

Goldsmiths' Global Majority Fund Information pack

Summary - What is it all about?

The Goldsmiths' Company Charity and the Goldsmiths' Centre are offering grants to existing projects or new ideas that facilitate an increase in the representation of people from the Global Majority in the jewellery, silversmithing and allied industries. We are working in partnership with the Jewellery Futures Fund on this initiative.

We are looking for individuals representing themselves or established groups, who identify as being from the Global Majority community and who want to see change in the industry, to join our new Goldsmiths' Global Majority Fund¹ pilot cohort.

You will share decisions on how to allocate the fund, worth £50,000, to the projects represented on the panel.

In 2020 the Goldsmiths' Company Charity collaborated with Cassandra Lauren Gordon on the [KLG Fund](#) which used £21,000 of crowd-funded money raised by Cassandra to award 21 Black jewellers and allied trade professionals grants to grow their businesses by reducing financial hardship. Building on the success of this partnership and [the findings from the research which followed](#), we have been learning about equitable forms of grantmaking which help those affected by issues to develop ideas and find solutions collectively.

We are delighted to be piloting the Goldsmiths' Global Majority Fund with the focus on increasing the representation of people from the Global Majority in the jewellery, silversmithing and allied industries.

1. What is our approach with the Goldsmiths' Global Majority Fund?

The Goldsmiths' Company Charity and the Goldsmiths' Centre is committed to increasing support for people who wish to enter the trade but may face structural, social and/or economic barriers to doing so. We believe that it is vital to involve and mobilise individuals and communities who are directly affected by an issue or who want to see change in their communities.

This will be the first time we have used the approach of 'participatory grantmaking'² which follows the principles of 'nothing about us, without us, is for us' and places great value on community expertise, leadership and lived experience.

¹ We use the term 'Global Majority' because this more positively represents the vast majority (around 80%) of people around the world who do not identify as white, but have been historically labelled 'ethnic minorities', which brings with it negative connotations. The term may have first been coined by Rosemary Campbell-Stephens MBE in the early 2000s. You can read about her work as an educator, [here](#). Recently, both the [Crafts Council](#) and [Comic Relief](#) have made use of this term.

² <https://grantcraft.org/content/guides/deciding-together/>

We hope the panel will support us to:

- **Exchange knowledge:** encourage reciprocal learning between panelists, the Jewellery Futures Fund and the Goldsmiths' family
- **Learn and listen:** to people who identify as being from the Global Majority community
- **Shifts perceptions:** challenge our own views and ways of doing things
- **Empower:** share power and build trust over time
- **Build connections:** provide opportunities for participants to make new connections - with each other, with community organisations and the Goldsmiths' 'family'
- **Be transparent:** and accountable in decision making and actions

2. Why is this only for people who identify as being from the Global Majority?

The focus of this particular funding initiative is for the support of people from the Global Majority, with a particular focus on the experiences of Black jewellers and silversmiths. We listened to the results of the [research conducted by Kassandra Lauren Gordon and the Goldsmiths' Centre](#), and want to support a more racially equitable trade through this Fund.

This initiative is jointly funded by four grantmaking committees within The Goldsmiths' Company Charity. These committees make grants to a range of initiatives and organisations working in, but not limited to, the criminal justice system, education and young people, and access to opportunities through collaborative partnership grants in the trade of goldsmithing, silversmithing and the allied trade industries. On average, the Goldsmiths' Company Charity distributes just under £4million a year in grants.

We have recently undertaken a Race Equality Audit of our 'live' grants (developed by the Funders for Race Equality Alliance) and are putting measures in place to ensure a more proactive approach to supporting organisations led by people from the Global Majority. We have assessed our processes, taking action to make them more inclusive for all. Finally, we will only partner with organisations which are taking active steps, as we are, to become more diverse, equitable and inclusive organisations.

3. What sort of projects will receive funding and what sort of funding are you offering?

We hope to find people with ideas which will support people from the Global Majority to learn about, enter or to stay in the industry. We anticipate that some panellists will already be active in the industry, others may be working in the not-for-profit or social enterprise space.

Ideally, this group will be working collectively and collaboratively to try out projects which will help alleviate the problems identified. Therefore, we are reluctant to be prescriptive in what we say we will fund.

The funding offered will be between £5,000-£10,000 depending on how many panellists are selected and depending on how the cohort decide to distribute the funding. The funding will be unrestricted and there will be an external facilitator who will offer one-to-one support to work through how funding might best be utilised - if that is required.

This is a pilot and learning from this process will be a crucial part of its development if it is to continue in future years.

We recognise that this funding alone will not be a silver bullet to the issue of a lack of representation in our industry. It is however, part of wider efforts to increase the diversity of what we fund and support across the Goldsmiths' Company, Goldsmiths' Company Charity and the Goldsmiths' Centre.

