



PAS Head of Planning Conference

July 2022

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BAME Planners Network- Steering
Group Member.



INTRODUCTION

- Purpose
 - To introduce the BAME Planners Network
 - To share some of the work we have been involved in with a focus on our diversity survey
 - To let you know how to get involved

Context



- Acknowledgement that BAME is not one homogeneous group
- Different minority groups experience different levels of success within the profession
- The issue of race impacts upon the working life and career prospects of BAME communities working in planning.
- Discrimination mostly covert and unintentional abounds within the profession
- Although indirect discrimination may not be intentional it does have a profound and long lasting effect

Aims



- Raise the profile and visibility of BAME Planners working in the planning profession in the United Kingdom and Ireland
- Encourage people from BAME communities to enter the planning professional all levels.
- Support BAME Planners in achieving career / consultancy goals and reaching full potential in the Planning profession through practical support of the network.
- Enabling and supporting the BAME communities to influence planning in their locality.
- Partner and collaborate with relevant organisations on improving perceptions and opportunities for BAME Planners.



Membership

- Friendly and supportive platform for engagement
- The Network is free to join
- Primarily for BAME in the United Kingdom and Ireland; who work or would like to work within the Planning Industry, but it is not exclusive and anyone who seeks to support the aims of the Network is welcome to join
- The Network has a diverse membership of all races, sectors and genders.
- The Network is not affiliated to any organisation or political party.
- The testimonials speak for themselves

A Member's Perspective



I do hope to learn from you as you have given me hope that it is possible to be in senior management level as a BAME planner. You are where I would want to be in the future.

I had lost faith but this network you created has reversed that. I have in my 15 yrs in planning only worked with 3 BAME planners all at senior or planner level but never in management. This network is truly an eye opener and source of motivation.

Development Management Officer

Members Perspective



The sharing via webinar to-date has been insightful and honest. I have been in planning a very long time and I could absolutely relate to the shared experience highs and lows.

The network is comfortable and encouraging.

Senior Planner

A Member's Perspective



Hi Helen, I absolutely loved tonight's' session! I have made soooooo many notes! Wow! Wow! Wow! I wouldn't have dreamed of even thinking of a senior leadership role last year! This network is invaluable! Thank you for having the vision to do this".

Private Sector

Activities so far...

Events



- Kicked off our first public event – with the RTPI - Sue Manns and Victoria Hills
- Optimising opportunities to grow with Ransford Stewart, MBE
- Talk from the Chief Planner
- Most recently – “Heads Up” with PAS focusing on the peer programme

Activities so far...

Mentoring & Leadership



- Career Bites: For grads and early professionals
- Coaching 101- Senior management Positions
- Mentoring Lounge
- Finding your first planning job
- Informal support, including interview practice

Activities so far...

Engagement and Collaboration



- Multiple LPAs
- POS
- ALBPO and GLA
- PINS
- Chief Planner
- RTPI/ RTPI regions
- Universities
- Other D&I networks
- Other Built Environment organisations



We collaborated with 13 other diversity groups in the built environment to prepare the Diversity Pledge



DIVERSE LEADERS PLEDGE

MAKE THE DIVERSE LEADERS PLEDGE

Co-sponsored by

ARCHITECTURE LGBT+ | BAME IN PROPERTY | BAME PLANNERS NETWORK | BPIC NETWORK STRONGER TOGETHER | DIVERSITY SURVEYORS | FUTURE OF LONDON | LFA | MAYOR OF LONDON | nla | PLANNING FOR ALL | PUBLIC PRACTICE | REAL ESTATE BALANCE | URBANIST PLATFORM | WOMEN IN PLANNING

