

MAYOR OF LONDON

**GOOD
GROWTH**

**BY
DESIGN**

FORWARD PLAN





**DESIGNING
A CITY**

**FOR ALL
LONDONERS**

MAYOR'S FOREWORD



As our economy begins to recover from the shock of the pandemic, and the crowds and buzz that our city is famous for start to return, we must seize this moment of renewal to fashion a fairer, greener and more inclusive London. This means redoubling our efforts to tackle the injustices and inequality exposed and exacerbated by the pandemic, as well as confronting the threat of climate change with even greater urgency.

The COVID-19 pandemic has been a devastating experience for London, inflicting a heavy toll on our businesses, our communities and our mental health. But at the same time, it has also opened our eyes to the potential for huge and positive changes to the way we lead our lives. We've seen companies adopting new ways of working, public spaces being innovatively repurposed, Londoners choosing to walk or cycle more and communities springing into action to support the most vulnerable among us.

We need to draw on these experiences and the lessons we've learned during the pandemic to strengthen the infrastructure of civic life in our city and to ensure a swift and sustainable recovery. In the weeks, months and years to come, that means prioritising Good Growth – growth that is responsible, inclusive and helps us to achieve a cleaner, greener city, and which offers equal access for all Londoners to public spaces, jobs, and other amenities as well as opportunities. It will be fundamental to delivering on my administration's priorities of keeping Londoners safe, getting our economy back on its feet, creating opportunities for young people, delivering a green new deal and building more affordable homes.

Good Growth requires an effective and inclusive response to the climate emergency, reflecting my ambition for London to reach net zero by 2030. It must recognise that we all experience our city differently, valuing neurodiversity and diversity of gender, race, age, ethnicity, sexuality, class and physical ability. It must enable healthier ways of living in the city, reducing inequalities and building resilience for individuals and communities, as Londoners face the growing cost of living crisis. And it must take into account the importance of diverse authorship, where those designing and making decisions about our city reflect the make-up of London's different communities.

Good Growth by Design is our programme to ensure that the built environment delivers on these principles. It acknowledges the fundamental role that the urban fabric of our city plays – as it is continuously reinvented and remodelled – in supporting and enabling the aspirations of Londoners. Without design excellence, we will not create the safe public spaces, the lively commercial areas, the green infrastructure and the high-quality, genuinely affordable homes that Londoners need, nor will we be able to mitigate both the cost of living and climate crises through, for instance, better insulation and enhanced opportunities for lower cost travel such as walking and cycling.

The programme draws together and promotes efforts being made across the Greater London Authority Group to support quality and inclusion in the built environment. With the support of my Mayor's Design Advocates, it has had major successes over the past five years: setting standards for excellence, extending the practice of design review, and supporting cross-industry action to make the built environment sector more diverse and representative. I'm committed to now building on those successes and to going much further with a refreshed and an even more diverse panel of Mayor's Design Advocates, mixing highly experienced professionals with rising stars.

Collectively, I want us to make the case for London and for Good Growth, showcasing the best talent in the world and learning from other cities in the UK and beyond. I want us to work together to create a city that is safe for everyone – and particularly for women and girls. And I want to see a city that is truly reflective of its citizens, through more representative professions, a better understanding of Londoners' diverse needs, and deeper public engagement and participation. We need to design a city with all Londoners in mind because ultimately this is how we will build a better London for everyone – one that is fairer, safer, greener, more affordable and more prosperous.

A handwritten signature in black ink, reading "Sadiq Khan". The signature is fluid and cursive, with a large initial 'S' and 'K'.

Sadiq Khan
Mayor of London

INTRODUCTION

Good Growth by Design (GGbD) is the Mayor of London's programme to shape a better city by promoting quality and inclusion in the built environment. The programme comprises projects and policies promoted across the Greater London Authority (GLA) Group, but is also a call to action to architects, urban designers and other built environment professionals working in London.

GGbD is supported by staff in the GLA's Good Growth department, working with colleagues across the GLA Group, Mayor's Design Advocates (MDAs, a panel of independent built environment practitioners), Advocate Organisations (London built environment organisations who share our goals) and other external experts.

The GGbD Programme was launched in 2017. Following the Mayor's re-election in 2021, the programme has been reviewed taking account of progress to date and how it has responded to four years of dramatic change. The updated programme reflects the importance of an inclusive recovery from a pandemic that has exacerbated inequalities, highlighting the pressing need to counter racism

and other forms of prejudice, and that has accelerated change, including the reconfiguration of high streets and other workspaces, as well as underscoring the urgent imperative of achieving net zero.

A new cohort of MDAs has been appointed (May 2022) to take the programme into its next phase, working with colleagues from across the GLA Group and from partner Advocate Organisations.

The overall structure of the programme – its six pillars – remains in place, but we have refined our emphasis to:

- focus more on implementing the principles we established in the first term, working with MDAs and other partners to support delivery, excellence and value-for-money across London
- accelerate efforts to make the built environment professions and their work more representative of our city's diversity
- align closely with the COVID-19 recovery missions set by the Mayor and London Councils via the London Recovery Board

- be a laboratory and observatory for learning – from cities across the UK and the world – on how architecture, urban design and planning together can help address the problems we face.

We set out below the progress made to date, and how Good Growth by Design will be delivered in coming years.

1. Greater London Authority, Transport for London, Mayor's Office for Policing and Crime, London Fire and Emergency Planning Authority, London Legacy Development Corporation, Old Oak and Park Royal Development Corporation.

1

**SETTING STANDARDS
AND
INFORMING DELIVERY**

Undertaking design research and identifying best practice in architecture, urban design and place-shaping, to support the development of clear policies and standards, and improve the quality of London's built environment.

Design quality is fundamental to Good Growth. While the pandemic has slowed London's growth for two years, it has also underlined the value of high quality and accessible buildings and public spaces to resilience and well-being. As growth resumes, architecture and urban design have a key role to play in enabling successful urban living in high-quality homes, in minimising waste and supporting adaptation, and in creating an urban environment that is safe and welcoming for all.

Progress

We have taken a collaborative approach to design research to support the preparation of guidance – bringing MDAs together with policy and delivery teams across the GLA Group. Our work has addressed some of London's most acute urban challenges, and our collaborations have enabled us to take a broad view that addresses management and stewardship as well as design and construction issues.

We worked on 'Good Quality Homes for all Londoners'. This draft supplementary planning guidance (SPG) provides tools to help planners and developers make the most of small sites and build homes that will enhance well-being for all Londoners. These standards have been incorporated into the Mayor's Affordable Homes Programme 2021–2026 as funding conditions, meaning that GLA housing delivery partners will need to meet design, sustainability and quality standards when receiving GLA funding to build affordable homes in London. They also informed the subsequent iterations of the guidance – London Plan Guidance for characterisation and growth strategies, optimising site capacity, small site design codes and housing standards.

An industrial intensification and co-location study reviewed case studies and design guidelines on creative approaches to manage industrial land to meet growing demand for commercial spaces and homes, while also meeting London Plan objectives for industrial land.

