

EDI Action Plan 2021-2022 (v. Sep 2021)

Commitment	Area	Objective	Action
<p>EDI is embedded and integrated into all parts of our organisations.</p>	<p>Workforce, leadership & governance</p>	<p>Integrate and review EDI policy and action plan.</p>	<p>Review WMT EDI policy & action plan (achieved Sep 2021, review annually)</p>
			<p>Develop EDI 'code of conduct' for WM staff, trustees, volunteers.</p>
		<p>Improve data collection, analysis and reporting on diversity</p>	<p>Review data methodology and collection. Re-issue EDI questionnaire to staff.</p>
			<p>Publish diversity data annually.</p>
		<p>Enhance and integrate the role of Diversity Champion</p>	<p>Review role profile for Diversity Champion. (achieved)</p>
			<p>Invite Diversity Champions to EDI training. (achieved)</p>
			<p>Invite Diversity Champions to attend working group.</p>
<p>Our organisations reflect the diversity of the region.</p>	<p>Workforce, leadership & governance</p>	<p>Achieve greater diversity in our boards.</p>	<p>Share knowledge & experience of governance reviews and trustee recruitment through the Diversity WG.</p>
			<p>WMT Board to include an underserved community member in an advisory role, supported by a Board mentor.</p>
			<p>Review governance of WMT post novation with view to greater diversity and succession planning.</p>
		<p>Achieve greater diversity in our staff / volunteer cohorts through review of recruitment practices.</p>	<p>Review WMT recruitment policy and procedure through anti-discriminatory lens. To include guidance on widening approach, inclusive language and encouraging transferable skills.</p>
			<p>Provide template EDI statement to be included in all job descriptions and job adverts.</p>
			<p>Use diversity data collected to set recruitment targets.</p>

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<p>Amplify the stories and voices of marginalised groups through our programmes.</p>	<p>Allyship</p>	<p>Deliver co-curation/co-production projects and programmes.</p>	<p>NPO funding prioritised for co-curation/co-production projects with underserved groups. (achieved)</p> <p>Training in co-curation and co-production</p>
	<p>Communities</p>	<p>Use WM advocacy opportunities to platform work with underserved audiences</p>	<p>Minimum of 2x advocacy events per annum.</p>
	<p>Workforce, leadership & governance</p>	<p>Decolonising collections and interpretation</p>	<p>Provide training/knowledge exchange opportunities on decolonisation of collections and interpretation.</p>
			<p>Pilot decolonisation projects in partner museums</p>
			<p>Develop partnership guide/approach to decolonising collections and interpretation.</p>
			<p>Share resources and best practice on decolonising collections.</p> <p>Fundraise to support decolonisation programmes in the partner museums. (NPO2?)</p>
<p>Involve communities in our decision-making and programmes, particularly those from underserved groups.</p>	<p>Communities</p> <p>Workforce, leadership & governance</p>	<p>Engage underserved communities through Wessex Museums projects and programmes</p>	<p>Include a representative from an underserved community group in the Diversity WG.</p>
			<p>Draft Welcome Manifesto for the partnership</p>
			<p>Share experience and outcomes from Hardy exhibition focus groups.</p>
			<p>Training on how to conduct focus groups</p>
			<p>Map & extend contacts and relationships with underserved audience groups (e.g. multi-cultural, LGBTQ+) and organisations</p>
			<p>Facilitate contacts with diverse and underserved community groups.</p>

Commitment	Area	Objective	Action
<p>Educate ourselves and our colleagues on EDI, anti-racism and what it means to be an effective and active ally.</p>	<p>Allyship</p>	<p>Support colleagues to educate themselves on becoming effective and active allies by signposting to resources.</p>	<p>Regular item on EDI included in Inside Wessex newsletter. (achieved)</p>
			<p>Implement WM training package for the partner museums and WMT senior leadership. (achieved)</p>
			<p>History of Inequality training for LEX (achieved)</p>
			<p>Review wider training needs in partner museums (anti-racism, allyship, equality impact assessments, terminology, interpreting diverse collections/stories, etc).</p>
			<p>Develop terminology guidelines.</p>
			<p>Programme of guest speakers on EDI.</p>
			<p>Programme of sector advocacy events highlighting our approach to EDI.</p>