2020 has seen many challenges, not least due to the Coronavirus



Pandemic forcing us 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 people around the world. The significance of this and other events has kick-started a concerted level of concern for the black community in the US by the black diaspora in the UK, resulting in a deep level of reflection, discussion and consideration to the effects of racism, and in particular antiblackness in everyday life.

However, for the most part we are seeking to address the disposition in the treatment, value and respect of black people's lives, so that they may experience and live a life that is equal to others. 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 of this newsletter reflects this. October is also when the UK observes BLACK HISTORY MONTH, which is an annual event which began as a way of remembering important people and events in the history of the African diaspora. This is therefore a fitting time for

us to share this newsletter with you. Please take a moment to read, watch the videos, click the resource links, and most importantly.... ask us questions.

BLACC AFRICAN



@HTA INTRODUCING BLACC: BLACK AFRICAN CARIBBEAN COLLECTIVE

CARIBBEAN

COLLECTIVE

$The \ Black \ African \ Caribbean \ Collective \ (BLACC@hta) \ is \ a \ forum \ for \ members \ identifying \ as \ Black. \ The \ Forum \ provides$ 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 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. **Getting involved**

BLACC is in the process of setting out a clear Manifesto to encourage positive change at HTA and within the built environment industries, details of which will be published in due course. If you identify as black and wish to be part of this group, or if you are interested in knowing more about how you can get involved as an ally, forward to engaging with you soon: please contact: blacc@hta.co.uk

BLACC - LET'S TALK ABOUT RACE.... On a date to be confirmed, 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 https://www.surveymonkey.co.uk/r/BLACC-LETS-TALK-**ABOUT-RACE**

ARCHITECTURAL ASSISTANT 2020 will be remembered for many grievous events, where one is the brutal murder of George Floyd, instigating campaigns for real change - but can we see real change in the Architectural profession?

Establishing one's identity in Architecture as a black person means many things. It is both having someone who looks like

SHINING A LIGHT ON...... TANATSWA BORERWE, PART 2.



option for economic / social value reasons.

Where do I find

my voice in the

Architecture

industry?

bring your culture and identity to design projects. I'm from a migrant background where no one occupies the design, art or architecture industry. My parents are African and immigrants, so access to Architecture was limited, I first had to get through the barrier of presenting a strong case to them as to why I should study Architecture. Choosing an arts career was considered an unstable

you to discuss relatable issues and challenges with, and it is being encouraged to

is supposed to facilitate and help practitioners to learn more about themselves. It is about our own reflection right? Whilst gaining experience at HTA, I am grateful to have had the opportunity of a nurturing environment where mentors have helped me along the way. However, I realise that it is important to me that some of the people who I look up to, look like me.

Personally, I have had to search high and low to find other black and brown students and or practitioners who are

making their own table in the industry. Their explorations

of black identity have had a profound effect on my work. As a member of both BFA (Black Females in Architecture)

and Migrant's Bureau - I found aspiring role models that

I was initially oblivious to the apparent discomfort of my

questions. Indeed, the education system in Architecture

Whilst completing my Part 1 at HTA, I started reading about Africa and where I come from. Following artists like Njideka Akunyili Crosby and Toyin Ojih Odutola, as well as reading literature, was my only source of information. These artists explore the metaphorical subtleties of space. Having spent the year out reading widely, I came

How can I become an Architect without being forced into an 'ethnic minority architectural activist' (how PoC

designers are generally categorised as ethnic minority

improving the failing system in the industry, instead of

As a late millennial ethnic minority, why do I feel no sense of identity or little connection with my migrant routes?

activists; where energy and focus is centred around

that was asked of me, but I was never sure what I was saying for myself in the work I was producing and I was struck by the need to resolve this issue, but unsure how

to do so. This has caused me to develop an inquisitive

Up to the age of 10, I was educated in Zimbabwe with

the British curriculum. There is very little difference in my Zimbabwe and British education in terms of how

history was approached, and how colonisation was

talked about, or barely acknowledged.

to Part 2 MArch with many questions.

just being an architect)?

mind-set and consider - What else don't I know?

How do I practice as an architect whilst experiencing a social economic conflict between Zimbabwe and the UK? How do I grapple between being Zimbabwean and British? Rural and Cosmopolitan? Poor and Rich?