Our public realm design guidance was published alongside the Public London Charter, which sets standards for how London's public spaces should be accessible to all – an increasingly important consideration during the COVID-19 pandemic, when public spaces became ever more central to social life and individual mental health.

Our social infrastructure guidance explored in more detail how public spaces and high streets can form the foundations for a more equal and socially integrated city.

Design guidance on making London child-friendly explored what could be done, in public spaces, neighbourhoods and the city as a whole, to enable independent mobility for children – their freedom to use the city as safely and confidently as adults can.

Our High Streets report included essays, case studies and guidance on how London's commercial centres could not only respond to changing retail patterns and the transition to net zero, but could also redefine

their role as public infrastructure, acting as focal points for community participation and creating social value for all Londoners.

Design primers and guidance on the 'circular economy' set out how our city can grow without consuming carbon-intensive materials as it has in the past. These set out how developers should ensure that design favours refurbishment over demolition, incorporates upfront material use and waste reduction, builds in future adaptability of buildings, and facilitates their deconstruction so that materials can be re-used or recycled.

In addition to these design inquiries, we convened a series of 'recovery round tables' in late 2020, to bring together built environment professional and community perspectives on the COVID-19 pandemic and consider how Good Growth by Design could contribute to recovery. Our ten calls to action, which fed into the Mayor's London Recovery Programme missions, addressed reconfiguration of homes and high streets, stronger social infrastructure, better planning for active travel, and recruiting and promoting people from all different ethnic backgrounds to address stubborn inequalities in the built environment professions.

What's next

We will develop a live learning programme, testing principles and drawing policy lessons from projects that address critical issues, including:

- Zero carbon buildings and neighbourhoods – overcoming obstacles and highlighting the design approaches needed to meet the Mayor's net zero target by 2030, through more ambitious retrofit as well as ultra-low carbon construction and continued promotion of circular economy design principles;
- Women and girls in public space – working to understand how design and management approaches can make public spaces safe for and fully welcoming of women and girls; and
- Inclusive design of the city – understanding what inclusivity,

accessibility and participation means for different groups of Londoners, and how clients and designers can work with Londoners to create a city for all.

We will also continue to develop our portfolio of design research, implementing and fine-tuning these approaches – for example, further developing the range of housing design case studies and supporting engagement with the Office for Place to promote the use of design codes in the planning system. We will further highlight the importance of social infrastructure in the planning of new neighbourhoods, we will prepare detailed policy guidance for industrial intensification and co-location and we will investigate the design requirements of successful cultural facilities in development. We will also use our MDAs and their UK and international networks to support the development of broader strategic thinking, to highlight global innovations in zero carbon, inclusion, design governance and city making, to feed into policy and practice, and to support the Planning for London programme that will lay the foundations for the next London Plan.

2

ENSURING QUALITY

Ensuring effective design review across London, including through the London Review Panel.

The Mayor recognises the value that design review by independent professionals can add – reducing risk and expense for clients, creating a better experience for users, and making better buildings and public spaces for the city as a whole. It is also recognised that design review approaches need to be tailored to meet local circumstances and priorities.

Progress

The London Design Review Charter, published in 2018 and revised in January 2022, sets out ground rules for effective design review – from panel recruitment and management, to presentations and site visits, to feedback and comments. We invited all London planning authorities to sign up to the Charter, so that applicants, promoters and panellists all know what to expect. By 2022, 83 per cent of authorities had design review arrangements in place, compared to 64 per cent in 2018, and the majority of these had signed up to the Charter.

The Mayor has also established the London Review Panel, which serves the GLA Group and offers support to local authorities that do not have their own review arrangements. The Panel provides advice and guidance on everything from project briefs to operational strategies, ensuring that good design is embedded in projects from conception and throughout the commissioning process.

The Panel undertook more than 150 reviews in its first four years of operation. Reviews have scrutinised projects funded or promoted by the GLA Group, including Transport for London's housing programme and Old Kent Road regeneration plans. Reviews have also looked at controversial proposals such as the Tulip tower proposed for City of London, at strategic development sites straddling borough boundaries such as Bishopsgate Goodsynd, at projects of economic importance, such as Oxford Street pedestrianisation, as well as convening workshops to support community groups in receipt of mayoral funding.

What's next

The London Design Review Charter was revised in early 2022 to further reflect the importance of improving representation in built environment professions, and to ensure that design review can draw on the lived experience of London's diverse communities. In coming years, we will continue to promote the Charter and encourage local planning authorities to sign up. And we will seek to monitor the use of design review via the London Plan Annual Monitoring Report, including seeking improved ways of monitoring design performance.

The London Review Panel will continue to lead design review where the Mayor is making significant investments, in terms of finance or land. Alongside this, we will support work on the most important strategic planning applications referred to or called in by the Mayor for decision, and the development of planning frameworks for major Opportunity Areas such as the Royal Docks and Beckton Riverside.

The Panel will also work more closely with other review panels that offer complementary skills and expertise. These include London Legacy Development Corporation's Built Environment Access Panel, which specialises in access and inclusion, and Urban Design London's Design Review Panel, which has particular expertise in flood management, highways engineering and cycling infrastructure. For instance, MDAs will support the GLA's Green and Healthy Streets programme, the Green and Resilient Spaces programme and a refresh of the All London Green Grid – the Green Infrastructure strategy for London.

3

BUILDING CAPACITY

Enhancing the GLA Group's and boroughs' ability to shape new development that will deliver good growth.

Supporting Good Growth requires a wide range of skills within public authorities – from planning to urban design, engineering, conservation and community engagement. But after a decade of fiscal austerity, London's boroughs face continuing capacity constraints, with place-shaping teams nearly 20 per cent smaller in 2020 than they were in 2014. Capacity pressures are particularly intense in critically important areas of expertise such as zero carbon, financial viability and infrastructure capacity.

Progress

Our place-shaping capacity and design review surveys have been completed by London boroughs every two years. The programme team has worked with partners in Urban Design London (UDL, which supports borough-built environment teams) and Public Practice to develop the surveys, which have considered borough capacity, skills and retention, as well as the role of design review, and the diversity and inclusivity of public sector teams.

We have supported and collaborated with Public Practice, a social enterprise which finds, selects and places talented built environment professionals into local authority teams. Since 2017, Public Practice has placed over 225 Associates in 58 public authorities across London, the South East and East of England and has recently expanded its operations beyond London with support from Homes England and the Department for Levelling Up, Housing and Communities.

What's next

The next capacity survey, in summer 2022, will investigate how the pandemic has affected public sector resourcing, while continuing to gather data on skills, design review and diversity.

We will continue to work with Public Practice and UDL, and with their networks in London's boroughs, to share our research findings through their networks (and theirs through ours), and to help boroughs as they seek to support London's recovery.

We will support the London Recovery Programme to ensure that London's recovery from the pandemic is fair and strong. MDAs will provide design and urban expertise to the High Streets for All Challenge Fund exemplars and Green New Deal Future Neighbourhoods 2030 – helping local partners to develop strategies, learn from each other, and embed design quality.

