

Dear BIID,

We are writing to express our concern with regards to the lack of ethnic and economic diversity within the interior design industry.

We welcome your statement published on Instagram on June 5th; it is of the upmost importance that you gather feedback from black and other ethnic minority members, it is a natural first step. However, we feel it is necessary to highlight that ethnic minorities volunteering their expertise, as opposed to being paid, has long been a problem in professional spheres when it comes to equalities initiatives.

We believe that BIID, as an industry leader, needs to demonstrate more initiative with its commitments and intentions moving forwards.

We understand that the process of dismantling systemic racism is not one that can be achieved overnight; it will take time, hard work and commitment. With that in mind, we have put together some suggestions which we hope will ensure lasting change, addressing the key areas of: structure, development, support and visible representation.

We would like BIID to develop a specific action plan that includes:

- A paid Diversity and Inclusion task force to build new structures and programs (outlined below) in a timely manner.
- An EDI (Equality, Diversity and Inclusion) strategy document, outlining specific challenges and key issues for action. Including current industry representation data and targets for the future.
- An expert advisory group made up of black and other ethnic minority BIID members who can assist with setting out key areas for action and offer ongoing guidance once the initial work of the D&I task force is complete.
- Diversity and Inclusion CPD workshops built into the BIID events calendar.
- A mentorship program to nurture talent from diverse ethnic and economic backgrounds.
- A partnership with a charitable organisation committed to breaking down barriers and providing equal opportunities for young people entering the profession.
- Commitments from other industry leaders and event organizers with regards to representation on event panels and programs.
- A timeline outlining when BIID aims to have these structures in place.

Upon receiving this letter we would like BIID to respond by publishing a list of their commitments and intentions, along with an initial timeline. We believe that this level of transparency will be beneficial not only to BIID members, but to the wider industry as well.

Many thanks,

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