



*Give a damn*

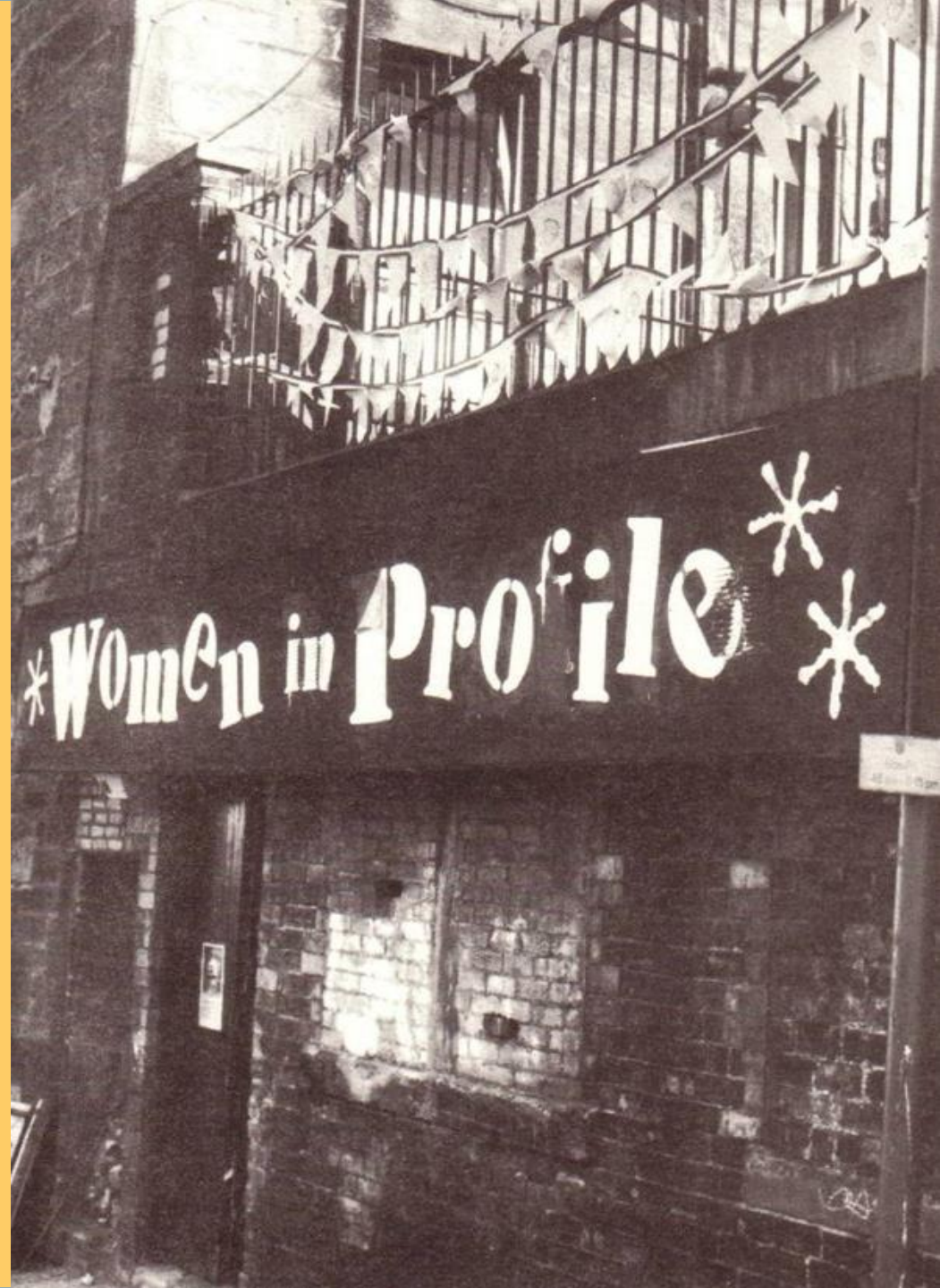
# Equality in Progress

Rachel Thain-Gray  
Project Coordinator

Ciara Phillips, *Advice-giver*, 2012



A grassroots museum  
borne of the need for  
