

The Neighbourhood

NEWSLETTER / ISSUE 3 / 2020



The Neighbourhood

HTA's equality, diversity & inclusion newsletter

The past year has seen many challenges, not least due to the Coronavirus Pandemic, being forced into a new way of working and living together, but also due to the impact the recent murder of George Floyd in the US has had on societies all around the world, its significance to us as a human race and the reflection these events have caused us to have of our lives and those of our families, friends, colleagues and associates. It's been quite a time indeed,

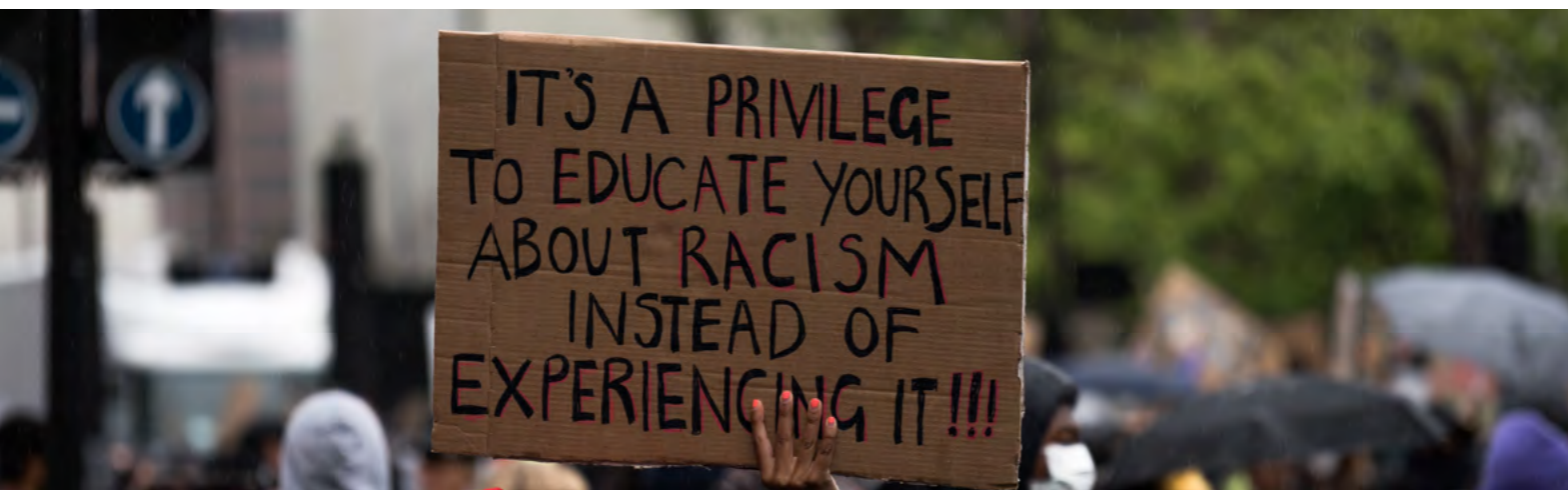
HTA was slow at first to respond to the Black Lives Matter situation, which caused disappointment to our black colleagues. This was raised, quickly recognized and acted upon by Simon Bayliss & Ben Derbyshire and the feedback from John Nsiah, Stephanie Warner, Shontelle Williams and others was taken on board and quickly acted upon positively.



HTA is against racism and our commitment to Equality, Diversity & Inclusion is unquestionable. We believe that our success relies on the active encouragement 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, lifestyles and

cultures in a safe, supportive environment. We therefore dedicate this edition of The Neighbourhood to matters concerning RACE. We wish to acknowledge the Black Lives Matter Movement therefore the content reflects this. Please take a moment to read, watch the videos, click the links, read the poem, and most importantly...ask us questions.

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Introducing BLACC: Black African Caribbean Collective



Who we are:

BLACC is HTA's first group for black employees. This group provides a safe and open environment for black colleagues to come together, engage and share their experiences, support each other, and ultimately to use its collective voice to influence and assist HTA in understanding the issues of racism and discrimination affecting black people in today's society and in the workplace, with the aim of affecting positive change for the future.

