

Equity Diversity and Inclusion Scoping Survey

Introduction

This survey is part of a scoping project looking at Equity, Diversity and Inclusion (EDI) work in the museum sector in England. The objective of the project is to support Museum Development England (MDE) to develop new national EDI programmes for the museum sector workforce (including trustees, senior leadership/senior staff) and volunteers. The scoping project and this survey are being delivered by Isilda Almeida, No Barriers.

This survey:

- *Is aimed at museums, galleries and historic properties **in England**;
- *It is both for museums **who have and have not** undertaken EDI work;
- *Takes between **5 and 15 minutes** to complete (depending on how much detail you include);
- *Is completely **anonymous** (if you choose not to include the name of your organisation).

Completing the survey:

- *We are asking for **one survey per museum**.
- *It is fine to **discuss answers/have input from different colleagues**;
- *It is **not** a requirement for it to be completed by members of the Senior Management Team or Board.
- *The survey **ends at 11.59 on 30th September 2024**

Privacy and GDPR

No information about individuals will be collected or used in this project. This also means that once the survey is submitted, it will not be possible to withdraw it.

The information from this survey will be analysed and used to inform a Museum Development England (MDE) programme of training and support to help museum services in their work to serve, better include and welcome communities.

When you agree to complete and submit this survey, you are giving consent for its use in this project.

This survey is being administered by Museum Development North and their privacy notice is available from <http://www.museumdevelopmentnorth.org.uk/privacy>

Contact for more Information

If you wish to find out more about the MDE project please contact Ian Bapty, Museum Development North at Ian.Bapty@museumdevelopmentnorth.org.uk

About your Museum

1. What is the first half of your museum organisation's postcode e.g. AA12? (Required)

2. What is the name of your museum organisation? (Optional)

3. Which is your local English Museum Development Provider?

- Museum Development London
 Museum Development Midlands
 Museum Development North
 Museum Development South East
 Museum Development South West
 Other

Please specify

4. What type of organisation do you work for? (Required)

- Independent
 Local Authority
 University
 English Heritage
 National Trust
 National (DCMS Sponsored)

5. What is your role in your organisation? Please tick all that apply (Required)

- Senior Management
 Trustee
 Volunteer
 Learning/Access/Public Engagement
 Marketing and PR
 Collections Care
 Curatorial
 Front of House
 Public Programming
 Fundraising/Development
 I accumulate different roles
 Other

Other - Please describe

6. What would you estimate your organisation's annual visitor numbers to be?
(Required)

- Less than 10k annual visitors (Micro)
- 10-25k annual visitors (Small)
- 25-50k visitors (Medium)
- 50-100k visitors (Large)
- More than 100k visitors (Largest)

About EDI Skills, Knowledge and Confidence

7. Considering the skills, knowledge and confidence levels of your organization in terms of EDI, at which of these levels would you place it? (Required)

- Hesitant (not sure if it is for my organisation)
- Beginner (aware of EDI, want to do more but not sure how and where to start)
- Striving to improve (have done some elements, working on an action plan)
- Thriving (Have done a reasonable amount of EDI work, planning to embed across organisation)
- Expert
- Not sure
- Other

Please specify

Hesitant. If we use a mountain climb metaphor, the museums in this group are “**on the valley**” following the existing path that keeps them there. They haven’t looked at the mountain (EDI), although they know it is there. They haven’t taken part in training, and are not sure this is for their museum.

Beginner. Museums are at the “**base of the mountain, looking up**”. These museums haven’t taken part in EDI training. They are aware of EDI, would like their museum to be more inclusive but not sure where to start or how. Their level of confidence and skills in EDI practices are low. There may have been some conversations about inclusion and diversity in the organisation, prompted by one or two people.

Striving. These museums are “**on the climb**”. They have taken part in some EDI training. There have been EDI conversations at senior level in the organisation, and some small projects (possibly funded through MD grants) around inclusivity, diversity/widening representation of underserved communities. These museums don’t have an EDI Action Plan but are ready to review their services, identify priorities and develop a Plan.

Thriving. These organisations are “**climbing the steep incline**”. They have taken part on a reasonable amount of EDI training but are finding it hard to put all the work they do into policies, strategies and plans and to approach the embedding of EDI across everything they do. They are exploring the best ways to create sustainable change.

Expert. These museums have “**passed the halfway point on the mountain climb**”. The mountain has no summit in sight. They have undertaken large EDI related project(s) appointed a Senior Leadership role for EDI. They are continuing their work and reviewing their gaps and blind spots.