provision



Before GWL - Women in Profile, 1987



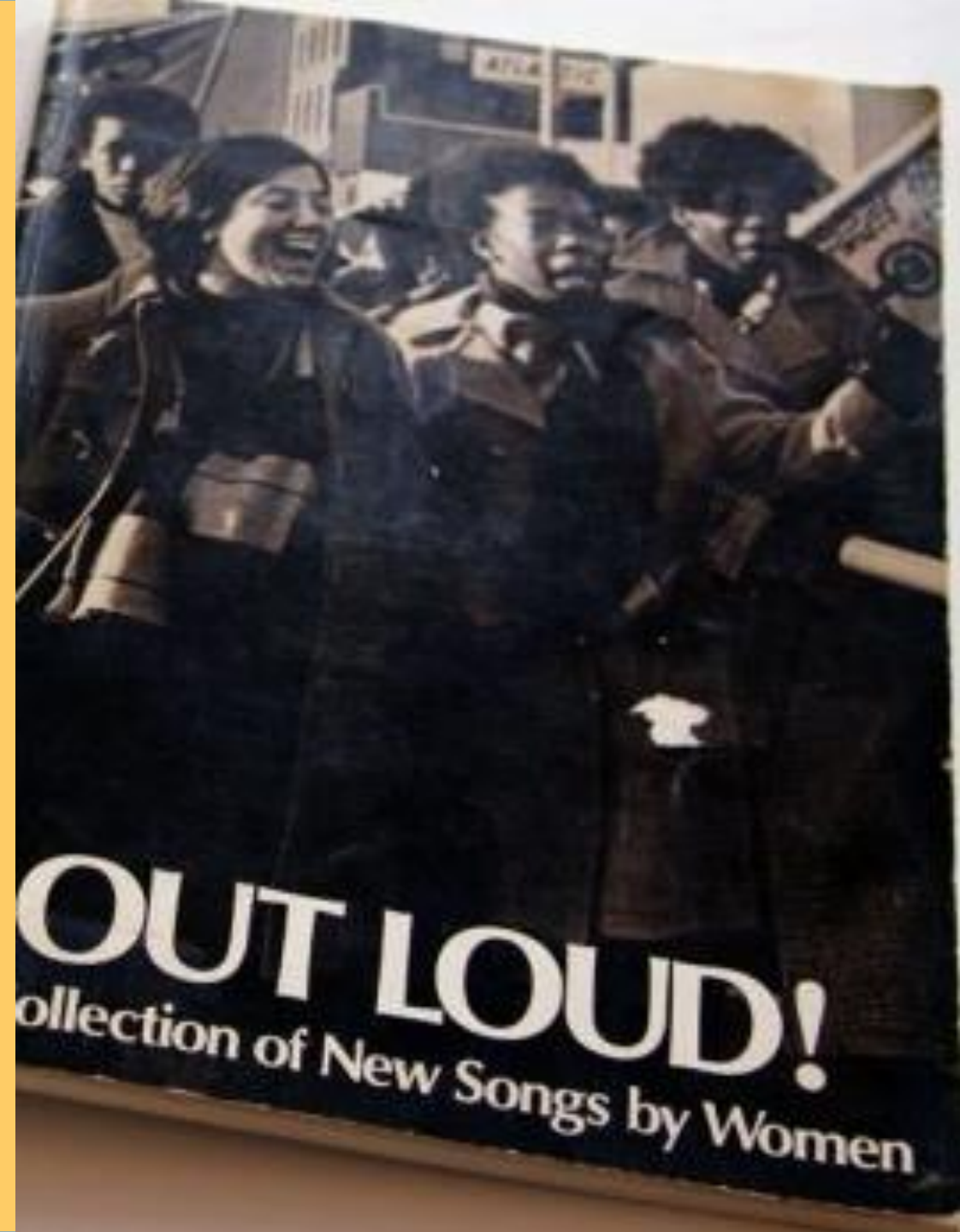
# Because I am you



GWL's In Her Shoes: Women's Experiences Of Hate Crime – *Activist Performance, 2017*



