

Goldsmiths Senior Management Team: Confirmed actions addressing demands of Goldsmiths Anti-Racist Action Group

1 July 2019

Last week, we (Goldsmiths Senior Management Team, SMT) met with you (GARA) for over ten hours, under the guidance of an external chair chosen by you, with an agenda set entirely by you and a location decided by you.

We were pleased to do this, and we feel that both SMT and GARA used that extensive time to try and focus on solutions that address your remaining demands and therefore allow for you to feel able to end your occupation of Deptford Town Hall.

For those reading this document as a summary of that meeting, we note that around a dozen students formed the speaking representatives for GARA, supported by a further rotating group of around a dozen students who observed proceedings. A number of other internal and external parties attended as observers.

There were robust discussions about areas of disagreement, alongside some helpful clarifications offered by both sides on matters which had been difficult to discuss through correspondence alone.

During the talks, SMT built on its existing response to your protest with significant further agreements that seek to address your core demands, particularly those which speak most directly to the learning experience of BAME students at Goldsmiths.

As promised, the table below sets out all of the additional commitments to which we believe we agreed during our talks (as summarised in the closing session). We have added timelines where we indicated we would do so, and an update on any progress made since last Wednesday (26 June).

GARA demand	SMT response	Timeline	Update as at 1 July
Local community access to DTH for events	<p>We agree entirely with the principle. We provide access for community bookings across campus and agreed that we can do more to promote this, including the availability of DTH. All bookings need to be registered through the usual College process to ensure risk assessments can be undertaken and to avoid misuse of the facility.</p> <p>Once we have received a digital copy of the list of forthcoming events you have organised, we will be in a position to confirm which post-occupation events could proceed.</p>	<p>Awaiting the list of scheduled events from you, but we would hope to be able to comment upon the list of scheduled events by Tue 9 July if received within next few days.</p>	<p>SMT awaiting promised information from you in order to progress activity.</p>

<p>Creation of 10 x Humanitarian Scholarships, with 2 ringfenced for Palestinian students</p>	<p>We agree in principle to reinstating two Humanitarian Scholarships. We are prepared to consider how these might be targeted at Palestinian students, subject to legal advice.</p>	<p>We expect to receive legal advice in time to enable a response to you by Fri 12 July.</p>	<p>Instructions will be issued for legal advice this week.</p>
<p>Reinstate contact hours on a specific STaCS programme</p>	<p>We agree to the need for a meeting with Programme Convenors and student representatives, to be chaired by the Acting Warden, to consider contact hours. This discussion will enable a fresh appraisal of the situation, based on the pedagogical and learning outcome requirements of the programme.</p>	<p>Aim to organise meeting for w/c 8 July or as soon as possible thereafter, depending on availability of key participants.</p>	<p>Meeting request sent to 3rd year student representatives on Fri 28 Jun.</p>
<p>Mandatory training on race issues for all staff, including SMT</p>	<p>We are in full agreement, including that <u>all</u> Goldsmiths staff should engage with training and that SMT will be among early adopters.</p> <p>We are happy to confirm that we agree to include 2 Students' Union sabbatical officers, and 1 GARA representative on the steering group to co-ordinate the development of the training.</p> <p>An additional two GARA representatives, and two representatives from each of the following Students' Union liberation groups – Black, disabled, women, trans, LGBTQ+ students – will be invited to take part in the stakeholder group to scope the content of the training.</p>	<p>First meeting of the training steering group to take place on Thu 11 July.</p> <p>Two stakeholder scoping sessions to take place on Thu 18 and Fri 19 July.</p>	<p>Meeting invite sent on Fri 28 June. Calendar invite sent Mon 1 July.</p> <p>Awaiting confirmation of GARA representative for the steering group.</p> <p>Meeting invite sent Mon 1 July.</p> <p>Awaiting confirmation of the two additional GARA representatives for the stakeholder group.</p> <p>Awaiting confirmation of the SU Liberation members for the stakeholder group.</p>
<p>Employing BAME wellbeing and counselling staff, and ensuring all receive cultural competency training</p>	<p>We are in agreement. Current Wellbeing Advisor posts to be withdrawn and person specification amended, in relation to second language competency and experience of BAME communities, plus wider advertising.</p>	<p>The current two Wellbeing Advisor roles were taken down from the website on 25 June.</p> <p>The person specification has been amended to make explicit that experience of</p>	<p>Revised wording for relevant sections of person specification enclosed in covering note to this letter.</p> <p>We will review the detail of the BME networks you have provided with a</p>

