



Update on progress

Addressing diversity in the Goldsmiths' Company

We are a Livery Company and membership organisation which has contributed to national life for nearly 700 years. We support our craft and trade and the people in it; we protect consumers through hallmarking; and we work with charitable partners to help improve lives.

To achieve our ambitions, we strive for excellence in everything we do and aim to make a positive and lasting impact. Our values include a strong commitment to equity, diversity and inclusion (EDI) and we are committed to becoming a more diverse organisation.

Last year we issued a public statement outlining five steps we were taking to address EDI issues.

1. Improve diversity in the Company and Charity
2. Support Black, Asian and Minority Ethnic (BAME) jewellers and silversmiths
3. Provide financial support through the Goldsmiths' Company Charity
4. Understand our history and possible connections to the transatlantic slave trade
5. Listen and continue to learn from the experiences of others

One year on, we have produced an update on progress for our members, staff and others who may be interested. It gives details of what we have done across the 'Goldsmiths' family' – the Company, its Charity, the Assay Office and the Goldsmiths' Centre. It also highlights our intentions for the next several years, including the collection of more nuanced diversity data, launching a policy on EDI, and highlighting the EDI implications of any proposed course of action.

We recognise that change will be gradual and that some things will take time, particularly since membership of the Company is for life and each year we can only welcome some 20–30 new members. However, I hope that you will agree that this progress report shows that we are taking steps to move in the right direction, adapting to a rapidly changing world to ensure that we remain true to our core purpose, contributing effectively to national life.

A handwritten signature in black ink that reads 'Lynne Brindley'.

Dame Lynne Brindley
Prime Warden, The Goldsmiths' Company

What we have done in the last 12 months

and what we will do next.

This report covers the period from June 2020 – May 2021. Our financial year runs from 1 April – 31 March and future reporting will align with this period.

1. Improving diversity in the Company and Charity

a) What we said we would do:

Consult members and staff about how we could further improve our membership recruitment process (which was made more transparent and auditable in 2019); and look at capturing diversity data to establish a baseline, set targets and measure progress in our staff and membership.

b) What we did:

- **Set up a Working Group to research, develop and implement EDI best practice and establish diversity data criteria**, which involved staff from the Goldsmiths' Company and the Goldsmiths' Centre.
- **Provided inclusive leadership training** for all department heads, and inclusive events training for all staff who manage and run events. We were grateful to members of the Company of Communicators for delivering the training sessions.
- **Ran a 'virtual' EDI Away Day for the Court of Assistants (Board-equivalent)** in the Spring, focused on EDI priorities and strategy, facilitated by EDI expert Gamiel Yafai.
- **Launched the *Blueprint Group***: The then Prime Warden, Richard Fox (2020–21) launched a new initiative, chaired by the current Prime Warden, Dame Lynne Brindley (2021–22), which included a major project to develop EDI in the Company.

c) What we will do next:

- **Develop and publish an EDI policy**: We plan to launch our first EDI policy in 2021, which will include early actions and our aspirations and milestones for the years ahead.
- **Conduct our first EDI survey of members and staff and publish the results**: This year we will capture a wider range of diversity data (we currently only capture age and gender) surveying members, staff and other stakeholders. This data will be published.
- **Implement a monitoring and reporting process**: We plan to conduct annual internal monitoring and reporting against our goals, and we will publicly report on our progress every three years.
- **Highlight the EDI implications of any proposed course of action we take**: The EDI implications of any formally proposed action/project will be included in papers across the Company and its committees to ensure that EDI permeates all our decision making.

2. Support Black, Asian and Minority Ethnic jewellers and silversmiths

a) What we said we would do:

Look at understanding the barriers that BAME communities face in having a career and working in the craft and trade; and provide a platform to promote their work.

b) What we did:

- Took the lead through the Goldsmiths' Centre on improving access, inclusion and representation in training and education and its grant making to support skills. The Centre undertook a series of initiatives, detailed in its [EDI statement](#) which ranged from **changing application criteria** for programmes such as Getting Started to attract more people from under-represented groups; **anonymising applications** during the review and selection process for some of its programmes; and **improving the representation of BAME judges** for its programmes and **panellists and speakers** for its public programme of events and talks, **ensuring a diversity of voices, experiences and perspectives**. The Centre's three EDI objectives to 2024 are: improving diversity and inclusion in our community; reaching and engaging with under-represented communities better and more effectively; and encouraging more young people from under-represented groups into jewellery / silversmithing.
- Partnered with jeweller **Kassandra Lauren Gordon** on **a first of its kind [Survey of Black Jewellers](#)**, acknowledging their experiences and the challenges of training and working in the industry. The results have shaped and informed changes to criteria for training at the Goldsmiths' Centre, ensuring the programmes are as inclusive and accessible as possible.
- Promoted and profiled more black jewellers and silversmiths in the Company and Goldsmiths' Centre: 70% of respondents to the *Survey of Black Jewellers* said they wanted more opportunities to showcase their work at Fairs and events and more press and promotion of their work. We responded by profiling the work and practices of more BAME jewellers and silversmiths to 95,000 followers across the Company and Goldsmiths' Fair social media and 28,000 Centre followers, and readers of the Company's new long read online magazine *Goldsmiths' Stories*.
- Published ***Tackling diversity one bright light at a time***: We commissioned designer-maker Melanie Eddy to write a piece for our Goldsmiths' Review reframing the historic underrepresentation of designers and makers of black heritage in the goldsmithing industry, acknowledging the significant contributions they have made.
- Diversified our talks and events programme for Goldsmiths' Fair and improved the representation of BAME panellists and speakers.
- Improved the representation of BAME writers and journalists commissioned to write pieces for platforms such as Goldsmiths' Stories, exposing readers to different perspectives and viewpoints.