Our Mission: TBC – see attached

Our Vision: TBC – see attached

Our manifesto: TBC – see attached from Action Plan

Some thoughts from our BLACC members and questions answered:

Possible topics or questions from SNW:

THOUGHT topics from members of the BLACC group:

- The toppling of the statues
- Reflecting on the past
- Are we defined by our past?
- How does our past affect us today?
- Views on the AJ article – Architecture is systemically racist
- What does equality look and feel like to black people?

QUESTION topics addressed by members of the BLACC group:

- Why does this all matter?
- How come White people can't use the n-word but some Black people say it all the time?
- Is it racist to believe there are some biological differences between races?
- I'm a White person who wants to help combat racism. Where do I start?
- How can I develop genuine friendships with people of colour without them thinking I am using them to assuage my White guilt?
- Why is it wrong to say you are blind to colour?
- How am I expected to not be prejudiced when it seems like so much crime, especially gun crime is committed by Black people?
- How do I speak to my White friends about their racist beliefs?
- What's wrong with All Lives Matter?
- Can people of colour be racist?
- What is the difference between being a non-racist and being an anti-racist?
- What is White privilege?
- What is the difference between racism and racial bias?

AJ Race Diversity Survey & HTA's Internal Review

The recent annual AJ Race Diversity Survey reported a serious problem with racism within the architecture profession, and more generally across the construction industry. The survey reported on significant barriers facing those of our colleagues from non-white backgrounds, in their goal of succeeding in their pursuit of a career in architecture and construction.

The findings are particularly frustrating as they report a seemingly worsening situation, so we were keen to improve our understanding of the root cause of these barriers and to find long solutions to improving the situation as part of our wider commitment to the principles of Equality, Diversity and Inclusion.

In collaboration with HR and HTA's Black African Caribbean Collective (BLACC) group, we launched our own internal survey to help gain a clearer picture of the experience and views of our HTA colleagues. Feedback will inform our strategy for bringing about positive changes, and better protecting and supporting our Black, Asian and Minority Ethnic colleagues in the future. The long term aim is to ensure HTA remains a great place to work for all our people and that we use our influence to positively improve the situation across the industry.

RESULTS AVAILABLE SOON!





Opening up the discussion - listening, sharing & learning events.....

Inclusive Leadership Programme

On **Thursday 24th September** HTA's leadership team (Partners, Directors and Associates) will attend the first part of an Inclusive Leadership Programme, facilitated by **Danna Walker** from Built By Us . This programme has been commissioned as part of our commitment to foster equality, inclusion and diversity within HTA.

The leadership team wish to focus on growing their awareness and understanding on inequality with a particular focus on racial inequality. They will explore this topic, using case studies, learning sessions and discussion in order to develop a deeper knowledge of the barriers and enablers of fostering equity.

BLACC - Let's Talk About Race....

On **DATE TBC** HTA's BLACC - Black African Caribbean Collective will host an informal lunchtime session to discuss their experiences and views on racial matters,

discuss HTA's Race Diversity Survey findings and most importantly answer any questions colleagues may have about race.

We invite your questions in advance of the sessions via the following link and look forward to engaging with you soon: <https://www.surveymonkey.co.uk/r/TALKING-ABOUT-RACE>

Black Females in Architecture

Black Females in Architecture (BFA) is a network and enterprise founded to increase the visibility of black and black mixed heritage females within architectural industry and other built environment fields. In so doing, BFA actively addresses issues of inequality and diversity within the industry.

Selasi Setufe, co-director & membership manager of BFA will be presenting a Tuesday Evening Talk via Zoom at HTA on **DATE** to tell us all about the work of BFA. Please connect to show your interest and support.

Education is key – Useful Resources

Online articles

White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh

A Parent's Guide to Black Lives Matter

Confronting Racism At Work: A Reading List, Harvard Business Review

Diversity & Inclusion Webinars

3 years ago HTA invested in a series of pre-recorded diversity & inclusion webinars covering topics such as: Introduction to Diversity & Inclusion, Unconscious Bias and Dignity at Work. These webinars form part of HTA's New Joiners Induction Programme that staff must complete within their first 6 months. However, they also provide an opportunity for existing staff to have a refresher.

