA Staff Opinion Survey 2022 - Our Results



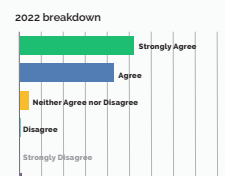
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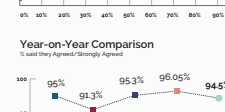
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**2022 breakdown**




**Year-on-Year Comparison**  
% said they Agreed/Strongly Agreed



## 4a. People (Performance Management & Job Satisfaction)

HTA Staff Opinion Survey 2022 - Our Results



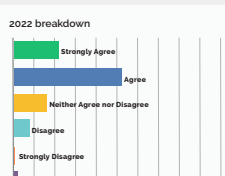
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**Q52. I receive regular constructive feedback on my work, general performance and progress.**

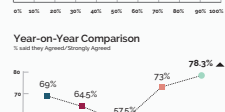
**Comments**

- Feedback isn't freeflowing, but I take that as a sign that my outputs are consistently good. This is often the theme of my performance reviews.
- Personally I would find it useful to receive more feedback on my daily work and performance, however I acknowledge it is also my responsibility to ask for it.
- I don't feel like I have enough opportunity to discuss my performance with my managers - I rarely get one-on-one time with them and they always seem too busy. I think I need to work on pushing for feedback more but the current setup doesn't make it easy. I think this has been particularly affected by remote working.
- I mainly only receive feedback if I go out of my way to ask for it.

**2022 breakdown**



**Year-on-Year Comparison**  
% said they Agreed/Strongly Agreed





**BLACC  
AFRICAN  
CARIBBEAN  
COLLECTIVE  
@HTA**

BLACK, ASIAN & MINORITY ETHNIC STUDENTS

## ARE YOU INTERESTED IN A CAREER IN ARCHITECTURE, DESIGN AND THE BUILT ENVIRONMENT?

We have a fantastic opportunity for you to attend a series of workshops, hosted by HTA, a professional architectural company with a proven commitment to diversity in the industry.



You will be able to talk to professional architects, engineers and planners about their work in this important sector. You will also be able to work on an exciting design brief, produce your own design concepts and present your creative ideas to the professionals.

If you would like to be part of this exciting project, then please see **Mr. Barnes** in the Engineering Department.