We will pilot the idea of 'Town Architects', where individual MDAs will be appointed to collaborate with boroughs (and potentially organisations such as business improvement districts) to shape the future of neighbourhoods or districts over time through design advice and support to senior officers and councillors.

We will help develop the next phase of the 'Small Sites × Small Builders' programme, which brings small publicly owned sites to market, through working with local authorities, landowners, and small developers, housing associations and community builders, including through

collaborating and providing expert input on design codes and design briefs. We will also support borough housing teams to build in-house skills and capacity via the launch of a new GLA £5 million revenue fund in 2022.

SUPPORTING DIVERSITY

Working towards a more representative sector and striving for best practice while designing for diversity.

Women, people from Black, Asian and Minority Ethnic communities and disabled people are chronically under-represented in built environment professions. In 2022, 82 per cent of UK architects were white and 71 per cent were male. Only one per cent identify as being disabled falling well below the proportion of disabled people in the workforce overall. In a diverse city such as London an unrepresentative profession is a profession that risks missing out on the perspectives of many citizens and communities, and struggling to meet the whole city's needs as a result.

Progress

Our Supporting Diversity Handbook has been welcomed by architectural and related professional institutes. The Handbook, first published in 2019 and updated in May 2021, addresses workforce diversity through researching the barriers and best practice at each stage in professional careers – from school to setting up a new practice.

It also sets out six sector level commitments for the professional institutes to jointly address. Our work with Royal Institute of British Architects (RIBA) has put 'Equality, Diversity and Inclusion' (EDI) on the core 'Continued Professional Development' curriculum for all registered architects.

We have worked with six professional institutes (RIBA, Royal Town Planning Institute, Landscape Institute, Institute of Civil Engineers, Royal Institute of Chartered Surveyors and Chartered Institute of Building), to establish a 'Supporting Diversity Professional Institutes Roundtable'. The CEOs of each organisation have signed a Memorandum of Understanding that commits to coordinated action on creating a more diverse, equitable and inclusive built environment sector.

The GLA has also supported the 'Supporting Diversity' prize at the New London Architecture (NLA) Awards and is working with NLA to ensure that EDI and social value issues are considered across all award categories.

The Mayor's Affordable Homes Programme 2021–26 introduces requirements on partners to advance EDI in their own organisations and in the wider sector as a condition of receipt of funding from the GLA. The introduction of the funding conditions supports the Mayor's commitment to promoting increased diversity in the built environment sector.

What's next

In coming years, we will continue to promote diversity in both the supply of and demand for design skills, so that a wider range of people can be engaged in shaping the city.

We will continue to work with the professional institutes through the Supporting Diversity Roundtable, to put EDI at the core of professional development and professional practice. The focus of the group in

coming years will be:

- Data – agreeing a joint approach to collecting data on EDI issues, so that reporting on progress can be more consistent within and between professions.
- Education to employment – addressing the challenges facing professionals from underrepresented groups in pursuing their careers.
- Training – committing to sector-wide EDI training and developing a shared set of EDI competencies.
- Diversity in professional practice – considering how lived experience of difference can inform professional practice within the built environment sector.

We will also explore setting up or supporting a mentoring programme to help architects from underrepresented communities to set up their own practices and to bid for and access work – including major framework procurement exercises. This would provide support on everything from business planning to finding premises. In developing this we will explore opportunities for collaboration with existing mentoring groups and consider funding options.

On the demand side, we will promote EDI through our commissioning guidance, and in the selection of the new Architecture and Urbanism Panel, both of which are discussed in the next section.

There will also be emphasis on how the city can better represent diverse communities, for example, we will work alongside the Mayor's Commission for Diversity in the Public Realm towards increasing representation among Black, Asian and Minority Ethnic communities, women, the LGBTQ+ community and disabled people in London. We will work with boroughs to look at best practice to achieve better diversity in the public realm through for instance through new policies including naming streets, squares and buildings in new developments and commissioning public art.

5

COMMISSIONING QUALITY

Ensuring excellence in how the Mayor and other public sector clients appoint and manage architects and other built environment professionals.

Effective design procurement and management are essential building blocks of Good Growth by Design. The Mayor invests significant sums of public money on infrastructure, new housing and regeneration projects – as do other public authorities in London. Getting procurement right ensures that economic, social and environmental value is maximised – and that all of London’s diverse communities have access to opportunities.

Progress

We have worked with colleagues across the GLA Group to agree design quality management protocols and supporting guidance. These set out tailored approaches to design quality for individual teams, including internal resource, procurement, governance, design review and other design management issues.

To support these protocols, process notes set out guidance on addressing cross-cutting issues. A first process note, on how to

maximise social value and EDI through procurement, has already been published, and addresses issues from defining project objectives that take EDI and social value into account, to packaging contracts to enable smaller businesses to access them, through to evaluating bids and providing feedback.

The Mayor has committed to trialling the use of the Delivering Quality Homes Action Plan and Post Occupancy Evaluation to support housing delivery organisations to achieve good quality outcomes throughout all stages of development and into occupation and to assess the extent to which affordable homes delivered are well designed and fit for purpose.

We established the Architecture Design and Urbanism Panel (ADUP), a pre-approved panel of built environment consultants that can be used by the GLA Group, local authorities, housing associations, mayoral development corporations and other public sector bodies. 92 practices have been appointed across 14 categories which include master-planning, public art, architecture, landscape design, heritage, community engagement and graphic design, as well as highly specialised categories such as building over stations. ADUP brings EDI into the mainstream, by requiring all authorities using the panel to embed diversity and inclusion considerations into their project briefs, assessment criteria and individual call-off contracts.

What's next

We will continue to work on design quality management protocols, updating existing protocols, monitoring their implementation, and exploring the appetite for bespoke protocols where these are not yet in place.

We will publish further process notes, drawing on the expertise to be found across the GLA Group to provide guidance on shared issues and priorities. Topics are likely to include design competitions, co-design and community review, keeping design teams consistently involved from design through to the supervision of construction, and evaluating

the success of designs once buildings are in use.

We will support the appraisal of the Delivering Quality Homes Action Plan and Post Occupancy Evaluation trial initiatives and the assessment of their potential to become contractual requirements of the Affordable Homes Programme 2021–2026 (from c. April 2023).

Building on the success of ADUP, we are in the process of appointing a new A+U Framework Panel, which we expect to launch in Autumn 2022. The new Panel will have a focus on mayoral priorities, including on small sites, equality and diversity, and pandemic recovery. It will be a showcase for London's built environment professions and exemplify effective design procurement and management.

6

**CHAMPIONING AND
LEARNING**

Advocating for the sector and for best practice, and evaluating the programme's impact.

The Good Growth by Design Programme is founded on the principle of deploying London's rich diversity of design expertise to make a better city. We are committed to learning from our own experience, but also to showing the potential of London's design sector, to create better lives for all Londoners and to share their skills internationally.

Progress

The MDAs have formed a strong network of expertise, meeting regularly to share programme updates and test the programme direction. Working with them, we have held launch events for research reports, with introductions from deputy mayors and panels to discuss our findings. In March 2020 the cohort met to review progress and to launch its programme summary document 'Designing a City for all Londoners', as well as reviewing the Housing Design SPG and the draft Public London Charter.

