



# LETTER from the EDITORS

This guide is supposed to be an archive, but like all archives it's also supposed to be a tool. We wanted to write down the things we've done and the things we've learned, both to build our collective memory and to build our collective strength.

Last year's guide brought together over thirty groups, and pages of archive material. It was a snapshot of where our movements were, and at where we'd been. This year we wanted to make something that looked to the future. In the pages that follow you'll find how-to guides for action; tips and tricks for good organising; and know-your-enemy overviews of what we're up against.

Our movements are plural: we neither seek to be representative of the multiplicity of groups there are, or to speak for any group in particular. Many people had a part in the making of this guide, and we've made no attempt at all to massage their spread of worldviews into a coherent stance. In what follows you might well find tensions or contradictions - these are real.\* What unites us is, we hope, the same thing that unites us with you: we know that things are not OK, we know that they could be different, and we know that by acting together we can change them.

(if you don't know those things yet, keep reading!)

From the grandiose gates (and those fucking fences) inwards, this place does a lot to build the impression that it's separated from the outside world, which is often described as the "real world". Cambridge, as against this, is supposed to be disconnected, ephemeral, eternal and untroubled. Nothing could be further from the truth.

The University is intimately connected to a city on which it is dependent/parasitic. It is connected to global systems of power and violence in which it is an active player. As we exist within this University we also exist within that city and those systems. That fact can empower us.

We always organise from a position; from where we are. We hope that this guide records something about our position here and now, and in doing so offers somewhere to start organising from.

Organising for a better University,

a better world

and a better future

-12 PINTS  
PRESS



\*This doesn't mean we aren't accountable as a group! If you spot something in this guide we messed up, whether we said something harmful, printed something illegible or just got our facts wrong, we'd love for you to help us do better by getting in touch.

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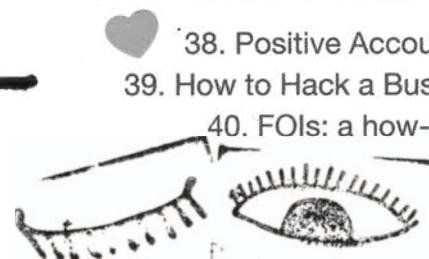
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# HIGHER EDUCATION IN CRISIS THE CONTEXT

Since the introduction of the first tuition fees in 1998, but most dramatically in 2010, government funding for teaching has decreased, meaning universities depend more and more on student fees, which have been increasing. This need to extract money from students has fostered the idea that education is a product to be bought and sold, known as marketisation, the process by which the logic of markets is imposed on an organisation. In higher education, marketisation means that what matters to university management are league tables and balance sheets: quantifiable measures by which their university can 'compete' against others. The unquantifiable, radical and transformative aspects of education are ignored, as metrics become targets and staff see increased workloads coupled with decreased pay and unstable pensions, while the systematic issues behind the student mental health crisis are ignored and 18 year olds are forced into a one-size-fits-all exam system that judges them as a number of success against their peers.

*back to school*

## STRIKE BALLOTS FOR UNIVERSITY STAFF: SOME FAQS

This term, university staff across the country are voting on whether to take industrial action to defend their pay and pensions. The vote is being coordinated by the trade union for uni staff, the University and College Union (UCU). Depending on the results, there may be strikes over the coming year. Here are some Frequently Asked Questions to explain what it's all about, and how it might affect you.



### WHAT IS INDUSTRIAL ACTION?

The best known form of industrial action is the strike, when the workers of a union collectively refuse to work. Instead, they gather together outside their workplaces, to discourage colleagues and others from going inside: these gatherings are called **picket-lines**. There are also other forms of action short of strike: for instance, workers might refuse to work overtime, or to provide cover for absent colleagues.

### HOW IS IT MEANT TO WORK?

Industrial action is the last resort workers have when they negotiate with their employers. It is not something they treat lightly: workers on strike lose their pay, often suffering significant hardship. But it's a proven way of defending or improving their working conditions—in this case, by making the university a fairer place to work.

### WHAT ARE UNIVERSITY STAFF WORRIED ABOUT?

Members of the union are being balloted on two separate but related issues: one on pay and equality, and one on pensions.

**PAY and EQUALITY:** Over the past decade, wages have plummeted across the UK. But compared to national averages, pay in the higher education sector has lagged behind. Since 2009, the wages of university staff have fallen in real terms by over 20%, while at the same time workloads have increased to unprecedented levels. This year, employers are once again insisting that staff accept a below-inflation

**WE SUPPORT OUR STRIKING LECTURERS**

pay offer—in other words, a pay cut. UCU are demanding that pay keeps up with the cost of living. But this vote is also about the various forms of pay inequality in universities. More and more people in this sector are working on precarious, fixed-term contracts, with limited rights and uncertain futures, and sometimes without contracts altogether; meanwhile, workloads are increasing across the board, with university staff performing an average of **two days' unpaid work** every week. And the effects of this fall disproportionately on female and BME staff. Across the higher education sector, the gender pay gap is **12%**: here in Cambridge, it's much worse, at around **19.6%**. UCU is fighting for fair contracts and manageable workloads for all workers. It wants employers to commit to a national plan for eliminating zero-hours contracts and closing the gender pay gap, as well as similar disparities for BME staff.



#### PENSIONS:

Pensions are deferred pay, agreed by employers to support workers once they retire. This year, workers in higher education are being forced to increase the amount they contribute towards their pensions, an increase which amounts to **another pay cut**. This comes in the wider context of repeated attacks on university pensions: employers have tried to slash the benefits workers receive, while hiking the amount they pay. UCU are standing against this erosion of their members' rights, and fighting to guarantee a decent pension for all.

UNITED WE BARGAIN

DIVIDED WE BEG

#### HOW WILL I BE AFFECTED?

If union members vote for industrial action, there may be strikes at some point between November and May this coming year. This won't affect any college supervisions or classes you receive, as the dispute is between the union and the university. But it will mean that lectures, seminars, and lab work organised by your faculties may be cancelled. This will cause disruption to students, and the university will blame it on the staff themselves. But remember, staff don't want to go on strike. They'd much rather be teaching, researching, and doing the work they enjoy; and they deeply regret the impact of strikes on their students. Strikes are part of their efforts to continue doing what they do—to preserve the life of the university against the devastating cuts which threaten its future.

SUPPORT THE  
UCU STRIKE

STAY IN BED

#### HOW CAN I SHOW MY SUPPORT?

If the strikes go ahead, there'll be plenty of opportunities to show your support for your teachers. One crucial thing you can do, if the strikes do happen, is **not to cross the picket line** by staying away from faculties and university buildings. Things are still uncertain at this point; for the latest updates on what's happening, and how you can get involved, keep an eye on the local UCU website, [www.ucu.cam.ac.uk](http://www.ucu.cam.ac.uk), or the website of the student union **CUSU**, [www.cusu.co.uk](http://www.cusu.co.uk). When students and staff unite, we can build a **better and fairer university** for everyone.



# SPOTLIGHT ON: UNIONS

## What is a union?

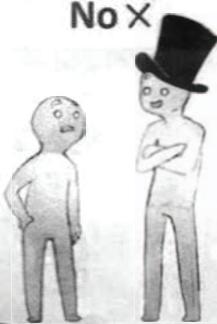
A union is an organisation of workers who come together to pursue shared goals and interests, usually the improvement of workers' rights and conditions. Unions negotiate with employers to secure fair pay and pensions, and support members who are subject to wrongful dismissal or harassment at work. They have a long history of advocating and securing gains for all members of society. They are vital for workers to make sure that their collective interests are considered and taken seriously by profit-oriented decision makers. Without organising to defend and express common interests, the rights of workers risk being a second tier concern to those in positions of power. Without the collective consciousness and power-brokering function of unions, those whose conditions are directly impacted by laws and policies lack a voice.

## What are Students' Unions (and why should I care)?

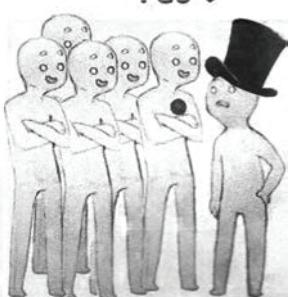
Students' Unions represent the interests of students to decision/policy makers on key issues impacting student life (e.g. rent, access, and so on) and campaign to improve students' wellbeing and welfare. The Students' Unions at Cambridge University are the Cambridge University Students' Union (CUSU), which represents both undergrad and grad/post-grad students, and the Graduate Union (GU), which represents grad/post-grad students. There is also the National Union of Students (NUS), which represents all students nationally. The CUSU/GU Liberation Campaigns represent students from designated communities — they are: the BME Campaign, LGBT+ Campaign, Disabled Students' Campaign (DSC), International Students' Campaign (iCUSU), Women's Campaign (WomCam), and Class Act. Each is affiliated with the Students' Unions but has its own committee, runs its own events, and sets its own policies. CUSU/GU sabb officers have access to key players within uni management e.g. the CUSU/GU Presidents each have a vote on University Council (see the 'Mapping Uni Power' section). If you're a grad/post-grad student, you can also join the University and College Union (UCU) — more on this below.

## How to talk to the boss:

No X



Yes ✓



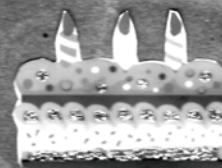
## Ok, but what about other unions?

The University and College Union (UCU) represents over 120,000 members in Higher Education and Further Education all over the UK: academics, lecturers, trainers, instructors, researchers, librarians, unions, e.g. when CUSU/GU and student activists supported strikes by the UCU in 2018.

Students have also shown solidarity with other trade unions, e.g. the Bakers, Food, and Allied Workers' Union (BFAWU) when its members went on strike against McDonald's. Students supported the supported strikes on October 4th 2019 against McDonalds, Wetherspoons, TGI Fridays, and Uber Eats. Striking workers demanded a living wage of £10 per hour, a choice of fair fixed contracts, fairer working conditions free of abuses of power, and recognition of their union by employers. The BFAWU is unionising fast food workers in today's context of casualisation and precarity (e.g. short and zero hours contracts). Deepening students' connections with workers' movements for better rights in the town is an incredibly important focus for organising.

The issues that unions campaign on affect more than just their members e.g. working conditions for staff at universities affect the environment students are learning in.

# THESE CAKES KILL FASCISTS



When we're in the midst of organising for a cause, whether we're old hands or have just got involved, it can become difficult to take time to care for ourselves. But what kind of radical future are we fighting for if not one in which we can all take care of ourselves and others? This is self care as community care, as collective care and as a way to build our power, together. So take some time for yourself to bake these cakes, and then share them with others, eat together, maybe even laugh a little.

**For the cupcake mixture**  
120g butter, softened  
120g caster sugar  
1 free range egg (no cages in our cupcakes!)  
1 tsp vanilla extract  
120g self-raising flour  
250g love for the cause (essential)



**For the buttercream icing**  
140g butter, softened  
275g icing sugar  
1-2 tbsp milk  
A few drops of communist red food colouring (optional)



1

Heat oven to 180C/160C fan/gas 4 and line a 12-hole muffin tin with paper cases.

2

Cream the butter and sugar together in a bowl until pale. Beat the eggs (I'm not telling you to pretend they're the fash but also...) in a separate bowl and mix into the butter mixture along with the vanilla extract.

3

Fold in the flour, adding a little milk until the mixture is of a dropping consistency. Spoon the mixture into the paper cases (bonus points if you coordinate the colour of the cases with your campaign) until they are three quarters full.

4

Bake in the oven for 10-15 minutes, or until golden-brown on top and a skewer inserted into one of the cakes comes out clean. Set aside to cool for 5-10 minutes, and set aside the skewer. No really, put that skewer down. Place the cakes on a wire rack to cool fully.

5

Now for the buttercream icing! Beat the butter until soft, then add half the icing sugar and beat until smooth.

6

Add the remaining icing sugar with 1 tbsp milk, adding more milk if necessary, until the mixture is smooth and creamy. Add food colouring to make the cakes look as red as the horizon and mix well.

7

Spoon the buttercream into a piping bag and add a nozzle of your choice. Pipe in a swirl motion, or draw a snazzy symbol of your choice.

8

Share with your group or campaign in your next meeting, or hand out at a rally or direct action. Sharing food is an act of care and we all could do with a little more of that in our organising.



# W CONSENSUS ORGANISING



Horizontal organising is one way of ensuring democracy and inclusivity in our decision-making. Without a hierarchical structure, everyone can be heard and take responsibility collectively for the actions of the group. This principle is enacted in decision making by using consensus.

Consensus means that, ideally, the group comes to a solution that addresses everyone's needs, that everyone in the group can support. In this process, everyone in the group has equal say and anyone in the group can reject a decision if it is impossible for them to work with. This is a kind of decision-making many people aren't used to, so now is a great time to learn how it works before your first meetings! In the context of consensus decision making, a horizontal structure is essential because it means that everyone is free to question authority, and no-one's needs are inherently prioritised. Consensus should also mean that everyone has a stake in decisions that are made, and is accountable for them.

That might sound difficult - and sometimes it is! Making consensus work requires a common goal, a level of trust, a clear process and a collective commitment to sharing power equally within a group. These are things you all have to work at creating.



agitators

don't forget!

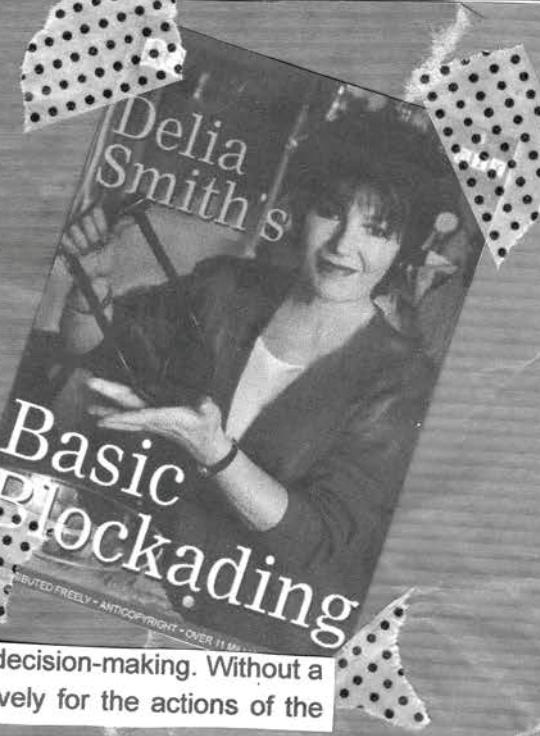
Meetings should be minuted—usually by someone who chooses to step out of the discussion. Often this is accessible live online to people who could not attend. Minutes don't have to be long, or record everything that is said, as long as the main points are recorded and action points assigned.

Consensus discussions are usually held in small groups as this gives members the most chances to speak. If a large group needs to reach a consensus decision it can split into smaller groups who come to a decision before a meeting of spokespeople for each group.