		<p>supporting BAME communities, alongside the skills to provide support to students for whom English is a second language, are essential criteria for the post. We have also specified fluency in a second language as a desirable skill.</p> <p>Job roles to be re-advertised by Wed 3 July and these criteria will be included in all job descriptions for Counselling and Wellbeing staff in future.</p> <p>Cultural competency training for all existing Student Support Services staff and HCRC staff to be undertaken by Oct 2019.</p> <p>Pre-application CV workshops to be considered by HR & Equalities Committee in next academic year.</p>	<p>view to sharing the job details widely, to encourage the broadest pool of applicants.</p>
<p>Cleaners and security to be brought in house</p>	<p>A proposal for insourcing security provision will be considered by Council in September 2019. If approved, this will enable insourcing of current security officers when the contract with CIS ends in January 2020. We can confirm that we are confident that the relevant TUPE and other practical transfer arrangements could be made in order to meet this deadline.</p> <p>The request for an emergency meeting will be raised at Council on 27 June. As set out in Goldsmiths' Statutes, a meeting will be called if five Council members write to the Secretary requesting such.</p> <p>Campus trade unions to be approached regarding meeting with</p>		<p>Acting Warden raised request for emergency Council meeting on 27 June. Secretary awaits letters of request.</p> <p>Campus trade unions emailed on Mon 1 July regarding potential meeting with IWGB.</p>

	IWGB to discuss security insourcing.		
Halt roll-out of SEAtS attendance software	<p>We cannot agree to suspending roll-out of a system requested by some academic departments and which is designed to reduce administrative burden and enhance our wellbeing support.</p> <p>We will consult further with you, trade unions and Students' Union, with an invitation to the next Project Board to discuss your concerns, and your request that project is halted.</p> <p>The Equalities Impact Assessment (EIA) and Data Protection Impact Assessment (DPIA) will be published openly for your review.</p>	EIA plan and DPIA to be published by end of July 2019.	<p>UKVI compliance monitoring requirements emailed to you on Fri 28 Jun.</p> <p>Invitations to you and trade unions issued for project board meeting taking place on Mon 1 Jul.</p>
Hate Crime reporting reform	<p>We are in agreement of the need to review internal processes to improve ease of reporting and confidence in the system.</p> <p>We agree to set up a review group to look into how incidents of discrimination are responded to on campus. This will meet at least three times a month (ideally more), and include 2 BAME staff, 2 GARA reps and 2 Students' Union reps. We confirm this will be a separate exercise to the review of the operation of the Hate Crime Reporting Centre, which is already underway and which includes Students' Union representation.</p> <p>We agree that cultural competency training should be offered to relevant staff in addition to the mandatory race issues training package.</p>	<p>First review group meeting to take place by Tue 9 July, and at least three times a month thereafter.</p> <p>All existing Student Support Services staff and HCRC staff to receive cultural competency training by Oct 2019.</p>	<p>Review group invitation to be sent this week.</p> <p>Breakdown of OfS Catalyst funding for HCRC launch sent to you Fri 28 Jun.</p>
Removal of statues from DTH	<p>We will seek to appoint a Goldsmiths BAME academic to lead a consultation and 'community conversation' process on addressing the contentious iconography of DTH, pending statutory advice from the planning authority (LB Lewisham).</p> <p>Explanatory plaque text will be agreed between us, to place statues in historical and cultural context. We propose to commission a draft of this text (approximately 100 words per statue) and then send to you for</p>	<p>Follow-up emails to LB Lewisham be sent this week.</p> <p>Open call for lead academic to follow once advice received from LB Lewisham.</p> <p>Draft plaques text will be sent to you by 12 Jul.</p> <p>Online web survey could open w/c 8 Jul: proposed questions</p>	<p>Previous requests to LB Lewisham forwarded to you Wed 26 June.</p>

