



The Neighbourhood

NEWSLETTER / ISSUE 5 / 2022



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HTA's equality, diversity & inclusion newsletter

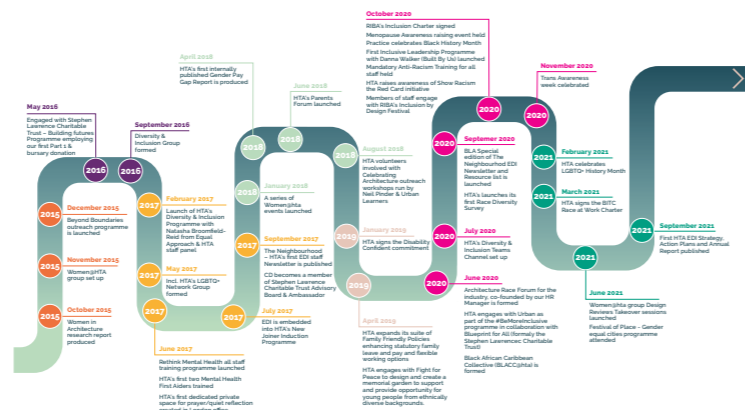
Despite the challenges of navigating this post-pandemic world, HTA continues to place Diversity, Equality, and Inclusion at the forefront of everything we do to create a better world, alongside tackling the critical issue of climate change.

The positive results of our 2022 Staff Opinion Survey and landing the AJ100 Employer of the Year Award for the second time in four years where our ED&I activity has been at the heart of the recognition received is testament to how people (both internally and externally) experience who we are, what we are about, and what we stand up for. It's a cliché, but people really do mean everything to us, and ensuring that our workforce is reflective of the different needs and desires of the diverse communities we create beautiful homes and public spaces for is essential. We recognise that our work in the

'inclusion' space is a continuous journey that requires sustained effort to ensure its meaningful and impactful – we are in it for the long haul!

Over the past year, we have continued to share and celebrate our personal 'lived' and professional ED&I experiences with each other and colleagues from across the built environment industries. We have also strengthened external relationships through our outreach activity with Trinity High School and Blueprint for All, including making new connections with Beyond the Box 'People's Pavilion', and the LSA to name a few.

This edition of our EDI newsletter provides a round up of our activities from the past year, guided and supported by our continuously evolving Equality, Diversity & Inclusion Strategy, which is due to be published in Autumn 2022.



HTA's LGBTQ+ Network Group Incl. has met on a few occasions over the past year, both for work and pleasure, including representing HTA at various industry events.

In the last edition of The Neighbourhood we reported that our colleague Anna Sullivan was featured in an RIBA Journal article discussing her experience of transitioning between genders and how this life experience influences creative output and her life and work as an architect in today's changing society. To continue our Trans Inclusion journey, we started the year by hosting an Introduction to Trans Awareness session delivered on 25th Jan 22 by Jo Gower (They/Them) from Gendered Intelligence. We discussed the wider context for trans identities - how sex, gender and sexual orientation interact, we explored gender pronouns and encourage the use of pronouns on their email signatures. We also explored key terms and uses of language and areas such as equality legislation, rights, and responsibilities around trans identities. The session was extremely insightful and provided yet another opportunity for us to learn and consider ways in which we can continue to build our knowledge, understanding and work towards being a trans inclusive workplace.



freehold

Lucy continues to work as part of the Freehold LGBT Board and has attended and supported various events, including this year's Pride Parade, and Freehold's 10th anniversary party which raised £35,000 for Land Aid to support homeless LGBTQ youth projects.

Freehold is a networking forum for lesbian, gay, bisexual and transgender real estate professionals working within the real estate & built environment sector. They host regular events that bring the LGBT community together to network with other real estate professionals and to share concerns and issues as well as to explore business opportunities in an informal environment.

PRIDE MONTH

In June 2022 we celebrated and presented Pride Month at HTA, hosting a series of social and educational events as well as sustaining us with some amazing PRIDE themed lunches.



incl. @ HTA Pride Month Lunch



incl. @ HTA Friday after - work drinks: Tina We Salute You



incl. @ HTA Tuesday Evening Talk: Internal Pride Month Event

Women @ HTA

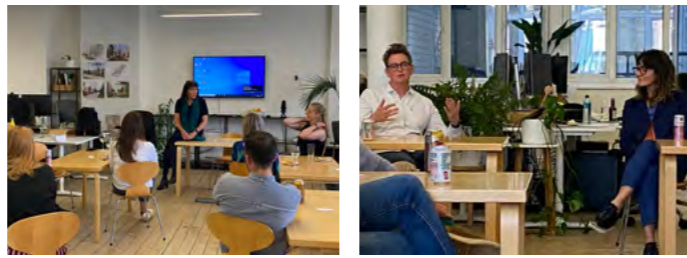
LONDON FESTIVAL OF ARCHITECTURE

HTA has been active in promoting events for women for several years. In the last edition we raised awareness of the menopause and our talk with Lauren Chiren from Women at a Certain Stage. This insightful webinar led to us updating HTA's Leave Policy to include 'Menopause Related Leave'.