MDAs have acted as ambassadors for Good Growth by Design,

promoting its principles and participating in industry events such as MIPIM, London Real Estate Forum, London Festival of Architecture and the New London Architecture (NLA) Awards, and in symposiums and conferences in Shenzhen, Seoul, Rotterdam, Silicon Valley, Stockholm and Melbourne.

The Mayor's Prize at the annual NLA Awards has promoted Good Growth by Design by recognising projects that meet the programme's priorities.

What's next

In coming years, we will recharge MDAs' role, so that they can work even more effectively with the Mayor to advocate for a city where design quality enhances citizens' lives and the benefits of growth are shared across local communities. We will also work with Advocate Organisations to promote London's built environment sector and best practice to the world. This will include more research on both the value of the Sector to the London Economy and research on how design-led interventions can create a better quality of life in London's residential neighbourhoods.

The MDAs will also help us continue to learn from other cities, so that Good Growth by Design can become an observatory for best practice, and a resource for cities to share their experiences. As part of this, we hope to hold an international design governance symposium with other cities towards the end of this mayoral term.

We will also work more closely with our Advocate Organisations to align our research programmes and priorities. In particular:

- We will work with Urban Design London to promote design review, to better understand London's place-shaping capabilities and to enhance the evolving role of design within the planning system.
- We will work with Open City to build public audiences and participation in the shaping of our city, and in celebrating the revitalisation of the east of London, as symbolised by the relocation of City Hall.

- We will work with Future of London to illustrate design solutions from London, elsewhere in the UK and overseas that deliver genuinely inclusive places and support the next generation of public sector policy makers and commissioners to achieve the highest standards of design and inclusion.
- We will work with Public Practice to ensure qualified staff are in place to support a well-designed recovery and to align research interests.
- We will work with Architects for Change to pilot a mentoring scheme for the next generation of diverse young practices.

We will continue to focus on evaluation and learning, a good example of which is the Small Sites × Small Builders report, which looks back on 46 months of the small sites programme and what this means strategically for London.

As the programme moves into its next phase, we want the MDAs to be an active resource for London, helping us to distil and spread lessons for future policy, working with communities and public authorities across the city to push for better design, and celebrating the potential and the delivery of Good Growth.

MAYOR'S DESIGN ADVOCATES

The programme is supported by Mayor's Design Advocates (MDAs). The MDAs are independent and impartial built environment experts. They provide support, advice, critique and expertise on London's built environment.

A new cohort of MDAs have been appointed following an open selection process that invited applications from designers and other professionals who share the Mayor's vision for Good Growth and his ambition to strengthen the quality, inclusiveness and sustainability of development across London.

MDAs will continue to support the GLA to address the challenges of accommodating a changing population and competing land uses in a growing city. They will assist in the development of strategies to support and maximise the benefits of growth for London's diverse neighbourhoods and communities as they recover from the impacts of COVID-19.

MDAs will help the Mayor and his agencies to lead by example, by ensuring the highest standards in projects commissioned by the GLA Group.

MDAs will continue to consider how the built environment professions can be more representative of the communities they serve. This includes initiatives to promote inclusion of under-represented sections of the community, in terms of age, gender, ethnicity, sexual orientation, faith or disability.

MDAs will assist the GLA across all six pillars of the GGbD Programme, with a common responsibility to advocate for Good Growth on behalf of the Mayor across the built environment sector – and London as a whole.

LIST OF MAYOR'S DESIGN ADVOCATES

Sir David Adjaye OBE

Jayden Ali

Clara Bagenal George

Claire Bennie

Jas Bhalla

Louisa Bowles

Adam Brown

Nairita Chakraborty

Sir David Chipperfield CBE

Angela Dapper

Neil Deely

Irene Djao-Rakitiné

Daisy Froud

Alice Fung

Tara Gbolade

Jonathan Hagos

Tom Holbrook

Robin Hutchinson MBE

Hanif Kara OBE

Adam Khan

Lynn Kinnear

James Lee

Holly Lewis

Julian Lewis

Katy Marks

Lucy Marstrand-Taussig

Paul Monaghan

Farshid Moussavi OBE

Lucy Musgrave OBE

Deborah Nagan

David Ogunmuyiwa

Ken Okonkwo

Teri Okoro

Sowmya Parthasarathy

Rebecca Rubin

Hilary Satchwell

Fiona Scott

Gurmeet Sian

Neil Smith

Satu Streatfield

Manijeh Verghese

Steve Webb

Please see Appendix for full details

ADVOCATE ORGANISATIONS

The programme is further supported by a group of Advocate Organisations – built environment facing organisations that have synergies with the programme and significant platforms with London's public authorities and with the built environment sector. They help to disseminate key messages and align research priorities.

Architects for Change

Architects for Change is one of the thirteen RIBA expert advisory groups and focuses on Equality Diversity and Inclusion (EDI) within the profession.

Future of London

Future of London aims to help build better cities through knowledge, networks and leadership. This is done across disciplines, organisations and sectors. Future of London is an independent network for regeneration, housing, infrastructure and economic development practitioners. It acts as a hub for sector intelligence, connection and professional development with a mandate to prepare the next wave of cross-sector city leaders.

London Festival of Architecture

The London Festival of Architecture celebrates London as the global hub for architecture. It presents a lively and diverse programme of public events across London aiming to democratise discussions around architecture, test new ideas, and uncover and promote new talent.

New London Architecture

New London Architecture is a centre for excellence in the built environment. As an organisation it aims to improve the quality of people's lives by making London a better place to live, work and visit. This is done through its public gallery, its programme of events and exhibitions, and through its research outputs.

Open City

Open City is a charity dedicated to making London and its architecture more open, accessible and equitable. It works to engage citizens, particularly from under-represented backgrounds, in architecture and city-making. Open City's education projects and programmes such as the Open House Festival aim to open up buildings, conversations and careers to all.

Public Practice

Public Practice is a social enterprise with a mission to build the public sector's capacity to improve the quality, equality and sustainability of places. It aims to work towards this mission by diversifying people, building skills, connecting practice and sharing knowledge.

Urban Design London

Urban Design London is a not-for-profit organisation that aims to help those who deliver, manage or influence places to recognise, aspire to and achieve high-quality, well-designed spaces that work for people. The organisation gives members access to training events, design review services and resources.

GOOD GROWTH BY DESIGN

The Mayor's Good Growth by Design programme seeks to enhance the design of the built environment and give communities a stronger voice in how London develops in order to create a city that works for all Londoners. This means development and growth should be sensitive to the local context, environmentally sustainable and physically accessible, as well as socially and economically inclusive.

The programme calls on all involved in London's growing architectural, design and built environment professions to help realise the Mayor's vision. Good Growth by Design uses the skills of the Mayor's Design Advocates and the wider sector, including teams at City Hall and across the GLA Group, the London boroughs and other public bodies.

