

EDI Action Plan 2023 - 2024 (v.LIVE)

Our aim: To dismantle prejudice and discrimination in our organisations

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>Revise WMT EDI policy & action plan and review annually.</p> <p>Revisit need for EDI 'code of conduct' for WM staff, trustees, volunteers.</p> <p>Research potential for policies in areas not covered by legislation (e.g. menopause, pregnancy loss). Draft policies where needed.</p> <p>Build Equality Impact Assessments into planning of partnership activities.</p>
		<p>Continually improve data collection, analysis and reporting on diversity, and use it to inform our decision-making.</p>	<p>Review data methodology and collection for new NPO investment period.</p> <p>Publish diversity data annually.</p> <p>Consider publishing staff pay to encourage transparency and analyse the pay gap.</p>
		<p>Support partner museums with EDI action planning & review</p>	<p>EDI action planning surgeries</p> <p>EDI action plan template</p>
		<p>Integrate the role of Diversity Champion</p>	<p>Diversity Champions to attend working group, review membership as required.</p> <p>WMT Diversity Champion to have oversight of EDI action plan for the organisation.</p>

Commitment	Area	Objective	Action
<p>Our organisations reflect the diversity of the region.</p>	<p>Workforce, leadership & governance</p>	<p>Diversify the WMT Board</p>	<p>WMT Board to recruit an underserved community member to the Board.</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>Provide guidance manual for work placements for underserved communities, outlining clear roles and responsibilities.</p>
			<p>Use diversity data from volunteer survey to set targets for volunteer recruitment across the partnership.</p>
			<p>Identify professional development pathways underserved audiences in our organisations.</p>
	<p>Communities</p>	<p>Ensure our marketing and promotional material reflects diversity and inclusion.</p>	<p>Audit photo library and provide funding support photography in the partner museums.</p>
			<p>Review accessibility of website and linked online resources.</p>

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<p>Amplify the stories and voices of marginalised groups through our programmes.</p>	<p>Allyship Communities</p>	<p>Deliver co-curation/co-production projects and programmes.</p>	<p>Review request for Connecting with Communities funding to align with strategic priorities for underserved audiences and community co-creation.</p>
			<p>Commission community co-creation projects in association with the folk exhibition in each partner museum.</p>
			<p>Support community-led work with underserved audiences in the partner museums through the Connecting with Communities funding.</p>
			<p>Showcase community-led collections project, Wessex in 100 Objects through the WM website and digital exhibition.</p>
		<p>Use advocacy opportunities to platform work with underserved audiences.</p>	<p>Minimum of 2x advocacy events per annum.</p>

Commitment	Area	Objective	Action
<p>Amplify the stories and voices of marginalised groups through our programmes.</p>	<p>Workforce, leadership & governance</p>	<p>Embed community-led engagement and decolonisation into our museum practice.</p>	<p>Establish partnership and professional development plan with Multaka Oxford.</p>
			<p>Pilot decolonisation projects completed in partner museums.</p> <ul style="list-style-type: none"> • Case Studies published on WM website. • Objects from decolonising pilot projects feature in Collections Showcase.
			<p>Agree partnership framework for Decolonising Collections.</p>
			<p>Share resources and best practice on decolonising collections.</p>
			<p>Decolonising collections action plans in place in the partner museums by end 2023.</p>

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<p style="text-align: center;">Involve communities in our decision-making and programmes, particularly those from underserved groups.</p>	<p style="text-align: center;">Communities</p> <p style="text-align: center;">Workforce, leadership & governance</p>	<p style="text-align: center;">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>Provide focus group training and convene focus groups with underserved audience group for folk exhibition.</p>
			<p>Map advisory groups in the partner museums that can be engaged in programming decisions.</p>
			<p>Develop exhibition evaluation methodology and toolkit that integrates community consultation/ co-curation.</p>
			<p>Map & extend contacts and relationships with underserved audience groups and organisations.</p>
			<p>Facilitate contacts with diverse and underserved community groups.</p>
			<p>Programme review points to ensure EDI continues to be central to our partnership activity.</p>

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<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.</p>
			<p>Encourage, share and publish case studies in the Diversity WG / WM website:</p> <ul style="list-style-type: none"> • Decolonisation pilot projects • Projects supported through Connecting with Communities • Work placements • Advisory groups
			<p>Signpost / develop new EDI bite size training modules for protected characteristic groups.</p>
			<p>Keep wider training needs in partner museums under review and provide training as needed.</p>
			<p>Update terminology guidelines annually.</p>
			<p>Diverse Wessex Allyship group meets quarterly.</p>
			<p>Develop and continue to grow EDI resource library online.</p>