This year we have been on the road for the first time in ages, attending and engaging in a number of external events, as well as hosting a 'Senior Women@HTA Speed-Dating' event in Manchester on 24th May, attended by: Caroline Dove, Lucy Smith, Eve Murzyn, Elisabetta Li Destri Nicosia, Rhea Shepherd, Riette Oosthuizen, and Karen Clement. This was an opportunity to bring senior female figures together from across each of our 4 studios to network, introduce themselves and share a bit about their careers and role at HTA. There were lots of questions and most importantly some in-person fun for the first time in almost 3 years.

Riette Oosthuizen, Partner for Planning attended The Planner's Women of Influence reception. Whilst not shortlisted this year, all previous nominees were invited.

Eleni Stathi, Senior Associate, Senior Architect attended the Vistry women's dinner organised by Sara Parkinson on 9th June 22. A group of Women in Housing, Kate Ives from Countryside was there including Michela Hancock from Greystar and Joanne Drew from Enfield. It was an informal event where a number of women shared their experiences and how they have dealt with bias in their careers.



Eleni also took part in the London Festival of Architectures 'How equitable and inclusive a practice are you?' panel discussion on 15th June 22. She shared an array of insights into HTA's ED&I work, which was well received. Approximately 75 people attended with a very lively and honest discussion after the presentations. Bianca Baidoo also attended the event.

We acknowledged International Women's Day on 8th March 22 by showing our solidarity and taking photos to demonstrate us breaking the bias.

The theme this year #BreakTheBias aims to imagine a gender equal world. A world free of bias, stereotypes and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all #BreakTheBias.



Riette Oosthuizen & Sylvia Cartmill completed #PedElle

We were extremely proud of Riette Oosthuizen, Partner for Planning, and Sylvia Cartmill, Associate, Senior Landscape Architect for taking on the challenging PedElle cycle over 3 days. The ambitious cycle ride set off from Vienna on the 23rd of June, cycling along the Danube with its lush green banks and warm meadows, climb incredible mountains and ride through picturesque chalet villages nesting on the end of lakes in Slovakia, before the final roll into Hungary and the bustling city of Budapest. That's a hefty 450km distance and 4136m climbing.

Club Peloton ran a jersey competition for each rider to wear during the fantastic PedElle. The competition, sponsored by Karakusevic Carson, aimed to inspire creative submissions to best represent this all women ride. Our very own Nerea Bermejo's winning design captures the beautiful route crossing over the Danube river using bright and bold colours. We are extremely proud to have these designs kitting out the team for their ambitious cycle. Thank you Nerea and well done to Riette and Sylvia!

#PedElle truly is a fantastic networking event in the industry, whilst at the same time being an important opportunity to raise money to support the lives of vulnerable young children.





BLACC: Black African Caribbean Collective

The Black African Caribbean Collective (BLACC@hta) is a forum for members identifying as Black, which provides a safe and supportive space for black colleagues at HTA to discuss issues around racism and equality within the workplace and wider society. BLACC seeks for the continuation of education and discussion on racism and its impact upon black people and through the

support of our allies advocates the adoption of an anti-racist stance in behaviour and practices at HTA. BLACC will promote with its allies the further diversity of the wider built environment sector. The group meets once a month via Teams. If wish to be part of this group, or if you are interested in knowing more about how you can get involved as an ally, please contact: blacc@hta.co.uk

BLACC Social



On 5th April 22, BLACC held its first social event at Clays Bar in the City, bringing together colleagues from across our London, Bristol and Edinburgh studios to celebrate all that the group has achieved in the past year. We did a spot of virtual Clay Pigeon Shooting demonstrated by D'relle Small and spent some quality time catching up over dinner at Haz.



A lovely time was had by all.

Black history month



During October 2021, BLACC@hta hosted Black History Month and what a series of wonderful events, activities, and celebrations it was!

In true HTA style, we were treated to some Caribbean & African themed delights from HTA's kitchens in London & Edinburgh.

Stephanie Warner organised a Black History River Cruise - Check out our photos of the day.

In Edinburgh, Fiona organised a Black History Walking Tour.

We all celebrated Wear Red Day - Show Racism the Red Card. Here's the Edinburgh team showing their support.

Our Film Night screened 'Mangrove'- part of Steve McQueen's BBC Small Axe series.