4. Who can be involved?

We are looking to recruit up to 6 UK-based people who identify as being from the Global Majority to participate in the cohort and decide on how best to distribute the £50,000. Participants can take part as an individual, or as a representative of a wider group/organisation.

Participants will need to commit to participating for the duration of the programme and should be interested in how funding decisions are made. The process will involve engaging in detailed discussions and working as part of a team to share ideas to reach a consensus, with an emphasis on peer to peer support and learning.

If you would like to participate, you will need to meet the following criteria:

- ✓ are resident in the UK
- ✓ identify as being from the Global Majority
- ✓ are over 18
- ✓ have a desire / enthusiasm to effect change in the Jewellery/goldsmithing trade
- ✓ have had some exposure to or interest in either grantmaking or grantseeking (desirable)

Consideration will also be given to ensuring there are a range of people with different skills, ideas and experiences on the panel and to bringing voices to the panel who are not usually heard.

5. How will it work and what is the process?

- A. Submit an [Expression of Interest form](#) by Friday 24 September which sets out who you are, why you are interested and what your proposed project/idea is. This will include details on how you would use the funding.
- B. A small team made up of staff from Jewellery Futures Fund and the Goldsmiths' Company Charity will decide on which projects and people will form the cohort.
- C. Up to six panel members will be invited with each participant's project proposal forming the final shortlist.
- D. Those selected to participate in the panel will be introduced to the other panel members and this will **form a cohort**, so attendance is crucial and we will do everything we can to accommodate all participants regardless of barriers to involvement such as caring responsibilities, work or studies. We anticipate there being about four sessions/workshops over a few months.
- E. The cohort of panel members will present their ideas to each other, discussing the merits and opportunities of each, and ultimately will decide as a group how much funding to allocate to each proposal. The group will decide how the funding will be apportioned across the projects with the support of a facilitator. Outside of the group sessions, the facilitator will also be available to provide tailored 1-2-1 advice

and support if participants want this, on areas such as project management, budgeting etc.

6. What would I be committing to?*

- Four meetings between October 2021 and December 2021, presenting your idea in whatever form you wish (on paper, video etc), some additional time to read material/watch videos between meetings.
- The meetings will be held online, however we'd like to arrange for a face to face meeting for at least one of the sessions. This will be held at the Goldsmiths' Centre, Clerkenwell, EC1M 5AD. Breaks and refreshments will be provided. If face to face meetings are not possible due to COVID-19, all meetings will be online.
- Exact dates / times of meetings have not been firmly set so we will try to make panel meetings fit around your other commitments or caring responsibilities.
- Afterwards, we may ask participants to reflect on the process and talk about any of the learnings from it - if the opportunity arises (e.g. roundtable discussion, contributing to a blog etc).

What?	Time commitment	Description	When
1 st Panel Meeting	Up to 3 hours	Introductory meeting. The cohort meets and gets to know each other. To discuss how the panel will work and how decisions will be made. Panel members to talk through their ideas and develop fuller proposals with support of the facilitator if required (involving a tailored 1-2-1 workshop which participants will prepare for)	By beginning October 2021
Read/watch project proposals	Depends on number of panellists	Panel members will have a week to read/watch submitted proposals	Week of 18 th October 2021
2 nd Panel meeting	Up to 3 hours	Each panel member to present their idea and to discuss and decide on where funding should be allocated.	w/c 1 st November 2021
3 rd Panel meeting	Up to 3 hours	Decisions made and funding allocated. Projects get underway over next few months.	By mid-November 2021
4 th Panel meeting		To catch up with each other in the New Year and update other members of the cohort on how the projects are going.	March/May 2022

* As this is a pilot the above may be subject to change

7. How will I be supported whilst giving my time and what will I get out of this?

You will be supported whilst giving your time by:

- ✓ Being reimbursed for reasonable expenses spent on enabling you to take part in the panel.
- ✓ On completion, you will be offered a grant of up to £250 to pursue something for yourself for personal development or joy.
- ✓ We have commissioned an external facilitator to provide support for the facilitation of the group in addition to tailored advice, expertise and guidance on areas such as funding, governance, community organising and more.
- ✓ You will meet other people and learn about initiatives across the UK which are also trying to change the Jewellery and silversmithing industry.
- ✓ You will be given an insight into the Goldsmiths' Company Charity, the Goldsmiths' Centre and the Jewellery Futures Fund.
- ✓ You will learn about how grants processes work and how participatory grantmaking compares.
- ✓ Our grants team will be on hand to support the panel with how grants processes ordinarily work, background information on the Goldsmiths' 'family' and anything else participants would like to know. They will also be on hand to provide administrative support.
- ✓ The grants will be paid out through The Goldsmiths' Company Charity.

