

# Statement of commitments made by Goldsmiths Senior Management team to Goldsmiths Anti-Racist Action

**27 July 2019**

The list below confirms, for the avoidance of any doubt, the commitments to which Goldsmiths Senior Management Team (SMT) has agreed to in response to Goldsmiths Anti-Racist Action's (GARA) protest.

This list is arranged in a format based on GARA's correspondence with SMT, and is not designed to serve as a comprehensive list of every step the College has taken in response to the protestors' concerns. The list below focuses on ongoing commitments and provides a means of holding the College to account on progress.

SMT undertakes to deliver on these commitments to the best of its ability, and in turn expects that others with responsibilities herein will do likewise. SMT also undertakes to ensure that future members of SMT are made fully aware of these commitments, which are not made in a personal capacity.

All the titles are reflective of the original GARA demands for convenience and should be read as titles only.

## **Access to Deptford Town Hall for Local Residents of Lewisham Borough**

(More targeted outreach and engagement with black and minority ethnicity (BME) communities)

We, the Senior Management Team, declare that:

- SMT agrees with the principle of local community access to Deptford Town Hall (DTH, including the Council Chamber).
- There will be a 'drop-in' service at DTH reception where community groups can submit their booking request via the staff there.
- A specific booking query form via the 'Community' pages of Goldsmiths' website will be introduced to make the process even more accessible.

GARA representatives, whom are trained community engagement officers, are keen to feed into and assist the process as active consultants on public outreach and engagement with Lewisham Borough.

DISCLAIMER: GARA maintains that SMT have failed to take substantive action to meet this demand, but assert that GARA will continue to be taking forward the campaign until this demand is met in full.

## **Reinstatement of Palestinian Scholarships**

We, the Senior Management Team, declare that:

- The two scholarships will be reinstated for Palestinian students, currently residing in Palestine or holders of Palestinian travel documents, who would require Tier 4 visas to study in the UK. Recipients are to demonstrably plan to return to Palestine or their place of residence to support civic society there.
- They will be reinstated for the start of the academic year 2020/2021.
- The selection process should continue (as it has been in the past years) to have elected student representatives (ie: Palestine Twinning Officer, President of the Palestine society or any relevant Goldsmiths Students' Union elected representative).

## **Cuts to Course Contact Hours**

We, the Senior Management Team, declare that:

- The Social, Therapeutic and Community Studies (STaCS) Department Management Team (DMT) will form a working group to review the BA Applied Social Science, Community Development & Youth Work programme and work towards the reinstatement of the STaCS contact hours.
- The working group will be formed in September of the upcoming academic year (2019/20).
- The working group will consist of staff of the BA Applied Social Science, Community Development and Youth Work programme, current students on the course and alumni - facilitated by the programme convenor, the progress of which will be reported to Elisabeth Hill (Or whomever fulfills the role of Learning, Teaching and Enhancement Pro-Warden).
- Department staff and students will spearhead all decisions of this working group.

DISCLAIMER: We are acting in good faith with this particular demand, however we do stand by our initial demand regarding increasing contact hours. But assert that the STaCS working group, alongside GARA, will continue to take actions until this demand is met in full and the STaCS contact hours are reinstated.

## **Mandatory Training For ALL Staff, Including SMT**

We, the Senior Management Team, declare that:

- Every level of staff will undergo the training. This training will commence in the academic year 2019/20 going forward as reflective of the initial meeting of the Anti-Racism Training Steering Group.
- This training is to be rolled out across future academic years and for incoming staff members
- SMT and the Communications team will be prioritised as early adopters.
- There will be discussion about how best to roll out the programme across the College in the way that is most effective and in discussion with the Anti-Racism Training Steering Group.

- There will continue to be 1 GARA representative and 2 SU officers in the Steering Group.
- There will continue to be an additional 2 GARA representatives and 2 representatives from each of the liberation groups (Black, Disabled, LGBT+, Trans, Women) in the Stakeholder Group(s).

## **Employing BME wellbeing and counselling staff & Implementing Cultural Competency Training**

We, the Senior Management Team, declare that:

- Every reasonable and practicable measure should be taken to ensure the recruitment of BME staff into the wellbeing and counselling teams for the upcoming academic year (2019/20) and beyond.
- Recruitment advertisements will be put out in race equality networks, BME networks and all appropriate platforms.
- The person specification for the roles has been amended to ensure that there are BME counsellors and wellbeing advisors.
- SMT will commit to rolling out Cultural Competency Training for all staff within the wellbeing and counselling teams for the upcoming academic year (2019/20) in addition to the cross-campus mandatory anti-racist training.
- The new Director of Human Resources (HR) has been contacted to secure application workshops to be rolled out in the upcoming academic year (2019/20).
- Proposals for supporting BME applicants in the job application process will be brought forward to the HR & Equalities Committee in the next academic year (2019/20).
- A BME student will be invited to be on each interview panel for student-facing staff on the Wellbeing and Counselling teams e.g. GARA representatives.