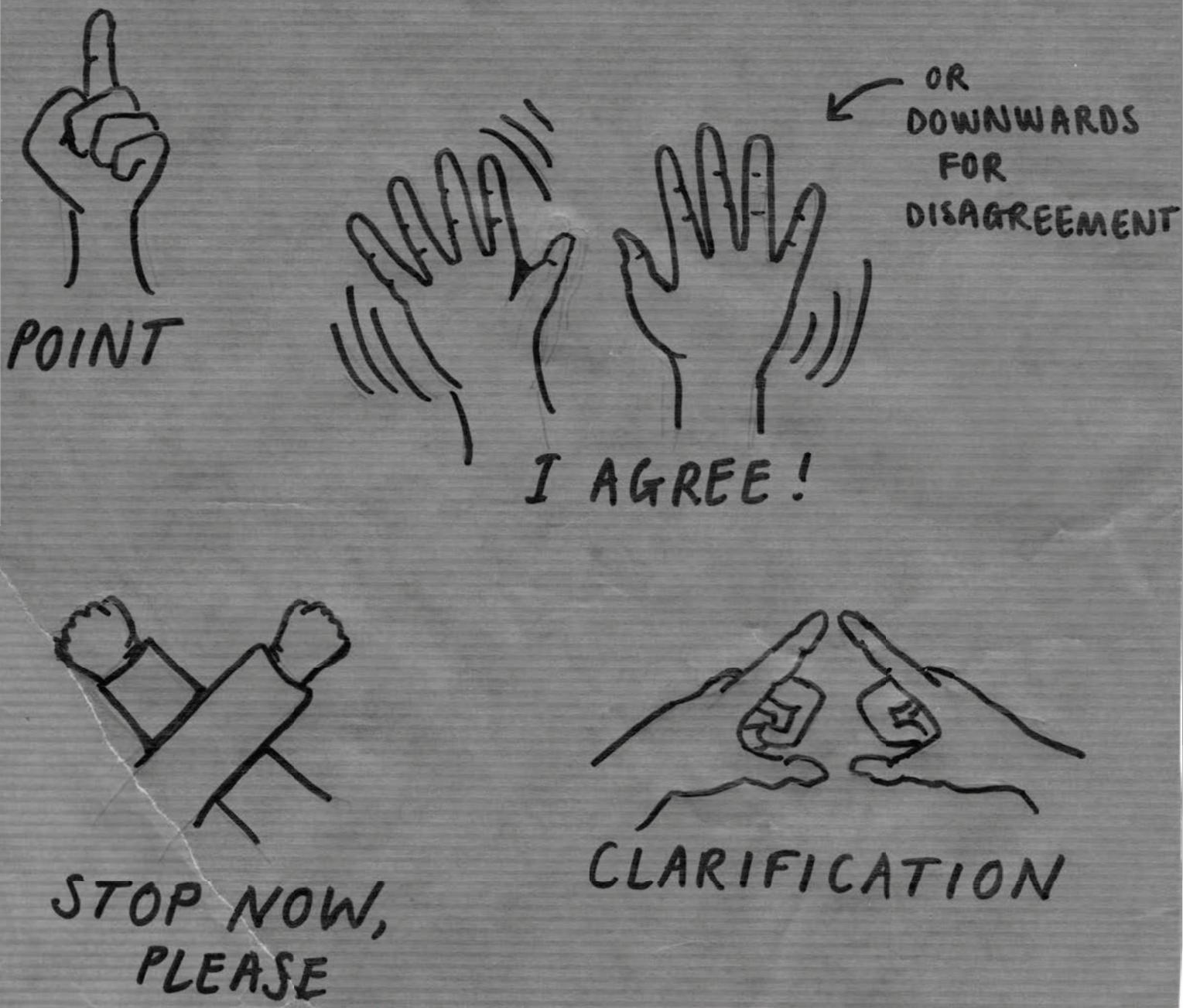
To keep order in a meeting and make sure that a few voices don't dominate, consensus-based meetings usually have a facilitator. Facilitators generally agree to be neutral in the discussion, nominating speakers and moderating the discussion. The facilitator makes sure the meeting sticks to the agenda and to time. They ensure that everyone is included and all viewpoints are heard. Having two co-facilitators is a good way to make sure that no one person either has too much power or too much stress.

Reading **refs**

Further Reading from Seeds for Change: [seedsforchange.org.uk/shortconsensus.pdf](http://seedsforchange.org.uk/shortconsensus.pdf)



To keep meeting spaces accessible and efficient, we use a system of hand-signals to communicate agreement and disagreement, and when we want to speak. This helps everyone participate and hopefully makes people feel safer and welcome in our meetings. This can and should be adjusted to accommodate participants with visual impairments or who otherwise struggle with hand signals.



#### Non-consensus: Common Problems

- Lack of consensus can lead to inaction. If consensus is not reached on a particular decision and no action is taken as a result, it is tempting to view this as doing or changing 'nothing'; however, deciding to uphold the status quo is still a decision that has an impact.
- If an issue disproportionately affects some members, there must be a discussion on who has input on resolutions. Privileged members upholding the status quo—thereby disadvantaging those less privileged—is not an appropriate use of consensus.
- Consensus reached by peer pressure, use of social influence, or power dynamics within the group is not true consensus. This is especially the case if the facilitator(s) are not neutral. There must be frank discussions about bias, not only before but also during and after decision making processes. Just because someone says they are neutral, doesn't mean they are in practice; you are allowed to question authority in activist spaces!

# MAPPING CAMBRIDGE UNIVERSITY POWER

## COLLEGES

The colleges are legally separate from the university, and don't they know it! They have their own investments, employ staff for supervisions, and will fight the uni on stuff they don't like.

They also talk to each other and will often conspire together against students, staff or the uni on stuff they don't like.

## BURSARS

Money, money, money, blah blah. It's all Bursar's world. Loukey the most powerful college voices, the most organised, and certainly the most conservative.

## UNIVERSITY KING

University Council is where big decisions in the running of the central get made. It has reps from Regent House, the Faculties, the Colleges, and also students. Most Council seats are elected, and most are winnable (we think!)

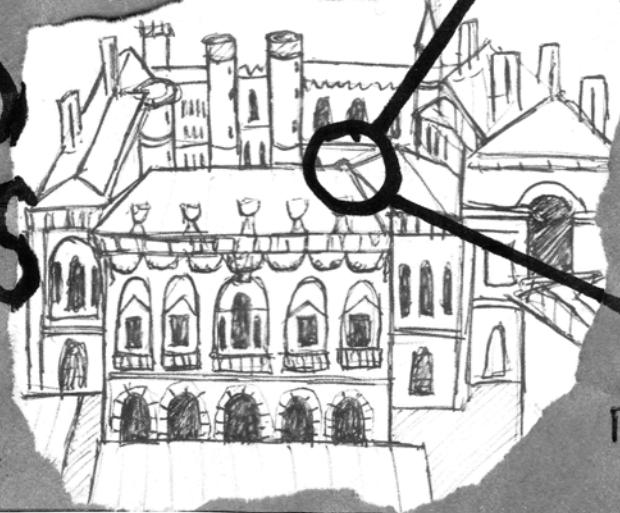
## VERSITY COUNCIL

People say the "Old Schools" the same

way people say "the West Wing":

to mean the central hub of power.

## OLD SCHOOLS



It's the HQ of the central uni, where

the VC and team live, and a long-time

hub for occupations and protests.

## STUDENTS

This is you- we assume! One half of the most potentially powerful alliance in the University.

**SOLID**

**CUSU**

**GU**

Technically Regent House trumps Council but on most things that actually matter Council can overrule because legal reasons.

If the University is the government, Regent house is Parliament. Except less powerful. Parish Council, then, maybe. Either way, most academics (but not all) get a vote, and big changes have to go past them.

50x Regent House members can initiate a Grace.

25x can call for a vote, and you only need 10 to call for a discussion.

Only academic and "academic-related" staff (librarians, senior administrators etc) get a say in the running of the University, and many junior and precarious academic staff are also excluded.

## REGENT HOUSE

**Steven Toope** - Vice Chancellor  
As he will tell anyone who will listen, Toope doesn't actually control the University. He is obviously hugely influential though. Weird Canadian, kind of unpredictable which side he'll be on.



**Graham Virgo** - Senior Pro VC (Education)  
Responsible for most student-facing stuff, progressive when compared to lots of the University, still a slippery slimy snakey lawyer politician.



**Andy Neely** - PVC Enterprise & Business Relations  
Loves: Capitalism, the arms trade, Big Business  
Dislikes: Having his face fly-posted all over town



## FINANCE &

The investments office is just starting to come to terms with being part of a university, having always previously preferred to pretend to be unrelated to any democratic accountability.

## INVESTMENT

## COMMS

Because people pay so much attention to the Old Schools, they're very stressed about appearances - that's why Comms have so much power. They care about the Uni's reputation, which is apparently totally separate from its staff or students: Treat with \*extreme\* caution.

## FACULTIES

Faculties are also worlds of their own, often pretty separate from each other and the university. Their most common political role is opposing change, especially centralisation.

## STAFF

The other half of the University's most powerful double act! The institution belongs to us, united.

usefullinks



We ARE the University - don't let them tell you different!

[governance.cam.ac.uk](http://governance.cam.ac.uk)

[reporter.admin.cam.ac.uk](mailto:reporter.admin.cam.ac.uk)

A G I T P R O P, I N S P O

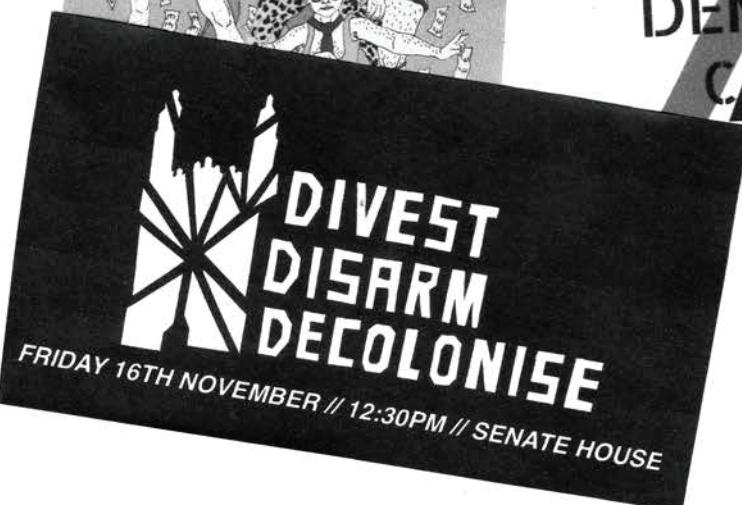
CAMBRIDGE



ACTIVIST  
CAMP



NATIONAL DEMO  
FREE EDUCATION  
LIVING GRANTS FOR ALL  
CARRIERS  
CARRIERS  
IN BUSINESS  
IN DEBT



FRIDAY 16TH NOVEMBER // 12:30PM // SENATE HOUSE

STEPHEN TOOPE EARN'S  
£1000  
EVERY DAY



STUDENTS SUPPORT THE UCU  
PENSIONS STRIKE!

NO CLASSES!

THURS. 22ND - FRI. 23RD

MON. 26TH - WED. 28TH FEB.

MON. 5TH - THURS. 8TH

MON. 12TH - FRI. 16TH MARCH



DON'T CROSS THE PICKET LINE!



DEMILITARISE  
CAMBRIDGE

BOYCOTT  
DIVEST  
STATE

WAR SCHOOL

screening and skill share



15 June // 4-7 pm // w food & drink break

Dear  
World...

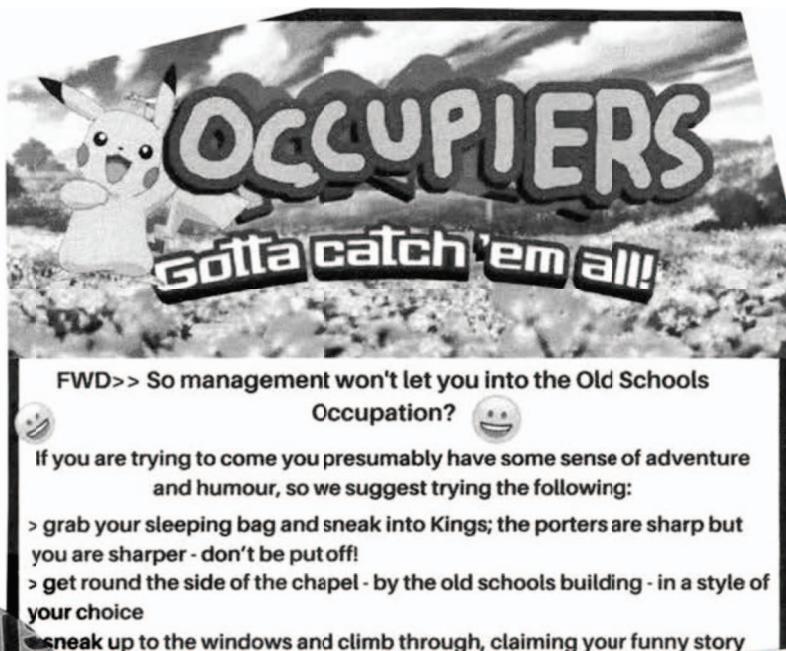
We willingly do  
research for  
arms  
companies that  
kill people near  
you.

Yours,  
Cambridge



CUT THE  
RENT -  
SOCIAL -

# MAXIMISE SUBSCRIPTION



## RESCIND THE FELLOWSHIP.

**Demonstration  
Outside  
St Edmunds College  
Monday 28th  
3pm-5pm**

## **Student activists Stand in Solidarity against RACISM**

## NOT TO RACIST PSEUDOSCH at University of G



### What is Decolonisation?

Decolonisation starts with the recognition that the knowledge, educational practices, and ideologies promoted by elite educational establishments have been shaped and formed by the interests of Western colonialism. Decolonisation means understanding the historic and present entanglement of Cambridge, and institutions like it, with the systemic reach of extractive and exploitative capitalism, and white supremacist violence. Recognising the coloniality of Cambridge should prompt us to ask: where do the framings, bodies of knowledge and concepts that we use in academia come from? Who produced that knowledge? Whose interests do they serve? And what image of the world do they build when we stitch them together? The coloniality of knowledge emerges in different forms in every facet of the university, and requires a diverse and complex effort to understand and combat it.

Decolonisation campaigns aim to confront and dismantle the colonial legacies present in our institutions. The various campaigns associated with decolonisation at the University of Cambridge often do so by focussing on several aspects of our teaching, learning and research. This includes the *form* of our teaching and research (like our pedagogic styles and research links) as well as the *content* (our reading lists and library resources).

This is not mere 'tokenism'. Acknowledging the coloniality of knowledge makes our learning and scholarship more rigorous and complete, and gives the voices of the colonised and marginalised a leading role in shaping that scholarship.

### The Cambridge Decolonisation Network

The Decolonisation Network is a student collective dedicated to supporting and coordinating various decolonising efforts across the University and its Faculties, Departments and Colleges. The Network arose from dialogue between the CUSU BME Campaign and activists organising around causes ranging from decolonising the curriculum (e.g. through Working Groups within faculties) to decolonising university structures (e.g. the Demilitarise Cambridge campaign). In the face of uneven engagement and progress across the University, the Network recognises the need for a coordinated effort, which can try to define a collective vision. Its organisers have so far focused on publicity, facilitating liaison between groups, and institutional memory - archiving and collecting resources to ensure work is built on, not repeated.

At least once per term, the Network hosts a Decolonise Assembly, a space where the various working groups can gather to share their experiences and knowledge of best practices, allowing them to set targets and review past activities. It's the body to which we are all accountable, where decisions are made on behalf of the broader movement and actions are delegated. There is a power of veto reserved for students of colour, to ensure that their voices are at the forefront of our activism.



Where can I start?

Many of the departments and faculties across the University have their own internal Working Groups that you can get involved with. The best way to find out whether your department has one is either to contact your department's administrative office, message the Decolonise Network's Facebook page (link below) or come to the first assembly of term and meet the liaison for your department in person! If there is not a group for your department, start one! The Network will support you by providing advice on how to get started, links to other groups' resources and suggestions of faculty members you can contact. If you want to work with the central Network directly and assist in a university-wide capacity, get in touch via our page.