8. How do I put myself forward?

If you are interested in being a panel member and receiving funding for your project/idea:

A. [Complete the expression of interest form](#) by Friday 24 September and send it to Ciorsdan Brown - globalmajorityfund@thegoldsmiths.co.uk. If completing the form would prove difficult please feel free to contact Ciorsdan to arrange a call. We may call you to verify the details you have provided in your expression of interest form.

B. Key dates*:

Expression of Interest (EOI) Deadline	Friday 24 th September
EOIs reviewed by	Wednesday 29 th September
Panellists confirmed	Monday 4 th October
Scheduled start date	w/c Monday 11 th October

*dates may be subject to change

If we have more applicants than our 6 places we will use the information gleaned from your form against the criteria outlined above to select the Panel. If you are not selected this time we may ask your permission to keep your contact details for future panels as we anticipate this pilot being developed further in future.

The selection team will be made up of representatives from the Jewellery Futures Fund and the Goldsmiths' Company Charity.

9. Questions?

If - after having read all of the above - you have specific questions, please contact globalmajorityfund@thegoldsmiths.co.uk. If we cannot answer your question by email we'll endeavor to arrange a 15-minute chat with one of the team. Please bear in mind we are a small team with limited capacity.

Supplementary Information

Where does the funding come from?

Funding has been jointly allocated through the four Grants Committees of the Goldsmiths' Company Charity and Goldsmiths' Centre encompassing the Charity, Education, Wardens and Trade & Advisory Sub-Committees.

About Goldsmiths' x Jewellery Futures Fund

Jewellery Futures Fund

A charitable organisation established to address the lack of diversity in the jewellery industry and facilitate change through education, advocacy and community. They seek to address the systemic challenges faced by black jewellers through a programme of support including grants, scholarships, paid internships, advocacy and more. JFF was set up by jeweller and educator Melanie Eddy, designer-maker Emefa Cole and journalists Annabel Davidson (*Vanity Fair*) and Rachel Garrahan (*Vogue*). JFF are in the process of becoming established officially and The Goldsmiths' Company Charity is supporting them to do this.

They are collaborating closely with Goldsmiths' on the Global Majority Fund and will be involved in reviewing the expressions of interest.

The Goldsmiths' Company is a livery company and membership organisation which was founded in 1327 to regulate the craft or trade of the goldsmith. The Goldsmiths' Company has been responsible since 1300 for testing the quality of gold, silver, from 1975, platinum, and from 2010, Palladium.

Whilst philanthropy has been a thread running through the Goldsmiths' Company since inception, an independent foundation - The Goldsmiths' Company Charity - was set up in the 1950s following the amalgamation of several named charities in order to have one central vehicle for grantmaking. Having been a 'generalist' funder for many years, funding a wide range of organisations across a great breadth of issues, more recently the strategic focus has narrowed. This has resulted in fewer partnerships but involving larger and lengthier grants for core costs. The Charity has partnered with organisations predominantly working with Young People, on Access to Education and Prisoner Resettlement and has also set up its own initiatives.

Increasingly, we have been looking to more closely connect the work we support in the trade, and the work we support in wider society. The Charity is currently undertaking a review of its governance, grantmaking and overall impact.

[The Goldsmiths' Centre](#) was set up by The Goldsmiths' Company and launched in 2012. It is the UK's leading charity for the professional training of goldsmiths and brings together emerging and established goldsmiths with those interested in jewellery, silversmithing and the allied industries. The Goldsmiths' Company Charity is the main benefactor of the Goldsmiths' Centre.

Working collaboratively for greater impact:

Last year, the pandemic accelerated the need for the three entities within the Goldsmiths' 'family' to work more closely together. Setting up and delivering [The Goldsmiths' Covid-19 Fund](#) was a very important realisation of that goal. The aim of the fund was to step in and support makers most in need and unable to access other forms of support in the early days of the global pandemic. We supported almost 500 people with grants totalling over £750,000.

In addition, the Centre, Charity and Company teams worked together with Black jeweller [Kassandra Lauren Gordon](#) on distributing the crowdfunded KLG Fund and supporting her research into the experiences of Black jewellers in the UK. This resulted in two reports, a social research study focused on the experiences of Black jewellers in the UK, conducted by Kassandra and including interviews with 11 Black jewellers. The second is a survey of Black jewellers carried out by Private to Public Ltd on behalf of Kassandra and supported by the teams at Goldsmiths' Company and Goldsmiths' Centre. Both of these can be read [here](#).

Building on all of the above, is a recognition that a) the entities within the Goldsmiths' 'Family' can have greater impact if they work together and b) Goldsmiths is not as inclusive or as diverse as it could or indeed should be and we are taking action to improve this.