We don't do  
equality to or  
for people





## Women as experts on exclusion



March Of Women – *Performance*, 2015



Underpinned by an  
intersectional feminist  
approach

'Grin' October 2016 by Mele Broomes





“A leader in specialist approaches to inclusive programming” Creative Scotland



EiP Training Session, 2017



“Equality and social justice are not the specialisms of most cultural organisations.”

Museums Association  
(2013)

GWL's In Her Shoes: Women's Experiences Of Hate Crime – *Activist Performance*, 2017





Middle  
class

EXCLUSIVE

White

NOT FOR  
ME



The museum sector  
lacks a workforce  
and audiences that  
are reflective of our  
society



COMMUNITY  
CRITERIA FOR  
PERMISSION OF  
MAIN CONTRACT.

HEAR THAT INDIVIDUALS  
ARE ALREADY STRATEGIC  
- ONE MORE THING TO  
THINK ABOUT

EDI relat  
role becc  
should b  
n all of  
commu

TO IDENTIFY AREAS  
WHERE WE CAN  
ACHIEVE CHANGE

REGULAR  
AT BOA

It w  
planning for public  
engagement activities,  
design of services,  
customer care etc

RAISE BOA  
OF EDI

I am worried  
others won't be  
as enthused  
as me

I want to have  
more awareness of  
EDI on a day to  
day basis

What data do we  
legally need to keep  
and report to Scottish  
Govt?

Volunteers } Access  
Events } \$  
Activities } info

Is the museum workforce equipped with the right skills and behaviours to deliver meaningfully on equalities work?



What museums say they need:

- Implementation plan
- Better awareness of inequality and how to address it
- Confidence to challenge roadblocks





## Sharing our expertise for equalities-driven change



EiP Training Session, 2017



- Personal and professional values
- Understanding of inequality
- Individual responsibility-taking