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

REVIEW

& HTA'S INTERNAL

RACE DIVERSITY SURVEY

play a vital part in the exploration that most people of colour are looking for in Architecture. My view is that the Architecture education system needs access to an environment that encourages everyone to find their voice through the building and designs they are asked to look at. Significantly, it is evident that a thriving ecosystem is needed. The more diverse the industry becomes, the easier it will be for people like me to demonstrate to our parents that we can be productive and contribute in lots of different and valuable ways.

We all need opportunities to be out there and to show

If you're curious to find out more about design from a different perspective, please have a look at the work

we are exploring through design, urban interventions,

Bureau. Additionally, if you would like to support these

voluntarily organisations please check out their websites:

community engagement and research at Migrant's

interested in different things.

that no matter our backgrounds, there are many people

Migrant's Bureau: @migrantsbueau BFA Black Females in Architecture POoR Collective **Ibiye Camp** New Architecture Writers (NAW) Paradigm Network **Activate the City**

Our initial observations are that:

There is a need for education through training

The identification and need for role models for the future - investing and supporting the

progression of black people at HTA without

Efforts to engage and inspire young people,

within the built environment industries.

Asian / Asian British: Indian: 3 (2%) Asian / Asian British: Pakistani: 0

from primary and secondary school age, up to

The proactive address of under-representation

of black people at HTA, especially at more senior

and leadership levels, as well as opportunities for

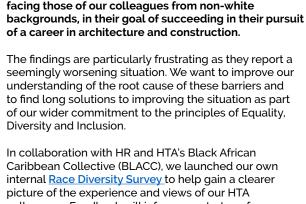
university to increase awareness of career options

and open discussion at all levels of the

organisation.

creating tokenism.

new graduates.



In collaboration with HR and HTA's Black African Caribbean Collective (BLACC), we launched our own internal Race Diversity Survey to help gain a clearer picture of the experience and views of our HTA colleagues. Feedback will inform our strategy for

18-24: 13 (9%)

25-34: 60 (41%)

35-44: 36 (25%)

45-54: 23 (16%)

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.

Coordinator/Administrator/Assistant: 8 (5.5%)

Junior Professional (e.g. Graduate, Architectural Assistant etc.): 34 (23.5%)

Partner or Director: 13 (9%)

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

Professional (e.g. Landscape Architect, Planner, Consultant etc.): 42 (29%) 55-64: 10 (7%) Senior Associate/Associate/Manager: 23 (16%) 65+: 3 (2%) Senior Professional (e.g. Senior Architect etc.): 25
(17%) **Studio Location** Female: 67 (46.5%) London: 115 (79%) Outside of London: 30 (21%) Transgender: 1 (0.5%) Prefer not to say: 1 (0.5%) Total Respondents: 145 (answered the questions)

Asian / Asian British: Bangladeshi: 1 (0.5%) Any other Asian background: 2 (1.5%) Any other ethnic group: 1 (0.5%) Chinese: 7 (5%)

- Other ethnic group: Arab: 1 (0.5%) Black / African / Caribbean / Black British: African: 4 (3%) Black / African / Caribbean / Black British: Caribbean: 2 (1.5%) Any other Black / African / Caribbean background: 1 (0.5%)
- Mixed / Multiple ethnic groups: White and Black African: 2 (1.5%) Mixed / Multiple ethnic groups: White and Black Caribbean: 3 (2%) Mixed / Multiple ethnic groups: White and Asian: 2 (1.5%) Any other Mixed / Multiple ethnic background: 2 (1.5%) White - English, Scottish, Welsh, Northern Irish, British: 75 (52%) White - Irish: 4 (3%) White - Other: 33 (22.5%) Prefer not to say: 2 (1.5%)



EDUCATION & TRAINING

facilitated by Danna Walker from

Built By Us.

Anti-Racism Training

the workplace.