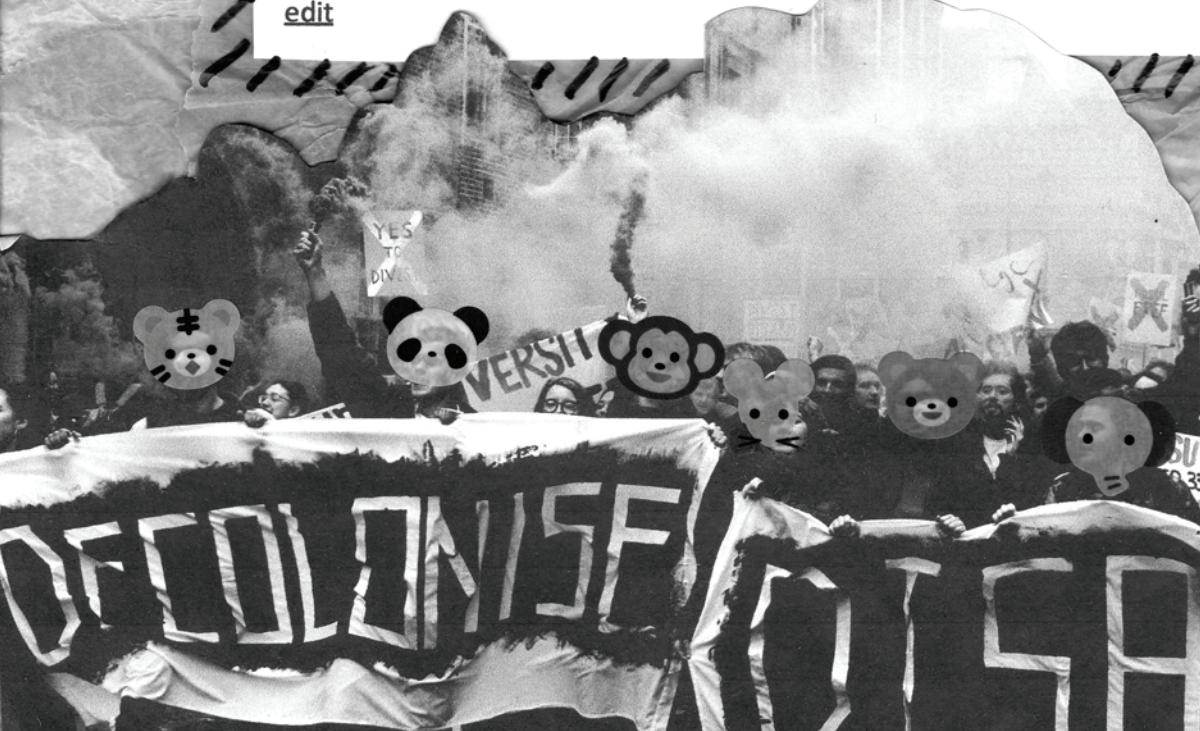
## reading [recs]

Decolonisation Network Facebook page: <https://www.facebook.com/DecoloniseCambridge>

Decolonise Sociology website: <https://decolonisesociology.com>

Decolonise Anthropology Facebook page:  
<https://www.facebook.com/decoloniseanthropologycambridge>

HSPS (Part I) Decolonial Reading List:  
[https://docs.google.com/document/d/1s3nIXibK680\\_y\\_xhau3vbrVQ7WFVKocjKI1Vv2r81A0/edit](https://docs.google.com/document/d/1s3nIXibK680_y_xhau3vbrVQ7WFVKocjKI1Vv2r81A0/edit)



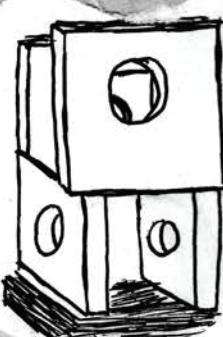
# MATERIAL COLONIALITY OF THE UNIVERSITY

The University of Cambridge, for centuries an institution responsible for the education of British elites, has always been embedded within the British imperial system. The University has produced slave-owners and colonial administrators. It has benefited from and built itself on the profits of racist exploitation. History has left an indelible mark on Cambridge in art, architecture, and the names of university and college buildings. As a student, it forms an inescapable part of your experience—whether or not you choose to acknowledge and engage with it.



**@King's College: The Chapel:** King's alumnus Richard Burgh Byam acted attorney for an estate including 93 enslaved people and was trustee for a further 133 enslaved people. He bequeathed a total of £200 to King's, which was used to erect the Brass Standards for lights in the Chapel. **Webbs Court:** constructed following a substantial donation by wealthy alumnus Reginald Heber Macaulay, of the Bombay-Burma Trading Corporation. The Corporation was a major vehicle of British imperialism in South Asia—complicit in brutal, racialised suppressions of local labour unrest.

**@Christ's College:** Contrary to the claims of the right-wing press, the bust of Jan Smuts (a South African politician whose ideas of racial segregation prefigured apartheid) is still on display at the college.



**@Churchill College:** The clue is in the name. In 1942-3, as famine swept across Bengal, and India's viceroy called upon the British government to provide more than 1m tonnes of emergency wheat in aid, Churchill took the decision to continue food exports *from* India. He denied all responsibility for the mass starvation, instead blaming Indians' "breeding like rabbits", and asking how, if the famine was so bad, Mahatma Gandhi was still alive. More than 3 million people died.

**Legacies of Slavery Enquiry:** Last year, Cambridge announced an inquiry into its links with the slave trade. This is a positive step, however, the inquiry has significant flaws. First, it only covers the way the central University—NOT the colleges—benefited from slavery. As the profits of slavery were likely concentrated in colleges, this is a major oversight. Several colleges have announced their own inquiries, but many more have yet to do so. Second it does little to address the University's *present* complicity in neo-colonialism. There is little sense in *historical* accountability without present accountability. Third, the Uni has thus far failed to indicate unambiguously whether monetary reparative justice will be considered. Fourth, the inquiry has de-centered black scholars: there are only two black Advisory Group members and the chair is white. Look out for events run by the independent Legacies of Slavery Working Group and the BME Campaign!

**Why should I care?** The legacies of slavery, colonialism and imperial power live on in the present, in the racist immigration policies of the British government, in the discrimination faced by black applicants when applying to higher education, and in the systematic marginalisation, devaluation and delegitimization of the voices of people of colour on the news, or in school and university curricula. It is therefore NOT anachronistic to voice criticisms of British imperialism (even if you ignore the many historical examples of anti-imperial dissent, both in British colonies and Britain itself). No-one is responsible for the actions of their ancestors, but our lives continue to be shaped and influenced by the rigid, racialised hierarchies of imperialism.

**Fossil fuels:** Cambridge currently has an estimated £377m invested in the fossil fuel industry, and energy giants such as BP and Shell are afforded significant space on campus; the University is complicit in the climate crisis. Climate change hits vulnerable, deprived communities the hardest, and, due to historical power imbalances, these are overwhelmingly people of colour. These communities are least responsible for the crisis, as high-emissions lifestyles are reserved only for the very wealthy (disproportionately white, and concentrated in the Global North). Communities living in oil-rich regions in the Global South are often displaced when companies begin drilling on their land. Amnesty identified systematic human rights abuses against the Ogoni people in Nigeria including the murder of writer Ken Saro-Wiwa and eight other leaders, for which Shell paid £9.6m in a legal settlement. Andy Brown said at the Cambridge Shell Annual Lecture in 2017 "I'm fundamentally proud of what happened in Nigeria".

**What can I do?** Cambridge Zero Carbon (see Directory) leads calls for the University to remove investments from the fossil fuel industry, and many colleges also have divestment campaigns. Cambridge Social Ecology maps the conditions contributing to climate crisis—and the society we need to build to avert this.



**Arms and militarism:** Britain is the world's second biggest exporter of arms; its state defence sector and the global arms trade merge to propagate and profit from war. The university is complicit in the military-industrial complex in multiple ways: people move between industry and the uni, they recruit at careers fairs, colleges invest millions in the companies, and companies sponsor research in return. The Chemring Group (providers of tear gas and munitions to Egypt) or Caterpillar Inc (whose vehicles demolish Palestinian homes). It includes funding from companies like Rolls Royce (whose aircraft devastate Yemeni and Bahraini lives) who gave £14.8 million from 2009 to 2017, or BAE Systems (whose jets have been used to bomb Kurdish people) funding an MSc.

**What can I do?** Demilitarise Cambridge are a group set up in the last couple of years to agitate against the kinds of connections outlined above! Over the summer they have been producing a report—look out for it! Their details are in the directory, with those of other groups organising against militarism. All interested in getting involved are welcome to attend meetings or contact with any queries.

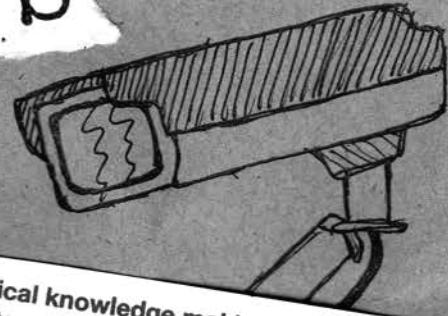


#### Artefacts and Repatriation: spotlight on the Gweagal spears.

Repatriation can be a key part of decolonisation as reparative justice. The Gweagal shield and spears were stolen by Lieutenant Cook in 1770. The shield is at the British Museum and the spears are owned by Trinity College. Rodney Kelly, an Aboriginal activist and six-generation descendent of the warrior Cooman who the items belonged to, and others are fighting to get these objects returned **permanently** to the Gweagal clan of the Dharawal tribe. Despite this, the MAA produced a recent report assessing the claim but advising that the spears remain in Cambridge due to lack of arrangements to preserve them. They also pointed to the Australian Government rejecting the legitimacy of indigenous claims, and that the Gweagal people aren't a 'legally constituted group.' This despite continued oppression, deprivation, and relentless cultural destruction caused to Aboriginal people by Australian Government policies, which makes the items all the more important as symbols of cultural identity and resistance to imperialism.



# UNIS & BORDER'S



An emancipatory university would be an accessible, democratic space of critical knowledge making and of refuge, focussed on the wellbeing of its members and social good. Attempts to punish those without 'regular' migration status in the UK under the 'hostile environment' prevents such aspirations.

Yet unis have, to different degrees, implemented Home Office (HO) directives. It's urgent that we continue to deepen organising work being done to resist this, and empower a national migrants' rights movement from where we stand.

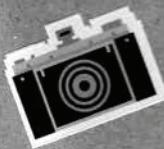
## BORDERS?

Razor wire fences & armed patrols are spectacles manufactured at those sites where the state performs its sovereign power. But border regimes are invasive. UK border enforcement is immigration raids, the detention of 10,000s, and the deportations on charter flights, often involving traumatic manhandling.

Border enforcement is not just physical violence - it includes data sharing agreements with the HO, passport checks demanded by landlords, cancelled legal aid since 2013, and exclusion from benefits. Borders invade people's bodies and imaginations through pervasive fear, bureaucracy, surveillance, and financial strain: the feeling of receding ground. Borders produce destitution. For so many, they kill.



Exploring interconnections between nation, race and empire helps delegitimise border controls. Movements of people & materials in the last few hundred years have been structured extensively & intricately by colonialism, slavery and persecution. In the past century, Western countries have attempted to impose market fundamentalism & facilitated ecological wreckage, insecurity, & war through backing certain regimes, military invasions & the arms trade. The wealth & prestige of some universities is knotted into these histories.



Individualised actions like refugee scholarships are cool, but don't recognise obligations towards resource redistribution (not just money - training, qualifications, access to equipment, journals etc), & to making unis accessible & liveable for ALL current and prospective members

## COLONIAL CAPITALISM CONTINUES AT THE BORDER: DON'T BE DIVIDED!

**Whole industries mushroom around borders.** Govt. agencies push for more powers. Companies compete to provide surveillance. More fundamentally, **capitalism creates and needs a migrant working class** to supply surplus cheap labour. There's a requirement that capital, certain goods, and exploitable workers, cross borders easily. Meanwhile anti-immigrant nationalism conveniently directs **anger away from class relations**. Today, this accompanies neoliberal dismantling of welfare, deregulated corporate profit-making & crushed labour organising. In short, state actors & corporations can clash even as they alter & bolster each other: it doesn't put them on our side.

**The Windrush Scandal** exemplifies tensions. Citizens from British colonies were invited, with economic motive. Subsequent policy ended free movement for the non-white commonwealth & even invalidated citizenship. With violent removals of black & brown residents ongoing, it came to light that British-Caribbean people of or descending from the 'Windrush generation' had been detained, lost homes, and were even deported. The Govt apologised profusely ...for sweeping the 'wrong people' into the net.

In 2012, the post-work study visa enabling students to stay in the UK for 2 years after graduation was scrapped as part of the 'hostile environment'. Then, in Sept. 2019, Boris Johnson announced its reinstatement. This is great for those who'll benefit; but we should recognise it as another display of balancing big business interests with expedient xenophobic nationalism... not as a progressive policy.

**International students** are caught at the vicious & contradictory intersection of marketisation & racist population management. They're embraced as cash cows for institutions & as PR commodities of proudly 'global universities'. Then, if facing migration status problems due to punitive visa requirements they're often abandoned. Fighting for specific gains can be necessary. But so is keeping in sight the broader systemic struggle & rejecting attempts to divide and appease us with crumbs thrown down to a few.

# BORDERS IN OUR UNIS

## 1) Decolonisation: against borders for visiting academics

Proclaimers of academic freedom rarely challenge the racialised denial of academics seeking entry into the UK for short visits. There are many cases. One example is the 14 African academics who were refused visas to an African Studies conference at Cambridge, Sept 2017. In the case of Nigerian barrister & academic Christiana Ejura Attah, she was accused of being likely to stay - despite a grant & the vice chancellor of her institution confirming her credentials.

Such injustices are particularly poignant amidst efforts to grapple with coloniality. From the height of empire onwards, white scholars with distinct mobility across colonial societies passed through institutions like Cambridge, producing authoritative knowledge on colonised people (Adam Branch 2018). Branch details the persistent research assistant culture whereby international academics with limited chance of securing academic careers do substantial work for Western-based academics but aren't properly accredited or paid.

Curriculums need to be oriented towards scholars & debates situated in different historical and regional contexts. **Decolonisation of our curriculums is impossible if scholars themselves are not treated as equal peers.** Fighting visa policies is necessary alongside other counters to inequalities; e.g. funding grants & fellowships, creating other collaborative mutually beneficial channels, actively engaging with non-Western academics in their institutions and on their terms, and making more published work open access (alongside decent pay).

## 2) Undoing Visas:

Anyone coming to the UK for short term visits or as a uni member needs a visa, administered through **UK Visas and Immigration (UKVI)** (part of the Home Office). These MUST be sponsored by the uni. In recent years criteria has become harsher & students get extra scrutiny - e.g. some must prove their studies will constitute 'academic progression' in credibility interviews. **Extortionate financial costs are also a primary issue.**

**The cost of a Tier 2 visa** has risen from £205 to ~£2,200, and requires a min income of £20.8K/£30K. You can't leave the country for over 180 days pa - including for work! - if you want to apply for indefinite leave to remain (ILR). The NHS surcharge (paid on top of tax) has risen to £400 pa. You may have to do a language test: £150-200.

**ILR:** The application fee is £2397, and you must earn £35,500 pa. You must wait 6 months (without your papers) - or pay £610 fast track. Hopefully you don't have or want to live with your family. Otherwise, that's £1000 (costs HO £372) to register each child.

**If students break these criteria, visa sponsorship is terminated.** People become dependent on employers, indebted, and have to postpone career progressions. International staff may now strike, but of course they can't always miss pay. **Undermining workers' organised dissent is central to the ways the border regime operates!!** ★ **UCU advice service** - <https://www.ucu.org.uk/legal#immigration>

★ **'Unis Resist Border Controls' (URBC) campaigns in multiple ways alongside unions & solidarity groups**  
<https://www.unisresistbordercontrols.org.uk/>

## ...But What Can Our Universities Do??

The criminalisation of *protecting* those with irregular migration status intensified after 2012 and employer collaboration became a strong focus. In 2014, the fine for finding 'illegal' people in your organisation rose from £5K to £20K. Unis can also lose their license to take in international students, whose fees they desperately want, if they don't uphold requirements. The NUS is aware of some even refusing those from 'high risk' countries. **But there's no excuse for actively prioritising the HO over students or staff:**

1. As with PREVENT, there's more discretion around HO directives than management makes out!
2. Unis and UUK have great legal depts & access to lawyers for challenging compliance.
3. Short of taking on the HO, there are substantial ways to mitigate their damaging policies e.g.
  - a) **Classifying students with temporary status as 'home' students for fees purposes.**
  - b) **Dedicating funds to legal & financial support; providing admin support & informed advice.**
  - c) **Paying for people's charges for being here instead of letting them bite into salaries.**

★ *'International and Broke'* is a staff collective that offers support & calls for visa changes.

