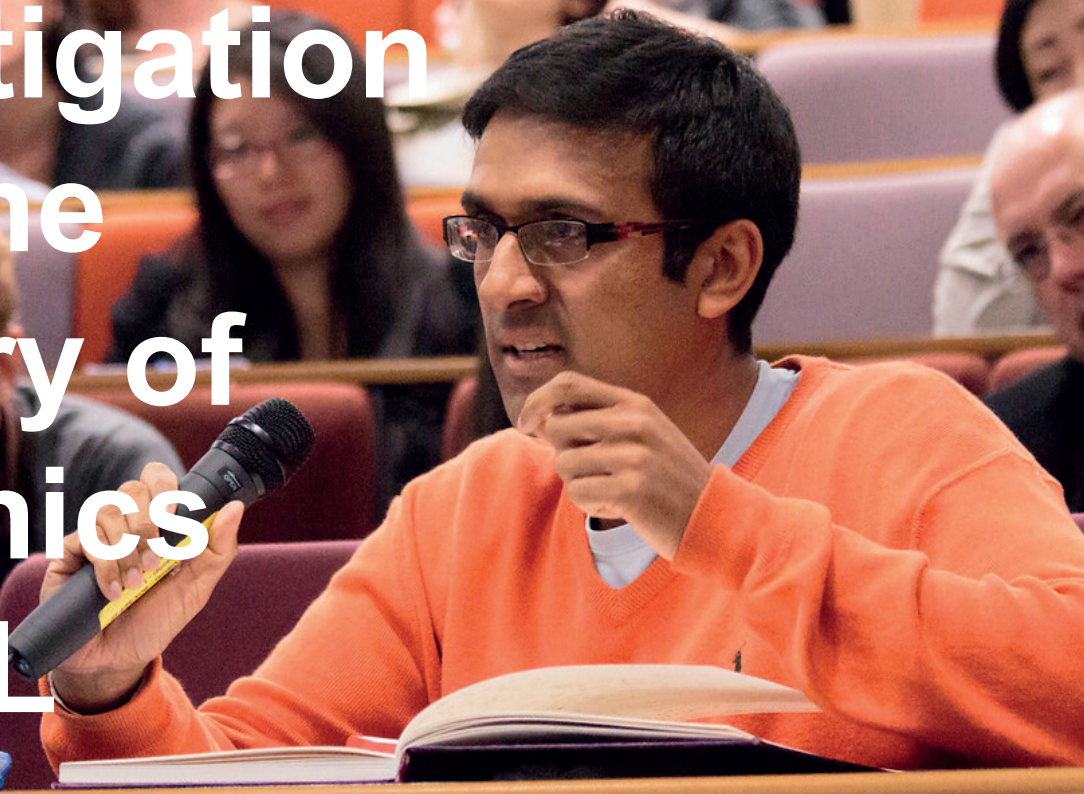




# Investigation into the History of Eugenics at UCL



## Recommendations

A set of recommendations proposed by the MORE subgroup of members on the Commission of Inquiry into the History of Eugenics at UCL. These are presented to ensure UCL keeps focus on matters directly relevant to our terms of reference. We want UCL to do more than is presented in the chair's report.

### **Signed (in alphabetical order)**

Dr Caroline Bressey, Department of Geography

Professor Joe Cain, Department of Science and Technology Studies

Ms Subhadra Das, UCL Culture

Professor Tom Fearn, Department of Statistical Science

Professor Peter Fonagy, Division of Psychology and Language Sciences

Professor Tamar Garb, Institute of Advanced Studies

Ms Fiona McClement, Equality, Diversity and Inclusion Team

Mr Ash Talwar, Equality, Diversity and Inclusion Team

Professor Mark Thomas, Department of Genetics, Evolution and Environment

Ms Nilisha Vashist, Women's Officer, Students' Union UCL

# Recommendations

## Responding to History

1. UCL must issue a public apology acknowledging its complicity in the institutionalization of eugenics, unreservedly condemn related discriminatory practices, and make a long-term commitment to provide a safe and constructive environment in which further study and reflection about eugenics can be undertaken.
2. UCL must ensure all UCL staff and students can develop knowledge and understanding concerning the history and legacy of eugenics. This must consist of more than single points-of-contact or one-off events.
3. All Departments must devise action plans to describe and reflect upon how they, their predecessors, and their disciplines participated in the history of eugenics. Action plans must be approved by executive deans and made available to the department's staff and students. Action plans should be sent to Students' Union UCL to aid their monitoring of the subject. UCL must support this initiative with the provision of dedicated resources, such as a project officer. Departments with strong historical links to the history of eugenics at UCL should be prioritized in this process.
4. UCL must ensure all students and staff have abundant avenues and opportunities for developing their own sense of belonging within our community and estate. UCL must ensure robust mechanisms exist to lower barriers to belonging, such as through continued support for the BAME Awarding Gap Project.
5. UCL must treat as a strength the view that different sections of our diverse community relate to our shared history in different ways. No one section has privileged access or ownership of our history. As one community we must be respectful of these differences and learn from them. We must value reconciliation.