LEARNING EVENTS **Inclusive Leadership Programme** On **22nd and 23rd October 2020** HTA's leadership team (Partners, Directors and Associates) will attend the first part of an Inclusive Leadership Programme,

OPENING UP THE DISCUSSION - LISTENING, SHARING & **BLACK HISTORY WALKING** & VIRTUAL TOURS **Clapham Common (London)** Sunday 4th October, 11am - 12.30pm: https://www.eventbrite.co.uk/e/clapham-commonwalk-october-tickets-119512708729 This programme has been commissioned as part of our If you would like to join Stephanie Warner & Tanatswa commitment to foster equality, inclusion and diversity Borerwe for a Black History walking tour of Clapham Common, please contact Stephanie. Two tickets available only - First come will be first served! **Black History River Cruise (London)** Saturday 24th April, 2-5pm: discussion in order to develop a deeper knowledge of https://www.eventbrite.co.uk/e/black-history-riverthe barriers and enablers of fostering equity. cruise-april-2021-tickets-98801472865

Tickets are £36 each. If you are interested in booking,

please let Stephanie Warner know, as we can organise

to meet up as a group with our BLACC t-shirts. We will

If you would like to join Fiona Estwick for a Black History

3 tickets available only – First come will be first served!

walking tour of Edinburgh, please contact Fiona.

need to book soon to avoid disappointment!

Black History Walking Tour (Edinburgh)

https://www.eventbrite.com/e/blackhistory-walking-tour-of-edinburgh-tickets-

Friday 23rd October, 2pm - 4pm:

119814533495?aff=erelexpmlt

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

Adamson from The Diversity Ajagun.

Abi will cover topics such as:

systemic racism.

feel empowered.

Tues 29th Sept 20:

more details.

6th anniversary!

Understanding the Black Lives Matter movement. Understanding white privilege and white supremacy in the context of race. Covert and overt racism. Microaggressions and racial gaslighting. What is white fragility and white saviourism? Cultural Appropriation and its role in

Language, education and knowledge to

Thursday 15th October & Friday 30th October, 10am

Anti-Racism training workshops, to be delivered by Abi

This programme has been commissioned as part of our

commitment to foster equality, inclusion and diversity

within HTA, with a specific focus on anti-racism in

- 12pm, HTA's invites staff to attend one of the two

privilege to effect positive change. More information and details on booking your place will be available from Stephanie shortly. **TUESDAY TALKS**

POoR Collective - The Power of Young Voices POoR Collective is a social enterprise which aims to

focus on the development of communities within the built environment. They believe in the power

of community and aim to help those who are often

under-represented. Through teaching, knowledge sharing and workshops we aim to bridge the gap

demographics, cultures and social classes.

between communities and bring together a wealth of

They will be joining us to speak about their work at

Confidence to tackle uncomfortable conversations. Allyship and self awareness - how to use your

POoR and a couple of their projects which they are working on. Shawn and the team will express the value of young voices within our profession. Tues 9th Feb 21: Yinka Llori Yinka Ilori is a London based multidisciplinary artist of a British-Nigerian heritage, who specialises in storytelling by fusing his British and Nigerian heritage to tell new stories in contemporary design. He began his practice in 2011 up-cycling vintage furniture, inspired by the

traditional Nigerian parables and West African fabrics that surrounded him as a child. Yinka will be coming to

SHOW RACISM THE RED CARD -

On 16th October 2020, HTA will observe Wear Red Day. Each October Show Racism the Red Card holds its

encourages schools, businesses and individuals to wear red and donate £1 to help fund anti-racism education for

share his work with us - watch this space for

WEAR RED DAY 2020

annual Wear Red Day and this year is its

young people and adults across the UK.

Wear Red Day is a national day of action which

Every penny raised during Wear Red Day enables our education and campaign workers to work with more young people and adults across the UK to challenge racism in society.

EDUCATION IS KEY -USEFUL RESOURCES

DIVERSITY & INCLUSION WEBINARS

diversity & inclusion webinars covering topics

such as: Introduction to Diversity & Inclusion,

Unconscious Bias and Dignity at Work. These

for existing staff to have a refresher.

About Race, Reni Eddo-Lodge

World, Layla F Saad

Childhood. Trevor Noah

An open Letter to Megan Markle

Asian communities

Gal-dem Magazine

ONLINE ARTICLES

Afua Hirsch

READ

3 years ago HTA invested in a series of pre-recorded

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

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

Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the

Brit(ish): On Race Identity and Belonging.