	<p>comment. Once text agreed, we will commission material to be displayed outside DTH. We agree that a version of this should be included in a DTH visitor leaflet and on Goldsmiths website.</p>	<p>will be sent to you this week for review.</p>	
<p>Recruitment of full time staff resource to work with Dr Nicola Rollock; overhaul of curriculum</p>	<p>We have accepted the need for this; approval was given by SMT for additional staffing on 9 April.</p> <p>Attainment gap work will support departments on optimum approach to reviewing curricula, but SMT agrees this should be a priority and that departments should produce detailed and auditable statements on how they have addressed this over the course of the next academic year.</p> <p>This ongoing process will be monitored by Learning, Teaching and Enhancement Committee, which includes student representation.</p>	<p>Additional staff to start work mid-July and September / October.</p> <p>Dr Nicola Rollock to speak to HoDs meeting on Tue 2 Jul to begin process of auditing.</p>	<p>Overhaul of curricula documents provided by you shared with Dr Nicola Rollock on Mon 1 July.</p>
<p>Annual Fund for Black History events</p>	<p>We confirm we are prepared to set up a new £20k fund for such events, to enhance funding within the Goldsmiths and Students' Union budgets for Black History month events. We will liaise with the Students' Union on the terms and conditions for this additional grant, to include evaluation of impact.</p>	<p>Additional funding to be included in 2019/20 funding to the Students' Union. Discussions on terms and conditions to commence through routine SU/SMT bilaterals.</p>	
<p>Public acknowledgement of Goldsmiths' complicity in racism</p>	<p>We have already made a number of public statements endorsing the legitimacy of your core concerns about structural racism in UK academia, including at Goldsmiths.</p> <p>We believe that a further statement would carry far more moral weight if published after the current direct action is suspended and SMT is therefore perceived to be acting entirely free of operational concerns.</p> <p>We would liaise with you on the text of such a statement once you agree to end the occupation.</p>	<p>Upon agreement to end occupation.</p>	
<p>Reparative Justice Programme</p>	<p>We agree in principle to such a research project, to be informed by information from the University of Glasgow on their approach.</p> <p>Once that information is received, and subject to the applicability of</p>	<p>Approach to University of Glasgow to be made by Fri 5 Jul.</p> <p>Wider research project timelines TBC</p>	

	<p>the Glasgow response to a Goldsmiths' context, we will issue an open call for academics to undertake a funded research project, which may work best if connected to the study of the historic iconography of DTH. A student representative will be on the panel to appoint any such researcher.</p> <p>We confirm that any such project will be expected to publish monthly updates on progress.</p>	upon receipt of information from University of Glasgow.	
Paid BME representatives for each academic department	We are in full agreement on the importance of providing better support and training to all student representatives, enabling proper reflection of the perspectives of BAME students, and to ensure appropriate payment.		Paid BME representatives proposal provided by you shared with Dr Nicola Rollock on Mon 1 July.
Increased funding to Chaplaincy Services and bigger Prayer Space on campus	<p>We are prepared to provide a £20k increase in budget for the Chaplaincy to organise additional faith-based student events. This will be added to the Chaplaincy's budget for the 2019/20 academic year onwards.</p> <p>We also agree to identify a larger Prayer Space on campus, and for this to be decorated and furnished ready for start of new academic year. Identifying such a space will be a process of discussion and negotiation based on the importance of prioritising teaching space.</p>	<p>Additional funding in 2019/20 budget.</p> <p>Space to be identified by end of July 2019.</p>	Director of Estates contacted (Thu 27 Jun) to arrange campus tour to identify suitable space. GARA member to be included in tour.

For completeness, we would also like to take this opportunity to set out how we have addressed each of your 32 manifesto demands – demonstrating the extent to which we have addressed your agenda.