Read

- White Fragility: Why It's So Hard for White People to Talk About Racism, Robin DiAngelo
- Why I'm No Longer Talking to White People About Race, Reni Eddo-Lodge
- Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the World, Layla F Saad
- Brit(ish): On Race Identity and Belonging, Afua Hirsch
- Natives: Race and Class in the Ruins of Empire, Akala
- How to Be an Antiracist, Ibram X Kendi
- So You Want To Talk About Race, Ijeoma, Oluo
- White Like Me: Reflections on Race from a Privileged Son, Tim Wise
- THE SILENT WAR: Imperialism and the Changing Perception of Race, Frank Furedi
- Born a Crime - Stories from a South African Childhood. Trevor Noah

Listen

About Race, with Reni Eddo-Lodge

Intersectionality matters! - Kimberle Crenshaw

Racism at Work Podcast, Professor Binna Kandola

Good Ancestor Podcast, Layla F Saad

Black Lives Matter, by Christian Spoken Word Artist, Licy Be (spoken word/poetry)

I Can't Breathe (spoken word/poetry)

Black Britain and The Police, George the Poet (spoken word/poetry)

Watch

13th (available on Netflix)

I Am Not Your Negro (available to buy online)

Black and British: A Forgotten History (presented by historian David Olusoga and available on BBC iPlayer)

Britain's Global Crusade Against Slavery: Black & British - David Olusoga

Talk About Black - Call to Action!

Interview from This Morning programme with NBA star turned psychologist John Amaechi

A scene from Grey's Anatomy - Miranda & Ben give their son The Talk.


The Doll Test. A 1940's psychological experiment testing children's feelings of prejudice

A Class Divided - Jane Elliott's "Blue Eye's Brown Eye's Anti Racism Exercise

BAME

HTA continues to support the SLCT. For a third year we have provided a bursary toward the Building Futures programme and worked with them to promote new Part 1 positions to their cohorts. We aim to appoint at least one Part 1 Architectural Assistant via the SLCT each year.

“Afrofuturism: a gala dinner in support of the Stephen Lawrence Charitable Trust organised by the RIBA and HTA’s Marketing Team, has raised over £100,000.

 Stephen Lawrence
Charitable Trust

2018 marked both 20 years since the foundation of the Trust and 25 years since Stephen Lawrence’s death, and the gala dinner was one of a series of events hosted by RIBA to mark this significant anniversary – celebrating all the Trust has achieved and fundraising for its future. In the last three years, the Trust’s flagship Building Futures programme has supported over 250 young people from disadvantaged and under-represented backgrounds to enter careers in architecture. The RIBA is committed to helping young people and broadening access to architecture, as well as supporting the Trust’s aims and important work. All monies raised from this event go directly to support the work of the Trust, giving young people from disadvantaged backgrounds the inspiration and support to follow their dreams.



Fight for peace

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We are currently working with an organisation called Fight For Peace (a global network of academies and dojos that support young people from disadvantaged backgrounds in urban environments through exercise, training and personal development) to deliver a memorial garden in honour of two much loved and missed members.

Following their successful and winning entry into the Lego Design and Build Competition, an all-female team from Fight For Peace requested support in realising their idea of a reflective garden at their centre in North Woolwich. Working initially with Seerbridge (with whom we collaborated on the Lego competition) and BuildUp (who specialise in community engagement and give young people the opportunity to complete their own construction projects in their community) we are working to deliver their vision for the garden.

Fight For Peace’s London Academy is based in the London Borough of Newham. The members of the gym reflect the ethnic diversity of this Borough. Of the 901 unique members in 2019, 37% identify as Black with 19% identify as Asian and 15% as white.