## **Cleaners, Security & Outsourced Workers to be Brought in House**

We, the Senior Management Team, declare that:

- SMT will be putting forward a proposal to Goldsmiths council in their September 2019 meeting to bring all security staff in-house.

DISCLAIMER: GARA maintains that SMT have failed to take substantive action to meet this demand, but assert that the Independent Workers of Great Britain (IWGB) and Justice for Workers will be taking forward the campaign until this demand is met in full. Additionally, we note that Justice for Workers will also be taking forward the campaign to ensure all members of cleaning staff are given the working hours and respect they need and deserve, and until Goldsmiths truly ends the outsourcing of the cleaning workforce.

## **Goldsmiths Must Reject SEAtS Software and Indefinitely Halt its Roll Out**

We, the Senior Management Team, declare that:

- The Data Impact Assessment will be released to all parties concerned (including but not limited to: UCU, Unison, Goldsmiths Student's Union (GSU), GARA, student and staff liberation groups and Goldsmiths Race Equality Group (GREG) - should these groups wish to be a part of the process).
- The Equalities Impact Assessment (EIA) will be carried out transparently and rigorously. The EIA will inform how, or whether, the project continues. The following groups will be consulted as part of the EIA: GARA students, Students' Union officers, Students' Union liberation groups, staff, staff unions, staff with disabilities, LGBTQ network, and GREG.
- SEAtS will not be rolled out to any new departments until the Equalities Impact Assessment is completed and the project board makes a decision about the future of SEAtS.

DISCLAIMER: GARA maintains that SMT have failed to take substantive action to meet this demand, but assert that the unions, alongside GARA, will continue to be taking forward the campaign until this demand is met in full and SEAtS is fully terminated.

## **The New Complaints Procedure**

We, the Senior Management Team, declare that:

- The working group will spearhead the design of a new centralised reporting system which will have procedures in place to better safeguard victims and complainants, ensuring they can receive the support they need, whether it is pastoral, judicial or disciplinary.
- The working group will consist of 2 GARA representatives, 2 BME staff, 2 academics, 3 GSU representatives and other relevant parties.
- The working group will meet a minimum of three times a month, in order to ensure that a new system can be designed, tested and rolled out as soon as possible.
- Existing staff members who deal with the Hate Crime Reporting Centre and the new complaints procedure will receive Cultural Competency Training in addition to the mandatory anti-racist training.

## **Deptford Town Hall removal of statues**

We, the Senior Management Team, declare that:

- Plaques will be made that detail the history of each statue as a temporary measure in place at the latest for the next academic year (2019/20).
- This will be an interactive process. For example, a callout for design ideas can be incorporated into the open call for BME researchers for the reparative justice programme or the design work could be done in collaboration between Goldsmiths, GARA and local schools in the community.
- Once a text is agreed, including with GARA, following the research carried out by the BME researcher(s) (who is carrying out a study into Goldsmiths' colonial heritage),

then information about the statues and history of Deptford Town Hall will be available on the Goldsmiths website and be included in the next batch of print prospectuses to be produced for academic year 2021/22. This information will be included in current digital versions of the 2020/21 prospectus.

- There will be a public conversation held regarding the statues with involvement from key stakeholders, such as grassroots organisations in the local community.
- Alongside this, consideration will be given to views within the College regarding the iconography of the building as part of the race audit being led by Dr Rollock. This will inform next steps.
- An online consultation will be held but not in the form of a tick box exercise.

## **Recruitment of Full Time Staff Resource to Work with Dr Nicola Rollock**

We, the Senior Management Team, declare that:

- Recruitment is underway for a research post and additional budget and resource has been made available to Dr Rollock to deliver her work. The post is currently being advertised.
- This research will be done across Goldsmiths College.

## **Annual Fund Designated for Black History Events**

We, the Senior Management Team, declare that:

- £20,000 will be ring-fenced for Black History events for Goldsmiths Students' Union at the start of the upcoming academic year (2019/20) and will continue annually - awarded according to fulfilling criteria which will be developed by Goldsmiths Students' Union in collaboration with the College (via the Racial Justice Action Group).
- Goldsmiths Students' Union will report transparent expenditure to relevant parties bi-annually.

DISCLAIMER: This demand was agreed to be met in full in the meetings of 25th and 26th June. These commitments have been recorded and minuted for reference.

