

## Agenda for the 36<sup>th</sup> meeting of Advisory Council

Thursday 02 July 2020

A virtual Meeting via WebEx

Induction Session	Timings
A. Welcome and overview	0930
B. Induction Training / Refresher – (EW)	0945
<b>BREAK</b>	<b>15m 1030–1045</b>
<b>Council Meeting 1 – Oversight</b>	<b>1045</b>
1. President’s Welcome and Update (JF)	1045
2. Branch Elections and Recruitment Matters – <i>paper</i> (EW)	1100
3. Performance Report 2019-20 – <i>papers &amp; presentations</i>	1115
i. Performance and Achievements & Draft Annual Report (DC)	
ii. Year end Financial Overview (SM)	
iii. Future Plans 2020-23 (DC & AmW)	
iv. Quarterly Board Report (For Information)	
<b>LUNCH BREAK</b>	<b>1215-1300</b>
4. Discussion Sessions	
i. Diversity & Inclusion - Anti-Racism and Injustice (DC overview)	1300
ii. Branch or other matters raised by Council	1345
<b>BREAK</b>	<b>1400-1415</b>
iii. COVID-19 - What should a green recovery look like (BB overview)	1415
5. October Strategy Sessions with Board of Trustees	1500
Proposed topics for strategy meeting October/November:	
i. Values and Culture	
ii. International Options	
6. Any Other Business	1510
<b>MEETING ENDS</b>	<b>1515</b>

<b>Agenda Item 2</b>	<b>Branch Elections and Recruitment Matters</b>
Paper author:	Emma Wood, Governance & Regulation Manager
Summary of paper:	LI Branch Elections June 2020, Trustees and A&SC Recruitment
Financial implications:	n/a
Council are asked to:	Receive the report

## **1 Branch Elections 2020-21**

The following members have been elected by branches to serve as Branch Representatives on Advisory Council from 01 July 2020:

East Midlands	Ben Betts CMLI
East of England	Catherine Bailey CMLI
London	Ben Gurney CMLI
Midlands	Rupert Dugdale CMLI
North East	Kevin Johnson CMLI
North West	VACANT
South East	Alice Harwood CMLI
South West	Cynthia Filipiak-Szymborska CMLI
Yorkshire + Humber	Steven Sixsmith CMLI
Northern Ireland	Paula Gillan CMLI
Scotland	Rebecca Rylott CMLI
Wales	VACANT

The NW and Wales branch committees are to consider how best to fill their vacancies but in the meantime any other member of those committees can attend Council meetings

## **2 Board of Trustees Recruitment**

Board recruitment is managed by the Appointments & Selection Committee (A&SC) on behalf of Council. From 01 July there will be 3 trustee vacancies:

- 1 Officer – Honorary Secretary (casual vacancy remainder of term to 30 June 2021)
- 2 Independent Trustees (2 year term 2020-2022)

### **2.1 HonSec Recruitment**

This is an officer role with key responsibilities and it is hoped that this post can be filled as soon as possible (a July 30 closing date for nominations is suggested) following the usual process below:

- Open recruitment launched to all CMLI and FLI members
- A&SC assess and shortlist applications
- Candidates interviewed by A&SC panel
- A&SC recommendation re candidates reviewed by AdCo
- AdCo ratify appointments

Until the recruitment of this post is finalised, Board have proposed that the Vice President Carolin Göhler and Hon Treasurer Steve Morgan share the responsibilities of the Hon Secretary in the interim period

### **2.2 Independent Trustees**

The independent trustees are usually lay members - someone who serves on a board and, not being a member of that profession, brings an outside and independent perspective to enhance its governance. Having completed an assessment of Board skills and experience we now have an opportunity to recruit new independent trustees for those skills areas where the current Board do not score highly. In addition, whilst appointment will be based on merit alone in order to improve representation we will particularly encourage applications from women, members of ethnic minority groups, people with disabilities and people from the LGBT community. The recruitment process will be the same as

that at 2.1 above other than for item i. which will be fully open to the public rather than restricted to LI members only. It is suggested that a longer recruitment period will be needed to widely advertise the role and seek diverse nominations.

**Recommendation:** That Council agree that A&SC commence recruitment for these trustee roles with a priority given to the recruitment of a new Hon Secretary.