Activities on the horizon



Current projects sector focus

- PATH documentary
- D&I (BAME Planners) Survey Report

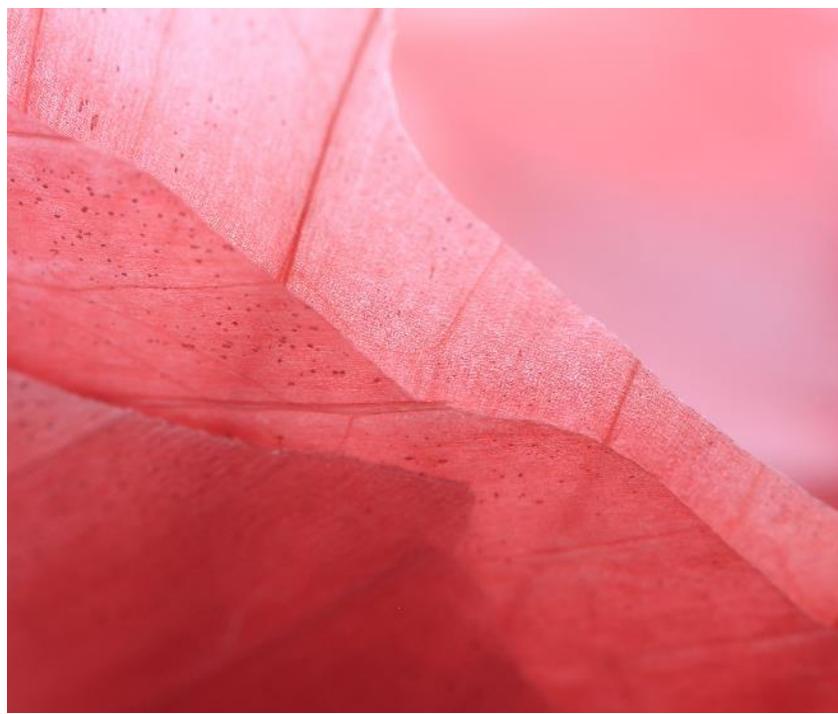
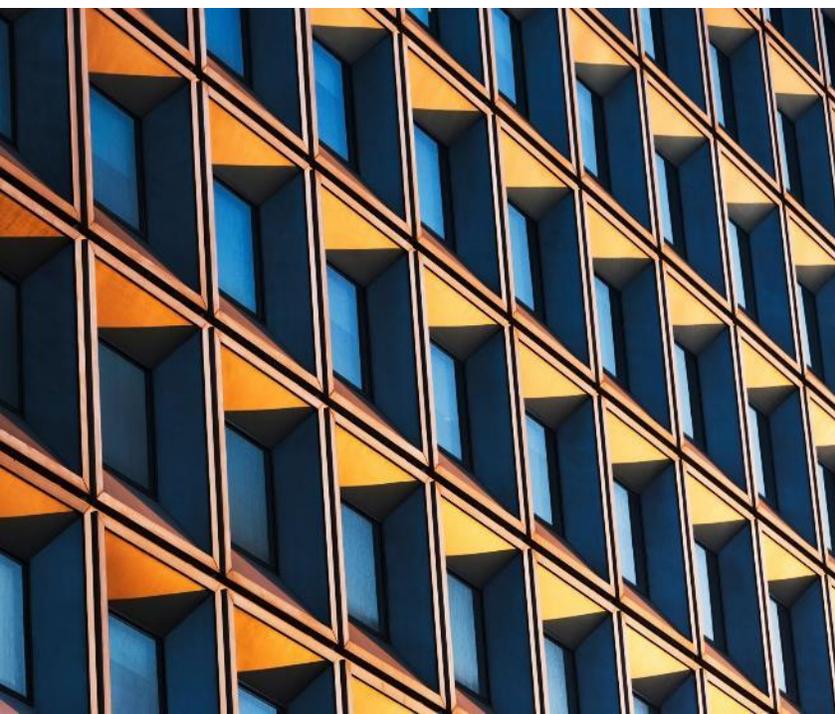
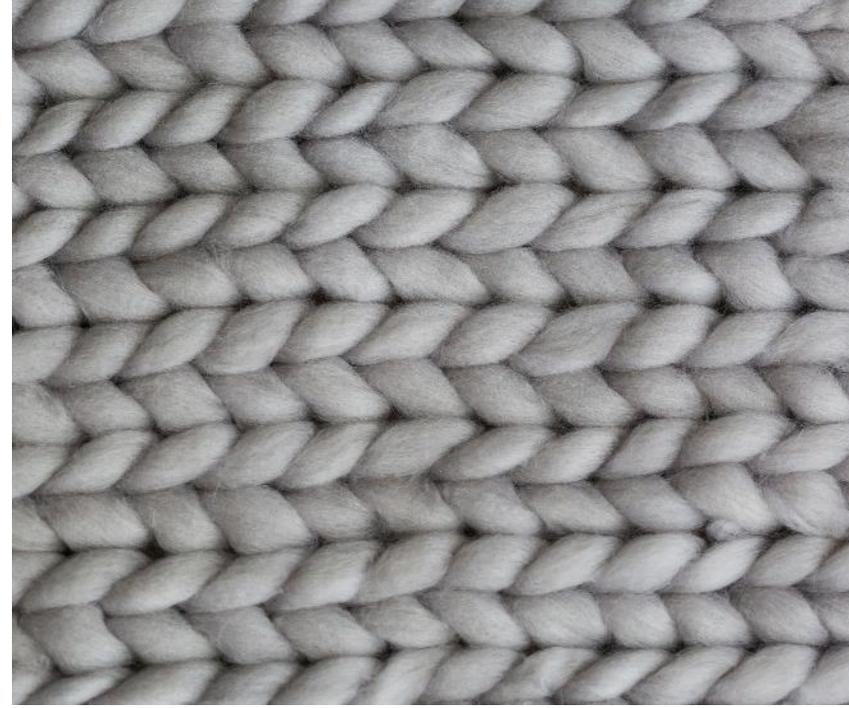
Forthcoming projects with broader focus

