

23rd June 2020

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 utmost 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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|----|-------------------|-----------------------------|--------------------|
| 1. | Adam Watts | Artists & Objects (Founder) | |
| 2. | Aida Bratovic | STUDIOAida Ltd | <i>BIID Member</i> |
| 3. | Alexandra Morrall | Studio Mahala (Director) | |

4.	Alexandra Stedman	The Frugality Ltd	
5.	Alexandria Dauley	Dauley Design	
6.	Alice Blount	Alice Blount Garden Design (Owner)	
7.	Alice Lloyd	Mark Alexander (Designer)	
8.	Alistair Lawrence	Abbot & Boyd Ltd (Sales Manager)	
9.	Amelia Brooks	K&H Design	
10.	Amit Jadav	JAD Studio	<i>BIID Associate Member</i>
11.	Angela Quayle	Angela Quayle Interiors Ltd	
12.	Angie Barron	Something Blue Home Interiors	
13.	Anna Welsh	(Agent)	
14.	Antoine Guivarch	Concordia Interiors (Interior Designer)	
15.	Aqsa Riaz	Design First	
16.	Audrey Carden	Carden Cunietti Ltd	
17.	Becky Sawyer	Article London Ltd	
18.	Bethan Janaye	Atelier Janaye	
19.	Bethan Southall	Waldo Works (Operations Director)	
20.	Bhavin Taylor	Bhavin Taylor Design	
21.	Binkie Elizabeth-Moorhead	BMD London	
22.	Bridget Reading	Bridget reading ID	
23.	Brooke Copp-Barton	Home Interior Design	
24.	Carine Simon	Mark Alexander (Designer)	
25.	Carly Ferguson	Lili Oli Interior Design	<i>BIID Member</i>
26.	Cate St Hill	(Writer/Interior Designer)	
27.	Celine Da Silva	Da Silva Design	<i>BIID Associate Member</i>
28.	Chantel Elshout	Chantel Elshout Design Consultancy Ltd	<i>BIID Member</i>
29.	Charlotte Cook	Carden Cunietti Ltd	
30.	Charlotte Raffo	The Monkey Puzzle Tree (Founder)	
31.	Charmaine White	The White House Interiors (Designer)	
32.	Chelsea Cefai	(Freelance Creative)	
33.	Chiedza Tichivangana	Studio Holmwood	<i>BIID Member</i>
34.	Chloe Jonason	Chloe Jonason Interiors	
35.	Chloe Morgan	(Interior Designer)	
36.	Christine Beresford	(Architectural Design Student)	
37.	Clare Gaskin	Clare Gaskin Interiors	
38.	Claudette Webb	The Design Webb Interiors	<i>BIID Member</i>
39.	Cynthia Garcia	Garcia Designs Ltd	<i>BIID Member</i>

40.	Danielle Sims		
41.	Deborah Abidakun	(Interior Designer)	
42.	Dee Campling	Dee Campling	
43.	Delali Foli	(Interior Designer)	
44.	Duriya Bhajji	DB Interior Studio (Owner)	
45.	Ekta Vekaria	2590 Interiors	
46.	Eleanor Hall	Tessuto Interiors	<i>BIID Registered Practice</i>
47.	Eleanora Cunietti	Carden Cunietti Ltd	<i>BIID Member</i>
48.	Elie Jones	Elie Jones Interiors	<i>BIID Provisional Associate Member</i>
49.	Emilie Fournet	Emilie Fournet Interiors (Owner/Creative Director)	
50.	Emma Pocock	Turner Pocock	<i>BIID Member</i>
51.	Emma Robinson	Oh I Love That	
52.	Emma White	Apogee Interiors	<i>BIID Student Member</i>
53.	Erica Enciso	(Interior Design student)	
54.	Eva Sonaïke	Eva Sonaïke	
55.	Felician St.Matthew Daniels	FELICIDÉCOR Ltd	
56.	Fiona Duke	Fiona Duke Interiors	
57.	Fiona Watkins	Fiona Watkins Design Ltd	<i>BIID Member</i>
58.	Gemma Samuels	Happi Habitat	
59.	Georgina Townsin	Suzy Hoodless LTD (Senior Designer)	
60.	Grant Pierrus	Pierrus Agency	
61.	Gregory Adlam	Studio Locus Ltd	
62.	Hannah Brown	Wilding & Wolfe Ltd	<i>BIID Associate Member</i>
63.	Hannah Frances Boulton	Hotel Palette	
64.	Helen Bainbridge	Helen Bainbridge Interior Design	
65.	Helen Bygraves	Hill House Interiors Ltd	<i>BIID Member</i>
66.	Holly Jones	The Courtyards Interior Design	
67.	Jacqueline Douglas	Jacqueline Douglas Design	
68.	James Arkoulis	Howark Design	
69.	Janet Hanson	Studio Hanson (Owner/Interior Designer)	
70.	Jaypreeth Kaur	Interior & Spatial Designer	
71.	Jecks Stone	Persona Abode Interiors	
72.	Jenny Morton	Jen Morton Interiors	
73.	Jenny Weiss	Hill House Interiors Ltd	<i>BIID Member</i>
74.	Jessica Willcox-Jones	JWJ Interiors Limited	
75.	Jo Bedford Wenman	(Interior Design student)	<i>BIID Student Member</i>