Programme sponsors

Philip Graham, Executive Director for Good Growth

Jules Pipe, Deputy Mayor for Planning, Regeneration and Skills

Souraya Ali, Senior Adviser to the Deputy Mayor for Planning, Regeneration and Skills

Good Growth by Design Programme Team

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The programme is taken forward by the following Teams and GLA Group Organisations: Planning and Regeneration, City Intelligence Unit, Culture & Creative Industries, Community and Social Policy, Environment, Infrastructure & Growth, Housing and Land, Transport, Skills & Employment, TfL, LLDC and OPDC.

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APPENDIX

MAYOR'S DESIGN ADVOCATES

Sir David Adjaye OBE

David Adjaye is the founder of Adjaye Associates, an architecture practice specializing in cultural and civic projects. He is an active advocate for representation in the built environment. This can be seen through his diverse public work that often seeks to highlight narratives of victims of persecution, racism, and hatred. David won the RIBA Gold Medal in 2021. In 2017 he was knighted by Queen Elizabeth II and was recognized in TIME Magazines 100 most influential people of the year. He is involved with the Architectural Education Trust, and serves as Trustee for the Serpentine Gallery.

Highlighted expertise:

- Architecture and design
- Landscape and public realm
- Cultural buildings

Jayden Ali

Jayden Ali is a founding director of JA Projects, a firm working at the meeting point of architecture, urban strategy, art, and performance. As an Architect, Jayden aims to strike a balance between playfulness and precision. He has made a significant contribution to the Good Growth by Design document Expanding London's Public Realm. Jayden is a member of the Hackney Regeneration Design Advisory Group and the LLDC Quality Review Panel. He is a columnist at Elephant Magazine, a trustee of Open City, and is a Senior Lecturer and course tutor at Central Saint Martins. Jayden is the co-curator of the British Pavilion at the Venice Biennale 2023.

Highlighted expertise:

- Architecture
- Social value creation
- Cultural activation
- Community wealth building

Clara Bagenal George

Clara Bagenal George is an associate at Elementa Consulting, a firm of design professionals focused on deep green engineering. Coming from an inter-disciplinary background she works between environmental analysis, mechanical engineering, and sustainability fields. Clara initiated the LETI that has engaged over 1000 industry professionals to produce guidance for a zero carbon built environment. She is lead editor of the LETI Climate Emergency Design Guide and has authored publications for CIBSE on embodied carbon.

Highlighted expertise:

- Sustainability and environmental design
- Achieving net zero in built environment
- Innovation and technology

Claire Bennie

Claire Bennie is the director of Municipal, a consultancy which aims to help public landowners deliver better quality homes. Prior to Municipal, Claire worked at Peabody where she led on smart procurement processes. She has produced significant work around design quality management, commissioning, and delivery, including the Good Growth by Design Delivering Quality Homes handbook. Claire is a member of the Design South East Review Panel and London Review Panel and has acted as an advisory panel member for the GLA's Housing Supplementary Planning Guidance.

Highlighted expertise:

- Housing
- Procurement
- Design quality management

Jas Bhalla

Jas Bhalla is a qualified town planner, architect, and urban designer, and founder of Jas Bhalla Architects. His practice delivers projects at a range of scales, from strategic masterplans to small refurbishments. Jas's work is characterised by innovative, cost effective, and

environmentally responsive design, with the goal of instigating positive social change. He has produced significant work around affordable housing, retail, and high streets. Jas is a member of Essex, Hounslow, and Redbridge's Quality Review Panels. He acts as a visiting critic at the Bartlett, Cardiff University, and the Architectural Association. Jas was recognized as one of AJ's '40 under 40' cohort, and listed as a 'Rising Star' by the publication House & Garden.

Highlighted expertise:

- Architecture
- Social housing
- Regeneration
- High streets

Louisa Bowles

Louisa Bowles is the Head of Sustainability at Hawkins\Brown. She leads the practice's dedicated team of sustainability specialists and has structured the practice's Whole Life Carbon strategy to ensure all projects are measuring and monitoring the balance between embodied carbon and operational energy. Her project work includes major university science buildings, currently on site and research commissions including investigating how net zero can be achieved in the hospitality sector. Louisa is a key contributor to organisations such as the London Energy Transformation Initiative (LETI) and Whole Life Carbon Network and was shortlisted for the Architects' Journal Sustainability Champion of the Year award in 2020.

Highlighted expertise:

- Sustainable development
- Higher education architecture
- Achieving net zero in built environment

Adam Brown

Adam is an architect and co-founding partner of Landolt + Brown. He is involved in a wide range of transport and urban mixed-use developments, regeneration-led public realm, masterplanning and work with historic

buildings. He led the practice's multi award-winning station at Hackney Wick and is currently heading-up the design of Peckham Rye Station Square for Southwark Council and Peckham Rye Station Upgrade for Network Rail. He has acted as chair of TfL Property's design review panel as a Mayor's Design Advocate and chairs Network Rail's Design Advice Panel as a Design Council Built Environment Expert.

Highlighted expertise:

- Transport and infrastructure design
- Architecture
- Regeneration

Nairita Chakraborty

Nairita has over 16 years of experience in heritage, townscape and design. She has experience in ensuring sustained use of historic buildings whilst delivering large scale regeneration, housing and infrastructure projects. She has produced significant work on the adaptation and conversion of large and complex listed buildings, as well as town centre, public realm, and conservation area schemes. She has recently set up her own practice Revive and Tailor which focuses on integrating existing buildings within regeneration proposals innovatively and resourcefully. Nairita is a member of Historic England's Advisory Service alongside Havering and Kensington and Chelsea's Design Review Panels. She is a full member of the Royal Town Planners Institute and the Institute of Historic Building Conservation.

Highlighted expertise:

- Heritage and conservation
- Character analysis
- Sustainable development

Sir David Chipperfield CH CBE

David Chipperfield is the founder and principal of David Chipperfield Architects. The practice has built cultural, residential, commercial, and educational projects worldwide. His work demonstrates a commitment to the reuse of existing buildings and a sensitive understanding of

context, and is rooted in a collaborative approach to design. David has sat on RBKC Architect's Appraisal panel and regularly participates in Design Review Panels. In 2007, David Chipperfield Architects won the RIBA Stirling Prize, and in 2011 the European Union Prize for Contemporary Architecture. In 2010, David was knighted for his services to architecture, and in 2021 appointed a member of the Order of the Companions of Honour.

Highlighted expertise:

- Architecture
- Cultural buildings
- Heritage and conservation
- Public realm

Angela Dapper

Angela Dapper is a Principal at Grimshaw, a firm with a focus on commercial and multi-use projects. She combines placemaking, transportation connectivity, health and wellbeing, and sustainability, to create aspirational and transformative spaces. She has produced significant work around the future of women in architecture and on the gender gap. Angela chairs Grimshaw's Umbrella Diversity Group. She is a RIBA London Councillor; an advisor to the RIBA Architects for Change; Architects Benevolent Society Ambassador; RIBA Part 3 examiner; Women in Office Design – sustainability design collective; and member of NLA expert panel for Retail and Hospitality.

