



Justice, Equity, Diversity and Inclusion (JEDI) Commitment

At Chalk Architects, we believe good design begins with listening. Every project starts with people, their stories, their aspirations and the unique places they call home.

We recognise that the buildings and spaces we help shape have a lasting impact on the lives of those who use them, buildings and spaces tell stories. As architects, we therefore have a responsibility to ensure our work is thoughtful, inclusive and accessible to as many people as possible.

Our commitment to Justice, Equity, Diversity and Inclusion is rooted in the same principles that guide our design approach: respect for people, respect for place and a belief that good architecture should improve lives and strengthen communities.

We are committed to:

- ▶ treating all employees, clients, consultants, suppliers and community stakeholders with fairness, dignity and respect;
- ▶ providing equal opportunities in recruitment, development and progression;
- ▶ creating a workplace where different perspectives are valued and where everyone feels able to contribute;
- ▶ considering accessibility, inclusivity and wellbeing throughout the design process;
- ▶ engaging positively, openly and respectfully with the communities affected by our work;
- ▶ continuing to learn, understand and reflect on our weaknesses and improve our understanding of how design can bring joy and happiness to a diverse range of people.

As a small practice, we understand that inclusion is not achieved through statements alone. It is reflected in the way we listen, collaborate, make decisions and respond to the people and environments we work with.

We believe that architecture should not simply create buildings. It should help create healthier, more inclusive and more resilient communities. This commitment applies across our operations, our client relationships and our contribution to the wider built environment.

The Directors of Chalk Architects Ltd are responsible for overseeing this commitment and ensuring it remains embedded within our practice.



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