

Our commitments to Black Lives Matter

Starting with ourselves and our organisation, we will:

- Reflect on why Black Lives Matter matters to us, both personally and as an organisation that represents a practice that has the power to shape the world, its values and how we behave together within it. This involves creating safe spaces* for everyone to reflect on their own advantage and experience, and support each other to be more inclusive in every everyday action.
- Expand and strengthen the external statement about equality, diversity and inclusion that we use, for example in job adverts and partnership agreements.
- Review the 2019 training we held for all colleagues on equality, diversity and inclusion, checking we have put into practice everything we have learnt. Continuing that learning, we will bring in a range of additional external experts to guide us in our journey, and expand this to our expert network.
- Understand how our current recruitment efforts are currently perceived externally by different groups. We will work as a team to make sure that our transparent and fair processes on equality, diversity and inclusion really do work to welcome people from all backgrounds to all levels of seniority. This includes actively addressing the impact of unconscious bias.
- Ensure we have up-to-date, robust baseline data on our colleagues, trustees and expert network as our starting point and set ourselves the aspiration of reflecting the national census figures on ethnicity.

To amplify Black designers within the design profession, we will:

- Diversify our networks, and dedicate the time and space to connect, listen and build trust.
- Use our platform to promote Black designers including declining to speak on non-diverse platforms and suggesting alternative Black speakers.

To use design to tackle racial injustice in society, we will:

- Meaningfully engage and understand how different Black groups experience issues around health and wellbeing, sustainable living and access to design skills (our strategic themes). As we develop our programmes, we will use this understanding and co-design them with the diverse range of people we are supporting to thrive.
- Share and discuss our equality, diversity and inclusion aspirations with our partners (whether funders, stakeholders or clients) before we start work together and ensure Black Lives Matter and other equality, diversity and inclusion goals are addressed consistently and regularly in our interactions**.
- Forge trusted partnerships with Black-led organisations, as part of our wider work to co-design programmes that tackle systemic inequalities.

* Safe spaces are meetings/events/sessions/workshops etc where there are ground rules, facilitation and guidance for people to reflect and question their own assumptions, circles of influence and bias and meet some challenge in a constructive manner. It is the role of senior leaders to create these (themselves or by bringing in external facilitation).

** Part of project mobilisation should include sharing our Black Lives Matter and our equality diversity and inclusion statements and including an agenda item about these values and aspirations, developing a common goal and think through what this means in practice.