c) What we will do next:

- The Centre has a number of initiatives planned, from creating an advisory group to improving access and inclusion in its training programmes; to promoting role models and champions and providing access to mentoring and business experiences for people in under-represented groups. See the Centre's [EDI statement](#) for more information.
- Look at our marketing and communications output and ensure that it is inclusive and accessible to all, and more representative of the people and communities we work with across the Goldsmiths' family.
- Review Goldsmiths' Fair: We are looking to review the application process and criteria for Goldsmiths' Fair, the primary destination to discover the finest jewellery and silversmithing in the UK today, to make it more inclusive and accessible.

3. Providing financial support: Goldsmiths' Company Charity

a) What we said we would do:

The Goldsmiths' Company Charity would look at whether we are doing enough to support people from BAME communities and charitable causes that focus on diversity, equity, and justice.

b) What we did:

- **Joined the Funders for Race Equality Alliance (FRE Alliance)** in January 2020, a group of charitable foundations working together to achieve race equality in the UK. In March 2021, the Charity made a grant to support the secretariat of the group.
- **Audited all 'live' grants** using an audit tool developed by the Funders for Race Equality Alliance to improve grant making to organisations led by people from BAME communities and leaders with lived experience. The Charity has utilised the Association of Charitable Foundations' (ACF) EDI self-assessment tool to reflect on progress made and areas for improvement.
- **Supported the *KLG Fund* for black jewellers**, founded by jeweller Kassandra Lauren Gordon to support black jewellers through the pandemic. The Charity's grants team worked on the design of the application process and the facilitation of a judging panel to review and decide on the awards. The Charity also donated £6,000 to the Fund.
- **Committed joint funding from across all grant making committees** to support increased representation of people from BAME communities in the jewellery and silversmithing trades.
- **Collaborated with charities focused on advancing EDI** and racial equity in education and training, particularly for people coming into the industry through alternative routes. These collaborations include grant funding for the *MasterPeace Academy* in Birmingham founded by Norma Jean Banton and support for the *Jewellery Futures Fund*, set up by jeweller and educator Melanie Eddy, designer-maker Emefa Cole and journalists Annabel Davidson (*Vanity Fair*) and Rachel Garrahan (*Vogue*).

c) What we will do next:

- **Publish the results of our race equality audit** with practical steps towards improvement.
- **Review our charity grants on an annual basis through an EDI lens** and continue to learn from peers and good practice through the FRE Alliance.
- **Launch a community-led grants panel and funding** to help increase representation in the trade by people from BAME communities. The fund will be designed by and for jewellers and makers from BAME communities.

4. Understanding our history and possible connections to the transatlantic slave trade

a) What we said we would do:

Research our history to establish the facts. If there are past injustices to acknowledge and from which we should learn, we would want to do this.

b) What we did:

- Started a research project investigating links the Goldsmiths' Company or its members may have had with the transatlantic slave trade and set up a webpage to communicate this. The project has improved our understanding of our history and prepared us to talk about it and collaborate with others in an informed way.
- Collaborated with Black History Walks on a virtual tour of the Hall and exploring connections to African gold.

c) What we will do next:

- Continue our research into possible connections with the transatlantic slave trade: The research has been linked to a project to publish the first complete history of the Goldsmiths' Company in 2027; and an in-depth understanding of the Company's role as a corporate body is being explored via a complete review of the Court's minutes.

5. Listening and learning

a) What we said we would do:

Become better informed about the black British experience and about racism and discrimination in our communities and across the world. Listen to the views and ideas of others and educate ourselves to inform the decisions and choices we make.

b) What we did:

- Listened to the experiences of black jewellers in the research collaboration with Cassandra Lauren Gordon, which has: helped us to consider what needs to be addressed in the Company's forthcoming EDI policy; influenced the application criteria for Goldsmiths' Centre training programmes; informed our grant making to ensure that more funds are going towards increasing diversity in our trade; and increased our network of black jewellers and silversmiths whose work we have profiled on our platforms.
- The Library and Archive team have engaged with people and organisations researching aspects of black history which relate to our own history and collections, to understand how our holdings and the way we present them might be improved, which has made us better able to answer questions relating to the history of goldsmithing globally.

c) What we will do next:

- Develop a library collecting policy: incorporate what we have learned into developing a library collecting policy.
- Develop a 'Sounding Board' panel made up of members of the Company who can test some of our marketing material to ensure that it is representative and inclusive.
- Keep the conversation going by publishing a follow-up feature in this year's *Goldsmiths' Review* looking at recent projects to address diversity in the trade; and continue to promote diverse talent, skills, experiences, voices and perspectives on all our platforms.



thegoldsmiths.co.uk

- GoldsmithsCo
- thegoldsmithscompany
- TheGoldsmithsCompany
- The Goldsmiths' Company

The Goldsmiths' Company is a Livery Company and membership organisation, which has been contributing to national life for nearly 700 years. We support craftspeople, protect consumers and improve lives.

We have chosen to use the following terminology in the update: Black, Asian and Minority Ethnic (BAME); and under-represented groups which includes people from low-income backgrounds. We recognise that language around race, ethnicity and diversity is contested, nuanced and changing and we will aim to use the most widely accepted terms.