★ **Win for Sheffield campaigners, 2017:** the uni said it'd start funding all charges, provide HR support & an interest-free loan for staff dependants! <https://ucu.group.shef.ac.uk/weareinternational-or-are-we/>

★ **People & Planet's "Undoing Borders"** pushes a **pledge** to prioritise duties of care (following success in the NHS & schools), & to classify those with temporary migration status as 'home' students. **STRATEGY** - [peopleandplanet.org/undoing-borders](http://peopleandplanet.org/undoing-borders)

### 3) Surveillance and Rights:

**Uni responsibility to implement status checks means increasing surveillance, and sharing of data with the HO.** For many non-EU students, it might begin with requirement to register with the police within 7 days of arrival, then progress to regular passport checks, & daily check-ins some unis have rolled out. This kind of monitoring is moving on to staff. According to the Times Higher Education (May 2018), Birmingham told staff to report attendance weekly or "risk deportation"; Sussex demanded "complete records of movements be given" online in case "auditors turn up". **By being made suspicious subjects to employers, the border takes psychological toll.**

Such measures operate beyond disciplining individuals: they erode everyone's freedoms, redefining public responsibility as policing instead community care. In Cambridge we have organised against the inherent racism - of **'PREVENT'**: the Govt's counterterrorism strategy requiring signs of 'extremism' be reported. ... esp. if you're racialised Muslim or Black

Counter-terror & immigration enforcement are both areas where state power reconfigures the threshold of the law: experimenting with acceptable citizenship deprivation & rights denial. Secrecy & arbitrariness generate a sense of uncanny power. It includes post-9/11 citizenship/immigration acts, e.g. of 2014, which, for anti-terrorism purposes, enabled *naturalised Britons* to be made stateless if they might be able to acquire citizenship elsewhere. As Nisha Kapoor (2019) argues, we must not only fight racism, but understand that the "pathologisation of black and brown bodies" is an alibi for increasing authoritarian policing for all.

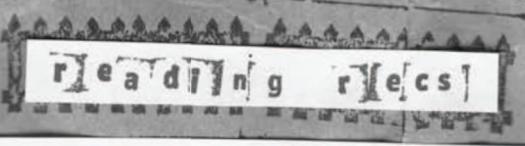
For uni staff & students with irregular migration status, the border regime knits together with marketisation, antidemocratic management structures, policing of dissent & constraints on critical knowledge production to impede the realisation of a public university. All attempts at building our anti-nationalist politics must necessarily bring migrant justice to their centre.

### Hostile environment

A Guide to the Hostile Environment, Liberty, [libertyhumanright.org.uk](http://libertyhumanright.org.uk) // Unis Resist Border Control, [unisresistbordercontrols.org.uk](http://unisresistbordercontrols.org.uk) // Patients Not Passports Toolkit, Docs Not Cops, [patientsnotpassports.co.uk](http://patientsnotpassports.co.uk)

### Immigration rules & Citizenship

Normality is a Luxury, Let Us Learn, [letuslearn.study](http://letuslearn.study) // Right to Remain Toolkit, [righttoremain.org.uk/toolkit](http://righttoremain.org.uk/toolkit) // Free Movement, [freemovement.org.uk](http://freemovement.org.uk)



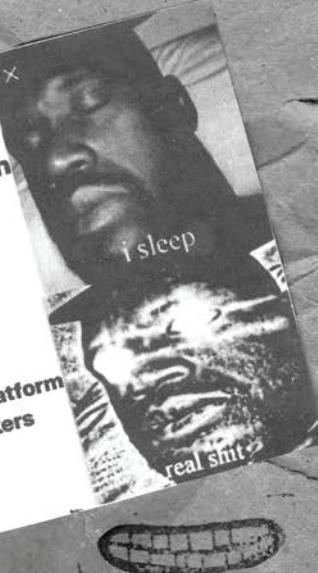
### Borders & walls

The UK Border Regime, Corporate Watch (free online pdf) // Migration Control – who gets paid to stop the worlds refugees? [migrationcontrol.taz.de](http://migrationcontrol.taz.de) // Refugee Rights Europe, [refugeerights.org.uk](http://refugeerights.org.uk) // Anti-Raids Network, [antiraids.net](http://antiraids.net) // Detained Voices, [detainedvoices.com](http://detainedvoices.com) // 'Undoing Border Imperialism', Harsha Walia (free online pdf)

# FREE SPEECH

The right when police shut down legal protests

The right when activists no-platform far right speakers



There is a huge difference between government censorship and an organisation denying someone a platform, e.g. Cambridge not inviting someone to speak—just as they do not invite 99.99% of people to speak. If the best reason you can give for hosting someone is because it isn't literally illegal, rather than that they actually have anything of value to say, that's pretty weak! Indeed, often the most prominent voices complaining they are being denied free speech are actually those with a national platform and huge social power and exposure already! The argument that this will lead to a totalitarian state is a classic slippery slope fallacy that avoids engaging with the specific situation at hand.

It is critical to realise that the vast majority of people who have free speech as their only defence are NOT arguing in good faith. They are not interested in discussion, nor listening to your points, nor absorbing new information and growing. The speeches they want to give are propaganda and the “debates” they want to partake in are purely performative. The purpose of debate for most people is to arrive at the truth, or at least a better conclusion than both parties held at the start, but this is not their goal. A good comparison to make is to climate change deniers; high profile scientists generally refuse to debate climate change deniers; it's not productive and the denier often comes off as having “won”. Instead, by giving them airtime, it creates the impression that climate change deniers start off on equal footing to scientists, hence despite climate change being proven again and again, many people still deny it.

Many people say that it is good to host these people anyway, as “even if you can't convince the speaker, you can convince anyone who came to see them”. This displays a startling ignorance of the way propaganda functions and of the way public debate works. Public debate does not reward good faith behavior or careful analysis, but rhetoric and dirty tricks. Take for example political leadership debates; the goal is to look firm, convincing, strong and to keep audience attention, not on telling the truth. One strategy is to shoot out so many wrong arguments that the opposition does not have enough time to debunk them all in their allotted turn, giving the impression that they cannot answer all the arguments. Another common argument is that if arguments are heard in public and debunked, they will eventually disappear (which is contingent on it “losing” in debate, which as shown above, is not the case). You **cannot** win a debate with a bad faith actor, and you cannot give someone a platform to give a solo speech without implicitly saying that their point is an acceptable one to hold, even if you do not agree with it. You only invite people to speak who are important or have something to contribute, so hosting them is to admit that their claims are true.

At the same time as far-right speakers are defended and promoted on the basis of ‘free speech’, marginalised people are shut down through racist projects such as Prevent. The fact that the perceived ‘risk’ of right-wing hate speech is much lower than the justified left-wing outrage at injustice is a testament to the existence of biased power structures within our society and university. While the university Palestine, Kurdish and Islamic Societies have been affected by Prevent, including censorship by the university, right-wing speakers are invited to university and Cambridge Union spaces without the same level of scepticism.

Instead, the free speech argument is a tool to allow fascists to constantly put out the same arguments in new hats; we see this today with the resurgence of “race science” put forward by figures like Noah Carl and publications like Quillette, where the same racist points that have been repeatedly debunked are put forward again and again, forcing them into the mainstream discourse and keeping them there. There is nothing new to these debunked arguments; they are zombies kept alive by the force of repetition and public exposure: like cutting off oxygen to kill a fire, the power of these arguments can only be achieved by not giving them the airtime they need to survive.

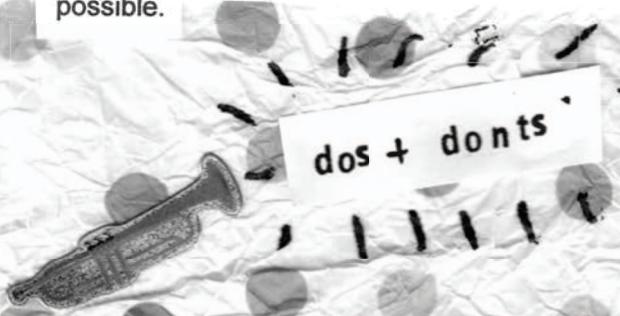
The opposite to public debate and performative speeches is private discourse. Speaking to people who disagree with you in private, such as family members and friends, in an environment where there is no pressure to “win” and the aim is to understand each other and come to a conclusion is essential for your own learning and growth. Having a space to explore concepts that make you uncomfortable, to have open discussions and to think critically is fantastic, and not wanting to host bigots does not mean that you oppose in principle or are averse to talking to people you disagree with. Minds are changed not by aggressive, audience-focussed debate, but by honest conversation: the weaponisation of the term “free speech” by the right is disingenuous and not actually an expression of real fears about censorship, but a thin excuse to get propagandists a bigger platform.

IMPORTANT!!

# COPS & PROCTORS

## COPS:

As we know, Cambridge Uni is disproportionately white and middle class. This means that statistically, lots of the Cambridge left come from the kind of backgrounds where even if we know in theory that cops are bad, we've not shed the unconscious assumption that on some level, cops exist to protect "us", and we can expect justice to be reached through the police and the legal system. This assumption is not only false, but dangerous, and we need to deconstruct it as quickly and completely as possible.



The police force exists to uphold the power of the state. Cops are bad both structurally and individually - each one of them is upholding a racist system whose interests are those of the state and of capital. We have to realise we will never get justice through the "justice system". Engaging with cops endangers the most marginalised in our movements, particularly activists of colour (who experience hugely disproportionate levels of police violence) and disabled activists (in recent history, police have passed information on disabled protestors to the Department of Work and Pensions, who use it as an excuse to deny them benefits).

**DON'T** call the cops - preferably ever, but especially in any protest-related situation.

**DON'T** engage in polite (or impolite) conversation with cops, in any context; you won't be able to tell the difference between a "friendly chat" and intelligence gathering. No small talk!

**DO** remember that (\*at least\* until after arrest), you have **NO** legal obligation to answer police questions of any kind. Answering questions only helps the police - not you or your comrades!

**DO** be vigilant. Cops are **VERY** interested in intelligence gathering; in 2010 they used it extensively against student groups including CDE (Cambridge Defend Education), and even tried to bribe CDE members to feed them information.

**DO** remember that Police Liason Officers (dressed in baby blue bibs) are just as much cops as the less friendly-looking ones. PLOs exist to be nicey-nicey and gather info which can (and will) be used against protesters - so don't speak to them!

**DON'T** inform police in advance of your plans. This should be obvious, but it bears repeating.

**DO** ask cops to justify anything they tell you to do; ask, "Am I legally obligated? Under what power?" (These are also useful questions to ask e.g. when intervening in a stop and search.) Make a note of what they tell you and the officer's badge number.

**DON'T** do the cops' job for them. If you hear about police imposing conditions on a protest, keep it to yourself; don't take pieces of paper from cops, and if you do, bin them. Knowledge of conditions is necessary for an offence to have been committed if they're broken. Ignorance is, legally, bliss.

**DO** film the police, document every interaction, and take badge numbers.

**DO** contact an experienced protest solicitor (check the Green & Black Cross website for firms in your area); **DON'T** rely on any random lawyer or law student.

**DO** sharpie essential phone numbers on your body in permanent marker (and bring a bustcard!).

**DO** cover your face if you wish (e.g. with sunglasses and a scarf); this is perfectly legal to do.

**DON'T** give the cops your personal details (unless you are arrested - see below). You are **NOT** legally obligated to carry any form of identification in the UK (and on protests it's best to leave it at home!).

**DO** think carefully about who your actions place in the most vulnerable positions, being aware of the disproportionate targeting and/or effect of police violence on people who are non-white, disabled, visibly trans, etc. Consider immigration status and benefit claimant status in particular. Don't paternalise - just ensure everyone involved is able to give their consent fully informed of the risks.

**IF YOU'RE ARRESTED:** Remember the golden rules! NO COMMENT (you do not need to answer police questions, so don't); NO CAUTION (accepting a caution means admitting guilt for an alleged offence that might never get to court); NO DUTY SOLICITOR (use a recommended solicitor with protest experience, not whoever they've got at the station). You aren't legally obliged to give your personal details, although you may choose to do so as if you don't, you'll likely be kept longer in custody. \*The only exception to this is that as of 2018, if you are asked your \*nationality\* after arrest, you must answer truthfully\* - if you lie or refuse to answer, this is in itself an offence.

*This advice is very perfunctory; if you're engaging in actions where you're likely to be arrested, you'll need to equip yourself with further information. We recommend the Green & Black Cross website (<https://greenandblackcross.org/guides/ive-been-arrested/>) and the Legal Defence & Monitoring Group's guide to arrest pamphlet ([http://www.ldmg.org.uk/files/No Comment 5th Edition.pdf](http://www.ldmg.org.uk/files/No%20Comment%205th%20Edition.pdf)).*



NO COMMENT      NO CAUTION  
NO DUTY SOLICITOR

## PROCTORS:

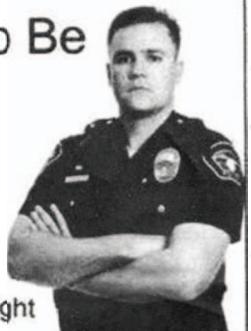
Proctors used to serve as the cops of Cambridge Uni (when the uni thought it was even more above the law than it does now). These days, they float around protests threatening to report people, and gathering intel. It's useful to have a CUSU/GU sabb to mediate with proctors, as proctors usually know who the sabbs are, have a modicum more respect for them than they do for students, and can't dish them out any discipline. The most important thing to remember with proctors is not to allow them to target (particularly photograph or gather personal details from) individual students; they can't realistically discipline a whole protest group, but they absolutely can come down hard on individuals (e.g. chant leaders). One PhD student who lead chants from a stage in an occupied building in 2012-13 was singled out and suspended for multiple terms.

Proctors (& Marshals):

They look like this!



## Want To Be A Dick?



Get free information on how to become a police officer right now.

On the plus side, proctors and marshals are mildly less evil than cops. You should be vigilant about giving them helpful information, just as with cops, but they can be spoken to; in some situations they can even be reasoned with, or used to get information (if they think giving you that info will get them what they want).

NB: remember when you're planning actions that there's a distinction between university and college property. Proctors call the shots on property belonging to the central university (e.g. departmental sites), but college property is private, so the rules are different and the proctors have no power there. The colleges can discipline students for protest action however they like.

## LEGAL QUESTIONS?

If you witness an arrest, want support or have legal questions about protest

**GBC Legal hotline: 07946 541 511**  
**[gbclegal@riseup.net](mailto:gbclegal@riseup.net)**

GBC Legal are independent volunteers who gather evidence on behalf of protesters and act to counter police intimidation and misbehaviour.

Read more about your rights and protest legislation:  
**[www.greenandblackcross.org](https://greenandblackcross.org)**

**STOP AND SEARCH:** You do not have to give your name and address under any stop and search power, see our website for more details. You must be told the reason and the power that you are being searched under.

If you have a court date and want advice or court support email  
**[courtsupport@protonmail.com](mailto:courtsupport@protonmail.com)**

GBC's privacy notice: <http://www.greenandblackcross.org/privacy>

# WHAT TO BRING TO YOUR FIRST PROTEST

So you've found a cause you're passionate about, and you hear there's a protest next weekend. Or maybe you've jumped into some spicy direct action. Here's (a guideline to) what you'll need to take with you.

## WATER

- hydrate!!! Shouting will dry out your throat.

## SNACKS

- cereal bars are good, as is chocolate, you're going to need energy. For a long action

(did someone say occupy??) you'll need a proper plan for feeding everyone.

## COMFY SHOES

that you can march/run in.

## AN EXTRA LAYER

(or four!) - don't be that person who's freezing half-way through the march. Also, you'll be loved by everyone if you produce a fleece when someone else says they're cold.

