

**University of Bristol
Building Renaming**

- CONSULTATION AND ENGAGEMENT REPORT-

1) Background and context

1.1 City context

Bristol is a modern, diverse city which has experienced a 10.3% growth in its population between 2011 and 2021, well above the national average of 6.6%¹. There has been a higher-than-average rise in the number of people in Bristol who claim an identity not related to the UK, rising from 9.8% to 12.4%². According to 2021 census data, 81% of Bristol's population are White, 6.6% of the population are Asian, 5.9% are Black and 4.5% are Mixed heritage³.

Although many of Bristol's residents experience a high standard of living, there is a significant disparity in opportunity between different Bristol communities and geographies. A 2017 Runnymede Trust report examining multiple data sets including exam grades, employment and job prospects found that Bristol was the seventh worst out of 348 districts in the country on the 'Index of multiple inequality', and the worst performing major city.

The city's historical relationship to the Transatlantic trade in enslaved people, its subsequent abolition and the contemporary legacies of slavery are the subject of ongoing debate. Many of Bristol's modern institutions benefited from the slave trade, either directly in the receipt of property, bequests and philanthropic donations from individuals engaged in trafficking, or indirectly where such donations originated from individuals or organisations that were made wealthy by the slave trade without actively participating.

In recent years, significant debate focusing on the ongoing memorialisation of historical figures such as Edward Colston, major protagonist in the slave trade and Bristol philanthropist, has taken place. In 1996 Bristol's Festival of the Sea event, organised to celebrate John Cabot's voyage to the Americas, was publicly criticised for failing to acknowledge the city's involvement in the Transatlantic trafficking of enslaved Africans. In 2017, public engagement was launched to consider the naming of Colston Hall, which was renamed Bristol Beacon in 2021, and in 2018 Colston's Primary School was renamed to Cotham Gardens Primary School.

Debate about the University's building names was also occurring at this time. In 2017 the University received a petition originating from the student body seeking a name change of the Wills Memorial Building which received 706 signatures⁴. Weeks later the University received a counterpetition containing 894 signatures,⁵ which sought the retention of the name. More recent work by the University of Bristol to examine its own connections to, and legacies of, the

¹ <https://www.ons.gov.uk/visualisations/censuspopulationchange/E06000023/>

² <https://www.ons.gov.uk/visualisations/censusareachanges/E06000023/>

³ <https://www.varbes.com/demographics/bristol-demographics>

⁴ <https://www.change.org/p/rename-wills-memorial-building>

⁵ <https://www.change.org/p/university-of-bristol-do-not-rename-wills-memorial-building>

Transatlantic trafficking of enslaved Africans was precipitated following the events of 7 June 2020 in which a Black Lives Matter / All Black Lives Bristol protest of the murder of George Floyd in the US, led to the toppling and then sinking of a statue of Edward Colston in Bristol's harbour.

1.2 Other institutions' processes of renaming

In the period that followed the Colston statue toppling, many UK local authorities, universities and other institutions commenced examinations into their own links with the slave trade and how these connections came to be memorialised in building names, statues, coats of arms and other symbols of heritage. The processes used by public bodies to manage public engagement and inform decision-making varied and National Guidance for Public Bodies Reviewing Contested Heritage⁶, was commissioned by the Bristol History Commission and published in 2021 to guide institutions in undertaking this work.

Both in the UK and internationally, academic institutions including Montana State University, Brown, and the Universities of Glasgow, Cambridge and Oxford have been engaged in this process of reckoning with their historical links, in a range of contexts and with varying outcomes. Yale University's 2016 guidelines on renaming have been influential in guiding other universities' renaming policies, including the University of Bristol's, which is included in section 2.3. below. Yale's policy contends that renaming on the basis of values should be an 'exceptional event' due in part to concerns of historical erasure, but accepted that renaming might be considered where the legacy of the individual is at odds with the mission and values of the university or impedes the formation of community. A similar 'principles-driven' renaming exercise took place in New York in 2017 and a description of this is included in Appendix 6.1 as a case study.

1.3 University of Bristol's principles to guide renaming

The extract overleaf is taken from the University's Naming Policy document, which is based on the Yale guidelines.

8. Renaming

- 8.1. *There may be circumstances where there is a case to be made or an opportunity arises to rename a building, facility, public space, room, scholarship or prize.*
- 8.2. *The case for renaming will be assessed on the following principles and values.*
 - 8.2.1 *Renaming on account of values should be an exceptional event. There is a strong presumption against renaming a building, facility, public space, room, scholarship or prize based on the values associated with its namesake. The presumption against renaming is at its strongest when a building has been named for someone who made a major contribution to the University.*
 - 8.2.2 *Sometimes renaming based on values is warranted if:*
 - (a) *a principal legacy of the namesake is fundamentally at odds with the mission of the University*

⁶ <https://www.basconsultancyhome.co.uk/post/guidance-for-public-bodies-reviewing-contested-heritage>

(b) the relevant principal legacy was significantly contested in the time and place in which the namesake lived
(c) the University, at the time of a naming, honoured a namesake for reasons that are fundamentally at odds with the mission of the University
(d) a building, facility, public space, room, scholarship or prize, whose namesake has a principal legacy fundamentally at odds with the University's mission, plays a substantial role in forming community at the University

8.2.3 Decisions to retain a name or to rename come with obligations of non-erasure, contextualization, and process.

(a) When a name is altered, there are obligations on the University to ensure that the removal does not have the effect of erasing history.

(b) When a name is retained, there may be obligations on the University to ensure that preservation does not have the effect of distorting history.

8.2.4 The University adopts a formal process for considering whether to alter a named building, facility, public space, room, scholarship or prize on account of the values associated with its namesake. Such a process, defined in this Policy and specifically in clauses 8.3, 8.4 and 8.5, should incorporate stakeholder input and scholarly expertise. The approval of UEB is required where the current naming is considered to contravene the University's mission, values and goals (and/or termination of it) could give rise to significant public interest, potential controversy or reputational damage.

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Fig 1: University of Bristol General Renaming Principles⁷

1.4 Legacies of Slavery Research Report

In January 2020, the University appointed Professor Olivette Otele - supported by other academics and research interns - to conduct research about the history of the University and its links with the Transatlantic trafficking of enslaved Africans. The result of this work, the *Legacies of Slavery* report forms can be found on the University website, and is briefly summarised here.

