



Friday 26th March 2021

## Extraordinary UGM Agenda

<b>Time</b>	15:00 - 17:00
<b>Date</b>	26th March 2021
<b>Location</b>	Zoom
<b>Chair</b>	TBC
<b>Agenda</b>	<ol style="list-style-type: none"><li>1. Introduction &amp; Ground Rules</li><li>2. <b>Motion 1</b>: Remove Adam Habib as Director</li><li>3. AOB</li></ol>



## UGM Motions

### Motion 1

<b>Title</b>	Remove Adam Habib as Director
<b>Proposer</b>	Ret'sepile Makamane
<b>This Union Notes</b>	
<p>1.1. Adam Habib used a racial Slur, in an all-student meeting on March 11th 2021.</p> <p>1.2. Habib justified the use of a N-Word in multiple platforms.</p> <p>1.3. Habib <b>re-classified</b> a Black student and stripped them of their African identity and Blackness, and called himself African: a logic that echoes Apartheid South Africa's racist <b>re-classification</b> and re-defineinition of non-white folk.</p> <p>1.4. Habib has caused harm, trauma and hurt and has reopened wounds for Black students and staff alike.</p> <p>1.5. We have no confidence in Adam Habib's leadership as this incident has shown.</p> <p>1.6. Habib has offended, hurt and traumatised the Black student. It has been over a week, the student is still dealing with the trauma by himself.</p> <p>The Board of Trustees re-appropriates Black pain and trauma and sanctions Habib's behaviour, racism and anti-Blackness without even consulting those affected.</p> <p>1.7. Habib has failed to show leadership.</p> <p>1.8. Habib has disrupted the learning environment for Black students.</p> <p>1.9. Habib has thought it is appropriate to <a href="#">tweet</a> Black South Africans that :Verwoerd did a good job on you blokes - he would have been proud on what you have become".</p>	
<b>This Union Believes</b>	
<p>2.1. Adam Habib's tweets show him referring to Black folk as 'blacks' and saying to</p>	



Black South Africans that 'Verwoerd did a good job on them' (Verwoerd is the Father of Apartheid). This demonstrates Habib's lack of the history and development of racism, therefore he is incapable of empathy, care and understanding of the Black and African condition.

**2.2.** Habib defended himself by saying South Africans use the N-word and unashamedly continued on twitter, with 17 tweets showing no remorse.

**2.3.** SOAS is retraumatizing Black students by centering Habib and not the victim.

**2.4.** Habib's behaviour is offensive, deplorable and inexcusable.

**2.5.** Habib has violated the Equality Act 2010.

**2.6.** The discontinuation of the BA African Studies programme is emblematic of SOAS's priorities and disregard towards Africa, Africans and their education, while SOAS advertises itself as the leading institution for the study of African Studies.

**2.7.** The Board of Trustees' response is cynical, alarming, disempowering and disingenuous - as of this moment, the BoT still has not reached out to the affected student, to check on his well being and mental health but have infantilised Habib, the aggressor as the one in need of education on basic respect.

**2.8.** We cannot trust the BoT with the hiring of the next potential director due to poor decision-making.

**2.9.** Habib's appointment as director, indicates the levels of systemic and structural racism in SOAS institutional processes, we cannot trust and do not have faith in the methods that the BoT have offered to us, nor do we want to expose Black students and staff to triggering 'dialogues' with Habib.

**2.10** We also cannot trust the processes of resolving anti-Blackness that the BoT has suggested without involving the Black student body.

**2.11.** Adam Habib, has lived for over half a century participating in many Higher Learning platforms, on the African continent; but has not bothered or taken the



minimum initiative to educate himself on the plight of Black people due to White supremacy.

**2.12.** If the Board believes that Habib is in need of education, he should enrol as a student and not as director.

**2.13.** Resolutions regarding racism on campus with former Pro-director of Learning and Teaching, Deborah Johnson, in 2019, have not been met.

**2.13.1.** Double marking should take place cross-departmentally e.g. Law department cross mark Economics students work to avoid bias. If there are big discrepancies between first and second markers e.g. more than three (3) marks difference then a third external marker shall be used

**2.13.2.** Penalisation and enforcement for inappropriate behaviour

**2.13.3.** Recourse for the harmed student

**2.14.** It is imperative that the BoT keep the promise to protect the most vulnerable students, especially Black students from lower income backgrounds who do not have the resources to recover from such trauma.

**2.15.** This union notes that any form of racism is against the Dignity at SOAS Equality and Diversity policy.

**2.16.** Because of SOAS' institutional racism and disregard for non-white students, there is also extreme lack of support for refugee students - who are mostly Black Africans.

### **This Union Resolves**

**3.1.** Adam Habib must leave SOAS by Monday 12th April 2021.

**3.2.** To lobby the university for BA African Studies Black Students to receive compensation/refund for fees.

**3.3.** To lobby the university for the BA African Student at the centre of this incident to receive a refund of fees and compensation for the harm caused to him by the Director of SOAS, Adam Habib.



**3.4.** To lobby the university for the same student to be offered assistance towards his mental health by an organisation of his choice.

**3.5.** To lobby the university to offer a public apology to the student who was affected by Habib's violation of the Equality Act 2010 and SOAS Dignity Policy.

**3.6.** To lobby the university to offer a public apology to the feminised student who was affected by Habib's misogyny.

**3.6.** To lobby for mitigating circumstances to be given to Black students.

**3.7.** To lobby for SOAS to collaborate with and resource Carol John to bring in and work with organisations/groups that will offer the anti-Black/anti-racist and neurodiversity training that is needed for staff and the institution.

**3.8.** To lobby for agreements, with management through Deborah Johnson's office agreed upon from 2019 to be implemented;

**3.9.1** Penalisation and enforcement for inappropriate behaviour

**3.9.2.** Recourse for the harmed student/s

**3.10.** To lobby the University for the BoT to be trained on the basics of structural racism that affects Black students disproportionately, by taking the same mandatory workshops and reflect on their incompetence of hiring someone who has a history of harm.

**3.11.** SOAS Students Union should have the deciding veto vote for the next director of SOAS.

**3.12.** More than 2 Black student counsellors must be present at SOAS.

**3.13.** Academic Advisors must be trained in issues pertaining to anti-Blackness and racism

**3.14.** To lobby the University to facilitate conversations about anti-Blackness for POC



and Black students and staff which must be resourced and mediated for greater social cohesion, cultural collaboration and community building.

**3.15.** To lobby for funding, adequate resources and immediate intervention for Refugee students inside SOAS.