	GARA manifesto area	Specific demand (direct quotes from GARA manifesto)	SMT response
1	The Occupation	Freedom for students to leave and enter the occupation Deptford Town Hall between 9am-7pm.	Agreed and implemented 18 March
2		All routes to emergency fire exits must be kept clear and unobstructed at all times. The final exit doors must open easily and immediately, without obstacle.	Agreed and implemented 18 March
3		Students do not face any disciplinary or legal actions as a result of any involvement in the occupation or associated actions.	Agreed – though does not exempt protestors from College Regulations

4		Security staff must not face any disciplinary action as a result of the occupation.	Agreed – though does not exempt security team from their terms of employment
5	Cleaners, security and all outsourced workers should be brought in-house as Goldsmiths staff.	We demand there is no delay to the in-housing of the cleaning staff. All cleaning staff must be directly employed by the university by the 1st of May.	Achieved 1 May
6		We demand that Goldsmiths officially recognise IWGB as representatives of Security Staff.	Individuals are free to join whatever union they wish for personal representation. Institutional union recognition is governed by our longstanding trade union agreement, which recognises UNISON and representatives of staff at this grade.
7		Management must meet all demands set by IWGB to see security staff brought in-house.	A proposal for insourcing security will be considered by Council at the end of September 2019, which if approved would enable insourcing once current contract ends on January 2020.
8	Deptford Town Hall: erasing reminder of our colonial past, and opening up for community use	All four statues of known colonisers and the slave-ship should be removed immediately [not labelled with a plaque]. The university must recognise and acknowledge the history of the statues.	Community consultation and public conversation proposed; agreement to temporary signage and other information setting statues into historic and cultural context (see update in table above)
9		Deptford Town Hall should be opened to the local community, as was promised when Goldsmiths took over the building. As it stands, the only people able to use the building are Goldsmiths students and staff, and even then, access to the building is very minimal.	Agreed – see update in table above
10	Palestinian Scholarships	Goldsmiths should reinstate scholarships for Palestinian students, with immediate effect.	Pending legal advice – see update in table above
11	Reparative Justice Programme	Goldsmiths should follow in the footsteps of Glasgow University's efforts to make colonial reparations. Goldsmiths should conduct an independently verifiable study, analysis and acknowledging the benefits the university received from colonialism and slavery. From the results, Goldsmiths must commit to a programme of reparative justice.	Further information being sought – see update in table above
12	Handling racial abuse complaints and improving representation and	An institution-wide strategic plan on how the university plans to tackle racism and the realities of life as a BME student at Goldsmiths, to be launched by June 2019	Agreed – to be informed by work of Dr Nicola Rollock (though timeline will be affected accordingly)

	support for BME students	with appropriate budget and KPIs and timelines.	
13		Public, formal acknowledgement of Goldsmiths' complicity in increased attacks against marginalised groups on campus	Agreed – pending end of occupation
14		<u>Mandatory</u> training for SMT, Heads of Departments, lecturers, and seminar teachers on unconscious bias as well as teaching and learning. The planning of this involves a collaboration between the college, the BME Academic Lead, two elected representatives of the Students' Union, two representatives from UCU, two representatives from UNISON, two representatives from IWGB, two representative students from liberation groups	Agreed – planning underway with relevant representatives contacted (except IWGB) (see update in table above)
15		The curricula must be audited and overhauled across all departments, with emphasis on material that challenges the tradition of Eurocentric, colonial content taught in academia. This must include student-led groups and dedicated paid staff working closely with academics to reflect best practice across the HE sector.	Agreed – closer auditing and reporting of department level review activity, to be informed by Dr Nicola Rollock's work
16		Ensure that there are paid BME Department Representatives in each department.	Principle of better support for all student representatives agreed. Your BME department representatives proposal now under consideration, pending input from Dr Nicola Rollock and review of funding
17		An annual fund designated for Black History events for the Students' Union.	Agreed - £20k to be administered by the Students' Union
18		Recruitment of a team of full-time staff hired to work with Dr Nicola Rollock and the BME Attainment Gap Working Group on race equality, both at the Students' Union and at the university.	Agreed – see update in table above
19		Recruitment of Tutu Foundation to audit racism at Goldsmiths College.	(We understand demand has been withdrawn in light of Dr Nicola Rollock's work)
20		Wellbeing and counselling services: Employing specifically BAME staff as well as mandatory cultural competency training to all the current staff in the teams. The demographics of qualified staff should represent and be proportionate to the demographics of the Goldsmiths students' population.	Agreed – see update in table above
21		The designated £100,000 to be spent on wellbeing and counselling services is until August 2019. This money should be spent transparently, and Goldsmiths	Agreed – £100k amount was to cover the rest of the 2018/19 financial year and this investment will rise