The report provided a comprehensive account of the origins of the University, and in particular the histories of the individuals and families that came to be benefactors of the University at its inception in 1909 and in its previous incarnation as the University College, established in 1876.

Although this period postdates the end of the slave trade in 1803, and the abolition of slavery in 1833, Professor Otele argues that the city's ongoing wealth and success, and the wealth used to establish the University, was clearly linked with patrons that benefited from the slave trade. Otele writes:

⁷ <https://www.bristol.ac.uk/media-library/sites/alumni/documents/university-of-bristol-naming-policy.pdf>

“By the 19th century slave traders and plantation owners who had received compensation for the loss of their so-called ‘property’ had invested in other ventures and donated to various causes. 19th century Bristol was benefitting from the support of wealthy patrons, from former families of planters, to slave traders, and to staunch abolitionists. The history of the city of Bristol is therefore a multi-layered story of legally sanctioned displacement of human beings, coerced labour, trade and collaborations between various groups, exclusion as well as abolitionism and philanthropy.”

(P.7)

The report examines the histories of four families which continue to be memorialised by the University today, in its building names (Fry, Wills and Goldney) and logo (Colston). Beyond individual families, the history of the Society of Merchant Venturers is also considered given its historical links to Bristol’s merchants and in particular Edward Colston, named in 1995 for the Merchant Venturers Building, part of the Faculty of Engineering. The University is also connected to the Colston name in the foundation of the University College Colston Society in 1899, at the height of the Victorian ‘invented tradition’ of Colston-based philanthropy.

The research detailed the growth of the Wills family tobacco business, which merged in 1901 with other tobacco companies to form Imperial Tobacco, today a major Bristol employer. While the research finds that the Wills family neither claimed ownership of nor traded enslaved Africans, they procured tobacco grown and harvested by slaves through brokers in Liverpool, London and Bristol. Therefore, the research report states, there can be no doubt that the Wills family’s wealth and success was achieved in part through the exploitation of slave labour.

An initial £100,000 of this wealth, donated by Henry Overton Wills III, was used to establish the University in 1909, alongside donations from the Fry family which totalled 89% of the University’s inaugural funding. Donations were also made by Henry’s sons Henry Herbert Wills and George Alfred who built the Wills Memorial Building to commemorate their father, and H.H. Wills funded the H.H. Wills Physics Laboratory and the student residence Wills Hall. A chapel is also named for Dame Monica Wills, wife of H.H. Wills, who also founded Bristol based charity the St Monica’s Trust.

Generations of the Fry family, whose businesses in Bristol are recorded since 1759, were known for their innovative chocolate products, including the early production of chocolate bars. Although as with the Wills family there is no evidence of the Fry’s having owned or traded in slaves, they used sugar and cacao grown by enslaved people in the Caribbean and later São Tomé. As prominent Quakers, the Fry’s, and to a lesser extent the Wills family were supporters of the campaign to abolish slavery. The Fry Building, which is named after a number of Fry benefactors rather than any single individual, is a significant and prominent building in the University’s estate, accommodating the School of Mathematics.

The research demonstrates that the Goldney name, which lends itself to Goldney Hall, a Clifton Hall of Residence and events venue, was inherited from the former owner of the property, which was acquired by the University after the break-up of Thomas Goldney the Third’s estate. There is clear evidence that the Goldney business empire involved the funding of sea voyages engaged in the trafficking of enslaved Africans, enabling the purchase and growth of the estate now under the ownership of the University.

Having detailed the links between the University and the Transatlantic trafficking of enslaved Africans, the report emphasises a concern that the continued ‘fascination on the alleged entrepreneurial prowess of Bristol’s forefathers’ leads to a form of erasure of the histories of African captives. Looking forward, Professor Otele concludes with recommendations on a programme of restorative justice[†] within the institution and beyond, with the requirements on the University described thus:

“Restorative justice is an on-going process that is open ended and is about transformative changes that address the broader issues of systemic racism and inequalities.

- *It requires a culture shift and a rethinking of the notion of philanthropic deeds.*
- *It entails collaborations, co-production of a restorative justice strategy and a consultative process that go beyond one-off grants and short-term scholarships.*
- *It provides the space for various communities to engage with the legacies of the past.”*

(p.26)

1.5 Consultation

In November 2022, the University announced its intention to undertake a wide-ranging consultation with internal and external communities, focusing on the issue of renaming buildings names for individuals identified in the Legacies of Slavery research report and in accordance with its renaming policy.

2 Consultation results

2.1 The shape of the conversation to date

The University led the engagement through both real-time hybrid (i.e. both online and in person) conversation events, and a survey. These engagements, along with written responses all formed part of the data set to help inform a decision making process.

The two initial community workshops, held on 5 December 2022 and 25 January 2023, which included presentations on the Legacies of Slavery report, panel discussions and reflections from attendees broadly reflected the range of arguments set out in Section 3.1 below. There was a mix of testimony from University staff and students and with real time comments from members of the wider community. Recordings of these events are available online⁸ and testimony will be considered by the University as part of their deliberation process.

⁸ <https://www.youtube.com/watch?v=TQPuOj3T7p8> and https://www.youtube.com/watch?v=O-QUQ23_bt8

[†] Following feedback from communities about the University’s intentions and ambitions in addressing its legacies of the past and racial inequalities, the University decided to move forward with the term ‘reparative’, rather than restorative.

For the survey, which received 3,670 responses, the University sought both quantitative and qualitative responses from the community. This method seeks to ensure an understanding of the motivations and strength of feeling of respondents is underpinned by data, where data alone cannot tell us why a respondent answered in the way they did.

As an example, where the survey asks whether a respondent supported the renaming of a university building, the 'yes/no' format of the response tells us nothing about the reasons the respondent might choose 'no'. The qualitative, free text responses are more revealing of the motivations, which might range from 'I am more concerned about the impact of contemporary structural racism than the names of buildings' to 'erasing history condemns us to repeat the same mistakes' to 'the individuals in question deserve to be honoured as philanthropists' etc.

Two separate technical reports compiled by Alterline and the Jean Golding Institute analysed the quantitative and qualitative data, respectively. The findings of these reports are summarised below.