### **3 Appointments & Selection Committee**

Membership of the A&SC is normally 6 AdCo members and the CEO (non-voting). There is now a vacancy on A&SC. All AdCo members (except the officers) are able to serve on A&SC

**Action:** to appoint an additional member of Advisory Council to the A&SC

# **Landscape Institute**

## **Racism, diversity & inclusion**

# What do we need to do ?

- To listen to key issues that relate to racism, discrimination & systemic injustices
- To help identify where the LI, its members and our sector can make the most difference
- Define clear actions that will help achieve change & engage others on the journey ahead

# OUR JOURNEY TO BEING MORE INCLUSIVE

- The Landscape Institute's Diversity + Inclusion Working Group was set up and met in early 2017 to address issues related to five areas, Disability, Ethnicity, Gender, Sexuality and Social Mobility, within the profession.
- The group has generally met twice per year
- In August 2017 this year the LI held the first workshop dedicated to LGBT+ members of the Institute. Further workshops and events have been held for members of the other groups eg Black History Month event last year with UEL.
- This Diversity + Inclusion strategy for the Institute has been created following discussions among the Group, observations on the profession based on recent survey results and wider learning from built environment professions.
- In 2018 our LI strategy also commits us to be coming a more inclusive organisation. Measures have started to be put in place in our annual plans to work towards achieving this.

# THE SIZE OF THE PROBLEM

The LI has done research into challenges facing under-represented groups in the UK. Based on this, we have decided to focus on retention, recruitment or both for each of the following groups.

	UK makeup (target)	LI Members (based on 2017 Talent Survey)	Priority
Disability	<b>18% working age adults*</b> <i>(*Disabled living Foundation)</i>	4%	Recruitment & Retention
Ethnicity	<b>86% white; 14% other ethnic groups*</b> <i>(*ONS report on 2011 census for England and Wales)</i>	95% white 5% other	Recruitment
Gender	<b>Equal split</b>	51% Female 49% Male	Retention & progression
Social Mobility	<b>34%*</b> <i>(*percentage of population in two lowest economic classes of UK, Great British Class Survey 2013)</i>	Not analysed	Recruitment
Sexuality	<b>1.7%*</b> <i>(*Sexual identity, UK: 2015, ONS Bulletin)</i>	8%	Retention/progression

# FOUR STRATEGIC PILLARS

The landscape  
professions reflect the  
makeup of society

The landscape  
professions address &  
encourage inclusion in  
society

The landscape  
professions give  
everyone an equal  
experience

LI is the example of D&I  
to other organisations



# Our journey so far?

- Set up a diversity & Inclusion working group in 2017 – meets twice a year
- Surveyed diversity statistics for first time through talent survey end 2017
- Our 2018 LI strategy references diversity & inclusion
- More diverse voices at LI events & through LI Journal
- Diverse candidates actively sought in nominations for elections in 2019
- Ensured leading female landscape architects have been honoured eg Dame Sylvia Crowe award
- First ever Human skills day included CPD topics on diversity & inclusion held in 2019
- First ever “Black History Month” event with UEL in October 2019
- Setting up first LGBT+ events in sector
- Diversity & Inclusion and Inclusive Environments included as core competencies in new LI Competency Framework
- Set to launch level 3 & 7 landscape apprenticeships this year(England)

# Racism & injustice

- what more we can do together, as an organisation, a profession and an industry, to tackle racism and systemic injustices
- consider measures to better address the lack of diversity in our sector
- how do we build further on the work we have been undertaking on diversity & inclusion over the past few years
- How do we acknowledge the history of & financing of designed landscapes dating back 300+ years

# Initial LI Statement

The Landscape Institute (LI) opposes racism in all its forms. The global Black Lives Matter protests are provoking serious conversations among our employees and between members. We have been taking time to reflect, engage, listen, and consider what the response should be for our profession and Institute. We want to:

- take into account our public interest remit and our responsibility to consider all social issues in everything we do;
- consider measures to better address the lack of diversity in our sector; · build further on the diversity and inclusion work we have undertaken over the past few years; and
- ask what more we can do together, as an organisation, a profession and an industry, to tackle racism and systemic injustices

We do not wish to make a detailed statement before we have identified, with our Board and other members, what meaningful steps we can take towards true inclusion and real social change. But we recognise that many members want to know that we have heard, that we are not staying silent, and that we will build on our efforts to date, through a commitment to further action.

A further, fuller statement will follow, accompanying an action plan to progress change within our Institute and the wider landscape sector. In the meantime, our thoughts are with everyone affected by these events, and with everyone across the world taking a stand for justice and equality.

