



**Equity, diversity, and inclusion (EDI) are core to the Goldsmiths' Centre's work and ambition to enable UK jewellers, silversmiths and allied craftspeople to learn, thrive and collaborate.**

### **What have we have done and what we will do next?**

This report covers the period from October 2020 –May 2021.

#### **1. Improve diversity and inclusion at the Goldsmiths' Centre, in our team and community.**

We consulted our community on how to make the Goldsmiths' Centre a more welcoming place for all. We aim to share best practice across our team and capture diversity data on those we train and support.

#### **What have done so far?**

- **Partnered with jeweller Cassandra Lauren Gordon and the Goldsmiths' Company on a first of its kind Survey of Black Jewellers<sup>1</sup>**, acknowledging their experiences and the challenges of training and working in the industry. The results have helped us to shape and inform changes to criteria for our programmes, ensuring that these are as inclusive and accessible as possible. The research is available at: [bit.ly/SurveyBlackJewellers](https://bit.ly/SurveyBlackJewellers)
- **Set up a Working Group to research, develop and implement EDI best practice and establish diversity data criteria**, which involves staff from across the Goldsmiths' Centre and the Goldsmiths' Company.
- **Commissioned our first EDI survey of the Goldsmiths' Centre community and programme participants**. We will capture diversity data of our key audiences in 2021 to understand how diverse we are today and effectively measure change and the impact of future EDI initiatives. This data will be published in partnership with the Goldsmiths' Company.

#### **What we will do next:**

- **Implement a monitoring process**. We plan to conduct internal monitoring and reporting of our programmes against our EDI goals.

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<sup>1</sup> \* In 2020, the UK's first national Survey of Black Jewellers was carried out by Private 2 Public Ltd on behalf of Cassandra Lauren Gordon, a jeweller and activist, supported by the Goldsmiths' Company and the Goldsmiths' Centre. It followed Cassandra's [open letter](#) to the jewellery industry in June 2020 about the lack of diversity and inclusion for black people in the industry.

[The survey](#) looked at the experiences of racism black people said they faced in the jewellery industry, as well as the skills, barriers and opportunities black jewellers needed to grow their businesses and improve their practise. The results of the survey showed that more than half of Black jewellers in the UK – 51% of respondents - had experienced racism at work.

- **Recruit a Practitioner Advisory Group.** We are seeking to identify and engage proactive individuals who have experience in craft, education, and training to join our Practitioner Advisory Board to inform the development of the Centre's offer by:
  - Bringing their knowledge and experience of outreach into the community to increase access to the work of the Centre.
  - Helping the Centre to reach new audiences through targeted marketing and communications.
  - Helping the Centre be more inclusive through our Public Programme.
- **Harness** the power of role models by developing a mentoring programme and as well as new trainers and judges for World Skills.

**2. Reach and engage under-represented individuals and communities better and more effectively.** We acknowledge the need to break down barriers, whether personal, social, or economic, to improve access, inclusion, and representation in our training and public programmes. We have reviewed application criteria, selection processes and delivery mechanisms and are listening to the needs of communities under-represented in our programmes.

#### **What have we done so far?**

- **Established a fairer and more transparent application and selection processes** by broadening criteria to include applicants from diverse backgrounds and offering live Q&As. We have anonymised applications during selection processes, recruited external selection panels to provide a diversity of expertise and experience, increased the representation of those from BAME communities on our selection panels and collected EDI data to inform future programmes. See [Getting Started Online 2021 case study](#)
- **Opened up participation through online delivery**, enabling members of the industry and our wider community to take part in skills training programmes, talks and showcasing opportunities from across the UK, from the comfort of their workshop or home.
- **Ensured that more diverse role models and voices from the industry are represented in our work**, inviting alumni, ambassadors and speakers from a broad range of BAME and other underrepresented communities, geographic locations, ages and career stages. Our events programme addresses a widening diversity of topics, some in collaboration with the Goldsmiths' Company History Group, including gender, sustainability, and global craft heritage.
- **Made it more affordable for people to participate in** our online talks programme by introducing "pay what you can" scheme for.

#### **What we will do next:**

- **Launch collaborative Crafting our Future grants** open to organisations and individuals seeking to protect and advance the skills and future of goldsmithing amongst diverse communities in the UK. [Read more](#)
- **Introduce a mentoring programme linked to Business Growth Grants** to match craftspeople with inspiring industry role models, collectively developing skills, networks and careers.

- **Expand our online training portfolio** to enable jewellers, silversmiths and allied craftspeople from across the UK to easily access new business skills courses.
- **Create an Access Fund** to remove financial barriers to the Centre's education and training programme.
- **Collaborate with the Goldsmiths' Company Charity on a grant making programme** supporting projects owned, designed, developed and implemented by organisations and communities whose aims are aligned with the Centre's charitable goals.

**3. Encourage more young people from under-represented communities into jewellery, silversmithing and the allied industries.** We recognise that to widen access into a career in the craft, we must showcase training routes and career paths, celebrate success stories of diverse role models, and create opportunities for young people to join our craft.

#### **What have we done so far?**

- **Supported and partnered with the Creative Dimension Trust (TCDT)**, offering fully funded workshops in jewellery, silversmithing and the allied trades for less advantaged young people aged 14 to 19. This programme has become an established gateway for young people to the Goldsmiths' Centre's Foundation Programme
- **Improved access to the industry and awareness of our programmes**, through collaboration with partner organisations, such as Discover! Creative Careers, Livery Schools Link and the Culture Mile Learning Partnership. Our first virtual Open Days were made accessible to young people from across the UK seeing alumni from different backgrounds and career stages and inspiring them to start a career in the industry.
- **Made it more affordable for people to participate** in our educational programmes, by creating access grants, with the support of the members of the Goldsmiths' Company via its 1327 Fund<sup>2</sup>

#### **What we will do next:**

- **Develop a digital resource pack** to enable young people across the UK, whether at home or at school, to experience jewellery making, through wax carving, and learn more about a career in the craft.
- **Recruit ambassadors** from underrepresented communities to speak to young people about their careers and encourage applications to the Goldsmiths' Centre programmes, both online and in person.
- **Explore the expansion of the Goldsmiths' Company Apprenticeship Scheme** through a regional pilot in the Midlands in 2022.

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<sup>2</sup> A fund established to enable current members of the Company to contribute to its charitable work and philanthropy via regular donations and gifts.