- Working with communities
- Seeking to influence policy/ law in the context of reforms.



Workshop: Patterns and their Causes





Patterns (and reasons)



- 20 years in Planning I have observed some patterns on diversity matters specific to BAME planners.
 - 70% of time/ projects in London
 - Primarily working within LPAs (or for LPAs)
- Similar pattern in conversations with Network members
 - Shared experience either direct / observed
- Are these patterns more widely observable?
 - This is where the D&I survey comes in



Diversity Survey

- The profession needs better data for targeted action to take place, aiming to make the planning profession more diverse, inclusive and equal.
- The survey sought to capture information on approaches to delivering or developing EDI strategies; the diversity of the planning workforce nationally; and help identify examples of best practice in fostering diverse, inclusive workspaces.
- The survey was designed for both employers and employees in the UK and launched on June 2021 June and closed on July 2022.
- We've spent the last 12 months analysing data and expect to publish the report this autumn

Survey responses



- More than 300 responses to the employee survey and a higher proportion of respondents to the employee survey (64%) were not from BAME communities.
- There were more than 35 to the employer survey.
- Private sector responses to the employer survey were higher (57% of respondents).
- Public sector responses to the employee survey were higher (67% of respondents).
- London was overrepresented in both the employer and employee responses – with lower responses rate from outside of the South East.



Reflect on these statements - do any resonate with your experience?

1. My service is not representative of the community it serves, in respect to the number of BAME planners.
2. BAME Planners are overrepresented in a certain area of my service, for example, enforcement or S106/CIL.
3. BAME Planners in my department have more years of planning experience than those appointed at similar level.
4. BAME Planners are more likely to be unfairly subjected to disciplinary proceedings.
5. Planners who are not from BAME communities with non UK qualifications are promoted more quickly than BAME Planners with non UK qualifications.

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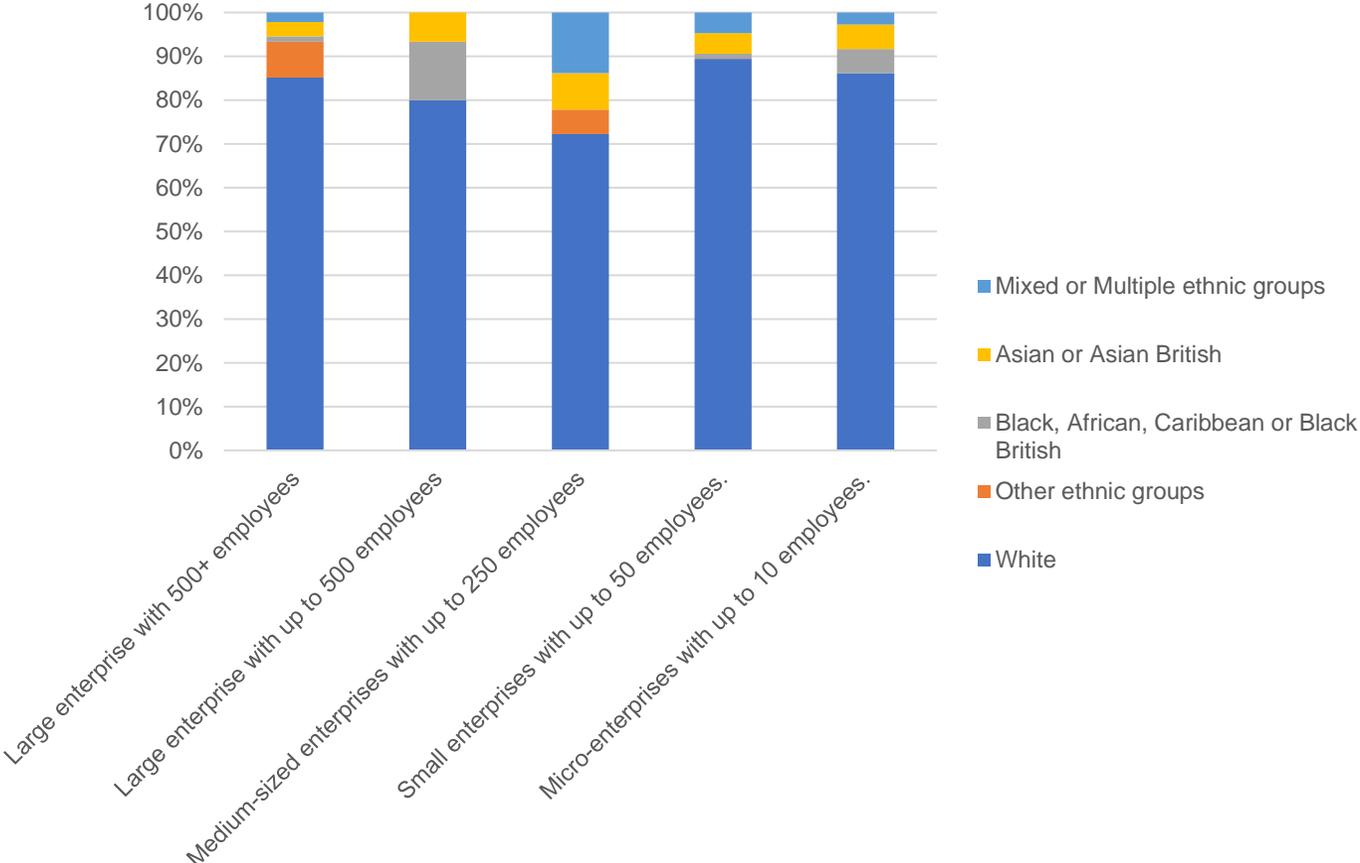
Discuss in your groups