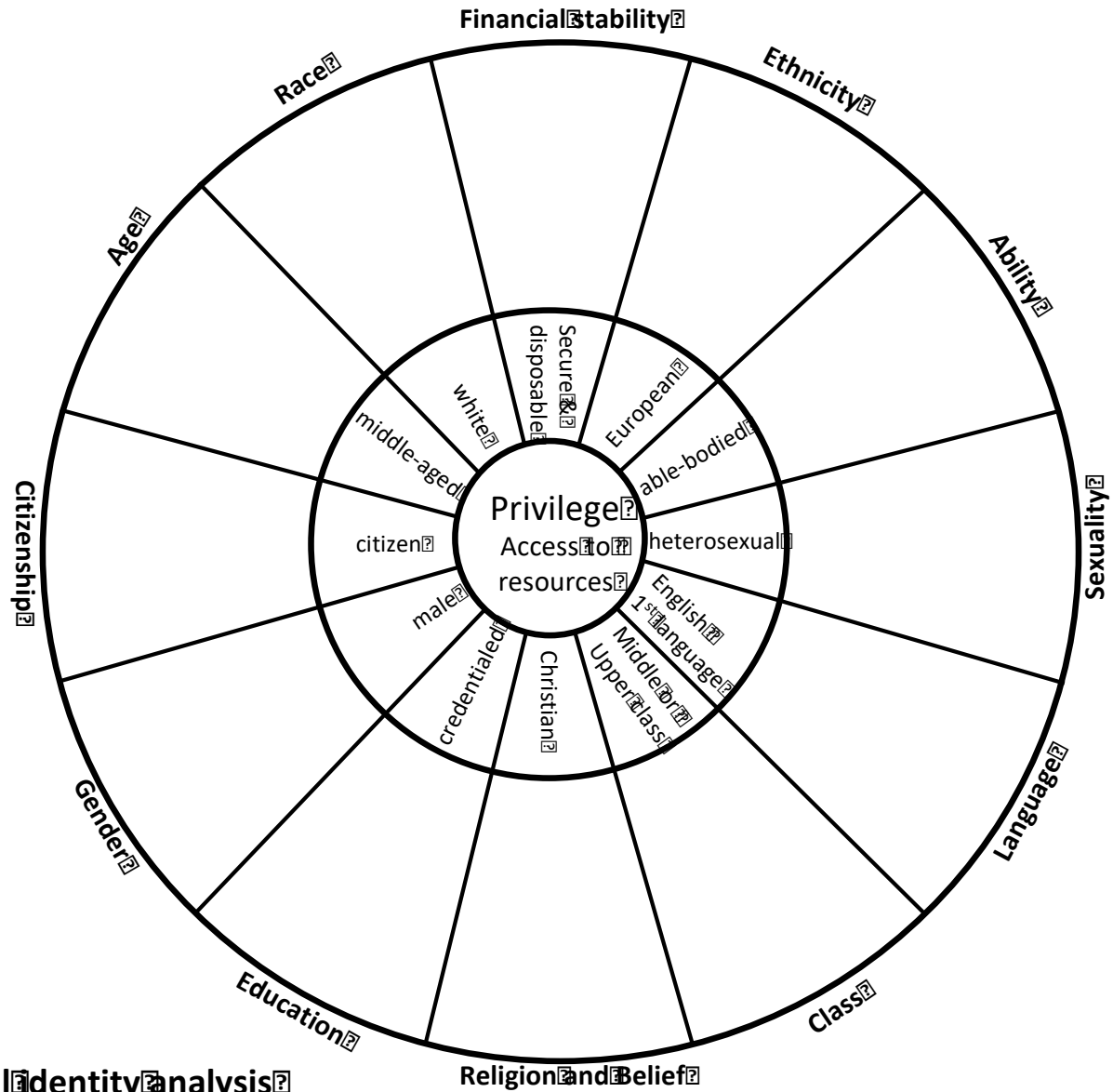


# Embracing the Values of Equality





# Analysing privilege





Do people with protected characteristics see themselves in your work and activities?

- Age
- Disability
- Gender identity
- Race & ethnicity
- Religion or belief
- Women
- Sexuality
- Marriage and civil partnership (employment)
- Pregnancy and maternity (employment)







## Sample Activity

- What are your communications?
- What are the aims of your communications?
- What methods do you use?
- Who are the people who might come across your messages?
- Who are the representatives/messengers of your communications?





To INCREASE  
THE NO. OF PEOPLE  
WITH A DISABILITY  
ACTIVELY PARTICIPATING

# ACTION PLAN

TASK

TARGET + D

CONSULT LOCAL  
PARTNERS.

INVITE MORE  
GROUPS TO  
BLOG + TO  
WORK WITH US

RESEARCH  
OTHER PUBLICATIONS  
TO ADVERTISE/  
SHARE

ASA

SHARING  
STORIES OF  
SUCCESS +  
INVOLVEMENT

GETTING ADVICE  
+ INPUT FROM  
OTHERS TO INFORM  
DEV. OF PROJECT

PRIORITISATION  
OF PHYSICAL  
EQUIPMENT

COMPLETION  
OF WEST  
BOATHOUSE

TRAINING OR  
RECRUITMENT OF  
COACHES WITH  
SKILLS



BEFORE  
PHYSICAL  
CHAN  
BY END 20

“EDI is central to our vision and values and the new strategy will have a big strategic impact.”

EiP Training participant, 2017




“...an interesting and timely new approach.”



Home Policy Ethics Campaigns Workforce Collections Comm  
News Conference & Exhibition Events Suppliers Jobs Area of v

## Comment

- News
- News analysis
- Comment
- Features
- Reviews
- Q&A
- People
- Museums Journal: blog



### The conversation

Rachel Thain-Gray, Christine McLean, Issue 118/04, p17, 01.04.2018

How can equality, diversity and inclusion be embedded in the museum sector ?