The project is being undertaken with HTA’s ‘Beyond Boundaries’ volunteer group which aims to support young people from underrepresented backgrounds gain a career in the built environment – offering long term support with training, work experience and mentoring. The memorial garden presents the opportunity to offer prolonged support to several young people. This has involved arranging work experience at HTA as well continued involvement in the design of the garden.

The project has consisted of numerous workshops and meetings with young people that have set the brief, outlined the design intentions and considered materiality and the style of the memorial garden. Design ideas include raised planters, spaces to reflect and meet others, different types of seating and ways to personalise the garden. In addition, HTA have fund raised from organisations within the industry as well as fundraising ourselves within the office. Unfortunately, the construction of the garden has been paused by the COVID-19 pandemic. However, the project is earmarked to start on site in early-October and be finalised by the end of the year.

We are aiming to create a lasting place for the community to enjoy and hope that the young people from Fight For Peace will become enthused about the potential of finding out more about working in the design and construction.

Community Engagement & Social Value Projects

Neil Pinder, Trustee of the SLCT and previously a RIBA Futures panel member organised an event called **Celebrating Architecture 2018** and HTA was involved. Celebrating Architecture 2018 event was launched with a short film launch supported by the GLA on diversity and inclusion in the built environment professions, where Neil Pinder spoke about his experiences and challenges, both as a professional and as a teacher of architecture and product design in secondary education.

The film also celebrated the work and contributions from people within the BAME community.

The aim of Celebrating Architecture was to highlight and encourage more diversity within Built Environment professions. The event also comprised a workshop for primary and secondary school children.

Zakiya Umer, Steven Lovejoy, Clare Hawes and Monika Mabiki volunteered to work with the children and all reported back very positively about both their experience of being involved and also the brightness of the young people they worked with to design and build a pavilion.

HTA has continued to support Celebrating Architecture in 2019 and more recently in 2020, with their shift to creating online creative solutions aimed at those being home-schooled by parents and carers during the Coronavirus pandemic lockdown.



Supporting Local Black Businesses

Black Pound Day is a solution-based approach to support the growth of the UK Black economy. As a direct and peaceful response to the systematic racism, that creates un-equality for the Black community in the UK.

In response to the death of George Floyd and the current Black Lives Matter protests, So Solid Crew's, Swiss has developed the idea of Black Pound Day. His idea hopes to underpin our long-term financial growth and infrastructure, empowering and motivating the Black community.

Black Pound Day encourages everyone to replace their usual purchases with products from Black-owned businesses, once a month (on the 1st of every month). Spending locally or online with UK Black-owned businesses.

The day is also an opportunity to find out how everyone can support Black businesses over the long-term. So don't forget to share brands that you love, businesses that you can't live without and make sure to hashtag #BlackPoundDay.

Click [HERE](#) to view the various black business directories.

The Gallery: Celebrating Black Talent

Tanatswa is a self-taught artist who uses her medium to illustrate bright yet poised portraits of black women in order to celebrate that woman who strives to create an environment for herself, giving her a glimpse of life in such a space. The series explores the attention to aspects of layering. Tanatswa uses pencil colours as a way to emphasise the various layers of black skin.



Useful resources & activities

HTA subscribes to Health Assured - Employee Assistance Programme providing 24/7 help and support when you need it. Now available in the palm of your hand via their Health e-Hub App.

The Architect's Benevolent Society have teamed up with Anxiety UK to launch a new mental health support helpline specifically for Architects, Architectural Assistants, Landscape Architects, Technologists and their families.

D&I: Do you have any Diversity & Equality events planned?

If you are planning to arrange or attend any diversity and equality related events or meetings within the next few months, please let us know about it!

We would be interested to hear what others are doing both internally and externally, please also send any photos of the event if appropriate to do so.



HTA London: 75 Wallis Road, London, E9 5LNL - T: 020 7485 8555

HTA Edinburgh: 99 McDonald Road, Edinburgh, EH7 4NS - T: 0131 344 4742

HTA Manchester: Clayton House, 59 Piccadilly, Manchester, M1 2AQ - T: 0161 236 9185

HTA Bristol: Spike Island Artspace, 133 Cumberland Road, Bristol, BS1 6UX

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