1. Are you surprised by any of the statements?
2. What actions can you take/have you already taken in response if any of these statements resonated with your experience?
3. Identify up to three actions you'd like to feed back to the whole group.

Representing the community?



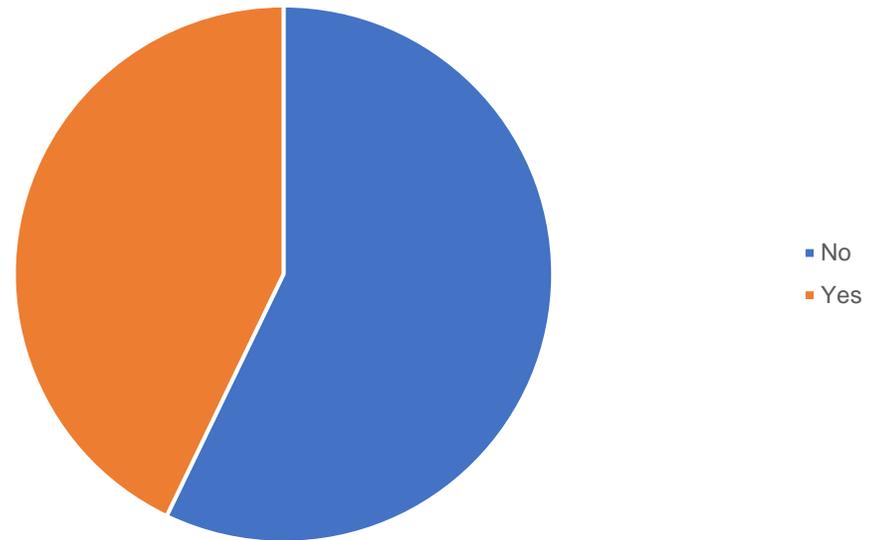
Reported Planners by Ethnic and Size of Organisation



Representing the community?



Is the level of diversity in your workforce reflective of the community that your organisation is based in?



Get involved



Join us

- Membership is open to you if you share our objectives.
- Allow members who are in your staff teams time to volunteer.

Fund us

- We are independently funded and staff by a small volunteer team – this limits how fast we can do things and our impact.
- There are opportunities for sponsorship.

Contact Details



Email

- info@bameplanners.com

Social media links

- www.facebook.com/BamePlanners
- <https://twitter.com/BamePlanners>
- www.linkedin.com/company/bameplanners
- www.instagram.com/bameplanners
- <https://www.youtube.com/channel/UCEIF2GVE-7LS2F7ualNARFg>



Thank you for Listening