## NOISE-MAKING GEAR

pots & pans, whistles, tambourines!

## SUN CREAM

even if it's not hot/sunny - you can still burn! (factor 50!)

## BANNER/PLACARD

Get creative! Bonus points if you "repurpose" an SWP placard!

## A FRIEND!

(see opposite page)

Don't start wandering around all on your own, and if you don't know anyone find a bloc you can join before you go.

## A PHONE

and contacts for people you'll be with - don't rely on mobile data, and make sure your phone has a password so that the police can't also chat with your friends if you lose it.

## ADVICE ON ARREST

Say "NO COMMENT" to all police questions during casual chats, 'booking in' or interviews, until you meet with a recommended solicitor (below).

At the police station you may wish to give your name, address, and date of birth to speed your release.

Do not accept a CAUTION without advice from a recommended solicitor. This is an admission of responsibility and goes on the police national computer.

You have the right to FREE LEGAL ADVICE at the police station.

**NO DUTY SOLICITOR:** Duty solicitors don't always have experience with protest law, we recommend asking the police to contact one of the following:

Bindmans, London  
HJA (Hodge Jones and Allen), London  
ITN (Irvine Thanvi Natas), London  
Kellys, Brighton

These firms can often offer support outside of their area, if informed in advance.

You have the right to have someone informed of your arrest (make that GBC unless otherwise arranged: 07946 541 511).

You have the right to an interpreter if English is not your first language. If you are or appear under 18 an appropriate adult should be called.

## PORTABLE CHARGER

- keeping in contact is essential.

## PLASTERS

- there should be a designated first aid

person but it never hurts to have

a few on you in case of blisters/scratches.

## A BUSTCARD

<https://greenandblackcross.org/bustcard/>



## ▢ MORE SNACKS

Look I said you'd get hungry and I meant it. Bring diet-specific stuff if you need it, just in case you're there for longer than you planned.

## ▢ MEGAPHONE

- if you already have one of these, chances are you're either 50 and a union activist, or you're our new best friend (or both!) We always need megaphones.

## ▢ MEDS

- painkillers are always good to have handy, plus anything else you might

need as-and-when, as well as a day's worth of any regular meds you take.

~~but not ↴~~

## ✗ ID

- don't bring your uni card, driving licence, etc.

## ✗ INTOXICANTS

- don't show up drunk, you're not just putting yourself in danger.

(Also don't bring anything illegal cus they'll have you if you get nicked!)

## ✗ KNIVES ETC.

- ditto. Not a good look if you get stopped & searched.

### Alternatives that you might consider instead:

- UCU (see their section in this guide!) and other Unions
- *Hope Not Hate* (anti-racist and anti-fascist group)
- *Sisters Uncut* (intersectional feminist group)
- *Black Lives Matter UK* (anti-racist group)
- *Labour Party/Momentum* (socialist groups - but these have their own controversies,

## NO SWP!

For someone just getting into class-based activism, the Socialist Workers' Party can look like a good place to start. Don't be fooled!

CN: sexual assault, rape apologism

In 2013/14, a leading member of the SWP was accused of rape and sexual violence, and multiple women spoke out about the fact that **sexual violence was endemic within the organisation**. These women were ostracised, the accusations covered up, and the perpetrators and their enablers have never been held accountable. The SWP **refuses to engage with women's attempts to hold their abusers to account and seek justice**, using abolitionist rhetoric (i.e. distrust in the UK "justice" system) to veil rape apologism by discouraging survivors to report their assaults to the police, yet failing to conduct any fair or just investigation and action themselves.

Groups that **have ties with, and are arguably "fronts" for, the SWP** include *Unite Against Fascism*, the *Stop The War Coalition* and *Stand Up To Racism*. Be careful when accepting placards handed out at **rallies**, as the SWP very often distribute placards under their own and these group names to unsuspecting new activists, and use anti-racist action in particular as a recruitment opportunity.

# RECENT, CAMBRIDGE-ish ACTIVISM



Preventing Prevent founded

First Decolonisation Assembly

Nov: Students attend national 'United for Education' demo

Feb: Boycott the National Student Survey - campaign to stop finalists filling in NSS so data cannot be used in league tables (boycott is successful - and as of 2019 for 3 years running, so the data is unusable!)

Feb: Kiss-in at Cambridge Union against Jacob Rees-Mogg talk

Feb-March: UCU strikes against pension cuts, students run picket line support and solidarity rallies

March: Old Schools occupation in support of UCU strikes

March: Boat Race banner drop by Zero Carbon

2016 ↑

2017 ↓

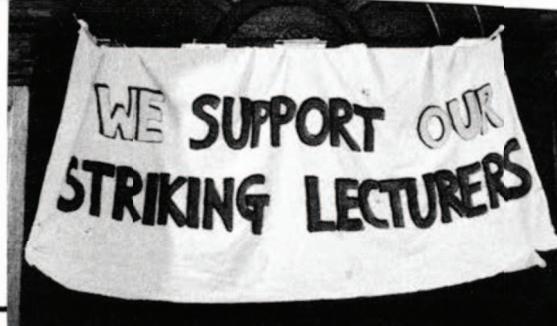
Jan: Teach in - 'Resist the Rise of the Right', plus fundraiser night, Clare Cellars

May: Cambridge students join protest outside Yarl's Wood detention centre

Oct: Cambridge 'Decolonise Now' rally

Cambridge Cut the Rent formed - campaigns spread across colleges for lower, fairer rents

↑  
2018



April: CDE Activist Camp - a day of activist skillsharing and cross-campaign solidarity

May: Zero Carbon spray paint Old Schools walls in protest for divestment

May: Occupation of Greenwich House for divestment, 'Cops Off Campus' demo after protesters forcibly removed

May: Open meeting in Market Square: 'Organise for a Just University: Solidarity and Joy!'

May: Emergency rally against Gaza massacre on Kings Parade

Demilitarise Cambridge founded - campaigning against Cambridge's ties to arms industries

June: 'Divestival' - a festival for climate justice, King's Parade

July: Antifascist counter-protest against Tommy Robinson demo in Cambridge

Oct: Publication of first Cambridge 'Disorientation Guide' by 12 Pints Press

Oct: Student solidarity with McStrike protests

Nov: Mass rally against Uni's investments and ties to arms and fossil fuel industries - 'Divest, Disarm, Decolonise', followed by mass open assembly

Nov: Blockade of Old Schools in protest against Uni's investments in and research funding from fossil fuel and arms industries

Nov: DPAC (Disabled People Against Cuts) Cambs branch founded

Oct-Dec: Protests against the appointment of Noah Carl, eugenicist researcher, at St. Edmunds



May: Trinity boycott announced after they announce withdrawal from USS pension scheme

May: 'Whose University? Our University!' rally calling Uni to cancel J4MB event

May: Protest against J4MB event outside Mill Lane Lecture Rooms

June-July: Protests outside Trinity against their withdrawal from USS with UCU

**TO BE CONTINUED...**

2019 ↴

Feb: Divestment 'stitch up' protest after revelation that two members of the divestment working group were involved in donations from major fossil fuel companies

Feb: Ministry of Defence scandal - Uni found to be bidding for MoD contract, mass open meeting with students and staff follows

Feb: BP blockade by Zero Carbon and climate activists

April: Angela Davis speaks in conversation with Jackie Kay at Corn Exchange, followed by symposium

May: Senate House discussion on reforms to the Disciplinary Procedure - Women's Campaign organise students to speak in favour and tie responses to the proposed changes to Senate House railings

July: After years of protests and organising from CUSU Women's Campaign, Uni announces Disciplinary Procedure reforms will be implemented from October

July: UCU bike protest for 'Raise the Bar' campaign at Uni open days

July: Murray Edwards students protest against Barbara Stocking being head of college after accusations of racism

July: DPAC jobcentre protest

July: Students join 'Fck Govt Fck Boris' protests in London

Sept: Climate School Strikes - march through Cambridge and die in on King's Parade and King's front lawn



# TERFS

**The TL;DR:** Trans-Exclusionary Radical Feminists (TERFs - they're also starting to call themselves "GCFs", Gender Critical Feminists) poison our feminist and leftist movements, and endanger trans people, particularly trans women. Despite purporting to be left-wing material feminists, they increasingly ally themselves with ultraconservative groups (e.g. the Heritage Foundation in the US) in order to fight "trans ideology". Their pseudo-progressive rhetoric can allow them to hide unchallenged among the left, and it's crucial that we \*ahem\* terf them out.

**Who are they?:** TERFs define womanhood solely by "sex-based" oppression as a result of being what TERF ideology calls "biologically female". TERF understanding of biology is reductive and simply wrong: just as the white western gender binary is a social and colonial construct, the same is true of the sex binary (the assumption that everyone can be split into two discrete biological sexes with specific characteristics). TERFs fail to recognise this, and their ideology claims that everyone assigned female at birth experience gendered oppression in the same way. They also flatten out the very real structural concept of "male violence" to argue that any and all individuals assigned male at birth are by default predators, and threaten the safety of cisgender (non-trans) women.

**Why is this wrong?:** "Sex-based oppression" is obviously very real, but the class of oppressed people it creates is not the one TERFs believe it to be (i.e. one where everyone has a certain set of chromosomes, genitalia, gonads, and secondary sex characteristics). Not all oppression faced by women is directly "sex"-based (the boss paying you less, the catcaller on the street, the harasser in the club don't check what genitals you have first), and women do not experience one homogenous form of oppression in any case (Black 'womanhood' and white 'womanhood' are not the same, just as trans 'womanhood' and cis 'womanhood' are not the same). Womanhood does not exist in a vacuum and women's oppression cannot be reduced *only* to specific biological elements - and nor can male violence. Evidence shows that trans people are overwhelmingly the victims, rather than the perpetrators, of misogynist and other gendered violence.

**Why is this harmful?:** Trans people (particularly trans women and transfeminine people) suffer from high rates of violence, poverty, homelessness, sexual assault, and healthcare discrimination. It is crucial that women's spaces and resources are available to all women, which transmisogynists try to stop by creating "sex-segregated" spaces which require invasive policing of women's bodies, trans and cis. (Many masculine/butch cis women have been targeted in bathrooms and other women's spaces by bigots who assume they are trans.) TERFs actively work to remove trans people's legal rights and to turn public opinion against them.



**Not common garden transphobia:** Conservative transphobes tend to be bigoted across the board, and express their transphobia through adherence to patriarchal gender norms. TERFs, by contrast, conceal their transphobia by hijacking progressive rhetoric. Common TERF talking points such as “men invading women’s spaces” or calling trans men “confused lesbians” create a façade of feminism, which TERFs use as a shield from criticism. The UK media and the academy have been lapping this up for the past decade. It’s this sneakiness that makes TERFs particularly dangerous in our movements, and makes it imperative that we organise in an explicitly trans-inclusive way. Arm yourself with a basic understanding of TERFism, and you’ll be able to see through their insistence that you’re being misogynistic (or even lesbophobic) by supporting trans liberation.

**How to spot TERF rhetoric:** Luckily, once you know the signs, they make it easy. Common TERF rhetoric includes attempting to separate trans people from the LGBT+ community (such as TERF campaigns like “drop the T”), perpetuating myths that trans children are being given surgery and hormones, and painting trans women as sexual predators. TERFs tend to refer to trans people and their allies as the “transgender lobby”, or “TRAs” (“trans rights activists”), which they often group in/equate with MRAs (men’s rights activists). TERFs online often include “XX” (in reference to chromosomes) or other references to “biological/natal womanhood” in their handles or bios, as well as referencing (so-called!) “radical feminism” and terming themselves “RadFems”. “Woman = adult human female” is another veiled TERF slogan. TERFs also, as mentioned above, like to claim that “TERF is a slur”. Some pervasive UK TERF groups are ‘Woman’s Place UK’ and ‘Fair Play For Women’.



**To engage or not to engage?:** Given the difference between TERFs and common garden transphobes, it's worth considering which you are dealing with before deciding whether or not to engage. TERFs will try and engage you in order to get a greater audience to spread their propaganda, rather than being interested in having an actual discussion and listening (see 'Free Speech' section). In these situations, the best tactic is not to engage as TERFs don't fight fair—don't let them get that publicity! (An exception to this may be if you see a friend or comrade seeming to start to buy into TERF ideas; if they're willing to have a sincere conversation, you might be able to save them from TERF grooming before it's too late.)

However, as we live in a transphobic society, well-meaning people who are not actively engaged in educating themselves about trans issues are very likely to passively absorb and regurgitate transphobic and transmisogynistic ideas, particularly in the current media climate. In this case, educating them in a friendly, private discussion can often be very effective, whether that is chatting with a family member in the car, or with a friend over dinner.



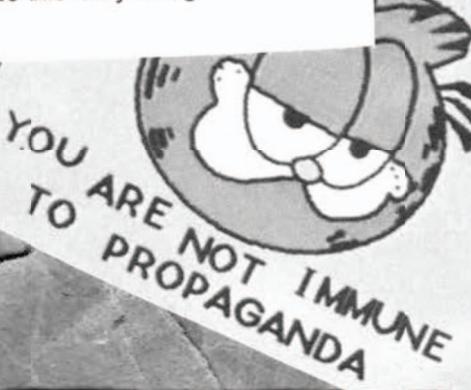
- The rise of anti-trans “radical” feminists, explained  
<https://www.vox.com/identities/2019/9/5/20840101/cuusu-womcam-guide-to-terf-ideology>
- How British feminism became anti-trans  
<https://www.nytimes.com/2019/02/07/opinion/terf-transphobia.html>

# DOGWHISTLES

I'm a husky  
+  
I hate  
Fascists

The 'Alt-Right' is an incredibly loose set of ideologies held together by what they oppose: feminism, anti-racism movements like Black Lives Matter, and 'political correctness'. Held together more by what they oppose than what they support, it is easy for them to disavow people when they become too controversial and can no longer slip under the radar—as was the case with Milo Yiannopoulos—and different factions within the movement shrink or grow depending on the political breeze or the task at hand. As a movement primarily defined by opposition, members can hold a variety of different and frequently contradictory positions.

The alt-right is also difficult to identify as as people in the political 'mainstream' who wouldn't identify themselves as alt-right or only have a vague understanding of what it is can share a whole host of alt-right views, and some whose agendas overlap heavily with the alt-right deny the label. We have seen people and groups associated with the alt-right in Cambridge over the years: eugenicist Noah Carl, Toby Young, Jordan Peterson, Justice for Men and Boys, the Pembroke Nazi. One of the goals of the alt-right is to get its language and talking points into the mainstream, and one of the key ways they do this is by using dogwhistles.



A dogwhistle is a term or phrase that is incomprehensible to anyone outside the intended audience of the message. The use of dogwhistles has two purposes: signalling allegiance to an in-group, and promoting culturally unacceptable ideas. Contemporary fascist dogwhistles of the first kind include "1488", standing for "the 14 words" (a Nazi slogan), and Heil Hitler (H is the 8<sup>th</sup> letter of the alphabet). But the second kind are far more insidious. The idea of "protecting western culture" has been used a lot in recent years, serving as a dogwhistle for white supremacism, and racist policy. While the first kind serve only to make it harder to spot a fascist, the second kind has very successfully smuggled fascist rhetoric into the media and politics.

Even in our free speech-obsessed society (see the free speech section), openly advocating genocide is generally unacceptable. But by shifting their language—"raising concerns" about "ethnic replacement" or "the erosion of British values"—fascists can fool Liberal commentators and politicians into trying to debate or even repeating fascist talking points in the name of "free speech" or "addressing the concerns of the people". This use of dogwhistles allows fascist ideas and propaganda to be perpetuated far beyond their normal reach.

The advent of algorithm-driven social media has made this a highly effective strategy for radicalising vulnerable people. Studies have shown that anyone who seeks out commentary on these dogwhistles on YouTube will consistently be pointed toward far-right content, growing more extreme as time goes on, creating a pathway that leads them to become a core part of alt-right audiences.