Highlighted expertise:

- Equality, diversity, and inclusion research and advocacy
- Architecture
- Commercial, workspace and mixed-use buildings

Neil Deely

Neil Deely is the founder and partner of Metropolitan Workshop LLP, an architecture and urbanism practice specializing in regeneration and place-based masterplans. As an architect, Neil oversees the practice's award-winning architecture and urban design work. He has conducted

significant work around designing and building homes and the power of good community engagement. Neil has chaired numerous quality review panels in London including, Newham, Croydon, Harrow and Barking & Dagenham. He has led recent significant research papers on 'A New Kind of Suburbia,' and on 'People Powered Places'.

Highlighted expertise:

- Architecture
- Housing
- Mixed-use estate renewal and regeneration strategies
- Community engagement
- Public realm

Irene Djao-Rakitiné

Irene Djao-Rakitiné is the founder of Djao-Rakitiné Landscape Architecture, a practice that works on high profile public and private cultural, commercial, and residential projects worldwide. Irene's work aims to create attractive and sustainable environments, adapting to climate change, creating rich habitats, and improving urban biodiversity. She has produced work on various scales of design, from product design to master planning. Irene is a contributor to the London Review Panel as well as the Royal Borough of Kensington and Chelsea Quality Panel.

Highlighted expertise:

- Landscape architecture
- Accessibility
- Public Realm
- Young people in the city

Daisy Froud

Daisy Froud is a community engagement strategist specializing in community engagement to regeneration initiatives. She was a founder of the London based design collective AOC before setting up Daisy Froud (Participation | Politics | Process). Daisy is a strategist specialising in brief-development, community engagement and

participatory design. She devises tools and processes that enable diverse voices to meaningfully contribute to design decision-making, and to shaping the future of places and spaces in intelligent, imaginative and equitable ways. She has contributed significantly to projects and policy development during her first 5 years working with the Good Growth by Design programme, notably supporting the London Review Panel's reviews and workshops.

Highlighted expertise:

- Community engagement
- Participatory design

Alice Fung

Alice Fung is the founder and director of Architecture 00, a design studio with specialism in designing and delivering innovative solutions, with robust social, economic, and environmental sustainability. As an architect, Alice has been involved in the strategic development of non-residential space through mixed uses and typologies. She has produced significant high street and workspace research to deliver recovery activity and help London meet its growth challenges. Alice is a member of the Hackney Design Review Panel and the GLA's Workspace Advisory Group.

Highlighted expertise:

- Urban design
- High Street Regeneration
- Employment spaces
- Workspace business and governance models

Tara Gbolade

Tara Gbolade is the co-founder of Gbolade Design Studio, an architecture practice specialising in sustainable design. As an architect, Tara specialises in residential-led developments and strategic place regeneration. She has produced significant work around sustainable architecture and placemaking on the Harlow & Gilston Garden Town Sustainability Strategy. Tara is a member of Kensington and Chelsea,

Lambeth, and Merton's design review panels. She is a founding committee member of the Paradigm Network and an alumni observer for Public Practice. She is also a Director at the Quality of Life Foundation.

Highlighted expertise:

- Architecture
- Sustainable design
- Planning policy

Jonathan Hagos

Jonathan Hagos is a co-director of Freehaus, an architecture practice that delivers community, residential and commercial projects. As an architect, RIBA conservation registrant, and Quinquennial Inspector, Jonathan specialises in working within existing buildings, historic contexts, and creating social value. Jonathan has acted as a design mentor at the Design Museum for young people from under-represented groups. He has acted as a judge for the AJ Retrofit Awards, Surface Design Show and RIBA Wanderers Wonder Awards. Jonathan has taught widely and is currently an external examiner at Oxford Brookes University and is a member of the LLDC Quality Review Panel and the Hackney Regeneration Design Advisory Group. In 2020 he was named as one of the AJ's '40 under 40'.

Highlighted expertise:

- Architecture
- Retrofit
- Heritage
- Social Value/Engagement

Tom Holbrook

Tom Holbrook is a founding partner of 5th Studio, a spatial design agency that delivers buildings, research, and strategy. As an architect, Tom is focused on complex urban regeneration, sustainability, and the resilience of cities. He has made significant contributions to Good Growth and COVID Recovery policy making. Tom is a member of the

London Review Panel and is a Professor of Architecture and Urbanism at RMIT university.

Highlighted expertise:

- Architecture
- Spatial design
- Regeneration
- Sustainability

Robin Hutchinson MBE

Robin Hutchinson is the founder and director of the Community Brain, a community interest company that uses a range of arts, local history, social enterprise, and community-led regeneration to give places renewed importance and pride. As a director, Robin's work focuses on encouraging people to engage with place and influence the design and regeneration of community assets. Robin is a founding trustee/director of The Rose Theatre, Kingston, and a chair of the charity Creative Youth. In 2015, Robin was appointed Member of the Order of the British Empire.

Highlighted expertise:

- Community-led regeneration
- Arts & culture
- Community engagement, participation, and co-design
- Cultural activation

Hanif Kara OBE

Hanif Kara is a co-founder and design director of the interdisciplinary engineering practice AKT II, with expertise in engineering and construction. He was the first structural engineer to become a CABE commissioner, and to join the RIBA's Stirling Prize jury, President's Medal jury and Honours Committee, having previously served as a Design for London advisor. He is currently a professor in practice of architectural technology at Harvard University's Graduate School of Design. His work on interdisciplinarity is widely published. In 2022 he was appointed Officer of the Order of the British Empire (OBE) for his services to architecture, engineering and education.

Highlighted expertise:

- Engineering
- Research
- Sustainable construction
- Material systems

Adam Khan

Adam Khan is the founding director of Adam Khan Architects, an architecture practice focused on addressing social inclusion, sustainability, and the vitality of public space. As an architect, Adam is committed to delivering public projects and quality social housing. He has made key contributions to the Good Growth by Design Supporting Diversity Handbook and to outreach events for the Architecture Design + Urbanism Panel. Adam is an ambassador for the Blueprint for All Trust and has been a chair and panellist for the London Review Panel.

Highlighted expertise:

- Architecture
- Urban design
- Equality, diversity, and inclusion
- Retrofit
- Community renewal

Lynn Kinnear

Lynn is principal of Kinnear Landscape Architects and has been a chartered member of the Landscape Institute since 1985. Lynn's work combines a conceptual approach to Landscape Architecture and Public realm based on a strategic knowledge of the geography, geology and ecology of London. Lynn has provided guidance for the All London Green Grid: London's Downlands area, providing a strategic approach to environmental and sustainability issues for the city. She was the lead consultant for Walthamstow Wetlands and has taken on design advisory roles within CABI, Design for London, and many London Design Review Panels.

Highlighted expertise:

- Landscape architecture
- Public realm
- Ecology and environmental design

James Lee

James Lee currently serves as the Chair of the Grant Making Advisory Committee for BBC Children in Need (London and South-East), as a consultant with the City Bridge Trust, and is a member of Transport for London's Independent Disability Advisory Group. James has worked across the public, private and voluntary sectors in roles which take an intersectional approach to fostering equality, diversity, and inclusion for all. James regularly works on issues of access and inclusion in a professional context working alongside National Register of Access Consultants (NRAC) and the Centre for Accessible Environments (CAE): two organisations recognised for their work to educate the wider design sector and their efforts to improve inclusion in the built environment & public realm.