**Dear Christine:** Action to embed equality, diversity and inclusion in the museum sector requires proactive activity on all fronts of what I call the “holistic” museum – governance, leadership, recruitment, programming, communications, audiences, visitors and participants, and collections and interpretation. To support the move towards sustainable and informed change, our [Equality in Progress](#) project is using inter-sectional feminism as a critical framework theory to interrogate museums as organisations, with the aim of increasing intersectional understandings of inequality. We want to support those working in museums, particularly senior managers and boards, to

**Join**

- Individual membership
- Institutional membership
- Corporate membership
- Sole trader membership
- Gift membership
- Members Free Entry

**Professional development**

- Associateship of the Museums Association
- Fellowship of the Museums Association
- Transformers 2016-18



sara wajid  
@waji35

Following

Fresh thinking on stubborn issues



# Inspiring sectoral learning and change

♥ Diana Morton and 6 others liked



**Lynsey Anderson** @Lynz\_M\_Anderson · Apr 25

Invite people in from communities to work with you, let them take the lead! They're the experts! Love @womenslibrary work as always! #SMFBox



↻ 8

♥ 17



♥ Megan and 8 others liked



**Nicole Meehan** @NicolePMeehan · Apr 25

'There is no such thing as a hard to reach group, only museums that are hard to reach' - don't problematise people @womenslibrary at #SMFbox



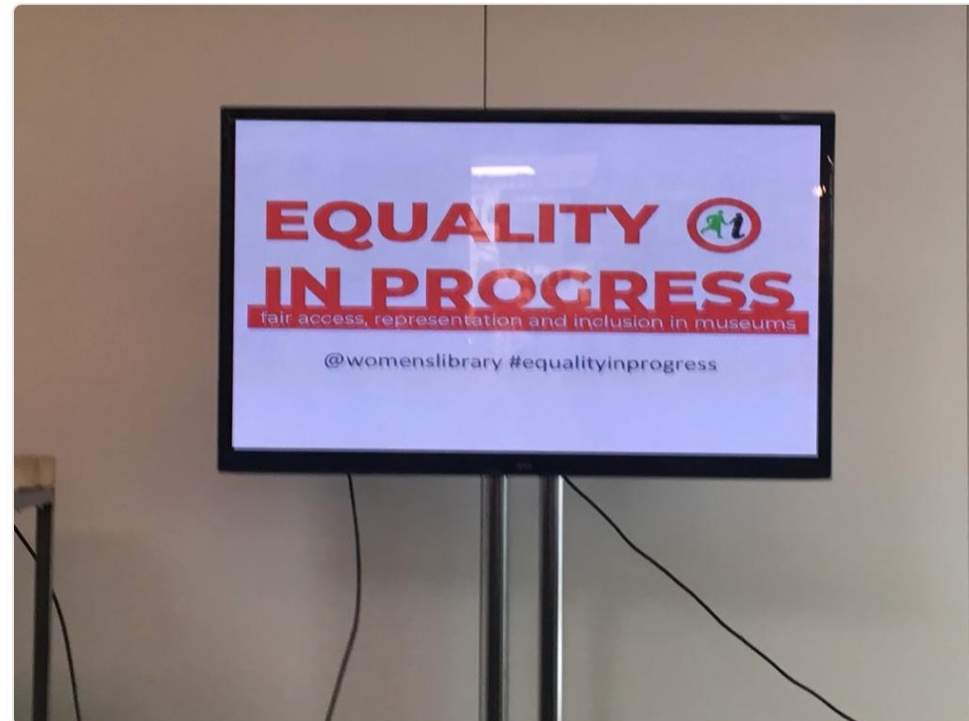
↻ 7

♥ 32



**Laura FalkinerRogers** @laura\_serafina · Apr 25

The breakout session with @womenslibrary was so good 😊 feeling so inspired about trying to implement socially engaged practice! #SMFBox



↻ 4

♥ 11