# A culture of inclusion

20.07.2021

## LGBTQ+ walking tour of Soho

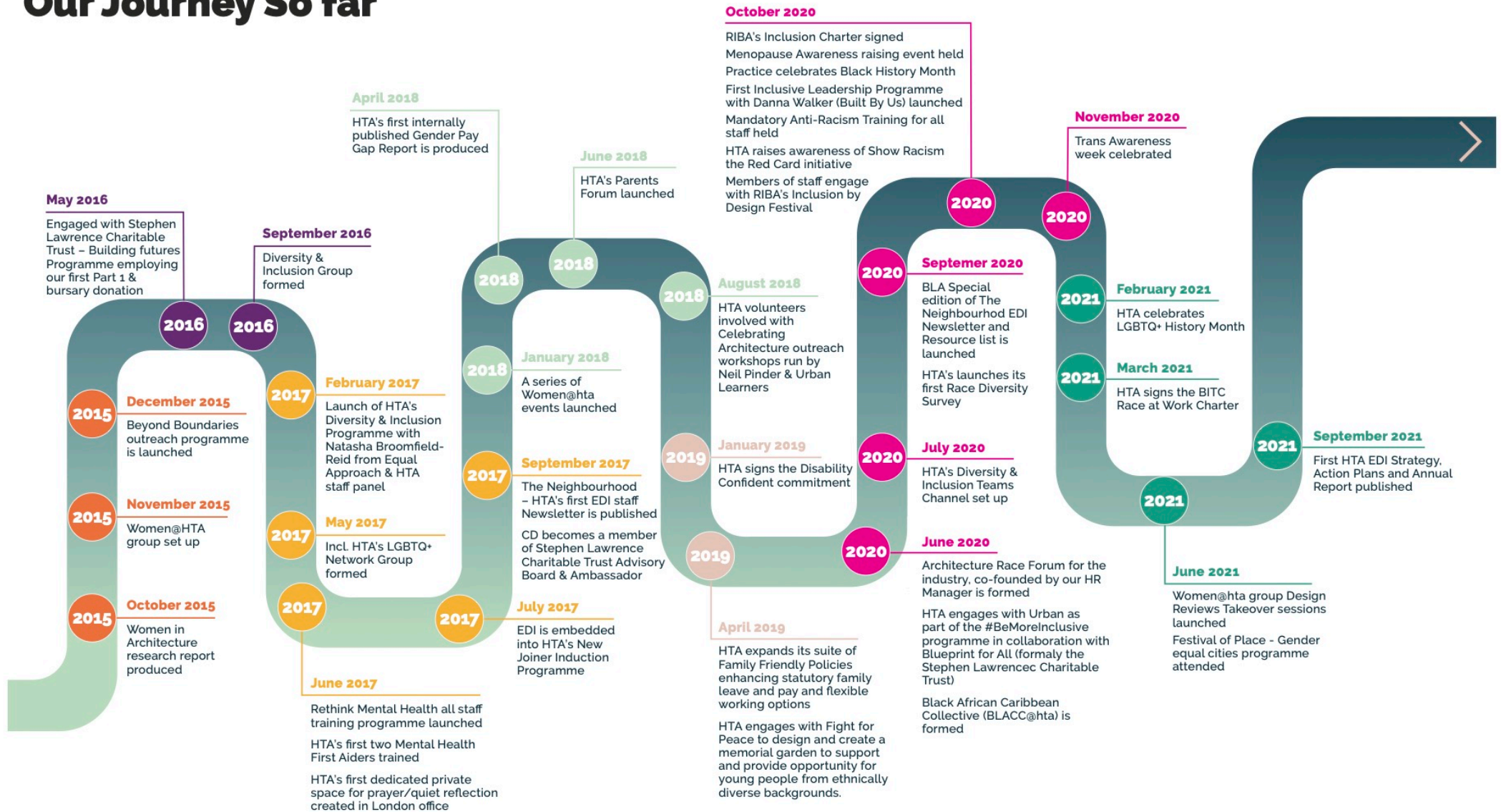
- Places will be limited to 15 people
- Email David Morton if you're interested
- Date tbc depending on restrictions



WOMEN  
@  
**hta**



# Our Journey So far



# Representation



# Sharing experiences

Name: Bianca Baidoo  
Role: Part 2 Architectural Assistant  
MyNameIs: bee-yan-car, bay-doo

RACE  
EQUALITY  
WEEK

7-13 February 2022



## INTERESTS:

Bianca's interests are travelling, explorative mixed media art methods to illustrate the built environment and uix/ux.



## OUTSIDE OF HTA:

she runs a social media platform and blog 'arqdiary', its core ethos is to be 'inclusive about architecture'. This platform seeks to collate tools and information in a digital diary format to assist various architectural stakeholders in the industry spanning from students to professionals. These tools include diverse vector cutouts, bitesize information, and inspiration in the form of eye-catching and colourful branding. Arqdiary regularly collaborates with other archi-influencers in the industry to drive further content to the archi-audience.



## FAVOURITE PROJECT:

Her key focus is designing environments that facilitate inclusive community cohesion, whilst maintaining an innovative and environmentally focussed approach. This approach was illustrated through a comprehensive thesis design which comprised a mixed-use & social housing development at Pudding Mill Lane Stratford in her Part II Studies. In which she was awarded a distinction for her exploration of sustainable and inclusive communities placing play space at the centre, taking inspiration from Kate McIntosh's Dawson Heights development.