LSBU - FREE Online Virtual Tour Wednesday 7th October, 4pm - 5.30pm The London South Bank University BAME & Allies Network has organised a FREE online Black History Month 2020 Celebration Day event: https://www.eventbrite.co.uk/e/lsbus-black-history-

dssbonlinesearch

& Allies Network

Islington Council - FREE Online Virtual Tour Thursday 22nd October, 12pm, Islington Council has also organised a FREE virtual black history walking tour: https://www.eventbrite.co.uk/e/virtual-black-historywalking-tour-of-islington-tickets-120507770987?aff-eb

The London South Bank University BAME

LSBU has organised a FREE online illustrated talk

Tuesday 27th October, 1pm – 2pm

to the South Bank and Southwark area:

month-2020-celebration-day-tickets-120497502273

https://www.eventbrite.co.uk/e/black-british-civilrights-south-bank-connections-bhm2020-lunch-learntickets-121355039189?aff=erelpanelorg

> SHOW **RACISM**

THE **RED**

CARD

looking at Black British Civil Rights history and the links

WEAR RED DAY

LISTEN

Richie Brave-Brave Conversations

Un-Holyland: Racism and Religion

About Race, with Reni Eddo-Lodge

Good Ancestor Podcast, Layla F Saad

LCan't Breathe (spoken word/poetry)

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 -

Interview from This Morning programme with NBA star

A scene from Grey's Anatomy - Miranda & Ben give their

The Doll Test. A 1940's psychological experiment testing

Jane Elliott's "Blue Eye's Brown Eye's Anti Racism Exercise

'The Stephen awrence Charitable Trust exposed me to

environments that most importantly allowed for me to ask questions

Licy Be (spoken word/poetry)

Stormzy - Superheros (music)

Talk About Black - Call to Action!

turned psychologist John Amaechi

children's feelings of prejudice

Afua Hirsch the African Renaissance

13th (available on Netflix)

word/poetry)

David Olusoga

son The Talk.

A Class Divided -

Sitting in Limbo

Congratulations to

programme, for

graduating with a first class degree from

D'relle Small, alumnus of The Stephen Lawrence

Trust Building Futures

Central Saint Martins.

We welcome D'relle to HTA as Part 1

The Talk

Black and Scottish

Gal-dem Presents series

WATCH

Code Switch podcast series recommendations:

Intersectionality matters! - Kimberle Crenshaw

Racism at Work Podcast, Professor Binna Kandola

Black Lives Matter, by Christian Spoken Word Artist,

Black Britain and The Police, George the Poet (spoken

(The black British Experience)

The Model Minority Myth

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

Anti-blackness, racism and Colourism in South

Natives: Race and Class in the Ruins of Empire,

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**

RELEVANT EXTERNAL

HTA continues to support the SLCT. This year, we were

proud to support the #BemoreInclusive programme -

Working with Urban on Part 1 Recruitment for London.

Urban and the Stephen Lawrence Charitable Trust

#BeMoreInclusive programme. With people from BAME backgrounds making up less than 7% of

registered architects, something needs to change. Therefore, they designed the #BeMoreInclusive

programme to support young people from under-

(SLCT) recently partnered together to launch the

ENGAGEMENTS &

PARTNERSHIPS

- represented backgrounds into architecture and to help built environment employers to access a more diverse workforce.
- FIGHT FOR PEACE HTA established 'Beyond Boundaries' in 2015 to collaborate with local charities and partners in working with young people in inner city areas.

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 though exercise,

training and personal development) to deliver a

ough of Newham. The members of th 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 SUPPORTING LOCAL

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

term support with training, work

experience and mentoring. The memorial garden

presents the opportunity

to offer prolonged

support to several

A FOR

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

design and construction.

contact Mike De'Ath or Rob Michel

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

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

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 to enjoy and hope that the young peopl

from Fight For Peace will become enthused about

For more information on Fight for Peace, please

the potential of finding out more about working in the

black skin.

projects in their community) we are working to deliver their vision for the garden. Fight For Peace's London Academy is based in the **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 inequality for black entrepreneurs. 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.

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

Do you have any Equality, Diversity & Inclusion events planned, or something to share? If so, 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 or film links of the event if appropriate to do so. All details can be sent to: Stephanie Warner, HR Manager & The Marketing Team.

HTA London: 78 Chamber Street, London, E1 8BL - 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

Architectural Assistant. introduced through SCLT's partnership with recruitment specialist Be more Urban. Stephen Lawrence Charitable Trust