## Recommendations on Commemorations

6. UCL must rename the following elements of its estate as a matter of urgency:
  - a. Pearson Building
  - b. Pearson Lecture Theatre
  - c. Galton Lecture Theatre
7. Signage must be provided to explain the reasons for these changes, including the historical linkage of named individuals to eugenics advocacy and scientific racism.
8. UCL must work towards removing Galton's name from other assets associated with the university, such as the Galton Collection and the Galton Professorship. It must communicate clearly that a Galton Laboratory and a Department of Eugenics no longer exist at UCL.
9. UCL must conduct a comprehensive review of all commemorative names used within the UCL estate, using its open and transparent process for "Naming or Renaming of University Buildings and Spaces".

What do you think about these recommendations?

# Recommendations

## Recommendations on Financial Instruments

10. UCL must undertake the re-purposing of funds linked to Galton's benefaction to the university. This must support reflective work on our history and ongoing legacies of eugenics.  
*Note: One member of our subgroup abstains, declaring a potential conflict of interest.*
11. We strongly recommend re-purposing aimed towards expanding new opportunities at UCL for those in groups once targeted by eugenics policies. This is support for people. In addition, we strongly recommend re-purposing aimed towards supporting research that addresses contemporary forms of discrimination and prejudice. This is support for subject matter. These must extend beyond business-as-usual, existing commitments. Expanding opportunities should include, but not be limited to:
  - a. new academic scholarships to increase participation and reflection
  - b. increasing the capacity of Students' Union UCL for representing the interests of individuals in these groups
  - c. improving accessibility in all its forms (e.g., increasing the capacity of UCL to provide BSL interpreters at University events) and supporting work towards achieving the "Disability Standard" for UCL.

## Recommendations to Improve Teaching and Learning

12. Departments must devise action plans for all teaching programmes to engage critically with the history and legacy of eugenics at UCL. UCL must develop a collective pool of resources to support this teaching and learning. Action plans must be reviewed within regular quality assurance mechanisms, such as teaching committees, consultation with student representatives, annual monitoring reviews, and external examiners.
13. UCL Estates must consult staff and student groups to identify factors impeding access to all resources of the institution. UCL Estates must report to the Provost within one year on an action plan for how these will be rectified. Broken and inadequate physical infrastructure are much too frequently cited as impediments for those with disabilities in our community.
14. UCL must facilitate research into histories and ongoing legacies of eugenics, over and above any repurposed funds, encouraging substantial involvement from those outside our community and encouraging research that challenges the status quo. Due care must be given to support related multi-faculty research within UCL.
15. UCL must improve the ability for investigation of its institutional history through investment in enabling people from groups targeted by eugenics to become experts in this area, if they choose to do so.
16. Working in collaboration, UCL Library Services and UCL Culture must develop a major permanent exhibition on the history and legacy of eugenics at UCL. The exhibition must include student-led elements, and the exhibition must be developed in consultation with representatives of groups targeted by eugenics. It also must involve UCL units with historical associations to eugenics in UCL, such as Statistical Science, GEE, Psychology and Language Sciences, units in education, units in medicine, and so on. This could also include collaboration with sister institutions in Bloomsbury.

# Recommendations

17. UCL must increase the capacity of UCL Special Collections and UCL Records Office for managing and making available collections related to the history and legacy of eugenics at UCL. This might include hiring additional staff, modernizing its online interface, expanding the range and number of digitization projects, and support for researchers at entry level. We want more capacity for more people to undertake more types of research into legacy issues, and we want to ensure those currently outside our community are included, too.

## Timeline for Action

18. The Commission is aware of UCL's efforts towards a 2020 submission for the Race Equality Charter. There should be alignment between these recommendations and the institutional analysis that is being undertaken for the Race Equality Charter.

## Context For This Report

These are recommendations from members of the MORE subgroup of the Commission of Inquiry into the History of Eugenics at UCL, convened in December 2018. The Commission was comprised of members of the UCL community from different professions, faculties and disciplinary traditions. We came together with different understandings of the role of eugenics at UCL, different understandings of how to interpret this history, and how this history manifests itself in UCL's present (as per our terms of reference). Through our conversations we have discussed these differences of perspective and, unsurprisingly, not all of these have been reconciled. However, through these discussions, where we (the undersigned) have come to agreement is upon the recommendations here.

This set of recommendations arise out of our collective discussions. These were informed by the witnesses who took the time to come and speak to us about their experiences and scholarship, historical

and archival research undertaken for us, and the results of our commissioned survey of UCL staff, students, alumni and the wider public.

As members of the group tasked with reflecting on the history of eugenics and its ongoing legacies at UCL, we are not the first to address this complicated history. Former and current staff and students have raised concerns about its historical association with UCL and, in some instances, made similar recommendations to those that come in this report.

Eugenics represents only one aspect of UCL's difficult histories that need to be addressed. These recommendations cannot mark the end of our reckoning with difficult pasts and how they manifest in our present. These recommendations are a contribution to the process, one which we hope will enable institutional change while creating spaces and opportunities for us to speak to each other across disciplinary boundaries and personal experience.