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# Equity in practice

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Recent years have seen a huge amount of work undertaken to improve gender equity in architectural workplaces, and there is now increasing attention to a broader range of equity matters.

Parlour's Equity in Practice series invites practices of all sizes and types to share their experiences and expertise, to outline challenges faced and identify lessons learned.

Sharing experiences will help consolidate collective knowledge and support others on the path to a more equitable profession.

Please consider the following questions and answer those that are most relevant. Remember to answer honestly!

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You can also find these questions in a **Google form** – use whichever platform is easiest for you to complete.

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- **What stage is the practice at?**  
Where do you position the practice on the WGEA Gender Equality Roadmap? (See overleaf)
- **How does the practice understand and define equity?**  
What does success look like for the practice?
- **What workplace culture does the practice aspire to?**  
What is the culture like now?  
Are there aspects that need to change?
- **What are the key issues relating to equity for the practice?**  
Why are they important?  
Have they changed over time?

- **What formal policies and strategies does the practice have in place to increase equity?**  
How long have they been in place?  
What was the motivation for establishing these? How are they communicated to staff?  
  
How are these policies assessed, reviewed and developed over time? Have they been modified? What has been learnt?
- **What informal approaches have helped change or develop the workplace culture?**  
How did these arise? Who led this? How have they developed and changed over time?
- **What processes have been used to implement change?**  
Has this included external support and / or guidance? If so, how has this worked?
- **Who has led the process and who is involved?**  
Do they have decision making power?  
  
Is this a part of their job, or have people taken on this responsibility as additional work?  
If part of the job, is it included in their role description? Is time allocated to this work?
- **What progress has the practice made?**  
How is this tracked and measured?  
How is this communicated and to whom?
- **Have there been any surprises?**  
What are they?
- **What challenges has the practice faced in the process of improving equity?**  
How did the practice respond?  
What changes and modifications were made?  
What areas are still problematic?
- **What effect has the pandemic had on equity initiatives?**  
Has it accelerated and/or slowed down initiatives? Or both?  
  
Did existing policies, processes and cultures help the practice weather the pandemic?
- **What future plans or intentions do you have in relation to equity?**
- **What key lessons or tips can you offer others?**

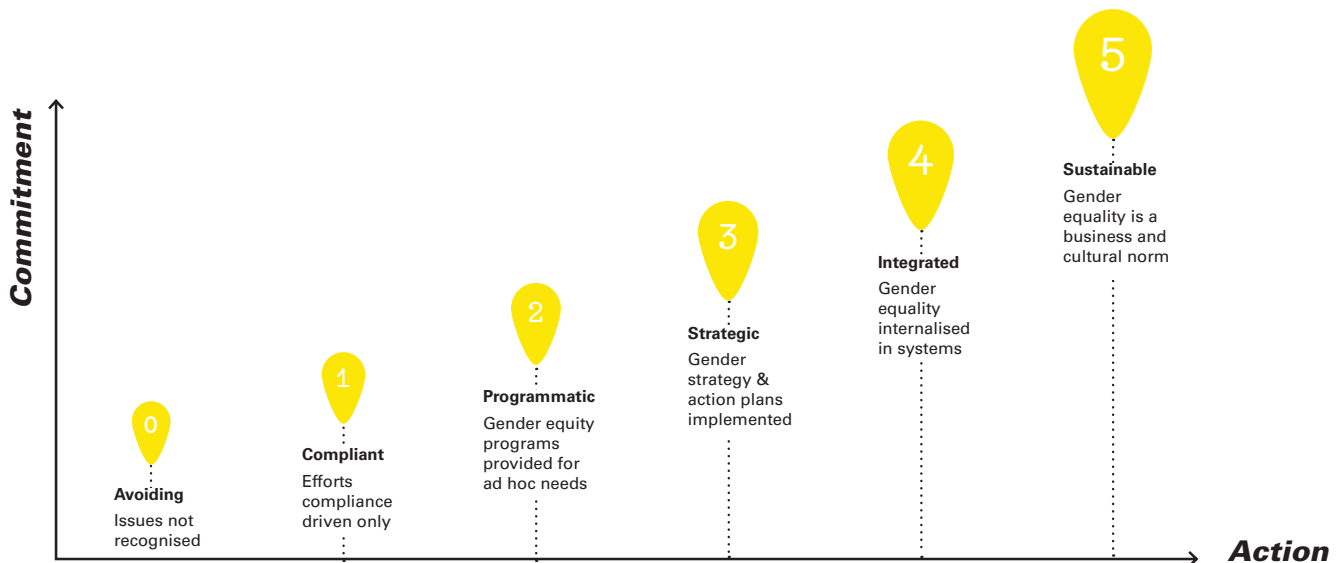
## Demographics

- What size is the practice?
- What is the ownership model?
- Where is it located?
- What is the demographic makeup of the practice? In terms of age, gender, seniority, cultural diversity etc.
- What types of work does the practice undertake and in which sectors?

Thanks for contributing!



## Where is your organisation on the WGEA Gender Equality Roadmap?



### 0 Avoiding

- Structural and cultural barriers to women’s career progression are unrecognised or denied.
- Exclusive and/or discriminatory behaviour towards women is accepted and/or normalised.
- No measurement or reporting of gender representation or equality issues.
- No-one accepts (or sees a need to allocate) accountability for gender equality /diversity.

### 1. Compliant

- Gender equality / diversity are seen as a compliance risk, not an enabler or imperative.
- Any gender equality / diversity activity is limited to meeting compliance obligations.

### 2. Programmatic

- Gender equality / diversity activity occurs only in response to issues that can’t be ignored.
- Actions and initiatives are ad hoc, reactive and tactical rather than planned, proactive and strategic.
- Gender initiatives are disconnected and fragmented, which limits synergies, efficiencies and impact.
- Organisational priorities take precedence and displace gender equality action if/when necessary.
- Failure of gender initiatives to achieve progress or change undermines long-term support.

### 3 Strategic

- A specific case for addressing gender equality is identified and promoted by leaders.
- A gender strategy is developed which links to and supports organisation strategy and objectives.
- Gender strategy is used to guide effort, investment and specific initiatives, is regularly reviewed.
- Action plans are developed and implemented to realise gender equality strategic objectives.
- Governance and reporting mechanisms are in place to ensure leadership oversight.

### 4 Integrated

- Gender equality best practice is integrated into organisation policies and processes.
- The case for gender equality is understood and embraced at all organisational levels.
- Commitment to, and investment in, gender equality progress is unaffected by challenges.
- Structural and cultural barriers to female career progression are actively challenged and addressed.

### 5 Sustainable

- Leaders hold themselves and their people publicly accountable for gender equality outcomes.
- Leaders have the necessary capability, confidence and commitment to build gender inclusive culture(s).
- The organisation and its leaders are role models for gender equality / inclusion, and influence others.
- Ongoing commitment to gender equality is unaffected by changes in leadership composition.
- Gender equality is simply part of how business is done, and how people work together – always.

Source: Workplace Gender Equality Agency, Gender Strategy Toolkit.  
Adapted from the Diversity and Inclusion Pathway model developed by Diversity Partners.