EDI Prioritisation

8. Is there buy-in from the Senior Management Team in your organisation, on developing and embedding EDI ? (Required)

- Yes
- No
- I'm not sure
- Other

Please specify

9. Where does EDI sit in the list of priorities for your organisation in the next year (2025)? (Required)

- It is in the top three priorities
- It is a priority but not in our top three
- It is not a priority
- I am not sure
- Other

Please specify

EDI Data

10. Which Equalities monitoring data do you collect? (Required)

- Age
- Disability
- Ethnicity
- Gender identity
- Sex
- Sexual orientation
- Socio-economic status
- We don't collect Equalities monitoring data
- I am not sure
- Other

Please specify

10.a1 Which of the following groups do you collect data about? (Please tick all that apply)

- Freelancers
- Board of Trustees
- Staff
- Visitors
- Volunteers
- None of the above
- I am not sure
- Other

Please specify

10.b1 How do you use the monitoring data you collect? (Please tick all that apply)

- To inform planning
- To make decisions
- We don't use it
- I am not sure
- Other

Other - Please specify

10.c1 What are the reasons for your answer 'We don't use it'?

Forward Planning and Strategy

11. Does your organisation have an EDI Action Plan or EDI Action points included in the Forward plan? (Required)

- Yes
- No
- I am not sure
- Other

Please specify

11.a1 What are the reasons for this?

12. What do you see as the challenges of creating EDI Action points or including those points in your strategic documents? (Required)

13. Does your organisation have a budget allocated for EDI (Required)

- Yes - it is a stand alone budget line
- Yes - it is incorporated into multiple budget lines and is identifiable
- No
- I am not sure
- Other

Please specify

EDI Support and Training

14. Has your organisation received any support to plan, develop or implement EDI practices (including mentoring, internal organisational support, support through networks)? (Required)

- Yes
- No
- I am not sure
- Other

Please specify

14.a1 Please describe the support your organisation received

15. What are the priority EDI training needs in your organisation? Please tick all that apply. (Required)

- Understanding the basics of EDI
- Assessing EDI practises in the organisation
- Developing an EDI Action Plan
- Working with and involving communities
- Involving Global majority groups
- Involving communities in deprived areas
- Involving disabled people
- Involving LGBTQI+ groups
- Antiracism
- Inclusive language
- Unconscious Bias
- The Impact of Discrimination
- Monitoring data and using in strategy
- Creating effective change
- Diversifying the board of trustees
- Diversifying staff
- Diversifying volunteers
- Embedding EDI in the organisation
- Managing difficult conversations
- Media and crisis communications management
- Internal access audits
- External access audits
- One to one mentoring
- Peer networks
- I am not sure
- None
- Other

Please specify

16. Have you or anyone in your organisation taken up any Equality, Diversity and Inclusion training in the last five years (2018-2023)? (Required)

- Yes
- No
- I am not sure
- Other

Please specify

16.a1 What has been the impact of the training in your organisation? (for instance, has anything changed in the organisation as a result of it?) (Please tick all that apply)

- We are having more EDI related conversations at organisational level
- We are more confident about EDI
- We reviewed/are reviewing our policies
- We changed/are changing some of our practises
- There hasn't been enough time to change anything
- There hasn't been any change
- I am not sure
- Other

Please specify

Future EDI Programmes by Museum Development England Providers

17. What are the three most important things for you when taking part in an EDI programme? Please click, hold and drag your options from the left hand column to the right hand one. Put them in order of importance. 1st =most important, 3rd=least important)) Required

EDI auditing tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDI advocacy tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
One to one peer support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funded consultancy to support implementation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A toolkit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am not sure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17.i1 If 'Other' was in your top three requirements, please provide more information.

18. What would realistic and achievable EDI training offer look like for you and your organisation? Please tick up to three options. (Required)

- 6 month intensive training programme
- One-off themed training sessions
- Residential training programme
- One-to-one mentoring
- Peer support networks
- Online information and resources
- Online self-directed courses (E-learning)
- In person training sessions
- Online facilitated training sessions
- A combination of in-person and online facilitated training sessions
- In-house support
- A conference
- A toolkit
- Other

Please specify

19. What (if any) are your organisation's main barriers in progressing your EDI journey, following training? Please tick all that apply. (Required)

- Lack of time
- Lack of capacity
- Funding
- I am not sure what to do next
- There isn't buy in in my organisation
- Trustees or senior management want to prioritise other work
- Lack of peer support
- There are no barriers
- Other

Please specify

20. What could make it easier for your organisation to progress its EDI aims/action points or plan? Please tick all that apply. (Optional)

- Grant funding
- Mentoring
- Networking
- Case studies
- Not sure
- Nothing
- Other

Please specify

21. What skills and knowledge do you think you, personally, need to develop, to feel more confident in supporting EDI in your organisation? (Required)

Pressing the 'submit' button below will complete this survey. Thank you for your support.