2.2 Quantitative data

Overall the survey data highlighted the deep polarisation of views about renaming across different demographics and communities. Feedback identified from within the survey but also shared directly with the University, and analysis of the survey data, highlighted how some respondents felt unable to reflect their views accurately which resulted in inconsistencies with how questions were answered. Whilst this contributed to the lack of conclusive quantitative data it unintentionally provided a rich source of more insightful qualitative data.

Summary of the quantitative survey data

- **3,670 responses were received from students (43%), staff (23%), alumni (17%), the Bristol public (10%) and people from outside Bristol (5.3%)**
- **A significant majority (67.1%) of the responses were received from people who identified as White English, Northern Irish, Scottish, Welsh or British**
- **Black respondents were more likely to favour retention of existing building names than White respondents, though the sample of Black respondents was small compared to White respondents.**
- **Mixed or Multiple ethnicity respondents were more in favour of changing building names with a 55% / 45% split.**
- **Black respondents and Mixed / Multiple ethnic groups were more likely to report a 'major' or 'moderate' impact of building names on them than other respondents.**
- **Younger generations and current members of the University are more likely to show support for renaming than older respondents, alumni and members of the wider community.**

A significant majority (67.1%) of the 3,670 responses were received from people who identified as White English, Northern Irish, Scottish, Welsh or British. 12.7% declined to give a response, and the other ethnicity groupings were Mixed/Multiple ethnic (5.8%), Asian/Asian British (5.4%), Black / African / Caribbean / Black British (3.9%), Unknown (3.1%) and Other (2%).

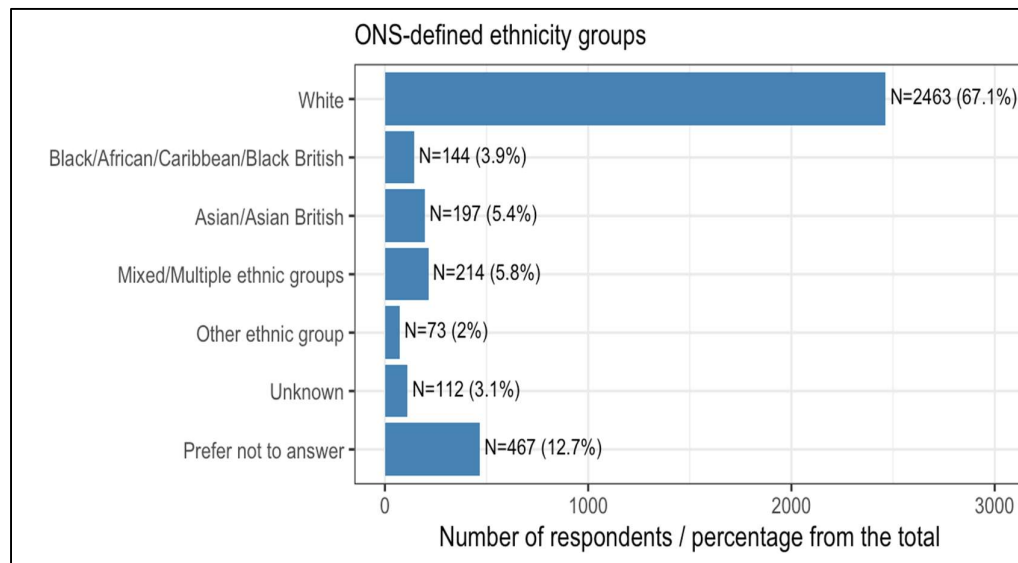


Fig 2: Ethnicity of respondents

If the proportions of these ethnic groupings were to be compared with Bristol's population statistics, the most underrepresented group in ethnicity terms in the survey would be White British although the vast majority of the respondents were in that category. However, some of the responses originated from outside the city, including internationally.

The greatest number of respondents originated from the student body, but staff were also well represented with nearly 850 staff responding. 620 Alumni also responded, plus 576 members of the public, nearly 200 of which responded from outside Bristol.

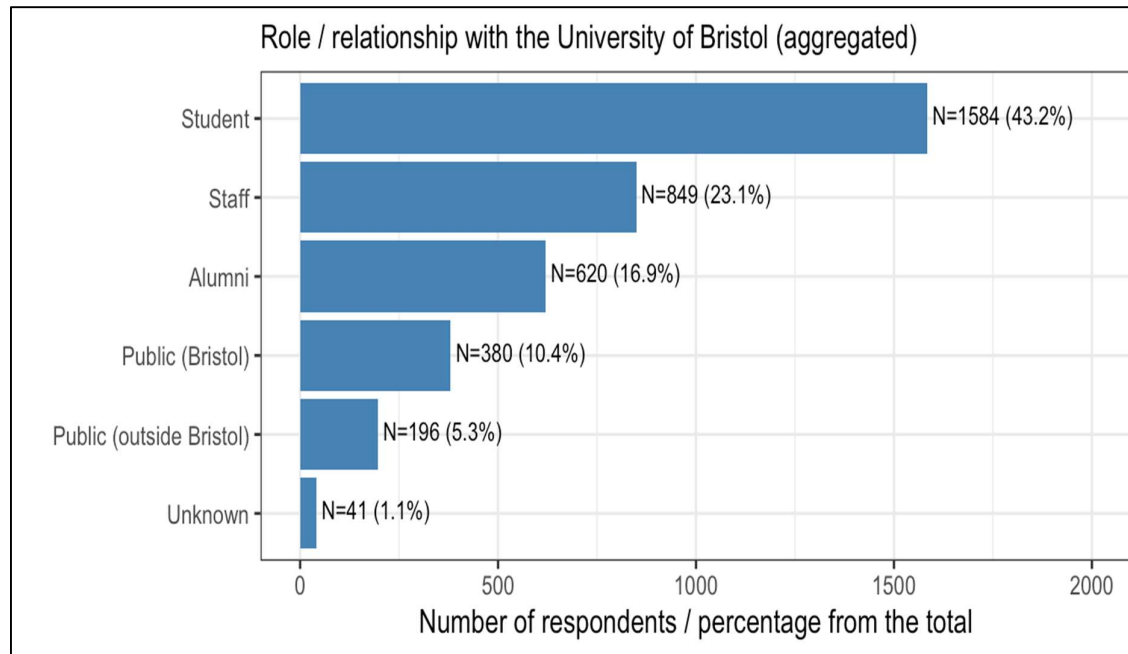


Fig 3: Relationship with the University

The quantitative data demonstrate a complex picture of polarized viewpoints in terms of the ethnicity of respondents, their age and their relationship with the University. Looking at the data in simple terms, those that were broadly in favour of retaining the existing names of the University's buildings were 54% in favour compared to 43% against.