Highlighted expertise:

- Community engagement, participation, and co-design
- Accessibility and inclusive design
- Equality, diversity, and inclusion sector-based advocacy
- Transport and movement strategy

Holly Lewis

Holly Lewis is the co-founder of We Made That, a practice that creates equitable places through incisive research and impactful projects. As an architect, Holly advocates for inclusion in the built environment. She has produced significant work around the High Streets for All mission, and the New Deal for Young People. She has helped write Good Growth by Design's High Streets and Town Centres Adaptive Strategies. Holly has participated in and chaired various London Review Panel sessions, is a member of the High Streets Task force, and is a Design Council Expert.

Highlighted expertise:

- Architecture
- High streets
- Industrial intensification
- Placemaking

Julian Lewis

Julian Lewis is the co-founder and director of East, an architecture, urban design, and landscape practice that delivers masterplans, housing, and public spaces. As an architect, Julian is interested in how place influences architecture and public realm. He has produced significant work around Public London, child-friendly city planning, and is an advisor to TfL on public realm and high streets. Julian is a member of Harrow, Hounslow, and Newham's Design Review Panels. Julian has acted as visiting professor at the school of Architecture in Mendrisio, Switzerland and as external examiner at Kingston University Department of Architecture and Landscape, and the University of Cambridge Department of Architecture. He is also an Honorary Fellow at Nottingham University Department of Architecture and Built Environment.

Highlighted expertise:

- Architecture
- Community engagement
- Public realm
- Housing

Katy Marks

Katy Marks is the founder of Citizens Design Bureau, a collaborative company of Architects, product designers and creative social enterprise specialists. Her work is rooted in an ethos of co-production, ecological innovation and imaginative retro-fit. She has worked with many of the capital's best loved cultural organisations and community enterprises, creating theatres, arts centres, work, retail and education spaces. Katy is a member of the Hackney, Harrow, and Hounslow

Design Review Panels and regular guest critic and lecturer at architecture schools across the country.

Highlighted expertise:

- Architecture
- Conservation
- Collaborative design processes
- Social enterprise and creative business strategy

Lucy Marstrand-Taussig

Lucy Marstrand-Taussig is an independent transport consultant specialising in inclusive walking and cycling design. She supports local authorities with data analysis, network planning, highways and urban design. She is particularly interested in querying inherited engineering wisdom, and the link between highways design and wider equality issues. Lucy is a member of the Department for Transport's Cycling & Walking Infrastructure Group (CWIG), co-chairs the ICE Active Travel Community of Practice, is on the Board of Directors of the Transport Planning Society and was involved in the development of the national cycle design guidance document LTN 1/20. She is part of the consortium providing the Inspectorate functions to Active Travel England.

Highlighted expertise:

- Transport planning/highways design
- Active travel design guidance
- Inclusive design
- Child-friendly city planning

Paul Monaghan

Paul is a founding director of Allford Hall Monaghan Morris, an architecture practice centering adaptive use, collaborative creativity, applied technology, and research. As an architect, Paul centres collaborative creativity, applied technology, research, and sustainability in his projects. He is the Liverpool City Region Design Champion, a member of the governmental design body steering group Office for

Place, a RIBA Client Design Advisor, and visiting professor at the Bartlett School of Architecture and the University of Sheffield, from which he received a Doctorate of Letters in 2018.

Highlighted expertise:

- Architecture
- Masterplanning and urban design
- Design quality management

Farshid Moussavi OBE

Farshid Moussavi is the founder of Farshid Moussavi Architecture (FMA) and FunctionLAB, a research branch of FMA. FMA is defined by a focus on form, materiality, and the role of architecture as an active agent in shaping culture. FunctionLAB aims to critically explore the role of design, its tools, and concepts within the changing field of the built environment. She has produced significant research around the relationship between the construction and experience of built forms. Farshid is a Professor in Practice of Architecture at the Harvard University Graduate School of Design. She is a trustee of the Norman Foster Foundation and New Architecture Writers. Farshid was appointed Officer of the Order of the British Empire in 2018 for services to architecture.

Highlighted expertise:

- Architecture
- Research
- Teaching
- Commercial buildings

Lucy Musgrave OBE

Lucy Musgrave is the founding director of Publica, an urban design and public realm practice that provides strategies and designs for innovative, inclusive, and sustainable growth, policy, and planning. Lucy is a key advisor for policy recommendations, strategic planning, and design quality management. She has produced significant work in producing civic strategies for London and designing major public realm

projects throughout the city. Lucy is a member of the National Infrastructure Commission's Design Group and has previously sat on the Barbican Centre Board, the GLA's Public Realm Advisory Group and the board of the social enterprise Public Practice. Lucy was awarded an OBE in 2019 for services to architecture and the built environment.

Highlighted expertise:

- Masterplanning and urban design
- Cultural strategy
- Child-friendly city planning
- Public realm

Deborah Nagan

Deborah is an advocate for high quality sustainable design, production, placemaking and business operation. She has served as Global Sustainability Lead at Handley House and is now Head of Place and Nature at Future Homes Hub. As a landscape architect, Deborah continues to design public and private landscapes in the UK and globally, but also advises on development strategy with a focus on social value and environmental, social, and governance criteria. She has worked with the Design Council since 2006 as a Design Council Expert and is a member of the Network Rail Steering Group. Deborah has served on the Oxford Design Review Panel and was recently appointed to the HS2 Quality Review Group. She is a long-standing trustee of Bankside Open Spaces Trust.

Highlighted Expertise:

- Landscape design
- Public realm
- Ecology and environmental design

David Ogunmuyiwa

David Ogunmuyiwa is the founder of ArchitectureDoingPlace, an architecture and urban design practice that produces buildings and spatial interventions from an immersion in the arts and contemporary architecture. Prior to this, David worked as local authority housing

officer. He has made significant contributions to the Greater London Authority's Housing Design Recovery Roundtable. David is an Expert Advisory Group member for Historic England, and Urban Design London board member, and a board trustee of the Architecture Foundation. He sits on various design review panels, including the St. Albans Design Review Panel, the Brighton and Hove DesignPLACE review, Guildford Strategic Sites Panel and the Luton Design Review Panel. He is an external examiner at London Met, School of Architecture and mentors widely, including for Public Practice and the Royal College of Art.

Highlighted expertise:

- Architecture
- Housing
- Regeneration
- Community Participation
- Design Quality Management

Ken Okonkwo

Ken Okonkwo is an associate director at Haworth Tompkins, a studio whose work spans a range of sectors including performing arts, culture, residential, education and workspace. As an architect and member of the leadership group, Ken's expertise is housing and mixed-use, but he has also been actively involved in projects across multiple sectors with a focus on sustainability and innovative environmental design. He is working to improve diversity within the built environment as lead of Haworth Tompkins' Human Resources Working Group and a member of the Stephen Lawrence Architecture Advisory Board. Ken is also a member of the Hackney Council Regeneration Advisory Group and is a visiting critic at the University of Sheffield and previously at The Bartlett, UCL.