		should publish a financial statement on how the money has been spent on their website. We expect this funding to also continue to the next academic year.	considerably in future years. Breakdown will be included in Financial Transparency Report after end of financial year
22		Increased funding to the chaplaincy services for student events.	Agreed - £20k additional funding
23		A bigger prayer room space to better support students of faith.	Agreed – see update in table above
24	SEAtS attendance software	Goldsmiths must reject the SEAtS Software for its racist, xenophobic perpetuation of surveillance culture which will indiscriminately target international students (particularly those who are BAME).	While we agree to wider consultation and discussion with relevant stakeholders, the College will not suspend the current pilot
25	Hate Crime Reporting Centre	There must be a centralised disciplinary system across the College (avoiding inconsistencies across departments).	Agreed – see update in table above
26		An adequate review of College policy and processes.	
27		The mediation process that is sometimes used for hate crimes and racial antagonization on departmental levels, is inadequate and needlessly traumatic for BME students. For race-based hate crimes, there must be at least one trained BME member of staff in the room. The reporting of hate crimes must be victim led, without necessitating direct confrontation of the perpetrator.	Details to be considered as part of review
28		A full breakdown of how the £100,000 grant raised through external and internal funding to set up the centre has been spent to date.	Agreed – see update in table above
29	Contact time for BA Applied Social Science, Community Development and Youth Work degree	The reinstatement of contact hours, back to seventeen hours per week, with immediate effect.	Fresh appraisal of pedagogical basis for programme change is underway (see update in table above)
30		Reimbursement of fees for course, as the conditions of the contract were not met.	Specific formal complaint from relevant cohorts currently being considered at Stage 3
31		The protection of BME-majority courses and places, specifically the securing of funding and contact hours.	Agreement that close attention needs to be paid to any changes to programme structure that may have equalities impacts, though this cannot mean that no changes can be made to programmes simply because a high proportion of BME students are currently enrolled
32	Concern for Hafez Omar	Goldsmiths University to contact the Israeli Embassy in London regarding the status of Goldsmiths Alumni Hafez Omar	Agreed and actioned 3 April

		who has been abducted by Israeli Security Forces to apply pressure and demand his immediate release.	
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As you can see from the colour coding above, we have agreed and progressed almost two-thirds of your demands (in green), and have taken steps to discuss and research further an additional ten demands (in orange). This represents a huge amount of activity and reform to which the College has agreed, much of it prompted or accelerated by your protest. The two areas marked in blue represent demands where we have been unable to reach substantive agreement.

Next steps

As we stated last week, we entered into our most recent discussions in good faith, understanding them to be genuine negotiations.

Thus far you have demonstrated little willingness to be flexible on your remaining demands, a point your representatives made repeatedly during the closing session of our talks on 26 June.

You appear to be unwilling to shift from your current position that all 32 of your demands – which have continued to evolve and expand over time, including over the course of our meetings last week – must be met in order for you to end your occupation.

As reflected in the tables above, we believe we have now addressed the vast majority of your demands to a significant extent. However, some of your demands are simply not feasible or cannot be delivered while you remain in occupation.

We also believe that fulfilling some of your other demands – in particular, a public statement on Goldsmiths' complicity in racist structures – would not have intellectual integrity while you remain in occupation. External commentators would not unreasonably think such a statement was a management response to try and persuade you to leave, and it would hold far more moral force were it to be published after you had ceased your direct action.

We therefore anticipate that in order to secure rapid delivery of the comprehensive package now on the table, you will wish to set out how you will move towards leaving DTH to enable it to be returned to use by the full College community as soon as possible.

You would do so having secured clear reassurances about the importance we attach to improving the experience of all our BAME students, and the mechanisms at your disposal for holding the College to account on the activity and reform to which we have committed.

You should consider the above as our final offer in terms of our response to GARA. You now have a choice on how to proceed. We would encourage you to reflect collectively on your next steps and we look forward to hearing from you by this Friday, 5 July.

Elisabeth, Helen, Ian, David and Mark
Goldsmiths Senior Management Team