This split was more pronounced in the responses of Black people, who made up 5% of the total sample, with 67% against making changes to building names compared to 33% in favour. However, sample sizes were very different at 2,463 and 144 respectively. Additionally, there were a total of 628 respondents with a non-White ethnicity and a further 467 who preferred not to say.

The single ethnicity grouping most impacted by the names of the University's buildings was Black/African/Caribbean/Black British people, with 49.4% stating the University's building names had a major or moderate impact on them. However, 34% of Black respondents reported no impact.

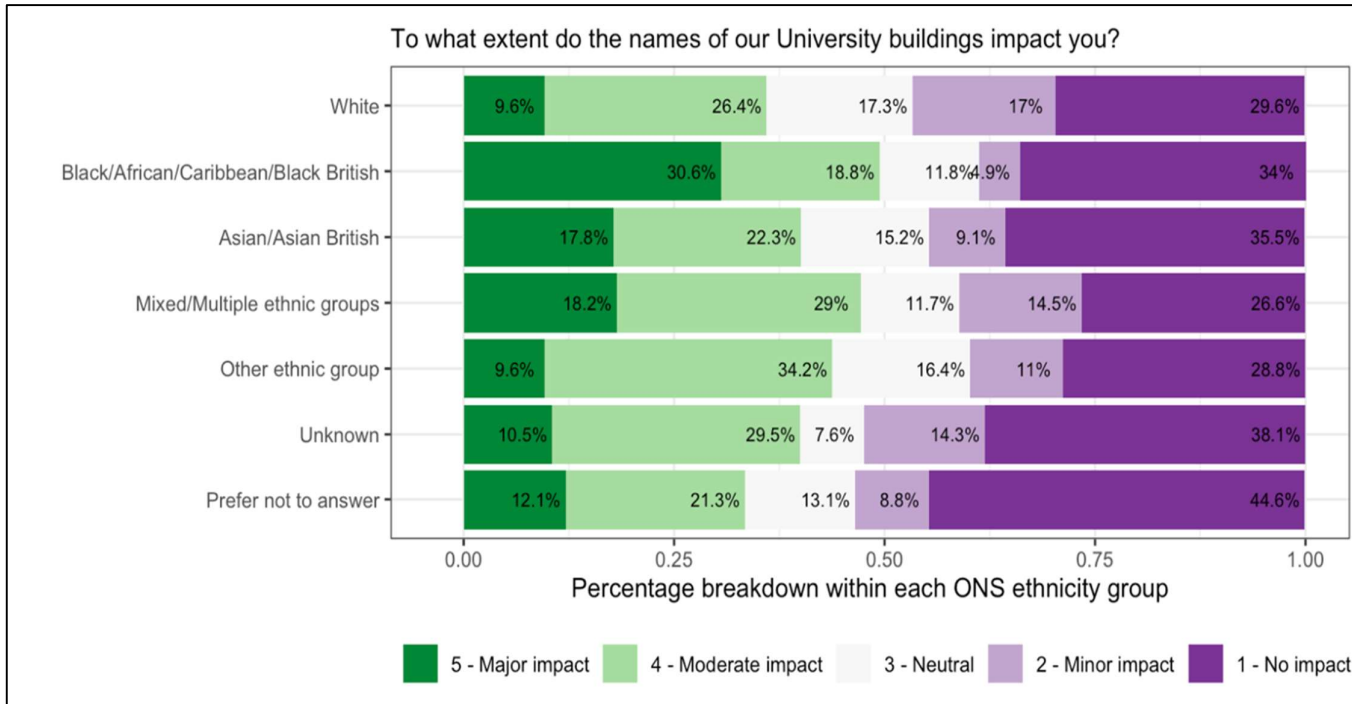


Fig 4: Impact table by ethnicity

The data demonstrate a strong correlation between those that felt a building name had a major or moderate impact on them and those that believed a building should be renamed. If the University determined that responses from communities affected by legacies of slavery should be given more significance than those that are not, it could weight its determination according to how Black communities say building names impact them. As we have seen views are split on this issue and no particular course of action is clear.

Alternatively, the University could weight its determination on the basis that a major or moderate impact on the 49.4% of Black respondents is the overriding factor, on the assumption that those that report no impact are likely to be indifferent to any change of name.

It may not be appropriate to make this assumption, however. Some respondents attributed a high importance to renaming, even where they said the building name has a low or minor impact on them, possibly advocating on behalf of others they believe may be impacted. Equally the data show that some respondents reporting that the University's building names had a major impact on them placed a low importance on renaming the buildings.

Looking at the same data against the respondents' relationship to the University shows a clearer picture of the split in opinion, with younger people and current members of the University favouring renaming over older people, alumni and members of the wider Bristol community:

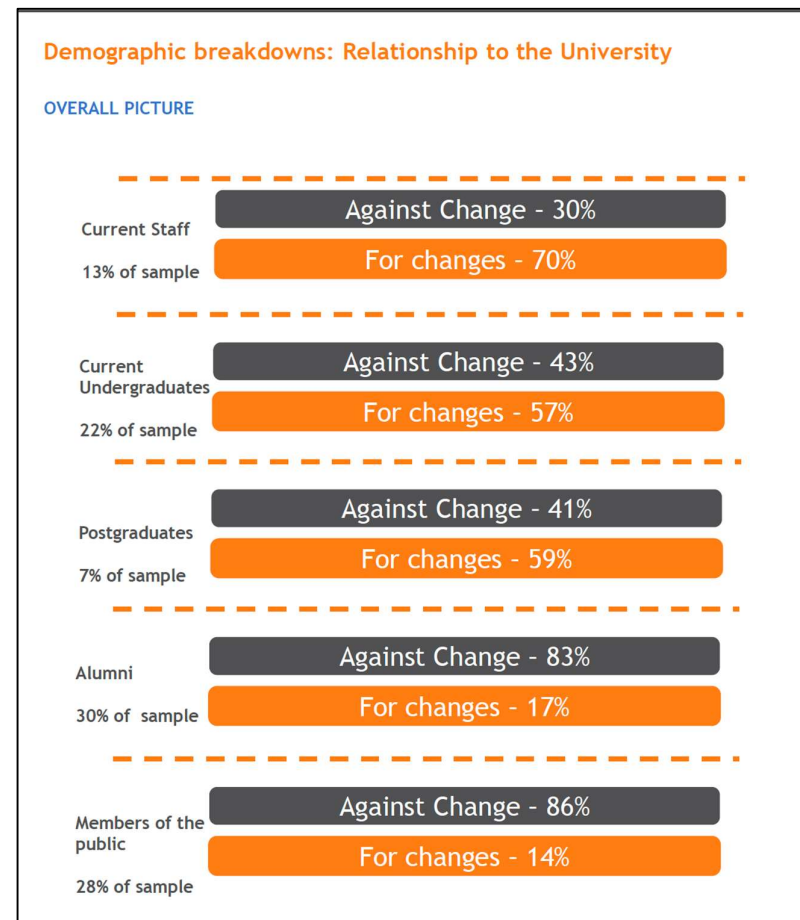


Fig 5: Attitudes on renaming by relationship to the University based on the comments within the survey.

2.3 Qualitative data

The survey provided multiple opportunities for respondents to share their views on the subject overall and in relation to specific questions. This resulted in a high proportion of respondents providing a rich level of detail improving the University's understanding of this complex topic. Due to the size and volume of respondents written survey answers, the University enlisted a third party, Alterline, who have experience with qualitative data in similar settings to support the analysis.

Summary

- **The reasons respondents sought retention and removal of building names varied**
- **Alumni and members of the wider Bristol community were significantly more likely to favour retention of current building names than members of the University staff or student body**

The results from the analysis detailed the different motivations of respondents for their position on renaming. In summary, the themes are:

2.3.1 *Concerns around revision or erasure of the past*

According to the report, the 'erasure of history' argument was a significant concern among Black and Asian respondents, broadly expressing the view that changing names of buildings could be a superficial, purely symbolic act which both prevents more significant action and erodes the collective memory. For some, these building names act as a permanent reminder of the need for debate and for change. For others however, the erasure of building names was seen as a loss to the institutional identity and/or their own personal identity.

2.3.2 *Concerns around judging history by modern values*

Where viewpoints question the appropriateness of judging historical figures by today's moral standards, these tend to be from respondents that support the retention of existing names. The report states that this viewpoint is often linked to another which emphasises a moral relativism in historical terms, drawing attention for instance to the Fry Family's activism in abolition.

2.3.3 *Need to educate about history of Bristol, the University and building names*

The report says that a widespread viewpoint reflected across all areas of the debate is the need to provide information about the University's historical connections and the individuals its buildings were named. The Renaming Principles reflect the need to ensure that no process of renaming a building can have 'the effect of erasing history' and for that reason, and the high lack of awareness among some respondents to the survey about the individuals in question, it is recommended that information should be placed in university buildings regardless of the decision on renaming. Proponents of this viewpoint also recommend that the University should also take steps to educate Bristolians about the city's history and the part the University has played in it.

2.3.4 *Concerns around projecting a safe and welcoming community*

The report suggests that comments that raise concerns about how the names of certain buildings can cause students, staff and others to feel unwelcome in the University originate both from those that may experience this personally and others that are not impacted personally but believe others may be. The data suggest that the relationship between those that are impacted and those that seek a name change is more complex. For instance, some that are impacted also wish to see the retention of the name to guard against historical erasure. Nevertheless, responses raise concerns about public perception of the messages the University is projecting.

2.3.5 *Debate around whether the extent to any individual's connection to slavery is significant*

Some respondents believe that renaming is an inappropriate response where individuals or families were not directly connected to the slave trade – i.e. neither claiming ownership nor trading in enslaved people. Others expressed the opinion that any connection to the practice of slavery, including the accumulation of wealth used for philanthropy precludes their suitability for the ongoing honour of commemoration.

2.3.6 *University's hypocrisy over its values and disrespect to Black communities*

The report states Mixed Ethnicity respondents frequently raised concerns over the hypocrisy of the University. Those advancing this argument believe that the University's values are not in accordance with the continued commemoration of individuals with connections to the Slave Trade and to maintain the honorific is to disrespect Black communities within the University and across the wider community.

2.3.7 *The contemporary impact of commemoration*

The impact of ongoing memorialisation of certain figures is a common theme in responses, according to the report. For many the 'celebration' of families like the Fry's and Wills' has the potential to damage the University's standing in the long term, and also the reputation of its students and staff, who can be shamed and embarrassed in being asked to defend the University's actions. The opposing view suggests either that there is no wider institutional impact and that the act of maintaining building names should be seen as either neutral, if the link between the university and the individual has long since lost its significance, or benign, if it is the intent of the University to continue to honour the individual for their contribution.

2.3.8 *Capitulation / pandering*

Many respondents opposed to name change voice their opposition to what they view as a performative act of capitulation to the demands of a vocal minority in considering name changes, with the suggestion in some cases that temporary, current social pressures are leading the University to make decisions that could have long-term implications on its finances, heritage and standing.

2.3.9 *Financial implications of name change*

Some respondents questioned the appropriateness of name changes on financial grounds, particularly in light of industrial action among academic staff and the need for investment in other areas. This view reflected two camps - those that wanted instead to focus on the wider, contemporary

issues of racism and inequality in the city and those that wanted the University to focus on issues other than ethnicity and the legacies of Bristol's past.

2.3.10 *The importance of the Wills Family*

Of particular importance for many was the retention of the Wills name, as both the key benefactor of the University and its Chancellor. In a modern context, some respondents report their personal identity is linked to their respect for the Wills family as a symbol of the University and its buildings, and their active wish to celebrate them for their philanthropic deeds.

2.3.11 *A new approach to building names*

The report summarised the views of some respondents – both pro-retention and pro-removal - who suggested that the University develop a new approach to naming buildings based on the lessons learnt in this process. In particular, suggestions included naming new building after those that were impacted by slavery, those that have made a significant academic contribution to the University, and individuals from marginalised communities in Bristol.