Social media also drives the other most common form of fascist propaganda: memes. Meme culture is used by fascists to provide deniability, like more traditional dogwhistles. By claiming "it's just a meme" fascists disavow their own beliefs and often evade the oversight of moderators, while continuing to spread their ideas and making fascist opinions appear more acceptable, exposing those who initially get involved "as a joke" to become radicalised.

# ANTIRADICALIST RESOURCES

As with any resource, be critical of what you read. No source is perfect - nothing is to be accepted unthinkingly! (online version of this guide has clickable links)

## On race, feminism and activism

- <http://gal-dem.com/extinction-rebellion-risk-trampling-climate-justice-movement/>
- <http://www.coloursofresistance.org/769/moving-beyond-a-politics-of-solidarity-towards-a-practice-of-decolonization/>
- <http://www.coloursofresistance.org/articles/>
- <https://everydayfeminism.com/tag/race-ethnicity/>

Talks by a variety of speakers

- <https://www.ted.com/topics/race>

## On teaching anti-racism

- <http://www.racismreview.com/blog/bibliographies/>
- <http://www.racismreview.com/blog/teaching-documentaries/>
- <https://www.racialequitytools.org/plan/issues>
- <http://www.dismantlingracism.org/resources.html>

and ...

CUSU BME campaign

FLY (WoC + non-binary PoC)

FUSE (LGBT+ PoC)

(SEE DIRECTORY)

## On unlearning racism as a white person

- <https://museumdetox.wordpress.com/2017/11/19/got-white-privilege/>
  - Including White Privilege Test and Racism Scale Graphic
- <https://www.whiteallytoolkit.com/toolkit-materials>
- <https://www.showingupforracialjustice.org/resources.html>
  - Be extra critical of white-centric movements for racial justice

## Focus on UK

- <https://www.goldsmithssu.org/news/article/6013/A-public-statement-from-Goldsmiths-Anti-Racist-Action/>
  - Taking on racist institutions
- <https://soasdetaineesupport.wordpress.com/resources/>
  - Supporting asylum seeker and migrant detainees
- <https://www.stonewall.org.uk/node/79901>
  - Racism in LGBT+ communities
- <https://www.blackhistorymonth.org.uk/?s=racism>
  - Range of articles and information

Warning: Stand Up To Racism and Unite Against Fascism are associated with the Socialist Workers' Party - see the 'Boycott the SWP' section.

## Focus on America

- <https://blacklivesmatter.com/resources/>
- <https://www.naacp.org/issues/> (resources available after choosing a topic)
- <https://www.naacp.org/search/?q=resources>
- <https://www.naacp.org/climate-justice-resources/>
- <https://www.adl.org/education-and-resources/resource-knowledge-base>
  - Mostly focuses on anti-semitism but has a range of other topics. N.B. this organisation does not discuss Israel's racism as much as is necessary

## Cambridge-based groups & info (see Disorientation Guide 1 for more!)

- Cambridge Refugee Resettlement Campaign
  - <http://www.cambridgerefugees.org/>

- Independent Working Group on University's Legacies of Enslavement Inquiry
  - [slavery.legacies.cam@gmail.com](mailto:slavery.legacies.cam@gmail.com)

- What is decolonisation and why does it matter at Cambridge?
  - <https://www.varsity.co.uk/features/16143>

- Untold Histories museum tours (explaining the marginalised stories behind exhibits in Cambridge museums)
  - <https://www.museums.cam.ac.uk/blog/2019/01/09/untold-histories-museum-tours-stories-of-collecting-through-colonialism-and-conflict/>

- <https://www.museums.cam.ac.uk/blog/2019/01/09/untold-histories-museum-tours-stories-of-collecting-through-colonialism-and-conflict/>

# ≡ ANTI-RACIST ≡

It's important that we practice our anti-racist politics rather than simply signalling them. This not only means supporting anti-racist struggles, but also working to ensure that our organising spaces are spaces that organisers of colour can navigate. The following section presents some pointers on how we can incorporate anti-racist principles into our organising, and should be treated more as a starting point than as an exhaustive 'to do list.' It has been compiled using information gathered from a guide produced by the BME Campaign (<http://tiny.cc/070bdz>)

**Being an anti-racist takes up time and effort.** It starts with acknowledging that we live in a racist society and committing yourself to learning about how racism works and what it means to be an anti-racist who is committed to dismantling it. Don't place the burden of this on friends who happen to be people of colour — there are plenty of detailed resources out there that are dedicated to this, so educate yourself. Continuously reflect on your position in a racist society and how you can use that to support people of colour. Avoid meaningless, performative allyship that is limited to lip service and social media posts.

## **Do not become complicit in cultural appropriation:**

Cultural appropriation refers to a specific power dynamic in which members of a dominant culture take elements from a culture of people who have been **systematically oppressed** by this dominant group. It can be very painful to see white people celebrated for their 'edginess', having appropriated cultural forms which people of colour may still face **hostility and discrimination** for displaying. Think Kylie Jenner's 'epic' cornrows being applauded in fashion magazines or climate activists appropriating dreadlocks, even whilst employers continue to force black people to abandon natural hair to avoid losing their jobs. Cultural appropriation all too frequently allows white people to **profit from historically marginalised cultures** - which for many people of colour feels like a painful repeat of **colonial exploitation**. Commodification of a given cultural 'product' by a white elite can even put it beyond the financial reach of those for whom it has **deep historical significance**.

**Appropriation is not appreciation or respect:** while Tory MP Zac Goldsmith had himself photographed wearing a bindi, he launched a heavily racialised mayoral campaign, which specifically targeted voters with Indian surnames, and drew on popular stereotypes of the Indian community (one leaflet warned Indian voters against backing Labour, in case Sadiq Khan imposed a tax on family jewelry...)

**If you've been called out, do not defensively lash out — keep your white guilt in check and let go of your own ego. It's not about you!** The problem with white guilt is that it's self-indulgent and centres the feelings of white people, placing a burden on people of colour to comfort them. This way white people are falsely centred in conversations about race. The narrative shifts from focusing on people of colour, their needs, and what white people should do to show solidarity, to focusing on white people's sense of guilt. George F. Will wrote: "[White guilt is] a form of self-congratulation, where whites initiate 'compassionate policies' toward people of color, to showcase their innocence to racism." If you are called out for saying or doing something racist, take the time to reflect on your actions rather than defend yourself.

**Do not rely upon people of colour to perform the exhausting and painful labour of battling racism.** As a white person, it is your responsibility to critically examine your own words and actions, and educate yourself on the ways in which you may express racial prejudice. **If you witness racism DO NOT wait for a person of colour to respond before you yourself call it out.** You should be ready to act against racism in a manner informed by the voices of people of colour.

# ORGANISING

## Do be aware of the specific threat the police pose to PoC:

When taking part in protest and/or direct action, interference from the police is always a possibility. This risk must be managed in order not to exclude people of colour. Some activist groups - most notably **Extinction Rebellion (XR)** - have begun to encourage protestors to get arrested and meanwhile to offer friendship towards the police. Such practices are **deeply racially exclusionary**. They ignore the lived experiences of people of colour, and especially young black people, which often involve being racially profiled and stopped and searched from a young age, and outright brutality from an institutionally racist police force. 18 years after police racism **denied justice to the family of murdered teenager Stephen Lawrence**, the country again - briefly - awoke to the reality of institutionalised prejudice after police racially profiled, and fatally shot, **Mark Duggan**.

## Do establish informed consent from all participants before taking any action.

It is essential to avoid arrest at all costs and, if this becomes impossible, to keep people informed as to the changing risks. For the safety of all protestors, but particularly people of colour, **NO INFORMATION** should be shared with the police. Even 'casual conversations' are treated as information gathering exercises by the cops - **THEY ARE NOT YOUR FRIENDS.**

## Do be conscious of the challenges presented by the Government's 'Prevent' policy to students of colour (and especially Muslim students) active in campaigning:

'Prevent' requires public institutions (including universities) to raise any 'suspicious' signs of 'extremism' and 'radicalisation'. Because of the **racialised framing of these concepts** by media and government, it is overwhelmingly Muslim students who are affected (and not, for example, the growing number of Neo-Nazis threatening students of colour on campus). One third of Muslim student respondents to a recent NUS survey said Prevent had a negative effect on them, and of these, 43% felt unable to express their views or be themselves. Prevent is racist, intrusive, and largely ineffective.

## Do always maintain an awareness of the way race affects the topic at hand:

'Intersectionality' is not just a buzz-word. It describes the reality of the way we can experience multiple identities, and in which apparently disparate issues are in fact interconnected. For example, the struggle against climate crisis is - and must see itself as - an **anti-racist struggle**. The (comparatively young) environmental movement in the Global North has much to learn from the indigenous communities who have been on the **frontlines of this fight for many decades**. Race and gendered racialisation shape all our experiences of the world - and must therefore inform our activism.

**Be mindful of microaggressions.** These are brief and everyday slights that aren't usually as overtly racist as other instances of abuse and can be intended as a compliment. Usually microaggressions happen without the perpetrator being consciously aware of what they're doing. They happen because we all harbour unconscious biases and prejudices that leak out in many interpersonal situations and decision points. Combating microaggressions can be exhausting because (a) on a conscious level we all see ourselves as fair-minded individuals who would never consciously discriminate, (b) we are genuinely not aware of our own biases, and (c) our self image of being "a good moral human being" is assailed whenever we are confronted with our own racist biases. When a person of colour confronts a white person about a microaggression, the best thing to do as a white person is to listen and reflect on what has been brought up. A knee-jerk defensive reaction is unhelpful because it will show how unable the white person is to take criticism and place the person of colour in an even more difficult position.

## For people of colour:

If you experience any of the negative behaviour described above, please DO seek solidarity and support in spaces such as **Fly, Fuse, or the BME Campaign**. Formal methods of redress can be found in colleges and in the university (which both have disciplinary procedures covering racism). Many societies will also have welfare officers, BME officers, and their own processes for taking disciplinary action.

# DON'T BE SHY TO OCCUPY

"A school occupation is not, as the corporate media like to portray it, a hostile takeover. A school occupation is an action by those who are already its inhabitants—students, faculty, and staff—and those for whom the school exists."—Marc Bousquet, *The Occupation Cookbook*

As mentioned, an occupation is an escalation. When an occupation is considered necessary is always a decision to be made by the group leading the struggle from which it originates. Usually this happens once other options are exhausted; the escalation represented by an occupation necessarily puts those involved at more risk than other tactics. The effectiveness of an occupation—in increased exposure and engagement, and in disruption to targeted systems—must always be balanced with its inherent risks and complexities.

Where an occupation takes place depends on its goals. Obviously the occupied space will be part of whatever institution is being targeted, but it is also important to consider what kind of statement the occupation is making. An occupation targeting administration or management should disrupt those functions, whereas one protesting teaching practices should choose a different space. The length of the occupation also matters: holding a building for a few hours is far easier than doing so for months, so an occupation aimed at disrupting a specific event can target different spaces to an extended occupation.

An occupation is, by its very nature, a disruptive statement. There are many ways to use an occupation, but at their hearts, all of them represent an 'escalation' of the stakes of a struggle. An occupation can very simply put pressure on university management to institute change by costing them time, money, and negative media attention. However an occupation can also achieve goals itself: an occupation is an opportunity for those for whom the university exists to reclaim its spaces and put their ideals into practice. By staging teach-ins or community events, an occupation can be site of radical education, a creative hub, or a base for further organisation.

The gains of an occupation can be great, both in terms of the leverage it can provide, and in terms of the opportunities for wider influence and creating networks and resources for other campaigns. The highest profile occupation recently in the UK was the astounding 137-day occupation of Deptford Town Hall by Goldsmiths Anti-Racist Action (GARA). Campaigning to change university policy after the complete failure of management to address repeated instances of racism on campus, a campaign led by people of colour from the student body occupied the Town Hall, resisting threats of legal action from management, and forcing the university to commit to taking action. Their occupation also fostered a whole new community of anti-racist organisation within and around the university. GARA's success was not just in their incredible occupation, but in the ongoing organising that it inspired and the communities it built.



# DO'S & DON'T'S

Decided you need to occupy?

- Be practical! Make sure everyone has food and water, and access to sanitation (for the whole occupation!) Even in progressive spaces this work can often become gendered: **don't let this happen** - be open and have methods for people to feedback their thoughts/feelings that are not always in big meeting spaces.
- Be strategic! Make sure **everyone** knows what your conditions for ending the occupation are **before you go in**: what is essential? Can you compromise? If so, where? Make sure that the first round of people occupying have all met beforehand and all understand and agree on what will happen. (This could be a time to bring in the advice of people who have occupied somewhere before! Just in Cambridge there was one in 2011, 2014 and 2018, reach out - we'd love to talk through your plans!)
- Be secure! Cover security cameras, and don't release photos from inside where occupiers can be identified. Don't give out your names, and don't connect to wifi or use any on-site technology that would allow you to be identified.
- Be democratic! An occupation only works if everyone is committed and understands what's happening. Anyone joining an occupation should do so in full knowledge of the risks, reasons, and tactics involved. A small group making decisions for everyone will only lead to resentment and division—which an occupation cannot afford. Don't hold meetings late into the evenings, put a cap on the length of meetings, and make sure people are able to access meetings (e.g. do not put cooking shifts over meetings if at all possible/give some notice before meetings occur).
- Be informed! Make sure everyone knows their legal and institutional rights, and make sure you have a number for lawyers with experience helping protesters.
- Take care of yourselves! This is perhaps the most important thing: an occupation is difficult, stressful, and only one tactic among many - if it's the right thing to do then you have to take care of your community: tensions will run high, have you had facilitation training? Is there more than one person 'mediating' situations? Do you have a team on the outside? If so, who is looking out for them? How are you making sure everyone can participate in meetings? Make sure you reflect/feedback on these after the occupation is over as well.

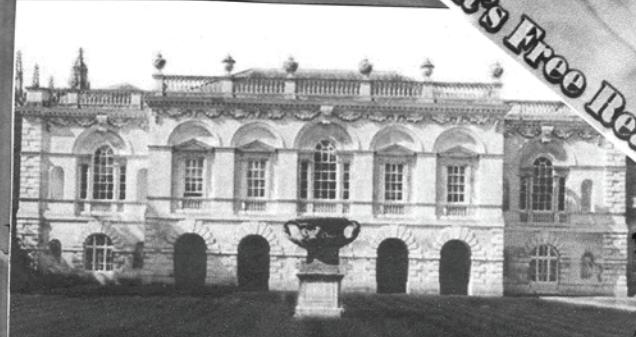
The Occupation Cookbook (Minor Compositions)  
<http://www.minorcompositions.info/wp-content/uploads/2011/03/occupationcookbook-web.pdf>

The Student Organiser's Handbook <http://studenthandbook.ourproject.org/>

Green and Black Cross bustcard (what you should/shouldn't say to cops)  
<https://greenandblackcross.org/bustcard/>

Bindmans LLP (specialists in protest law)  
<https://www.bindmans.com/what-we-do/actions-against-police-and-state>

Reading Recs



It's Free Real Estate

# DISABILITY & ORGANISING

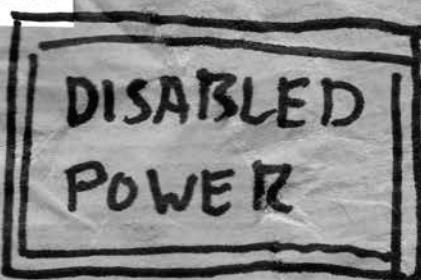
(das, cri<sup>pt</sup>al)

The world we are building within our movements is not one that can be conceived of without the principles of disabled liberation at its core. Marches on the left are often organised with an allocated bloc at the front for disabled people. There are two reasons for this: so that disabled people, who may travel more slowly than abled walkers, can set the pace of the march and therefore not be excluded from it, and to illustrate that disabled people are, and have always been, at the forefront of movements fighting the societal violence that they often feel most acutely. It is essential that our organising centres care and mutual support so that disabled people can and do participate in activism. In order to fully understand the violence of the current system, inoculate our movements against replicating it, and envision a just and liberated future, we must facilitate wide and diverse participation.