# Relevant LI projects that make a difference

- We are already developing new membership entry requirements that include mandatory skills related to “Diversity & Inclusion” & “Inclusive Environments” for future members to help address future landscape practice in a more equitable manner.
- We will soon consult on new global ethical principles & an updated code practice with solid reference to equality & tackling discrimination
- New landscape apprenticeships are now being developed. We have been keen to identify more diverse LI ambassadors to link in with new apprenticeships & school visits as part of future #chooselandscape campaigns
- We are undertaking work to define the values and improve the culture of the LI and the profession

# Decision Point for Board

1. Develop our longer statement & action plan to take to Sept Board
2. Engage Council in July on this topic, Diversity & Inclusion Group and key members in developing options for action
3. Commit to D&I working group adding anti-racism as a workstrand and to start to explore options for a BAME support network
4. Write this month to major firms seeking their support and input over the Summer as part of President & CEO outreach
5. Write to Westminster University P2C course providers to explore an incident that has been discussed in London Branch over the past week

# Landscape Institute

# **COVID-19 Green Recovery**

Ben Brown, Head of Policy and Insight

11 June 2020

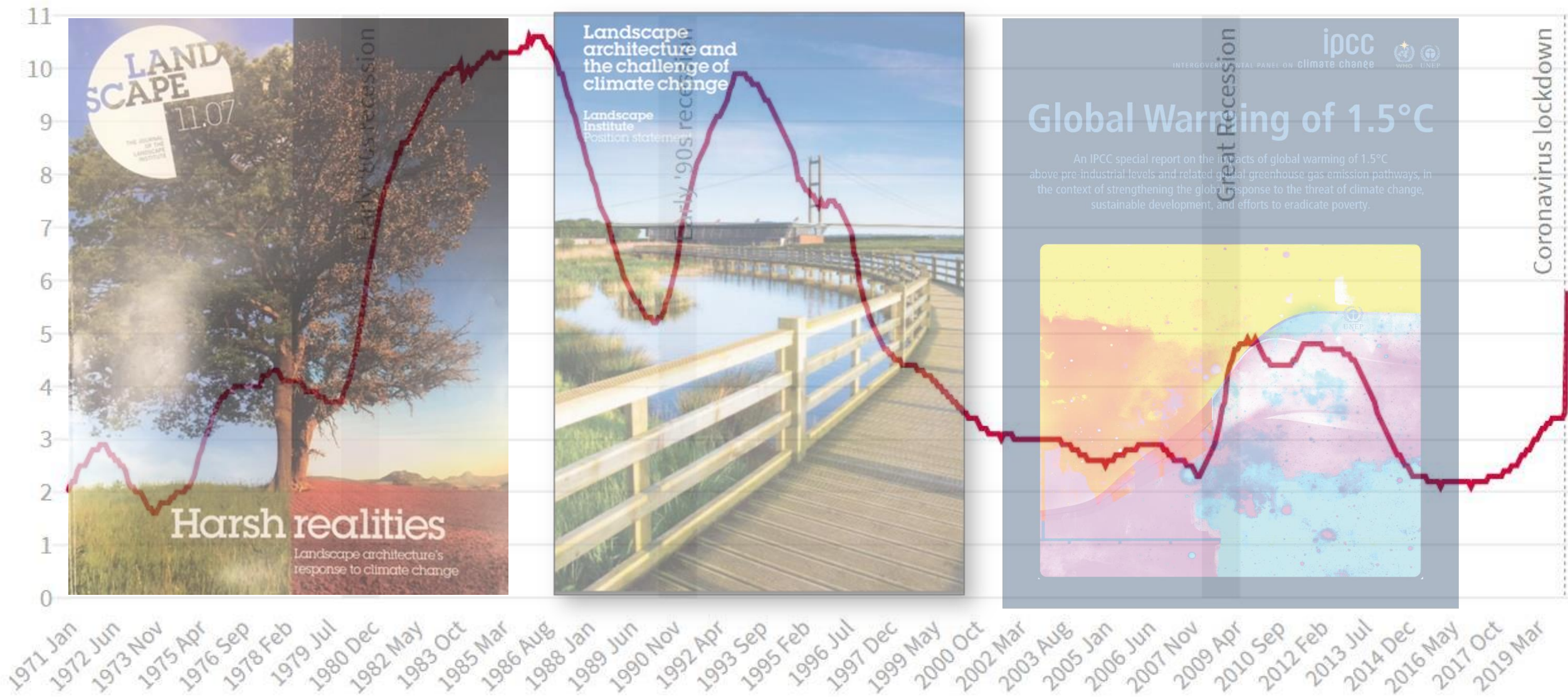


# Climate and biodiversity action plan

**The Landscape Institute's commitment to addressing the climate and biodiversity emergencies**

**“ To use all means within the scope of the Landscape Institute to respond to the biodiversity and climate emergencies**