2.4 *Community event, Rose Green Centre*

The University arranged a community event which took place on 11 July 2023 to which a range of representatives from the wider Bristol community were invited. Entitled *Confronting the Past: Shaping the Future*, the roundtable was a facilitated session – see illustrations of both sections of the event on proceeding pages - and its purpose was to consider both the process of renaming and the wider reparative agenda. The event was hosted by Alvin Birdi and Marie-Annick Gournet, speakers included Shawn Sobers, Sathnam Sanghera, Cleo Lake, Leon Tikli and Museji Takolia.

Professor Tikly called for institutional courage from the University and highlighted the key finding of the consultation that a holistic response would be required for the University to play its part in addressing racial disparity in the city of Bristol. He pointed out that Black people remain more likely to go to prison than university and that a reparative future for the city is an educational endeavour in which everyone must participate. He called for research partnerships which focus on understanding the issues facing the Black community, co-commissioned by the community and in which research was done 'with the people', rather than 'on the people'. In addition to the installation of artworks and memorials, Prof. Tikly said the University could choose to make an apology, as Glasgow, Georgetown and Princeton Universities had done, it should decolonise and Africanise the curriculum to signal tangible change and an antiracism agenda.

Cleo Lake's considered the act of decolonising the curriculum and asked whether the University seeks to teach the need for decolonisation rather than engage in the act. She also spoke about the statue of Henrietta Lacks at Royal Fort House, the first statue of a Black woman, made by a Black woman for a public space in the UK.

Rather than focusing on the names of buildings, Lake said that tracing the promotion of White superiority in academia, and understanding the epistemicide – the subjugation of non-white learning methods such as oral history - was more vital. In addition to a land and property audit, an ‘attitude audit’ would be needed to address the structures of power such as the University Court that reinforce inequality.

The University has at its disposal £186.4m of research contracts, buildings that could be used to house the poor, and expertise that could be used to develop citizen-led research in the city and other forms of knowledge production.

Museji Takolia called for the University to restructure the narrative – educating and informing, active engagement locally, nationally and internationally to address inequality, and diversifying its activity. This agenda is more significant and also much more challenging than changing names.



2.5 Conclusions from the consultation process

No definitive conclusion as to any specific course of action on renaming is supported by the different sources of engagement and data collected and there is no unanimity on an ethical outcome. Different sections of the University and city community seek different outcomes and reflect sincerely felt moral positions. While there may be no definitive response to the consultation, the exercise has been effective in drawing out these views and was an important step in developing the dialogue with the institution's stakeholders. The community event took place after the main consultation process was complete, allowing both for those present to make use of the data that had been gathered, and also to develop dialogue beyond the act of renaming. The event would have likely felt uncomfortable for the University at times but overall parties felt heard and that there was opportunity for real change. The attendees of the Rose Green event provided many suggestions for where the University should focus its efforts, outside of renaming; which inform the points laid out later in 4.2.

3 Options for next steps on building names

3.1 This section of the report considers the options for removing or retaining the names of the University's buildings and describes the process by which a determination can be made.

3.2 The report refers to 'denaming', which describes the process of removing an existing name from a building and separates it from the process of determining a new name. For simplicity, the usual term used is 'renaming', but this term implicitly recognises the two separate acts of denaming and naming. In practical terms, denamed buildings may assume a simple address derived from the street name. In some cases (e.g. University buildings on Tyndall Avenue or Colston Street), this may not be desirable and it may be determined that buildings require renaming also.

The five options considered are:

- a) *Dename and/or rename all buildings named for individuals connected with the Transatlantic trafficking of enslaved Africans.*
- b) *Dename and/or rename some buildings named for individuals connected with the Transatlantic trafficking of enslaved Africans, employing a 'case-by-case' or principles-led process used to determine which buildings are to be de/renamed.*
- c) *Dename and/or rename some or all buildings with inclusion of additional information on historical links and/or contemporary legacy.*
- d) *Do not dename or rename any buildings but include information on historical links and/or contemporary legacies.*
- e) *Do not dename or rename any buildings ('as is' option).*

These options are placed into a matrix format in fig 6. The options have been considered against each of the main points of view that the qualitative analysis identified in the survey and an assessment is made on the degree to which each of these points of view would be aligned to a general position on renaming buildings.

KEY THEMES AND ACTIONS	Rename all buildings named for individuals connected with the transatlantic slave trade	Rename some buildings named for individuals connected with the transatlantic slave trade	Rename some or all buildings with inclusion of additional information on historical links and/or contemporary legacy	Do not rename any buildings but include information on historical links and/or contemporary legacy	Do not rename any buildings ('as is' option)
Erasure of history / building names leads to repetition of same mistakes / erasure of personal histories of alumni	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint	May be supported by this viewpoint
Erasure of history / building names is insufficient / performative reparation for atrocities of slavery	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint
Erasure of history / building names is inappropriate - the individuals concerned deserve to be remembered for their philanthropic acts	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint
It is not appropriate to judge historical figures by modern values.	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint
It is appropriate to rename buildings in accordance with modern values. Historic figures with such connections should not be memorialised or celebrated	Likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint
Status quo does not project a welcoming, safe and inclusive community / is not in line with University's values / is hypocritical	Likely to be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint
It is not appropriate to judge those indirectly connected to the slave trade or connected with abolition (e.g. Wills & Fry) with those directly connected to the slave trade (e.g. Colston & Goldney)	Not likely to be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint	May be supported by this viewpoint
The presence of buildings named after individuals connected to slavery reinforces internalised and / or institutional shame and embarrassment and undermines credibility	Likely to be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint
In renaming buildings, the university would be pandering to a vocal minority / disregarding the views of a silent majority.	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint
Renaming would be a poor use of the university's resources	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	Not likely to be supported by this viewpoint	May be supported by this viewpoint	Likely to be supported by this viewpoint
Wider programme of reckoning / reparative justice / dialogue focusing on contemporary issues in needed	May be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint	May be supported by this viewpoint

Fig 6: Options for renaming against main points of view surveyed



3.3 Applying University of Bristol Renaming Principles

The matrix in Fig. 7 considers the individuals, families and bodies connected to the building names within the scope of the consultation against the University's principles on Renaming, (see section 1.3). This provides a more detailed understanding of the similarities and differences between each case, and how these relate to the Renaming Principles. Applying the principles provides no definitive conclusions but should help guide decision-making.