The international oppression of the working class and of marginalised people—as well as the systematic suppression of resistance to this oppression by the state and by capital—cannot be fully theorised without a radical disabled politics. The social model of disability explains that we are disabled by a society that is built to exclude and marginalise us; **disability is a state of oppression, not an individual characteristic**. A wheelchair user is disabled by a flight of stairs, and enabled by a lift: the environment, not the person, is the problem. Capitalism is in itself disabling in an even more literal sense, in that mental illness and physical impairment are common consequences of manual labour, class oppression, and the persistent trauma of living precariously without equal access to necessary resources. This analysis tells us that we must begin from the experience of the systemically excluded and othered in order to dismantle and rebuild the systems that subjugate the majority, and it also tells us that this experience will equip us with unique and essential strategic information to do so.

The CUSU Disabled Students' Campaign, for example, pushes for provision of legally assured 'reasonable adjustments' for disabled students; these put disabled students on a more equal footing and enable fuller participation in education. Now that these adjustments are being recommended for over 15% of the student population, the university may be forced to question what it is actually measuring by leaving students for three hours to scribble out essays as fast as they can—or even by relying on exams in the first place. On a more macro level, **Disabled People Against Cuts** (Cambridgeshire & Essex branch founded in 2018) are one of the many groups agitating against austerity and benefits cuts: disabled people who cannot work, or who cannot work according to the requirements of most jobs, are not only a group we must fight hard with and for, but are also a means of undermining the DWP's "back to work" benefits logic, and of disrupting the principle that a person must "contribute to society" via work in order to be worthy of rights and care. They are the abjected outside of the cell-form of capitalist society, and thus threaten it, exploding capitalist realism with the knowledge that things can (and must) be otherwise. Hence, when we work against borders, against climate change, for social welfare and healthcare, **we are doing disabled liberation work**.



# MAKING ACTIVISM ACCESSIBLE

'Disability' is legally defined as any physical or mental 'impairment' (read: illness, or condition, or divergence, or difference) which has a substantial effect on your day-to-day life. This means physical impairment, mental illness, neurodivergence, chronic illness, learning difficulty... If you think you might 'count', you probably do.

## always:

- Use accessible venues: step free access; gender neutral & wheelchair accessible toilets; comfortable seating; hearing loops; allocated quiet space; provide water; central location; public transport access; allow food and drink; clearly mark allergens.
- Publish your event with an access statement. An access statement generator is available here: <https://www.disabled.cusu.cam.ac.uk/resources/access-statements/>
- Allow remote attendance via recording or live minuting where possible.
- Publish agendas in advance, and allow people to add points and questions.
- Publish minutes of meetings to allow those who cannot attend to keep up to date more easily.



## In meetings:

- Introduce everyone at the start with names and pronouns.
- Make it clear that people are allowed to leave at any point and point out where toilets are, where the quiet area is located, and where people can get water.
- Clarify if any hand signals are being used to communicate.
- Make sure people are seated so everyone can hear/see/lipread.
- Only one person speaking at a time for fairness, taking it in turns to speak, with a facilitator.
- Try to avoid jargon-like language, and allow pauses for clarification if someone doesn't understand.

## at rallies / actions:

- Warn people of noise, risk, high anxiety situations, and potential police presence.
- Allocate a welfare person to go to for help/advice during action.
- Make people aware of ways they can assist if they can't be physically present but still want to help.



## structuring organising:

- Make sure that workload is spread evenly, and that people know they don't have to take on tasks if they don't feel they can. Have a process to reallocate work when someone is overwhelmed.
- Make sure there are plain text versions of online communications so they are accessible to those that use screen readers, have difficulty reading, etc.
- Make sure the emphasis is on collective productivity rather than individual productivity, and allow people who are newer to organising to take part; not just established activists.
- Develop processes for accountability and complaints—horizontal spaces still require accountability.

Zine guide to Accessible Organising: [disabled.cusu.cam.ac.uk/accessibility-in-organising/](https://disabled.cusu.cam.ac.uk/accessibility-in-organising/)

Sign up to the CUSU DSC Accessibility Pledge: [disabled.cusu.cam.ac.uk/accessibility-pledge/](https://disabled.cusu.cam.ac.uk/accessibility-pledge/)

# POSITIVE ACCOUNTABILITY



We live in a society that is misogynist, racist, homophobic, transphobic, ableist - you name it. Education is a constant, ongoing process and you will inevitably fuck up sometimes, and that's ok. Nobody avoids being socialised into systems of prejudice. The important part is how you handle feedback, how you react, learn and grow from it. Being able to receive feedback openly and without defensiveness is essential for movements, and for your own development as a person. Being 'called out' is risky for the oppressed party, so calling someone out is often a sign of trust and a sign that someone believes you are committed to combating prejudice and want to learn all you can.

When someone points out that you've said or done something bigoted, it sucks. You likely feel shame, embarrassment, guilt. Often people react defensively, feeling unfairly accused and the victim of an unfair comment, or immediately jump to explain their intention to the offended party and seek their absolution. However, this reaction merely helps protect one's worldview and stunt intellectual and emotional growth; authentically addressing prejudiced socialisation is rarely comfortable, and discomfort is key to growth. The comfort of groups in positions of power maintains the status quo.

The antidote to the guilt you feel when you've been called out is action. The first step is to take time to process your feelings with another person who is not in a group affected by your action; so say you had done something racist and this had been pointed out by a person of colour, you should discuss with another white person, but they must be one who will hold you accountable and not insist the other person had been too sensitive; it is not the responsibility of the person who called you out, or another person of colour to take care of your feelings, but it is very valid for you to want to express those feelings! Then look at your action; even if the callout was delivered in a way you found hurtful, focus on the message, not the messenger. The method of delivery cannot be used to delegitimise what is being said, or as an excuse to disengage, and stopping problematic patterns must be more important than working to convince others that we do not have them.

The next crucial step is to contact the person you hurt, ask if they are willing to meet or talk, and be prepared for them to say no. When you meet, own what you did and focus on the impact of your behaviour and apologising for that, rather than on your intentions. After this, it is helpful to ask if you missed anything, and if there is anything else which needs to be said or heard so that you can both move forward. Making the incident right builds trust and authentic, close relationships, whilst ignoring it or denying it prevents them. People are not looking for perfection, but the ability to talk about what happened and repair it.

The ability to own your mistakes comes easier depending on the way you think about institutionalised prejudice. You did not choose to be socialised in a prejudiced society and if you understand prejudice as a system that you could not avoid, you can receive feedback on problematic patterns and actions as a way to support your learning and growth. Entering conversations with this understanding is freeing because it allows you to focus on how, rather than if, your prejudice manifests and how you can identify and stop those behaviours.

Reading resources



## "White Fragility"

- Robin DiAngelo

<https://www.youtube.com/watch?v=C8xJXKYL8pU>

- Chescaleigh - "Getting called out: how to apologize"

<http://www.usprisonculture.com/blog/>

- Philly Stands Up - Accountability Road Map

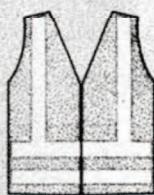
<http://rjposters.com/restorative-questions/>

- Restorative Justice Questions

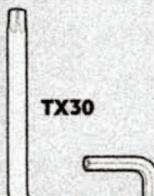
Transform Harm <https://transformharm.org/>

# HOW TO HACK A

## What you will need



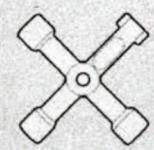
Hi Viz Vest



TX30



H60 Security Pin

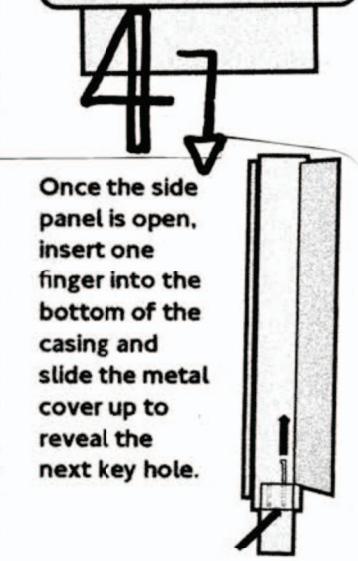
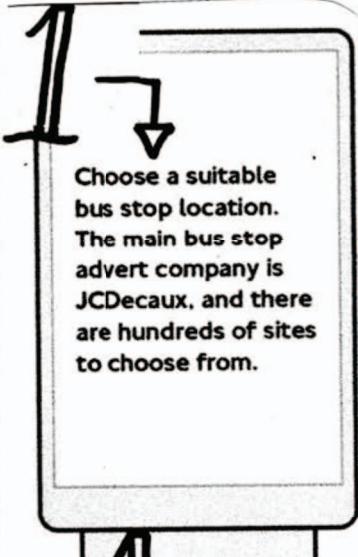


4-Way utility key

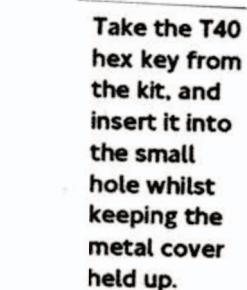


Your artwork  
1.200mm x 1.800mm

## BUS STOP

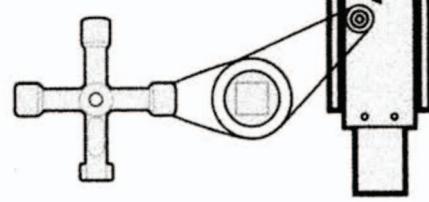


Select the 4-way utility key from the kit and locate the attachment that has a large square key shape. This will open the lock on the side of the advert shell.

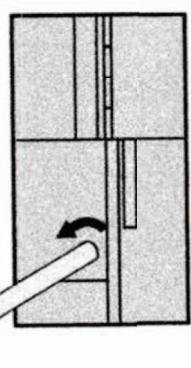


Take the T40 hex key from the kit, and insert it into the small hole whilst keeping the metal cover held up.

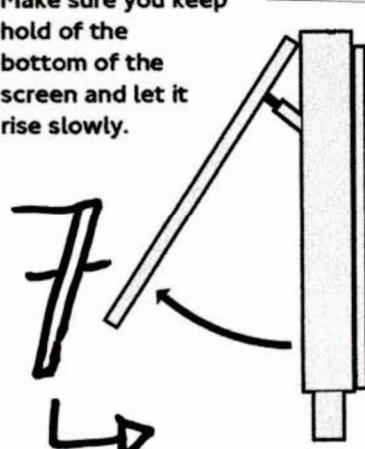
Insert the square key into the lock and turn clockwise 180 degrees. Don't worry if it doesn't open first time, the mechanism can be stiff. Keep calm and keep trying.



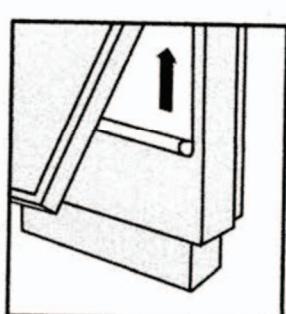
Once the key is located in the lock, turn anti-clockwise through 90 degrees to release the catches that keep the perspex screen closed.



The perspex cover may have two pistons that open up when you release the catches. Make sure you keep hold of the bottom of the screen and let it rise slowly.



Roll up the poster that is inside from the bottom.

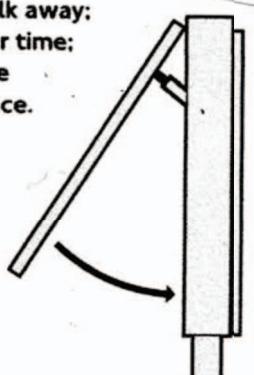


Slide your poster into the top of the panel, push it into the clip that runs across the top of the perspex. You may wish to pre-fold a 1cm edge on your posters, for an easier install. A credit card can also help with pushing the poster into the clip.

Put two hands on the bottom edge of the casing and push back to the frame to re-engage the catches, and close the door.



Then walk away: take your time: enjoy the experience.



# FOI

Freedom of Information requests (FOIs) give you the right to access to information held by public-sector organisations, including the University and its colleges.

They're a really effective way of getting information; over the past couple of years we've found out about college investments in fossil fuel and arms companies, living wage and zero-hour contract data much more through FOIs. It can take a few attempts and it may be worth appealing. Feel free to message CUSU Ethical Affairs for help drafting an FOI or there's a template on their website.

You can specify how info is searched for - e.g. "Key-word search 'Military' between Mr A.'s emails and Mr B.'s emails"

We've found it can work to ask for an internal review of whether Section 43 was appropriate to use

## example

This is a formal request under the Freedom of Information Act 2000.

Could you please provide:

(1) Any information held on Zero Carbon. Please key-word search "zero carbon" to assist you in finding this information. Please provide an index of relating documents

If you are to invoke Section 43 to withhold information in relation to any of these questions please note you must provide details of the exact FOIA exemption, details of who would be prejudiced by this information, and a public interest test justifying a conclusion with arguments for and against the release of the information.

If you are to invoke Section 12 to withhold information in relation to any of these questions please provide details of how locating, retrieving and extracting this information would exceed the appropriate limit of £450 as set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. Please also be aware of your duty under section 16 (1) of the Act to advise and assist me in narrowing my request to bring it within the appropriate limit.

Thank you very much for your assistance with this request. If you would like any clarification on the information I have asked for, please don't hesitate to get in touch. I look forward to receiving your response in the next 20 working days.

They must respond within 20 working days

BUT

Can refuse if it would take them longer than 18 hours to deal with

If multiple FOIs are sent to the same organisation from the same person/group they can treat them collectively

HOWEVER they are required to help you narrow it down

Karl



I Intensifies

# CLASS & LABOUR MOVEMENTS

## What is Class?

'Class' varies between countries and cultures. In the UK the working class is often associated with **financial precarity** and with **physical, emotional and manual labour** over 'intellectual' pursuits. Marxist analysis describes the working class as those who have nothing to sell but their labour. WC people make up the **majority of the population**, but are marginalised as a group. WC people are **poorly represented** at Cambridge. Everyone can and should **fight for the rights of and amplify the voices of WC people**.

## How can I make my activism class-accessible?

For all/ general events

- Choose a venue with free or subsidised transport available
- Explicitly do not require attendees to bring pre-purchased food or drink
- Use and repeat clear hand signals that encourage people to ask for clarification
- Don't presume prior knowledge/experience - explain any jargon/specialist/academic terminology when using it
- Prioritise disabled access and help with child-care needs
- Organiser(s) should make themselves available for feedback or questions afterwards
- Facilitate anonymous question submission before the meeting, as well as live-minuting for those who can't attend in person
- Be aware of the space you take up. Privileged backgrounds often lead to more confidence in speaking, so can easily dominate discussion. It may be more appropriate to split into small groups so that all individuals can share their views

For a reading group or extra-curricular

- Make sure all of the reading is available via free PDFs, all distributed well in advance
- If theories/theorists are mentioned, ensure a quick synopsis is given, in a way that doesn't assume cultural knowledge, and before asked for clarification
- Make clear when prior reading is necessary. Make sure to distinguish this from 'cultural capital' e.g. niche references, which should never be assumed.

**CUSU Class Act** is a campaign for students who have experienced disadvantage related to class, to find support and fight for change. Class disadvantage might include financial, educational or social issues; low income and estranged students, care experienced, and other class-marginalised groups are all welcome to get involved (see the Directory for more info!).

The 'working class' identity combines ideas of educational, financial and social disadvantage, as well as associations with manual labour, both skilled and unskilled. These disadvantages disproportionately affect marginalised groups such as migrants and people of colour. There is a myth of the 'white working class', but in reality the working class is where the most diverse groups exist, and there is no such thing as a class issue which does affect PoC. Many PoC experience class oppression, which combined with racism, can compound to create even greater disadvantage.