# UK MPs call for extra £30bn to aid green recovery from Covid-19

Cross-party group calls for 'faster, further, fairer' action to tackle climate and nature crisis

- [Coronavirus - latest updates](#)
- [See all our coronavirus coverage](#)



Climate change [+ Add to myFT](#)

## IEA's green recovery plan backed by governments and investor groups

Energy body says world must harness coronavirus stimulus packages to shift to clean power



EDITORS' PICK | 2,897 views | Jun 13, 2020, 12:49pm EDT

# U.K. Government Dangles £100 Billion For Green-Recovery Infrastructure—Deadline: June 18



**Carlton Reid** Senior Contributor

Transportation

*I have been writing about transport for 30 years.*



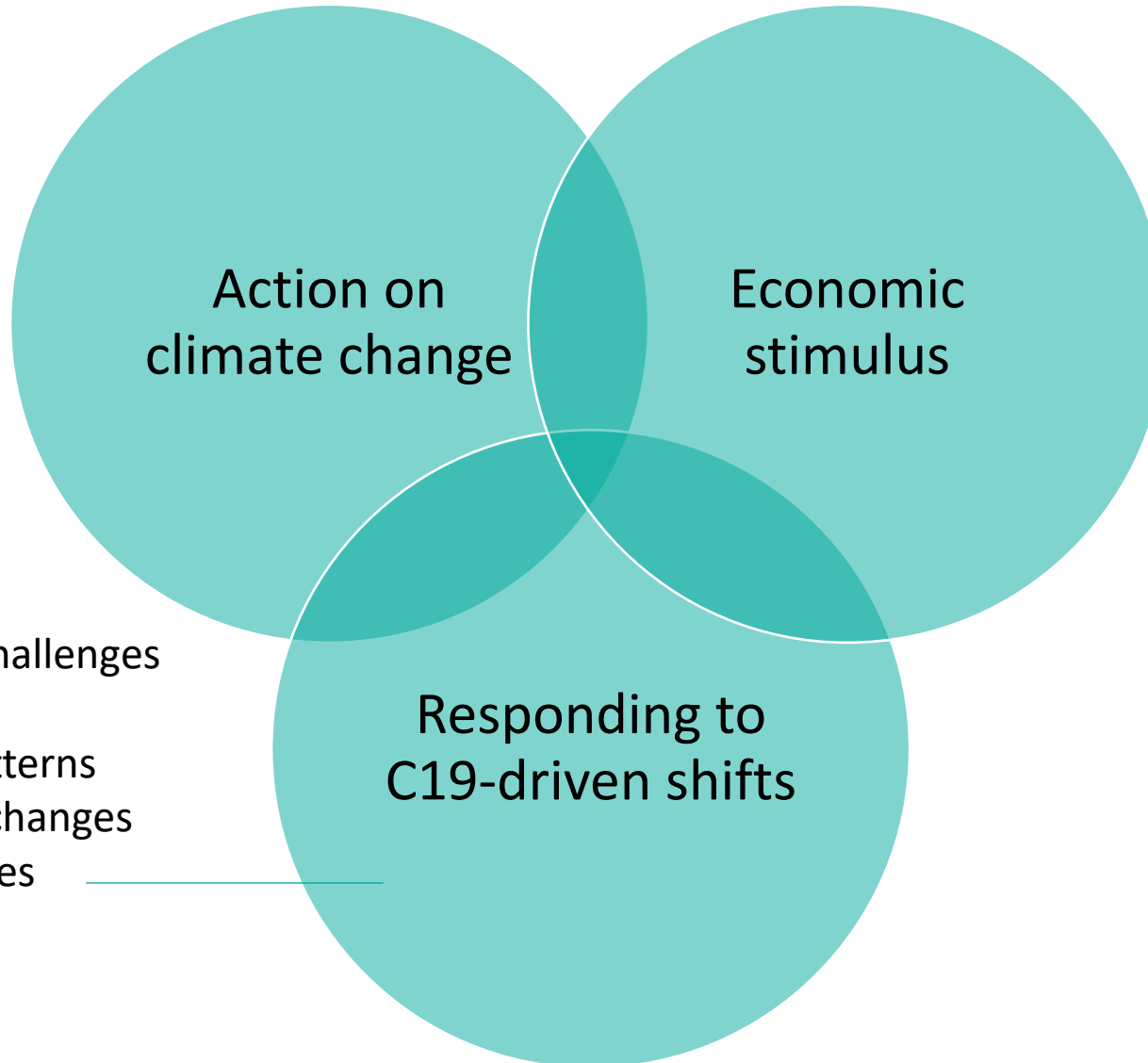
## UK's coronavirus recovery should have green focus, Johnson urged