# Identity

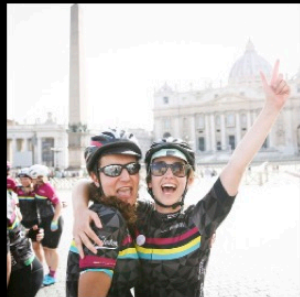
**Eleni Stathi** Senior Associate, Senior Architect  
#MYNAMEIS (eh-leh-nee sta-thee) (she,her)

**HTA Design LLP**

**T:** 020 7485 8555 | **D:** 020 7482 8006 | **M:** 07875105148

**E:** Eleni.Stathi@hta.co.uk | [www.hta.co.uk](http://www.hta.co.uk)

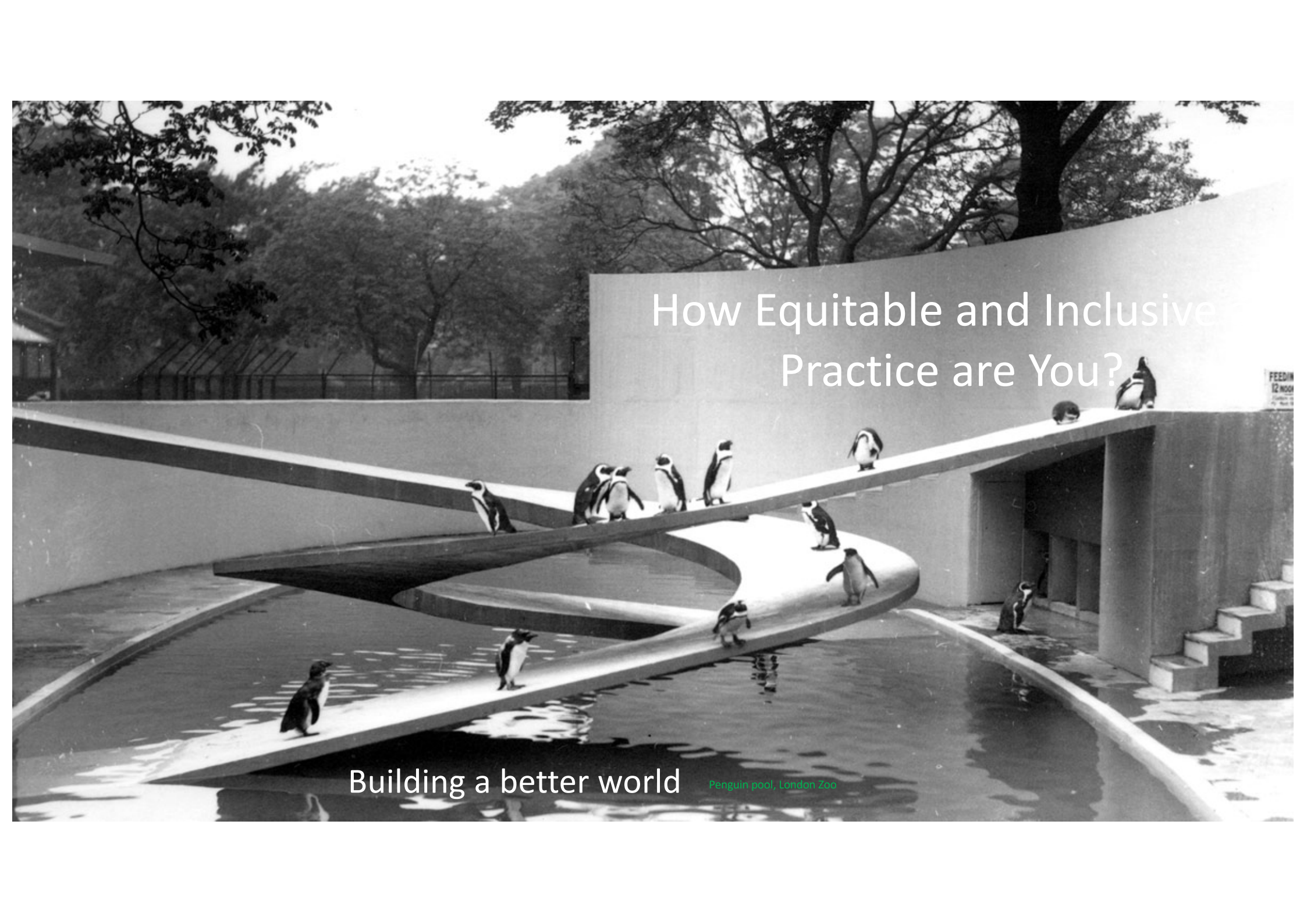
# Thank you





**Maggie Wang Zuniga, Associate, Arup Architecture**

Maggie is an Associate in Arup Architecture. Arup is an Engineering consultant whose global headquarters are in London. They were founded by Ove Arup in 1946. Including the delivery of architectural services, Arup are 6,000 strong in the UK, working on local, national and international projects.



