General feedback

Having reflected on the efficacy of our Tender document we have taken the decision to re-procure with updated, specific criteria. Whilst these may not all be specific to your tender, here are some general comments we would like to share to allow amendments to be made to your proposal, should you choose to resubmit:

We are looking for a training provider who can demonstrate their understanding of institutional racism and how that relates specifically to Higher Education and the status quo of racism and racial bullying, harassment, and discrimination within Higher Education. We are looking for a trainer who can identify how the following issues will be addressed within their training and how staff will be supported to develop actions to further our efforts to becoming anti-racist and directly address:

* Awarding gap
* Decolonising the curriculum
* Progression barriers for Black women from Lecturer to Professors

We are looking for a training provider who can demonstrate within their proposal how the training will be in line with Race Equality Charter Principles. In applying to be part of the REC, Goldsmiths have committed to adopting these principles within policies, practices, action plans and culture.

We are looking for training providers to share robust session plans and content where providers expertise is demonstrably applied to the Goldsmiths context.

We are looking for training providers to share proposals which demonstrate their understandings of key concepts, theories and how these relate to both PSS and Academic staff.

We are looking for providers to share their thoughts on Action Learning Sets and how these can be used to continue the learning process after the training as well as other methods of continued learning.

Please explore in detail the background information we provide about anti-racism at Goldsmiths as this will help you to demonstrate your understanding of the specific Goldsmiths context.

Suggested tender changes

As part of our Racial Justice strategy, we are seeking a provider to develop Anti-Racism training to our staff of mixed majority white ethnicity.

We want staff to come away from the training with a renewed understanding of the nuanced subtleties of anti-black racism with practical actionable steps they can take to enact allyship and redress barriers for students and colleagues of colour within their professional service and academic remits. The training must be highly engaging with activities that are meaningful and actionable for both white staff and staff of colour.

We would like proposals to include:

* a walkthrough of the training day
* examples of content, resources, and activities
* explanations of how content and activities will achieve our objectives
* explanations of how whiteness has privileged and enabled you to develop anti-racism programmes (if a majority white training provider)

A strong application will address each criteria/bullet point, demonstrating its relevance to anti-racism at Goldsmiths.

E1 - What is your analysis of racism in Higher Education? What is your analysis of racism at Goldsmiths? What is the status quo for black students and staff at Goldsmiths?

E5 - What are your thoughts about linking the training to Action Learning Sets and how does this inform the training you provide?

E3 – Racism in higher education, share research.

E3 – How will you enable staff to identify within the specificity of their work, actions they can consider in addressing racism?

E3 – We are looking for a detailed outline of overall content, underlying principles and how this connects to institutional racism.

E4 – Outline your approach to facilitation when a participant shares a viewpoint, opinion or ideology which needs to be challenged/explored.

E6 – Please provide two examples of where training or development interventions relating to anti-racism have been delivered successfully in other HEI’s or similar organisations. We are not looking for unconscious bias or EDI training – we are looking specifically for examples of anti-racism training, that can enable individuals to identify how institutional racism manifests within the culture of Goldsmiths College and within the specificity of their area of work (for both professional services and academic staff) and how they may perpetuate this.