The talented Bianca Baidoo assisted by Sarah Osei facilitated a fantastic Makery-Make session - African Symbol Lino Printing. It was such an enjoyable activity and I have loved using my bag, pictured below.



Stephanie Warner attended an external event - Black in Full Colour Exhibition, where our very own Tanatswa Borerwe was exhibiting her amazing portrait art at Woolwich Works - Check out some photos taken.

Our Black History Month Finale & Fundraiser was an event to be remembered and in support of the Sickle Cell Society.



We heard music from various African & Caribbean artists via our BLACC@hta Spotify Compilation. We experienced the wonderful vibrant colours of our cultures as well as the tastes and aromas of some the traditional foods and drinks typical to our homes, which were lovingly prepared by our Chef, Sue Gerald & Steph and her husband Sam Warner.

The event raised a total of £622 for the charity!

Here are some photos of our Black History Month Finale and Fundraiser event - 29th October 2021.

HTA's involvement in the London Society Journal: Connections



The team were excited to read the London Society: Connections. The Journal is designed by HTA Partner, Lucy Smith with beautiful typography by Nerea Bermejo.

Not only that, we also have such meaningful articles by HTA's Bianca Baidoo & Shawn Adams, see below:

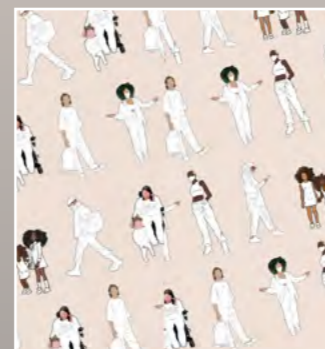
Shawn writes about the amazing things that can be achieved when connecting with other organisations that platform the voices of overlooked groups and ones that therefore strive to create more inclusive and equitable spaces -

Architects have the power to change lives. Therefore, they must carefully listen to the people they are designing for. But how do you genuinely design for those most marginalised in society? This is a question that frequently comes up in the built environment press. How do you genuinely engage with underrepresented communities? Architecture firms could learn a lot from RESOLVE Collective, We Made That, and Studio Gil. Each of the above organisations platforms the voices of overlooked groups and strives to create more inclusive and equitable spaces. Bianca creates ethnic-cutouts, after struggling to find true representation of the communities we engage with on a daily basis within our environments. She took it upon herself to create vector illustrations to mirror

our true ethnically diverse environments which are now used across built environment communications. These drawings make gorgeous inside covers for this edition -

Ethnic cutouts, designed by ethnic creatives to mirror out ethnic environments. We are architectural designers with a passion for bringing colour back into the built environment. During my master's degree, I was designing social housing and wanted to ensure the development truly mirrored its diverse inhabitants of various nationalities in my visual representations. There was a severe lack of this online. I searched all over the internet for an African mother, overlooking two sons playing football. In the end I had to heavily edit a google stock image to make it fit in with the narrative I had wanted to portray. My lecturer Jenny suggested I make more, so here I am.

As designers, the communities and areas we create must be a true representation of their reality. Many, high profile CGI's contain



a certain demographic to sell a scheme. This approach tends to overlook the scheme's original inhabitants, by attracting a specific demographic of inhabitants to buy into the scheme. End-users tend to have a

far more diverse demographic, than that we are currently representing in our visuals within the built environment. Therefore, we must approach illustrating our schemes as professionals with more honesty, whilst thinking about addressing the potential for sustainable communities.

Race Equality Week

We also raised special awareness of Race Equality Matters - #MyNames Campaign

people share their real names by translating it to phonetics and a rally cry for employers to standardise these phonetic spellings in email signatures throughout their businesses.

Your name is more than just a name. It's part of your heritage, identity, and pride. But all over the world, names are mispronounced. And regardless of the reason, it can sometimes be hurtful to those affected. That's why Race Equality Matters has launched the #MyNames digital tool helping

Even if you think your name is easy to pronounce, it would still be very helpful to see you include it in your e-signature. You can use the free #MyNames digital tool to help you. So come on, help us support this important campaign by adding your #MyNames spelling to your HTA email signature today.

Name: Bianca Baidoo
Role: Part 2 Architectural Assistant
MyNames: Bee-yun-choo Bay-bay

Name: Stephanie Warner
Role: Head of HR
MyNames: Stee-pah-nie War-ner

Name: Tanatsova Borensaw
Role: Part 2 Architectural Assistant
MyNames: Tan-ah-tso-va Bore-naw

Name: Sarah Osei
Role: Part 1 Architectural Assistant
MyNames: Sarah Osei

Name: Mylan Thorocoy
Role: Part 1 Architectural Assistant
MyNames: Mi-Lan (Too-Roh-Tsoey)

Name: Shawn Adams
Role: Part 2 Architectural Assistant
MyNames: Shawn Adams

Venice Biennale Success!