How Equitable and Inclusive  
Practice are You?

Building a better world

Penguin pool, London Zoo







# ARUP INCLUSION SURVEY

2021

Sarah Bond  
& Dr Gillian Shapiro

Wednesday 20<sup>th</sup> October

# Arup Inclusion survey

Respondent profiles

# 3398

**TOTAL RESPONDENTS**

**94%**

UKIMEA



**6%**  
Corporate  
Services

**95%**

from UK



**27%**

senior grades



**51%**

mid-career



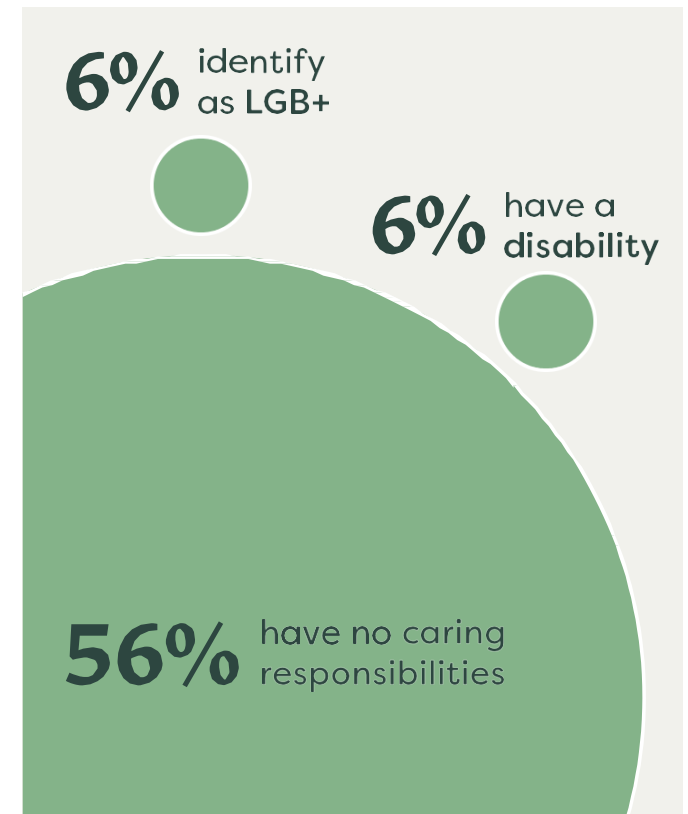
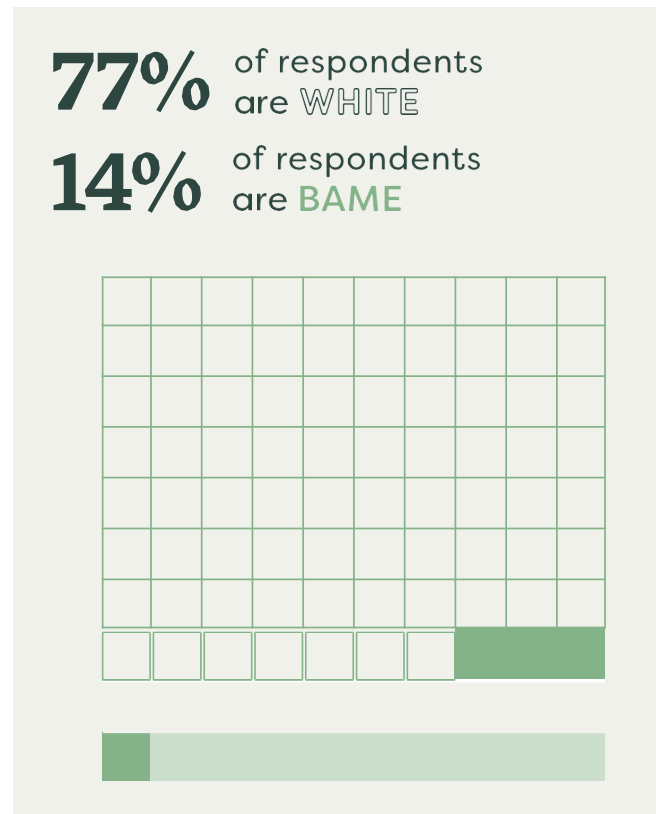
**22%**