## **Public Acknowledgement of Goldsmiths' Complicity in Racism**

We, the Senior Management Team, declare that:

- SMT will collaborate with GARA on the contents and the wording of the statement.
- The statement will not go public until GARA has expressed their approval of the statement.
- The public statement will be sent from SMT to all levels of staff and students at Goldsmiths at the start of the upcoming academic year (2019/20).
- The statement will be published publicly, including the Goldsmiths website and all forms of social media at the start of the upcoming academic year (2019/20).
- If agreement about the details of the statement cannot be reached, both parties would engage with an agreed independent arbitrator(s) who has experience in racial justice whose decision would be final.

## **Overhaul of Curriculum**

We, the Senior Management Team (having discussed with Dr Rollock) declare that:

- The race audit will take into account views about how best to decolonise the curriculum. We will endeavour to ensure that all departments engage fully with the audit.
- This work will be taken forward with the support of the Racial Justice Action Group (which will be formed in the next academic year 2019/20) with this group's terms of reference (including frequency of meetings) be determined in collaboration with those in the group and in line with the wider deadline of the audit.
- We will ensure that the Racial Action Group and/or the wider reference group include members of student liberation groups, GARA representatives and Goldsmiths Students' Union.



- SMT agrees that revisions to the curriculum are likely and important and we will look to take forward and give full consideration to the recommendations of the audit in this respect. An overhaul of the curricula will be a priority. Departments will proactively support the wider Goldsmiths audit, providing relevant evidence on how they have addressed decolonisation.

## **Reparative Justice Programme**

We, the Senior Management Team, declare that:

- Goldsmiths has requested a formal consultation with Glasgow University to investigate how they carried out their Reparative Justice program.
- If Glasgow University does not respond by the end of August 2019, Goldsmiths will proceed with this work regardless.
- There will be an open call for research proposals from BME academic researchers to take part in investigations into Goldsmiths' colonial heritage. Goldsmiths will allocate funding for its own study, which will be able to fund full-time, contracted staff who will lead on the research.
- Goldsmiths will be prepared to publish the results of their study and draft a programme of reparative justice including its pledges, ideally in the next 9 months.
- Updates will be shared publicly on a monthly basis including but not exclusive to online platforms.

## **Paid BME Representatives for Each Department**

We, the Senior Management Team, declare that:

- Goldsmiths will fund a paid BME representatives proposal, should it be a key recommendation by the Racial Justice Action Group.
- The race audit will include a question around BME student representatives. The information gained will inform the recommendations made by the Racial Justice Action Group.

- Should they wish to attend, a meeting will be arranged, between Dr Rollock, Howard Littler (Academic Representation & Communities Manager of the Goldsmiths Students' Union), Anna Tango Cañete (Academic Representation Coordinator of the Goldsmiths Students' Union), Goldsmiths Students' Union sabbatical officers, GARA representatives, and other relevant bodies to further discuss the case of BME representatives for each academic department. Agreements will include how this would be structured and how BME reps and their respective departments would be appropriately trained, supported and regulated.

DISCLAIMER: GARA maintains that SMT have failed to take substantive action to meet this demand, but assert that GARA will continue to take actions until this demand is met in full and paid BME representatives for each department are confirmed.

## **Increased Funding to Chaplaincy Services and Bigger Prayer Room**

We, the Senior Management Team, declare that:

- Additional funding of £20,000 will be allocated annually for faith, religion and belief-based events.
- The head of estates will continue to work alongside Goldsmiths Students' Union, the chaplains and 3 GARA representatives to locate an appropriate space for the start of the upcoming academic year (2019/20).
- A bigger space will be allocated for a new multi-faith prayer room that is fit for purpose. Preparations (furnishing, carpeting etc.) will be made as soon as practicable with the aim of completion within Term One (academic year 2019/20).

## **Concluding notes**

1. By signing this agreement, SMT guarantee that on leaving the building voluntarily, no claims or actions (legal or otherwise) are taken against persons known or unknown

or against those involved or related in any way to the occupation that took place between 12 March and 27 July 2019.

2. GARA agree to leave the building, providing that SMT continue to engage in conversation with GARA (via the aforementioned groups etc) about the successful implementation of the terms set out in this agreement.
3. SMT understand there may be times when members of GARA are concerned that progress on the work above is not proceeding in line with the commitments made. In such a case, a request should be made stating the specific area(s) of concern so that SMT can ensure appropriate attendance and that the meeting is productive. SMT envisages rare use of this provision, given that we expect the SU sabbatical officers to use their usual representative channels to hold the College to account on this work.