Climate advisers call for work and training in low-carbon heating, water efficiency and flood-protection

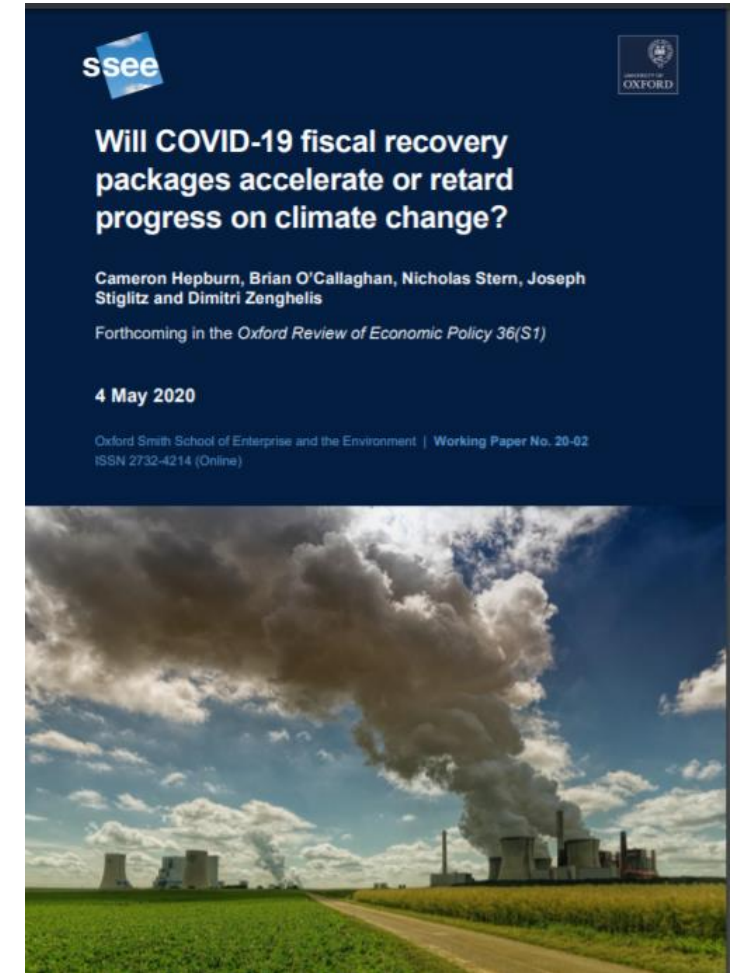
- [Coronavirus - latest updates](#)
- [See all our coronavirus coverage](#)



# A green recovery framework



- New health challenges
- New lifestyles
- New work patterns
- Public realm changes
- Different values





# What does “bad” look like?

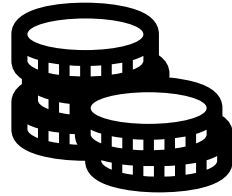
- Stimulus with no strings attached
- Few, large, grey infrastructure projects
- New schemes only, ignoring retrofit
- Tearing up planning “red tape”
- Car-only residential schemes
- Ignoring flood risk and urban heat
- Funding green assets whilst cutting local authority maintenance
- Reverting back to analogue practices
- Ignoring skills



# COVID-19 Green Recovery for landscape

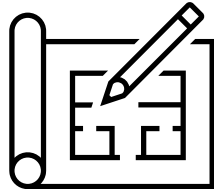
What could the policy priorities be?

## Economic recovery packages



- Investment in new infrastructure and housing with a natural capital approach
- Green skills and jobs programmes

## Urban green infrastructure



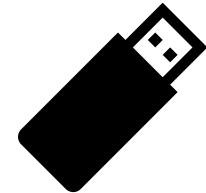
- Stronger local GI standards
- Increased investment in parks and green spaces
- Greenery for air pollution shielding

## Public realm transformation



- Permanent reallocation of road space for active transport
- Promotion of green retrofit incl. SuDS
- Reorientate planning away from housing targets toward wider goals

## Digital infrastructure



- Increased machine-readable practice, incl. BIM
- Maintain digital momentum in planning
- Better data – e.g. on embodied carbon