

# EQUALITY, DIVERSITY AND INCLUSION

Sarah Wigglesworth Architects

## SWA TEAM



SWA Practice, Photograph by Jim Stephenson 2021

Our EDI Vision is driven by SWA's ethos as an ethical architectural practice that is socially and environmentally conscious. We work hard to not only create a more inclusive and diverse design process, but also more inclusive and diverse architectural education and architectural practice through practice process and a variety of outreach programmes. These two things are completely interdependent and must be thought about holistically to ensure EDI is successfully embedded within our industry.

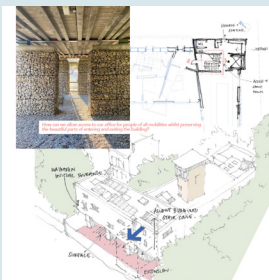
### SWA'S 12 Diverse Characteristics (building on the Equality Act 2010)

- Neurodiversity
- Health + Wellbeing
- Disability + Impairment
- Socio-economic Background
- Intersectionality
- Caring for dependants
- Religion/Spirituality/Belief
- Marriage + Civil Partnership
- Gender
- Age
- LGBT+
- Race + Ethnicity

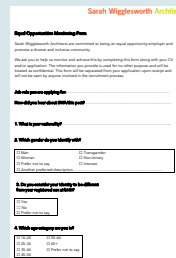
## SWA AS AN EMPLOYER



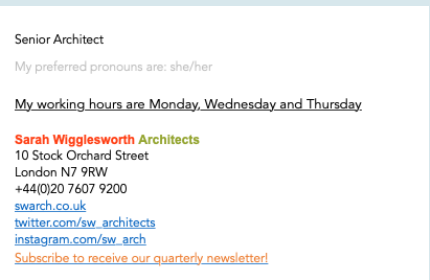
Office Fundraising Soup Club



Office Accessibility Study



Equal Opportunities Monitoring Form



Staff email signature highlighting individual flexible working and preferred pronouns

*Our original mission statement focused on 'getting our own house in order'*

We believe that by accessing, recruiting, and developing talent from the widest possible pool we can help to create people centred places that are representative of all sections of society, gain insight into different markets and communities and more effectively meet the needs of our clients.

## SWA AS A CONSULTANT

### SWA Research Grant: "but what does an accessible building look like?"

SWA have a track record in sensitively designing spaces for ethnically diverse communities, neurodiverse children, social housing and later life. Whilst we celebrate the wealth of knowledge within the practice, we constantly strive to continue to learn how architecture can better serve people with diverse characteristics.



Ebbsfleet Garden City Community Engagement



EDI Coffee Breaks



SWA Research Grant with Habintag Housing Association



Haycroft Gardens, Intergenerational Living Project



Grimshaw Foundation



Our Equality, Diversity and Inclusion Vision

**Sarah Wigglesworth Architects**



# SWA AS KNOWLEDGE SHARERS

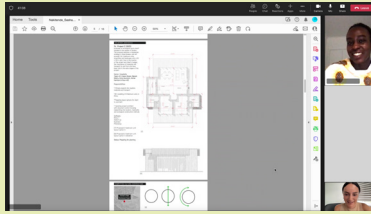


London Festival of Architecture (LFA)- Portfolio and CV Surgery

We are always looking for ways to share our knowledge and cultural capital with people from under-represented groups, particularly young, aspiring architects.

## SWA Mentoring

96 Mentoring Sessions 4 Organisations 69 CV and Portfolio Reviews



LFA - Portfolio and CV Surgery

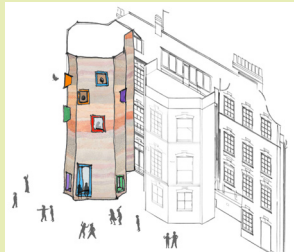
**"I was lucky enough to receive two job offers after actioning points discussed in my review, so I am extremely grateful!"**

Part 1 Graduate, LFA

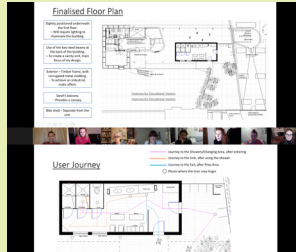
## SWA Work Experience

**"I would say that the confidence, passion and belief that I discovered within myself is the main thing that I took away from the week."**

Intern feedback, Access to Architecture



Student's Work, Access to Architecture



Students online tutorial, Arts Emergency Work Experience



Student feedback presentation, Access to Architecture



Student review, Arts Emergency Work Experience

## SWA Lectures, Talks and Presentations

**100% of attendees who completed a feedback form rated SWA 5/5 and felt better able to prepare their CV & Portfolio after the workshop**

Built by Us - CV and Portfolio Workshop, 2022



Built by Us - CV and Portfolio Workshop



Nature's Lungs Lecture Talk



Design Tactics for a Healthy Everyday Seminar



Designing for Kids Lecture

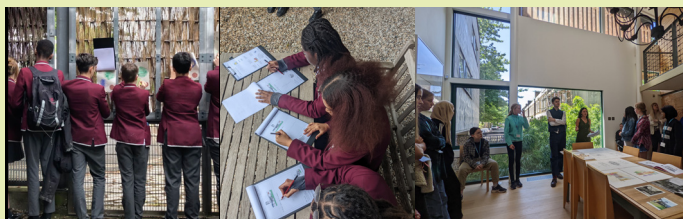


LFA - FAF X SWA Talk

## SWA Workshops

**"Thank you for being so brilliant with the students. They all really enjoyed the visit, and they engaged with the building and activities."**

Quote from Urban Learners



Grimshaw Foundation Education Programme – led by Urban Learners, SWA have hosted three workshops for a total of 65 pupils and have more in the pipeline



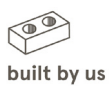
Home Grown+ workshop at our offices



Celebrating Architecture



Grimshaw Foundation



Our Equality, Diversity and Inclusion Vision

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