early career

# Arup Inclusion survey

## Respondent profiles

### Demographics





ARUP

● Arup Architecture



ARUP



# Arup Architecture



76 Architects  
and Supporting  
Staff in the UK

5,932 total Arup UK staff

# Arup Architecture



76 Architects and Supporting Staff



52%

identify as  
male



48%

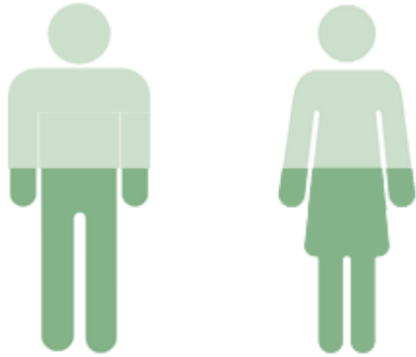
identify as  
female

# Arup Architecture



76 Architects and Supporting Staff

2022



52%

identify as  
male

48%

identify as  
female

2020



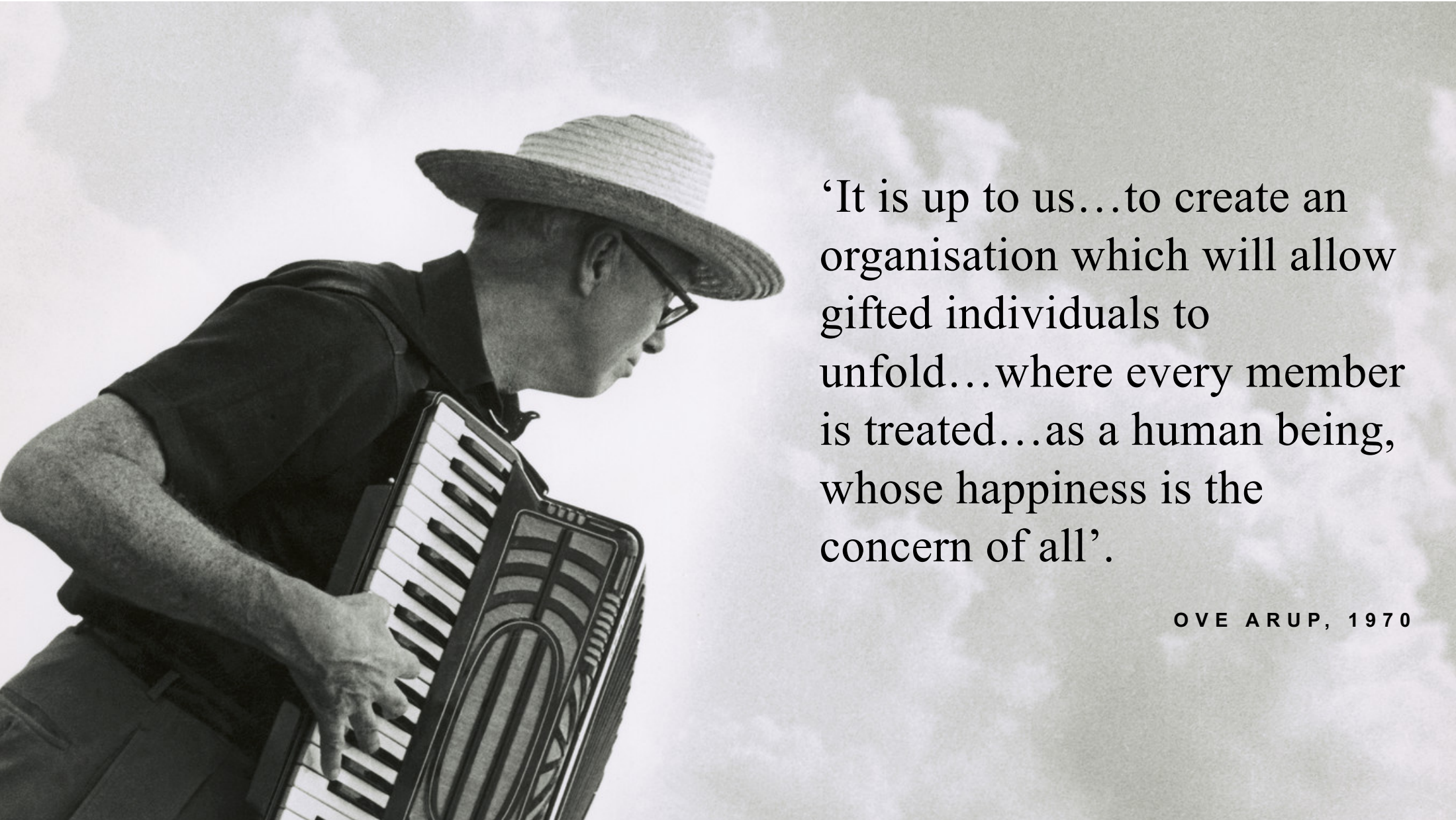
60%

identify as  
male

40%

identify as  
female

ARUP



‘It is up to us...to create an organisation which will allow gifted individuals to unfold...where every member is treated...as a human being, whose happiness is the concern of all’.

OVE ARUP, 1970



**Melanie Perkins, Partner, Architect, PDP London**

Mel is an experienced architect and Partner at PDP London. PDP London create unique people-oriented buildings, environments and interiors that are respectful of context and reimagine our future needs.



PDP | LDN





Policy change

Involvement from service users

Reflective practice

Staff support

Advocating for others

Monitoring and feedback

**School**  
Support for mentoring initiatives and outreach programmes.

**Professional education**  
Support for learning organisations with a diverse approach.

**Recruitment**  
Review, update and monitor internal systems, implement training.

**Progression & leadership**  
Pathways to success for all, mental health support.

**Setting up**  
Support for diverse consultancy practices and start ups.

**Advocacy**  
Awareness of all groups, supported by an open practice culture.

Integration with excluded communities

Consulting experts

Diverse workforce

Culturally sensitive supervision

Adequate and ongoing training

Actions to promote inclusion



Career development

Shape initiative

BD upskilling

Online learning

Knowledge boards

\*shape\*





“Completing my practice placement at PDP London alongside my studies at the LSA has been a very insightful experience. I’ve really enjoyed being a part of the team and working on some exciting heritage projects. It’s been a pleasure to be a part of the practice and receive guidance from the fantastic practitioners they are.”

**The London  
School of  
Architecture**

# Employee led initiatives



Founder members of the Architects' Mental Wellbeing Forum.



Active members of the Architecture Race Forum, a cross practice support group.



In 2021 we sponsored the People's Pavilion, a co-design project for young people.



We actively promote participation in the BITC Race at Work Survey.



Partner, Melanie Perkins, provides mentoring support for students with Blueprint For All.



We are working with Centrepoint pro bono and with reduced fees on various sites.



Founder members of LSA who work to widen access to architecture education.



