Foreword

In January 2020 the RTPI published its new Corporate Strategy 2020-2030. Equality, Diversity and Inclusivity is one of four integrated Pillars which support three core objectives of Influence, Members and Learning.

The RTPI is committed to working with members to continue to promote a diverse and inclusive profession. We want to demonstrate that a career in planning is open for all to join.

For us to be an effective and sustainable profession, we must be genuinely representative of the society in which we work. This includes recognising and addressing the need for broader visibility of diversity at all levels of the profession, from entry to the most senior. We need to be accessible and inclusive, adaptable to change and proactive in our support for members, wherever they may be.

This action plan – CHANGE – has been developed to help guide both members and employers as they work to achieve a more balanced profession. This bespoke action plan represents the means for the profession to achieve this.

I hope that CHANGE will be transformative and will not just benefit planners but will also positively impact on how people view the profession.

Sue Manns FRTPi
RTPI President
February 2020

CHANGE is comprised of six core areas over a ten-year period, with regular review points, using the Brook Graham Maturity Model which is designed to illustrate evolution towards Equality, Diversity and Inclusivity (EDI) maturity. The six core areas are:

1. Diversity and Inclusion Strategy
   To create a clear vision and definition of Equality, Diversity and Inclusivity (EDI) and why it is important to the planning industry

2. RTPI Governance Structure
   To create effective governance structures to drive and measure the EDI strategy and plan

3. RTPI Standards
   To leverage RTPI’s convening power to create a more diverse and inclusive planning profession

4. Education Sector
   To make the planning profession more attractive to a more diverse population and develop alternative routes to entry

5. Leadership and Culture
   To equip leaders with the skills and insights to drive inclusive cultures and become visible EDI role models

6. Attract and retain diverse talent
   To create a working culture and environment where diverse talent can thrive and progress