There are a few additional points to make about the application of the Renaming Principles. Firstly, there are subjective elements within the principles, including the identification of an individual's 'principle legacy', or the degree to which a building named for them helps in the formation of community within the University. The current responses provided in the Legacies of Slavery report reflect that subjectivity and may be challenged and interrogated.

In addition, the principles seek to systematise the process of determining whether a building name should change and so are not necessarily designed to understand the emotional impact – positive or negative - of the continued presence of particular individuals within the University's symbols and building names.

The matrix in Fig. 7 does not consider the first principle: that is, a '*strong presumption against renaming...according to the values of the namesake*', and the weight this principle should be given in overall determination. This is a matter for the University Executive Board. The principles make clear however that renaming should be an 'exceptional event', particularly where '*a building has been named for someone who made a major contribution to the University.*' There are differences between major donors such as Wills and Fry - families that indisputably made a major contribution to the University - and Goldney in this respect.

The University should determine the relative weight it gives to the consultation process, Renaming Principles and research in its decision-making. All should be considered evidential factors, guiding the decision-making process. However, there are other factors that may require consideration, including:

- 3.3.1 *Financial implications* – the practicalities associated with renaming a building are costly. Some responses in the consultation from students, faculty, alumni and the wider community questioned the use of university funds in such an endeavour, where such funds might be used for other programmes they considered more important, such as tackling contemporary inequality of opportunity in the city. Others contend that funds need to be made available for a range of anti-racism and reparative justice measures, from renaming to decolonising the curriculum to community projects.

Donor Name / University of Bristol Principle	The presumption against renaming is at its strongest when a building has been named for someone who made a major contribution to the University.	Is a principal legacy of the namesake is fundamentally at odds with the mission of the University?	Was the relevant principal legacy significantly contested in the time and place in which the namesake lived?	Did the University, at the time of a naming, honour a namesake for reasons that are fundamentally at odds with the mission of the University?	Does a building, facility, public space, room, scholarship or prize, whose namesake has a principal legacy fundamentally at odds with the University's mission, play a substantial role in forming community at the University?
WILLS FAMILY					
Wills Memorial Building H.O Wills	Family made a £100,000 contribution to the University at its inception, and a transformative £1.73m plus donations of land and property overall. H.O Wills was first Chancellor.	Principal legacy of Wills family is manufacture of products using tobacco produced in part by enslaved people. Tobacco was bought but not grown by Wills company and family did not own slaves. This legacy may be at odds with the University Mission's values of 'inclusivity' and 'positive impact'	Manufacture of tobacco products not significantly contested during Wills Company's time. Exploitation of slave labour and later sharecropping was significantly contested if legally practiced when the Wills Family were in business.	The University honoured various members of the Wills family due to their philanthropic donations. This was not at odds with the mission of the University.	The Wills Memorial Building is synonymous with the University and plays a central ceremonial and academic role, helping to both form and symbolise community at the institution.
Dame Monica Wills Chapel Dame Mary Monica Wills	Dame Monica Wills did not make a major contribution to the University	Principal legacy of Dame Mary Monica Wills as an individual is arguably as founder of St Monica Trust in Bristol	This depends on how Dame Will's principal legacy is defined.	The University honoured various members of the Wills family due to their philanthropic donations. This was not at odds with the mission of the University.	The Dame Monica Wills Chapel is open to all for prayer and worship and hosts regular concerts, with a resident choir. As such it has a specific role to play in forming community and connection between the University and the rest of the city. Dame Mary Wills' principal legacy may not be at odds with the mission of the University.
H.H. Wills Physics Laboratory Henry Herbert Wills	Henry Herbert Wills (Henry Overton Wills' son) co-funded construction of Wills Memorial Building and H.H. Wills Physics laboratory	Principal legacy is arguably as Director of Imperial Tobacco (postdating slave labour but retaining practice of sharecropping). HH Wills was also High Sheriff of Somerset.	Manufacture of tobacco products not significantly contested during Wills Company's time. Sharecropping as a practice was contested by many and faded out in 1940s.	The University honoured various members of the Wills family due to their philanthropic donations. This was not at odds with the mission of the University.	HH Wills Physics Laboratory is a landmark University building (but would continue to be so if it were renamed). It may or may not play a particularly significant role in the formation of community at the University, and some that work or studied there may form associations between the name and their personal identity.
Wills Hall George Alfred Wills	George Alfred Wills, brother of H.H. Wills also significantly contributed to University as funder of Wills Memorial Building and Wills Hall of Residence	Principal legacy is arguably as President of Imperial Tobacco (postdating slave labour but retaining practice of sharecropping).	Manufacture of tobacco products not significantly contested during Wills Company's time. Sharecropping as a practice was contested by many and faded out in 1940s.	The University honoured various members of the Wills family due to their philanthropic donations. This was not at odds with the mission of the University.	Halls of residence can play a significant role in the formation of community among residents but arguably less significant in the wider University
FRY FAMILY Fry Building	Three separate donations in the inception and early days of the University from Joseph Storrs Fry, Francis J Fry and (University Chairman) Lewis Fry.	Significant successes as owners of a chocolate company which owed its success to the use of slave labour, though the family did not own slaves. Frys also prominent Quaker philanthropists and abolitionists. Legacy may be at odds with the University Mission's values of 'inclusivity' and 'positive impact'	Manufacture of chocolate products not significantly contested during Wills Company's time. Exploitation of slave labour was significantly contested if legally practiced when the Fry Family were operating. Role as abolitionists may be considered mitigating.	The University honoured various members of the Fry family due to their philanthropic donations. This was not at odds with the mission of the University.	Fry Building is a landmark University building (but would continue to be so if it were renamed). It may or may not play a particularly significant role in the formation of community at the University, and some that work or studied there may form associations between the name and their personal identity
GOLDNEY FAMILY Goldney Hall	The Goldney Family did not make a major contribution to the University. Goldney Hall was acquired in an open sale.	Principal legacy (but few records exist) of the family appear to be as a mercantile family which benefited from and directly funded sea voyages involved in the trafficking of enslaved people.	Exploitation of slave labour was significantly contested if legally practiced when the Goldney Family were operating.	No. The Goldney Hall name appears to have been inherited as the Goldney Family were the previous owners of the property.	Goldney Hall is used as an events and wedding venue and its impact is therefore arguably greater than other halls of residence, which may be described as community forming and associated with personal identity.
SOCIETY OF MERCHANT VENTURERS Merchant Venturers Building	SMV donated £100,000 to the University in 1995 in return for the naming of the building in recognition of the SMV's long association with engineering in Bristol and to cement the relationship between the UoB and SMV.	The principal legacy of the SMV is likely to be contested given its long history. Some may argue it's principal legacy is land management, care for the elderly or running schools. However, SMV recognise its origins and wealth are associated with Bristol's mercantile past and many of its members profited from the trade in enslaved people.	Exploitation of slave labour was significantly contested if legally practiced during times when the SMV's members were conducting business.	The University honoured the SMV due to its philanthropic donation. This was not at odds with the mission of the University.	Home of the University's Computer Science Department. The building may or may not play a particularly significant role in the formation of community at the University. Some that work or studied there may form associations between the name and their personal identity.