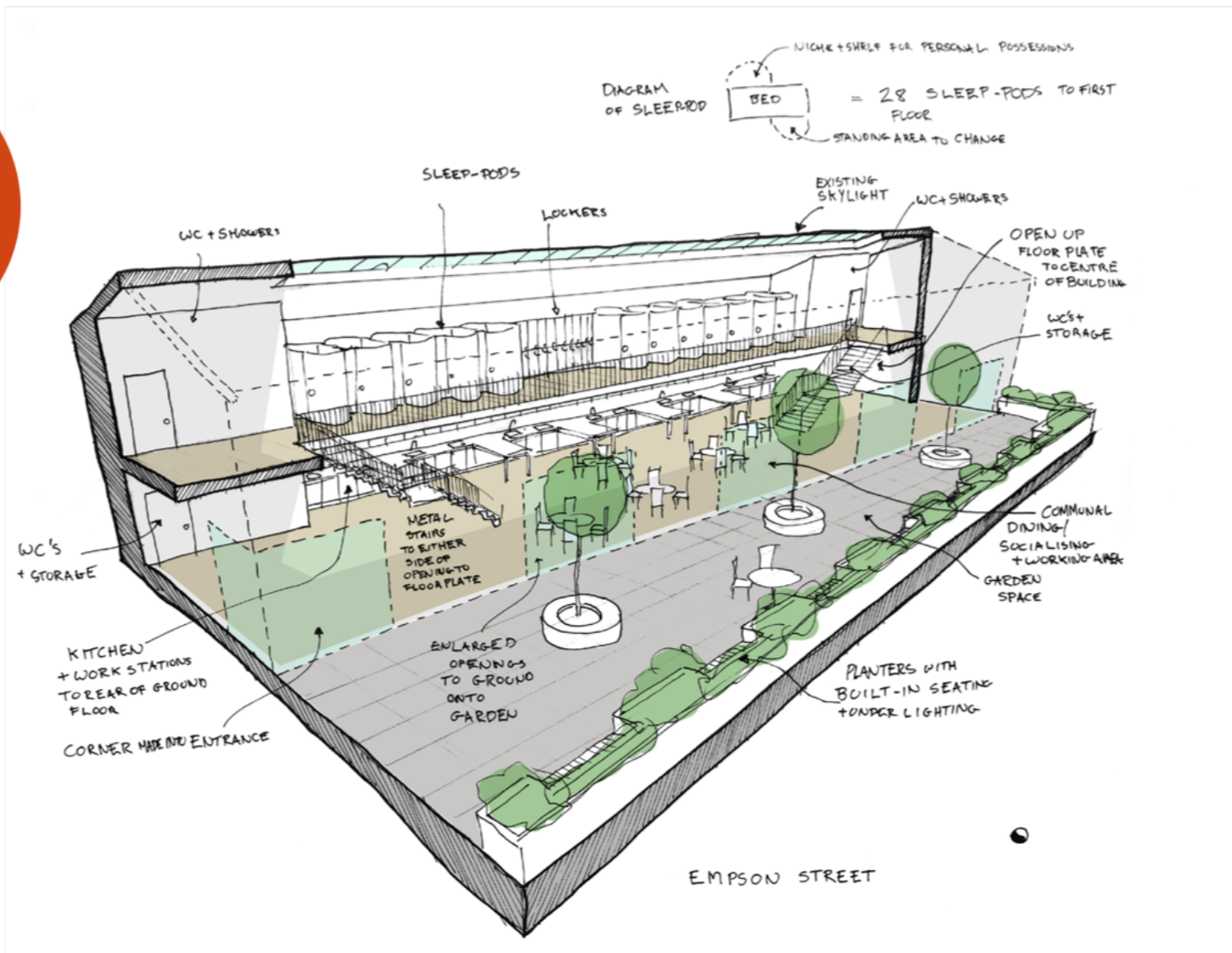
We organise staff events throughout the year to raise donations for Mind.



We are working with the architecture account manager on work experience placements.



Part of the NLA, help with events and workshops to inspire young people.





“Working on the Centrepoint project has given me an opportunity to put forward my creative design ideas and to be involved directly with clients.”

Kamil Perzanowski - Part 1 Architectural Assistant

100  
Total staff

8%  
Headcount  
growth

10%  
Employee  
turnover

96% Staff  
retention

We are made up of:

**18 different nationalities**

**20% Black, Asian, and minority ethnic**

**Age range from 22 to 70**

**48% female architects**

**40% senior roles held by women**

**53% female staff overall**









Open Q&A

‘How Equitable and Inclusive a Practice are You?’



**Sumita Singha OBE- Founding Director of architecture practice, Ecologic Architects**

Ecologic is a collaborative and creative design practice set up in 1993. It specialises in sustainable and community projects. The practice is led by Sumita Singha. By following agile, collaborative and innovative ways of working, the practice has been able to work on small and large projects in the UK and elsewhere- and produced a diverse range of works.



Thank you to panel and all of you.

[www.wia-uk.org](http://www.wia-uk.org)

Follow us on Instagram, LinkedIn, twitter and Facebook

[hello@wia-uk.org](mailto:hello@wia-uk.org)