Highlighted expertise:

- Architecture
- Cultural buildings
- Equality, diversity and inclusion sector-based advocacy
- Sustainable design

Dr Teri Okoro

Dr Teri Okoro is a RIBA fellow, Chartered Project Professional and Inclusion champion, and is founder and director of TOCA. Teri is a Design Council Expert, sits on the Diversity and Inclusion Panel of the Construction Industry Council, is an Expert Adviser to Historic England, delivered the RIBA 2020 seminars on Diversity and Inclusion and undertakes inclusion consultancy. Recently appointed to the ARB Board, her previous roles include being a Non-Executive Director within the NHS and at a leading London Housing Association. She was recognised as a RIBA BAME award winner in 2019.

Highlighted expertise:

- Architecture
- Sustainable design
- Cultural buildings
- Equality, diversity and inclusion sector-based advocacy

Sowmya Parthasarathy

Sowmya Parthasarathy leads masterplanning and urban design at Arup, a design, engineering, architecture, planning, and advisory service firm that aims to develop a truly sustainable and climate resilient built environment. As an architect and urban designer, Sowmya focuses on new development as well as regeneration in urban areas confronting change and growth. She and has contributed to the Place Design Guide for Places for People, the Meanwhile Use Strategy for London, and the Arup/C40 Cities Green and Thriving Neighbourhoods Guidebook. Sowmya is a member of the London Design Review Panel as well as a member of TfL and Old Oak Park Royal Development Corporation design review panels. She is a Design Council Ambassador and was nominated a 2021 Woman of Influence by The Planner.

Highlighted expertise:

- Masterplanning and urban design
- Architecture
- Landscape and public realm
- Sustainability and environmental design

Rebecca Rubin

Rebecca Rubin is an urban planner and architect. She is internationally recognised for her work on *norm-creative* and equitable design, through projects like 'places for girls', 'inclusive skate' and 'Barnbo' (housing for single parents and children). She is currently teaching at the Architecture department of the Royal Institute of Technology, KTH, Stockholm, and is Head of Social Sustainability at the housing developer Sveafastigheter. In recent years Rebecca has been working at White Arkitekter, advocating for and pushing borders on gender equality and diversity through design, alongside leading the urban planning department at WhiteResearchLab.

Highlighted expertise:

- Research
- Urban planning
- Architecture
- Women and girls in public space

Hilary Satchwell

Hilary Satchwell is a director of Tibbalds Planning and Urban Design, a firm with projects ranging from strategic urban design and design coding, design-led planning, and design advice. As an architect and urban designer, Hilary leads multidisciplinary teams focussing on how we maximise social infrastructure and support diversity at the same time as delivering good growth and new homes. Hilary is a member of Southwark, Lewisham, and Redbridge's Design Review Panels. She is a trustee of Design South East, is an advisory board member of Fare City, and a member of the Future of London Steering Group.

Highlighted expertise:

- Masterplanning and urban design
- Architecture
- Placemaking and planning
- Design quality management

Fiona Scott

Fiona Scott is an architect and co-founder of Gort Scott, an architecture and urban design practice focused on the role of buildings and places in creating healthy environments for better connections between people. She leads the firm's strategy and research work, as well as internal work on social value, EDI, and environmental action. She has produced significant work around high streets, town centres, and the geography of London's economy, including the Good Growth by Design High Streets and Town Centres Adaptive Strategies. Fiona was shortlisted for Emerging Woman Architect in 2013.

Highlighted expertise:

- Architecture
- Research
- High Streets

Gurmeet Sian

Gurmeet Sian is the founder of Office Sian Architecture + Design, a studio involved in both private and public projects, largely for charities and Local Authorities. Gurmeet is the chair of the London Borough of Southwark Community Design Review Panel. He is also a design review panel member for the London Borough of Camden, Redbridge, and Harrow.

Highlighted expertise:

- Architecture
- Advocating EDI in Built Environment
- Community engagement

Neil Smith

Neil Smith is the Inclusive Design Lead for HS2 Ltd., the company responsible for developing the UK's new high speed rail network. Neil is a strong advocate for engagement in design decision making. He has produced significant work in the Mayor's SPG 'Accessible London: achieving an inclusive environment' as well as the 2019 London Legacy Development Corporation's (LLDC) inclusive design standards. Neil is

the Chair of LLDC's Built Environment Access Panel and sits on the advisory board of the National Register of Access Consultants.

Highlighted expertise:

- Inclusive design
- Masterplanning
- Transport infrastructure

Satu Streatfield

Satu Streatfield is a lighting designer and night-time strategist. She practises as a freelance designer and specialist consultant in night-time and lighting for the urban design and public realm practice, Publica. She led their work producing the GLA's Night Time Strategy Guidance and leads their ongoing programme of tailored support for local authorities developing night-time research, strategies and projects. Her work focuses on collaborative and evidence-based planning for the urban night, and narrative-led approaches to urban lighting. She has held advisory roles on the Centre for London's 'Lighting London' report, the London Night-time Commission's 'Think Night' report, and the Mayor's Office of Policing and Crime's Violence Against Women and Girls Strategy Workshop. Satu's work is interdisciplinary and she collaborates with designers, engineers, visual artists, researchers, filmmakers, musicians, writers, and performers on projects spanning urban design, public realm, architecture, heritage, art, exhibitions and site-specific, community-devised, immersive theatre.

Highlighted expertise:

- Lighting design
- Night-time strategies, culture, and place-making
- Urban design for 6pm–6am uses

Manijeh Verghese

Manijeh Verghese is the Head of Public Engagement at the Architectural Association (AA), where she curates lectures, exhibitions, open days, global forums, performances and other special projects to

provoke wider conversations about our cities and spaces with a range of audiences. She is also a Unit Master of Diploma 12, a seminar leader for the AA Professional Practice for Fifth Year course, and a member of the Senior Management Team at the AA. She was on the curatorial panel for the 2021 London Festival of Architecture, and is currently an External Examiner at Cambridge University. She also works on independent curatorial projects such as the new South Asia Gallery for the Manchester Museum in partnership with the British Museum, and was the co-curator of The Garden of Privatised Delights – the British Pavilion at the 17th International Venice Architecture Biennale – as well as co-founder of Unscene Architecture.

Highlighted expertise:

- Community engagement, participation, and co-design
- Regeneration
- Equality, diversity, and inclusion sector-based advocacy
- Cultural strategy and activation

Steve Webb

Steve Webb is the founder of Webb Yates Engineers, a multidisciplinary engineering practice that centres a collaborative creative process. As a director, Steve specializes in combining imagination with technical rigour to create innovative structural designs. He has produced significant work on sustainability, encouraging the use of unconventional materials as well as designing low carbon and environmentally conscious structures. Steve is a member of Southwark's design review panel. He teaches at RCA and UCL and contributes to the RIBA journal, as well as the Architectural Review and Building Design.

Highlighted expertise:

- Structural design
- Sustainability and environmental design
- Architecture
- Innovation and technology