76.	Juan Sandiego	Interiors Chat (Interior design student)	<i>BIID Student Member</i>
77.	Julie Perkins	Julie Perkins Interior Design	
78.	Karen Howes	Taylor Howes Designs	<i>BIID Member</i>
79.	K Knox	Making Spaces	
80.	Kate Guinness	Kate Guinness Design	
81.	Kate Watson-Smyth	Mad About The House (Journalist & Author)	
82.	Katie Cox	Ham Interiors	
83.	Kaylee Hibbert	Kaylee Hibbert Design	
84.	Kozue Garner	Misty Interior (Owner)	
85.	Lara Turner Tompkins	Springbok and Rose Interior Design (Co-Founder)	
86.	Laura Hammett	Laura Hammett (Owner)	
87.	Laura Jane Clark	Lamp Architects	
88.	Laurane Nudd	NW Interior Design (Owner/Interior Designer)	
89.	Leanne Williams	The Gilded Cabinet	
90.	Liam Swali	(Interior Architecture & Design student)	
91.	Lisa Honiball	Honey Interior Design	
92.	Lisa Mettis	Born & Bred Studio	
93.	Louise Holt	Louise Holt Design	<i>BIID Member</i>
94.	Louise Misell	Louise Misell Interiors	
95.	Lucy Cottrell	Fusion	
96.	M S Khroad	Decur	
97.	Margot Tsim	Margot Tsim Interiors	
98.	Maria Chandler	BECOME Interiors Ltd	<i>BIID Provisional Associate Member</i>
99.	Marie Littlewood	(Agent)	
100.	Matteo Bianchi	Matteo Bianchi Studio	<i>BIID Member</i>
101.	Matt Tillman	Tillman Domotics	
102.	Meera Pendred	First Sense Interiors	
103.	Melanie Callender	MC Creative Ltd	
104.	Melissa Baker	Baker and Hurst Ltd	<i>BIID Member</i>
105.	Michelle Ogundehin	MO:studio Ltd	
106.	Mouna Bah	(Interior Design student)	
107.	Naomi Roberts	Sims Hilditch (Brand & Communications Manager)	
108.	Nasim Köerting	The Office Group, Head of Design	
109.	Natalia Christoforou	Design Studio Fusion (Owner/Designer)	<i>BIID Associate Member</i>
110.	Nina Black	KB Interiors	
111.	Olivia Brocklehurst	Fulkers Bailey Russell (Project Manager)	

112.	Omar Bhatti	Space Shack (Design Director)	
113.	Peter Staunton	Peter Staunton Design Studio	<i>BIID Member</i>
114.	Petina Julius	Julius Interior Design	
115.	Rebecca James	Rebecca James Studio	<i>BIID Member</i>
116.	Rina Patel	Vastu Interior Design Ltd	<i>BIID Member</i>
117.	Romy Ahluwalia	Saal Design Ltd (Senior Assistant)	
118.	Rukmini Patel	Rukmini Patel Interior Design	
119.	Rushim Pellay	Rush interiors Ltd	<i>BIID Associate Member</i>
120.	Sandra Bertolotti	Sandra Bertolotti (Upholstery)	
121.	Sarah Ahluwalia	Saal Design Ltd (Owner/Interior Designer)	<i>BIID Associate Member</i>
122.	Serena Pitchers	Your Interiors Friend	
123.	Sharon Samuel	Sharon Samuel Interiors	
124.	Sidika Owen	Studio Sidika Ltd	<i>BIID Member</i>
125.	Siobhan Casey	Casey & Fox Ltd	<i>BIID Member</i>
126.	Sophie Ashby	Studio Ashby	<i>BIID Member</i>
127.	Sophie Robinson	Sophie Robinson Ltd	
128.	Sophie Yates	Tessuto Interiors (Interior Designer)	<i>BIID Registered Practice</i>
129.	Stephen Newton	Tessuto Interiors (Senior Designer)	<i>BIID Registered Practice</i>
130.	Suzanne Kennedy	Graphics/Interiors Wallcovering	
131.	Suzie Hounsell	Saal Design Ltd (Junior Interior Designer)	
132.	Tamara Tymovski	Atelier Tymovski (Creative Director)	<i>BIID Member</i>
133.	Tash South	South Place Studio	
134.	Tatiana Vedmediuc	FYID	
135.	Tom Doughty	Fusion	
136.	Tom Warden	Fusion (Developer)	
137.	Tricia Findlay	Tricia Carroll Designs	<i>BIID Member</i>
138.	Vanessa Agyemang	Copper Dust (Founder & Designer)	
139.	Verity Coleman	Rascal & Roses (Director)	<i>BIID Member</i>
140.	Vicky Daniel	Riverfish Music	
141.	Wayne Maxwell	waynemaxwelldesign	
142.	Zafreen Hussain	Zafreen Hussain Interiors	
143.	Zoe Kittow	(Interior Architecture & Design graduate)	