Tanatswa Borerwe was selected through a competitive interview and application process to become a fellow at The British Council's Steward-Research Fellowship programme, taking place at the Venice Architecture Biennale 2020. Considering the global pandemic, the 17th International Architecture Exhibition was run from 22nd May to 21st November 2021. Tanatswa joined 9 other fellows from across the UK in Group 1 over the opening week of the Biennale. This funded trip is possible with HTA's partnership with the programme, where they will be supporting her to embark on a one-month Fellowship.

Tanatswa's independent research explored Liminal space in the intimate homes of migrant's residing in Venice. One theory is that liminal space is defined as a 'hybrid' site that witnesses the production – rather than just the reflection. Contemporary intimate, domestic scenes of migrant experiences are currently seldom seen in art institutes. Immigrants exist in multiple spaces simultaneously. For the first time in 2005, The Geffrye Museum, London, displayed a representation of a black migrant domestic

setting curated by Michael McMillan. The brutal murder of George Floyd instigated campaigns for change within the Black Lives Movement. The exploration interrogates the position of institutions and museums. What does it mean to explore those metaphorical subtleties of space? Venice bears witness to seemingly hidden narratives, primarily through the material cultures of migrants. Material culture is 'the study through artifacts of the beliefs-value artifacts attitudes, and assumptions of a particular assumptions society at a given time.' Prown, D.J (1982).

With this research, Tanatswa hoped to capture the migrant Liminal spaces, visualise, and archive. These intimate spaces highlight and give value to the hybridised spaces: ideas, trade and migration through exchanges making a tribute to Venice's cosmopolitan history. The research asks key questions on notions of value and ownership. It asks what does it mean to hold on to something and what does it mean to lose it? The research is about remembering and preserving memories through material culture. Reasons for this exploration lie in understanding how such intimate spaces such as a living room have significantly shaped identity. Ultimately, underpinning this research is an exploration of the difficulties of designing homes for all.



SARAH OSEI SPEAKS TO MUYIWA OKI, RIBA PRESIDENT CANDIDATE

Early last month, Sarah Osei had the pleasure of speaking to and interviewing RIBA council candidate Muyiwa Oki for INVOLVED Magazine. As a future Architect and Part 1 Architectural Assistant, Sarah thought it was necessary to ask Muyiwa questions regarding the future of architectural pedagogy, transparency within RIBA, understanding the term 'diversifying' on a broader level and of course, what a

successful presidency would look like to him. Not only were Muiyiwa's responses a delight to hear, but a step in right direction from Sarah's perspective.

Over the last two years, there has been a rise in collective action and his stand is another force of prolific change. It is clear that Muiyiwa is an ambassador for architectural workers and a champion for tomorrow's architects who not only calls for a better built environment, but who are activists for social quality and climate change!

With the voting now closed, Sarah is excited for the future ahead and looking forward to what comes next both on a professional and educational level.

Other cultural celebrations

During February 2022 we celebrated the Lunar New Year (also known as Chinese New Year) with some wonderful activities. There are twelve Chinese Zodiac animals, each of which is linked to certain characteristics and elements, and they rotate each year. This year was the Year of the Tiger.

Mylan Thuroczy, Kexin Zhu, Anson Lai, and Zhenghan Zhang collaborated with members of the practice team to bring their ideas to life.

We kicked off with announcing a glorious Chinese and Vietnamese menu for the week. A special Makery-Make took place, creating Tiger cut-outs to decorate the lunch tables, preparing some traditional money pockets, and best of all, learning how to make Spring Rolls from scratch under the guidance of Mylan & Kexin. They were truly delicious.



Social Mobility, Educational Outreach & other external engagements & partnerships

HTA's relationship and work with Trinity High School in Manchester continues to go from strength to strength in partnership with BLACC@hta.

This year **John Nsiah, Tanatswa Borerwe, Kwame Ohene-Adu, Arjun Singh, Pippa Humphries, and Dulcie Foster-Finn** delivered an inspiring event where the students were asked to 'Design a building and/or structure that would transform the area and community of Hulme.' The site was local to their school in Hulme, and the students had the whole day to visit the site and sketch/ model their proposals. In their groups they had the chance to present back their proposals to the HTA group.



The session aimed to enable the students to ask our different professionals questions about their jobs in a 'speed dating' fashion. There were four different groups of professionals representing a different sector (architecture, planning, landscape and engineering) and the students in their groups had 15 minutes with each professional. The feedback was fantastic!

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

e: info@hta.co.uk www.hta.co.uk