## Spotlight on: Union Hostility

Structural racism, sexism and other discrimination has always existed in unions. People of colour and other marginalised groups have often been silenced and disregarded. These issues are still present to some extent today - even if many individuals are consciously anti-racist.. There must be structures in place to ensure accountability, and to make sure that discrimination cannot be **systemically enabled**. If a union doesn't work for people of colour, it doesn't work for anyone.

and PoC (People of Colour)

# DI[RE]CTORY

## LIBERATION ↗

<b>BME Campaign</b>	CUSU campaign working to support, represent and empower all students of colour at Cambridge Uni / socialise, organise, mobilise against racial discrimination / @CambridgeBME / fb.com/CambridgeBME
<b>Women's Campaign</b>	CUSU Campaign for women and non-binary people, lead by the CUSU Women's Officer / campaigns e.g. for reforms to disciplinary procedure, with UCU on the Gender Pay Gap, coordinates Reclaim the Night March, runs events / meets every Wednesday in CUSU lounge / contact <a href="mailto:womens@cusu.cam.ac.uk">womens@cusu.cam.ac.uk</a> / fb.com/CUSUWomen / @CUSUWO
<b>FLY Girls of Colour</b>	network for women and non-binary people of colour at Cambridge Uni / weekly meetings / zines, online blog: <a href="http://flygirlsofcambridge.com">flygirlsofcambridge.com</a> , socials / contact <a href="mailto:flygirlsofcambridge@gmail.com">flygirlsofcambridge@gmail.com</a> / @CambridgeFLY / fb.com/FLYCambridge
<b>LGBT+ Campaign</b>	CUSU campaign for LGBT+ students / support, welfare, advocacy / runs events, socials, open meetings / fb.com/LGBTCUSU
<b>Disabled Students' Campaign (DSC)</b>	CUSU campaign representing and advocating for the rights of disabled students in Cambridge, lead by CUSU Disabled Students' Officer / runs a forum, film screenings, talks and events / contact <a href="mailto:disabled@cusu.cam.ac.uk">disabled@cusu.cam.ac.uk</a> / fb.com/CUSUdisabledstudents
<b>Disabled People Against Cuts (DPAC)</b>	Cambridge branch of national campaign by and for disabled people against government cuts / @Dis_PPL_Protest / dpac.uk.net/tag/cambridge/
<b>Class Act</b>	CUSU campaign representing, providing a space of solidarity for working class/low income/care leaver/first generation/estranged students / open meetings, events, socials / <a href="mailto:classactcambridge@gmail.com">classactcambridge@gmail.com</a> / @classactcamb / fb.com/CUSUCLASSACT
<b>African Society of Cambridge University (ASCU)</b>	community of African students / debate, make friends, learn / monthly meetup 'Africa Over Coffee' / <a href="mailto:ascu@cusu.cam.ac.uk">ascu@cusu.cam.ac.uk</a> / <a href="mailto:ascupresident@gmail.com">ascupresident@gmail.com</a> / fb.com/groups/africansocietycambridgeuni/
<b>iCUSU</b>	CUSU campaign for international students at the University / campaign focus on college inequality for international students / <a href="mailto:international-chair@cusu.cam.ac.uk">international-chair@cusu.cam.ac.uk</a> / fb.com/iCUSU / <a href="http://international.cusu.cam.ac.uk">international.cusu.cam.ac.uk</a>
<b>FUSE</b>	for queer students of colour / network, forum, safe space away from white homonormativity / film screenings, mingles, pres, drop ins, secret facebook group / fb.com/fusecambridge
<b>Black Cantabs Research Society</b>	historical project illuminating lost legacies of black cantabs / political project critiquing fact they were forgotten / <a href="mailto:ourblackcantabs@gmail.com">ourblackcantabs@gmail.com</a> / <a href="mailto:blackcantabs@cusu.cam.ac.uk">blackcantabs@cusu.cam.ac.uk</a> / @ourblackcantabs / <a href="http://blackcantabs.com">blackcantabs.com</a>



# EDUCATION

## Cambridge Defend Education (CDE)

campaign for free, liberated education + a just university / occupies, disrupts, campaigns / bi-weekly open meetings / non-hierarchical opposition to the marketisation of higher education / [fb.com/camdefendededucation](https://fb.com/camdefendededucation) / [@CamDefendEd](https://@CamDefendEd) / [info@cambridgedefendededucation@gmail.com](mailto:info@cambridgedefendededucation@gmail.com)

## Decolonise Network

campaign for Cambridge to actively address its colonial past / central organising body for subject-based decolonise campaigns / termly Decolonise Assemblies for all students involved / works closely with BME Campaign / [bme-education@cusu.cam.ac.uk](mailto:bme-education@cusu.cam.ac.uk) / [fb.com/DecoloniseCambridge](https://fb.com/DecoloniseCambridge)

## Preventing PREVENT

campaigning to oppose the racist PREVENT policy / coalition of academics, students, unions and campaign groups / [fb.com/PreventingPrevent](https://fb.com/PreventingPrevent)

# ENVIRONMENT

## Zero Carbon

climate justice group campaigning for Cambridge University to divest from fossil fuels / weekly open meetings / [fb.com/CambridgeZeroCarbonSociety](https://fb.com/CambridgeZeroCarbonSociety)

## Ethical Affairs

CUSU campaign pressuring the university to act more ethically / divestment from arms + fossil fuels / living wage / [ethicalaffairs@cusu.cam.ac.uk](mailto:ethicalaffairs@cusu.cam.ac.uk) / [fb.com/EthicalAffairs](https://fb.com/EthicalAffairs)

## Cambridge Social Ecology

Events, discussion, campaigning based on social ecology movement / [cambridgesocialecology@protonmail.com](mailto:cambridgesocialecology@protonmail.com) / fb: Cambridge Social Ecology

DEFEND  
CAMBRIDGE  
EDUCATION

SUPPORT OUR  
WORKING STAFF

McSTRIKE  
TO WIN  
SOLIDARITY

Europe +600  
Asia Pacific +800  
South America +150

# GLOBAL SOLIDARITY

ps us  
e Tree

## Palestine Society (PalSoc)

student led group campaigning in solidarity with + raising awareness of the Palestinian struggle for freedom / host talks, coordinate statements of solidarity, run demonstrations / contact [cambridgepalsoc@gmail.com](mailto:cambridgepalsoc@gmail.com) / [@cupalsoc](https://twitter.com/cupalsoc) / [fb.com/palcambri](https://facebook.com/palcambri)

## Cambridge Kurdistan Solidarity (CKS)

close links with Cambridge University Kurdish Society (CUKurdSoc) / collective supporting progressive, humanitarian and democratic struggles in Kurdistan / contact [CamKS.info@gmail.com](mailto:CamKS.info@gmail.com) / [fb.com/CUKurdSoc](https://facebook.com/CUKurdSoc) / [fb.com/CambridgeKurdistanSolidarity](https://facebook.com/CambridgeKurdistanSolidarity)

## Cambridge University Amnesty International

University society representing Amnesty International / weekly meetings Sun. 5-6 pm  
Sidney Sussex / [fb.com/camuniamnesty](https://facebook.com/camuniamnesty)

# HOUSING

## Cambridge Cut the Rent

mobilising student power to cut rents and scrap unfair charges / termly open meetings / coordinate college campaigns / link with national rent strike movement ([www.rent-strike.org](http://www.rent-strike.org)) / [fb.com/cambridgectr](https://facebook.com/cambridgectr)

## Murray Edwards Student Collective

group run by and for students at Murray Edwards to collaborate on campaigns, recently to cut the rent / [fb.com/Murray-Edwards-Student-Collective](https://facebook.com/Murray-Edwards-Student-Collective) / [medwardscollective@outlook.com](mailto:medwardscollective@outlook.com)

## Robinson Cut the Rent

campaign at Robinson College to cut the rent / [fb.com/Robinson-Cut-The-Rent](https://facebook.com/Robinson-Cut-The-Rent)

## Newnham Cut the Rent

campaign at Newnham College to cut the rent / [fb.com/newnhamcuttherent](https://facebook.com/newnhamcuttherent)

## Whitworth House

hostel providing accommodation for vulnerable, homeless women in Cambridge / run by Whitworth Trust / [fb.com/TheWhitworthTrust](https://facebook.com/TheWhitworthTrust) / [cafdonate.cafonline.org/8545](https://cafdonate.cafonline.org/8545)

## Streetbite

student group delivering leftover food to homeless people in Cambridge / weekly rota / fb group: Cambridge Streetbite Volunteers

## Jimmy's

charity providing accommodation for the homeless and vulnerably housed of Cambridge / [info@jimmyscambridge.org.uk](mailto:info@jimmyscambridge.org.uk) / [jimmyscambridge.org.uk](https://jimmyscambridge.org.uk)

## Cambridge Homeless Outreach Programme

Cambridge Uni/ARU students supporting local homeless people / raising awareness, campaigning, fundraising for local charities / [chop-info@srcf.net](mailto:chop-info@srcf.net) / [fb.com/CambridgeHomelessOutreachProgramme](https://facebook.com/CambridgeHomelessOutreachProgramme)

# ANTI-ARMS TRADE

## Demilitarise Cambridge

campaign to end Cambridge's complicity in the industry of war / against 'revolving door' between uni staff and arms industry / for divestment from arms industry, including curricula sponsorships / open meetings, film screenings, research / [fb.com/demilitarisecambridge](https://facebook.com/demilitarisecambridge) / [demilitarisecambridge@email.com](mailto:demilitarisecambridge@email.com)

## Campaign for Nuclear Disarmament

Cambridge Uni branch of national campaign for a world without nuclear weapons / [fb.com/cambridgecnd](https://facebook.com/cambridgecnd) / [cambridgecnd@gmail.com](mailto:cambridgecnd@gmail.com)

# UNIONS



<b>CUSU / GU</b>	Cambridge University Students' Union and the Graduate Union / based at 17 Mill Lane / campaign, represent / all students automatically members / sabbatical officers elected every March / <a href="http://www.cusu.co.uk">www.cusu.co.uk</a>
<b>University and College Union (UCU)</b>	Cambridge branch of largest trade union for academic and academic-related staff working in Further and Higher Education / <a href="https://@CambridgeUCU">@CambridgeUCU</a> / <a href="https://fb.com/cambridgeucu">fb.com/cambridgeucu</a>
<b>Unite</b>	Cambridge University Unite branch / largest trade union in the UK and Ireland with members across the private, public and voluntary sectors including manufacturing, public services, transport, food, finance and construction / <a href="https://unitetheunion.org">unitetheunion.org</a> / links with Unite Community Cambridge / <a href="http://cambridgeuniteunion.com">cambridgeuniteunion.com</a> / <a href="https://@CambsUnite">@CambsUnite</a> / fb group: UNITE: Cambridge Community Branch
<b>Unison</b>	Cambridge branch of national union for public service providers / <a href="http://unisoncambridgeshire.org.uk">unisoncambridgeshire.org.uk</a> / <a href="https://fb.com/unisoncambscity">fb.com/unisoncambscity</a>
<b>GMB (General, Municipal, Boilermakers)</b>	Cambridge branch of national general workers' union / <a href="http://gmbcambridge2.co.uk">gmbcambridge2.co.uk</a> / <a href="https://fb.com/gmbcambridge2">fb.com/gmbcambridge2</a>
<b>BFAWU (Bakers', Food and Allied Workers' Union)</b>	Union for workers in the food industry / organised 'McStrike' campaign: demanding living wage for McDonald's UK workers / <a href="https://@fastfoodrights">@fastfoodrights</a> / <a href="http://bfawu.org">bfawu.org</a>
<b>FBU (Fire Brigades Union)</b>	Cambridge branch of national union of fire and rescue service workers / <a href="https://@FBUCambs">@FBUCambs</a> / <a href="http://fbu.org.uk/eastern">fbu.org.uk/eastern</a>



## THEORY(ish)

<b>Critical Theory and Practice</b>	seminar/speaker series, formed as part of CDE in 2010 resistance to increased fees and cuts / host speakers, run talks / <a href="https://fb.com/criticaltheorypractice">fb.com/criticaltheorypractice</a> / <a href="mailto:criticaltheoryandpractice@gmail.com">criticaltheoryandpractice@gmail.com</a>
<b>Radical Archives</b>	contact <a href="mailto:camradhistoryarchives@gmail.com">camradhistoryarchives@gmail.com</a>
<b>Immoral Sciences Club</b>	for women in philosophy / <a href="https://fb.com/immoralsciences">fb.com/immoralsciences</a>

# PARTY POLITICS

Cambridge University  
Labour Club (CULC)

Labour Party affiliated group for Cambridge University students / runs events, canvassing,  
termly AGMs / culcchair@gmail.com / @CULC / cambridgeuniversitieslabour.co.uk /  
fb.com/CamUniLabour

Cambridge Labour  
Party

cambridgelabour.org.uk / register to vote [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

## SOURCES OF SUPPORT

Cambridge Rape  
Crisis Centre

support for women who have experienced any form of sexual violence / helpline, email  
support, counselling provision, independant advocate, guidance /  
cambridgerapecrisis.org.uk / [support@cambridgerapecrisis.org.uk](mailto:support@cambridgerapecrisis.org.uk) / helpline: 01223 245888

Student Minds  
Cambridge

campaign for better mental health support, affiliated with national charity Student Minds /  
share information, advice / [fb.com/StudentMindsBridge](http://fb.com/StudentMindsBridge) / [studentmindsbridge@gmail.com](mailto:studentmindsbridge@gmail.com)  
/ findsupportcam.com

Blueprint Zine

magazine focussing on mental health / [zineblueprint@gmail.com](mailto:zineblueprint@gmail.com)



... AND MORE!!

Plan C Cambridge

Cambridge branch of national group organising against capital -  
[planc.cambridge@gmail.com](mailto:planc.cambridge@gmail.com) / [fb.com/planC.cambridge](http://fb.com/planC.cambridge) / [weareplanc.org](http://weareplanc.org)

Marxist Society

member of Marxist Student Federation / [fb.com/cambridgemarxists](http://fb.com/cambridgemarxists)

Living Wage  
Campaign

campaign for Cambridge University to pay all its staff the living wage /  
[fb.com/CambridgeUniversityLivingWageCampaign](http://fb.com/CambridgeUniversityLivingWageCampaign)

A photograph of a protest sign. The text "CAMBRIDGE" is at the top, followed by three stars and the text "★ DINEST ★ FROM ★ FOSSIL ★ FUELS". Below this, there is more text and a small "REPRODUCED WITH PERMISSION" note.

A photograph of a protest sign with the text "CU NEXT TUESDAY TOO" written in a hand-drawn style.

# 'ACKNOWLEDGEMENTS'

- The people who made the 2012 UCSC Disorientation Guide (& AK) who inspired much of this.
- The activists in Cambridge over the years who have left a path for us to follow, in particular those who were involved in the first Disorientation Guide and have now graduated/moved on - we wish you all the best, always.
- The many hours that people contributing to this guide have poured in, both to put it together, and more generally to make the university a less shit and more caring space.
- Thanks to Alan Rogers, and to Cambridge UCU for your very generous donations.
- Thank you in particular to **Footprint** [@FootprintLeeds] for printing this! We love you!



THAT'S US! - 12 PP



## STILL ASKING QUESTIONS?

so are we!

What is the University's role in housing prices in Cambridge?

Who are all the managers in the University, and why are they getting paid so much?

Where does your department/programme get its funding from? What are the strings attached?

How does Cambridge serve its community? Who is its community?

Who are the people who have their statues and paintings in your college? What did they do?

What are the lives of the cleaners, cooks, bedders, and other workers around Cambridge like?

TO BE CONTINUED... BY YOU!



12 PINTS PRESS was formed during the UCU pensions strike to produce a *Disorientation Guide*, intent on building student power towards a collective future. We are an independent publishing group based in Cambridge, UK.

The name comes from a poster made during the occupation of Senate House in March 2018 which reads: "£9000? That's like... twelve pints in Cambridge."