- 3.3.2 *Opportunity cost* – Where younger generations and current members of the University are more likely to show support for renaming, older people, including Alumni are less likely. Comments received from Alumni suggest that Alumni donations to the University may be negatively impacted by renaming. An alternative view is that a building renaming process may be an opportunity to attract a significant donation.
- 3.3.3 *Existing relationships* – The University operates in a broader city-wide context, and as a Civic University is committed to ensuring its operation contributes positively to life in the city in general. In reality this means that the institution maintains a networks of partnerships in the community, as education provider, research body, funder, as a beneficiary of funds, as a landlord, developer, and project delivery agency across the city. The decision on building renaming should be considered in light of the positive and negative impact on this network of partnerships and relationships in the broader community.
- 3.3.4 *Future relationships* – The University may wish to consider whether prospective students, and particularly those from Black communities, may be deterred from attending the University if they perceive the response to this exercise has been mishandled in any way, or indeed whether the University projects a sufficiently safe and welcoming environment in its maintenance of existing symbols and building names.
- 3.3.5 *Pre-existing legal agreements, naming rights etc* – The University has consulted its legal team and has established that there are no extant legal restrictions preventing it from renaming any building.

4 Next steps

4.1 Executive board

As established by the Renaming Principles, the University Executive Board will consider the evidence collected during the consultation, the research, this report and the recommendations of the community roundtable to arrive at a decision on building renaming, likely in Autumn 2023. This decision will be published once it is made.

However, the University is clear that its deliberation over its course of action on building renaming is a single step in a broader programme of institutional change. The community roundtable, at which the Vice Chancellor and other senior staff of the University were present, was an opportunity for dialogue on defining and delivering a programme of reparative justice with effected communities in Bristol.

4.2 Programme of reparative justice

As a result of the event, a programme is being planned for further discussion in the Autumn, to focus on four key themes:

4.2.1 Education

Key strands to this work include programme of education around the University's links to the slave trade, its benefactors and donors and the modern impact of the practice for communities in Bristol and beyond. Programme to strengthen the University's activity in the community's education system, including actions to improve access to education and to university facilities.

4.2.2 Research

Recognising the need to work in partnership with communities on research for real-world impact. Providing access to research expertise, materials and facilities to develop citizen research skills and co-create a programme of action research that addresses the challenges of the city. Expanding international research partnerships to focus on the challenges of marginalised communities.

4.2.3 Civic engagement

To strengthen Bristol's Civic University principles to acknowledge the institution's ongoing debt to the city and its people. To participate as a partner in a co-designed programme to develop a new generation of civic leaders and community organisers across Bristol. To engage in Bristol's civic structures to represent the interests of the city as a whole, and the part the University plays in its future.

4.2.4 Transparency and decision-making

Introducing a new structure for community oversight and scrutiny of the University's decisions with real power to challenge. A renewed commitment to dialogue with the city with a view to discussing our impact on the city, our shared challenges and the possible solutions.

5. APPENDIX

Mayoral Advisory Commission on City Art, Monuments and Markers

The City of New York appointed the Mayoral Advisory Commission on City Art, Monuments and Markers in September 2017. At this time, reviews had recently taken place in other municipalities, including those that considered contested confederate statues. One monument in particular provided a local impetus to the formation of the New York Commission. Located in Central Park, close to the predominantly Black and Latinx communities of East Harlem and El Barrio - a monument to Dr. J. Marion Sims was the subject of a campaign calling for its removal stretching across many decades. The commission considered four monuments in total, however.

In developing the review's principles, the commission recognised a number of important issues. Firstly, that the need for dialogue on the legacy of the past and its effect on the future of the city was pressing and timely, in the context of the events of Charlottesville. Secondly, in contending with this legacy, the commission would consider the missing elements of the city's narrative and take steps to redress the imbalance in the name of 'truth telling towards the eventual goal of reconciliation'. The objective of the approach would be to develop a more complete reflection of the history of the city, a collective narrative, through a process of dialogue.

Thirdly, the commission accepted the value of knowledge in developing the fullest understanding of the histories that surrounded the memorialisation of particular figures and events, with the recognition that history is reinterpreted in the light of new testimony, particularly from previously disenfranchised communities. Finally, the commission determined that the principle of transparency would provide legitimacy to their recommendations and citizen testimony would be placed in the public domain so the people could understand how the commission used it to form its conclusions. In addition to the above contexts, the review was guided by five key principles:

- *Reckoning with power to represent history in public*
Recognising that the ability to represent histories in public is powerful; reckoning with inequity and injustice while looking to a just future.
- *Historical understanding*
Respect for and commitment to in-depth and nuanced histories, acknowledging multiple perspectives, including histories that previously have not been privileged.
- *Inclusion*
Creating conditions for all New Yorkers to feel welcome in New York City's public spaces and to have a voice in the public processes by which monuments and markers are included in such spaces.
- *Complexity*
Acknowledging layered and evolving narratives represented in New York City's public spaces, with preference for additive, relational, and intersectional approaches over subtractive ones. Monuments and markers have multiple meanings that are difficult to unravel, and it is often impossible to agree on a single meaning.
- *Justice*
Recognizing the erasure embedded in the City's collection of monuments and markers; addressing histories of dispossession, enslavement, and discrimination not adequately represented in the current public landscape; and actualizing equity.