

EQUITY DIVERSITY AND INCLUSION STRATEGY

(2023-2026)

In December 2023, the Museum's Board of Governors approved our Equity, Diversity and Inclusion (EDI) Strategy for 2023 – 2026. The following document provides a brief overview of the key principles of the strategy.

For any further information related to the Museum's EDI Strategy, please contact diversityandinclusion@museumoflondon.org.uk.

**LONDON
MUSEUM**

OUR ORGANISATIONAL STRATEGY AND AIMS

Through our Strategic Plan (2023-2028) we have already set out our strategic aims on EDI, which are:

- All our people feel valued and able to be themselves in the workplace
- Our workforce is increasingly representative of London
- That workforce diversity is achieved at all levels and departments
- Opportunities to work at and develop a career here are open to all
- We advance equality and diversity in the sector and wider society

In support of the above, in October 2023 we set out our commitment to changing our organisational culture and becoming a genuinely anti-racist organisation through our Race Equity Action Plan, alongside which we launched our Culture Change Tool. The plan underpins this strategy, and supports the high-level commitments we have made across a number of strategic areas.

EQUITY DIVERSITY AND INCLUSION – WHAT DO WE MEAN?

- **Equity – goes beyond treating everyone the same.** It is about ensuring that everyone has the same access to opportunities through tailored, meaningful support depending on their individual needs and circumstances.
- **Diversity – is about the make-up of our people and the protected and personal characteristics they hold.** This includes our staff, volunteers, Board members, partners and visitors.
- **Inclusion – is about everyone having a voice,** feeling that they are listened to, respected and have the power and agency to shape their experience within the Museum, and the ways we go about our work.

WHAT ARE OUR AREAS OF FOCUS IN THIS STRATEGY?

Our strategy spans the breadth of our activity as a museum and an employer, with a particular focus on the following areas:

- Our **people**: the representation, experience and success of the people who work and volunteer with us
- Our **culture**: the way we work together as teams and as a museum, including the spaces we create for our people and the way we make decisions
- Our **audiences**: to reach the diverse audiences of London and beyond in a meaningful way
- Our **collecting**: developing the London Collection so that it better reflects the diverse lived experiences of Londoners in the past and present
- Our **programming**: ensuring the activities, events and learning programmes we deliver, and the content we generate for our audiences, is relevant and accessible
- Our **community engagement**: to work with diverse groups and organisations, building deep and lasting relationships
- Our **procurement processes**: the ways we maximise the spending power of the Museum, and the positive impact we make through focusing on social value and working with diverse partners
- Our **research**: the steps we take to better understand the issues of diversity affecting our society, our collection and our own organisation

HOW WILL WE DELIVER THE COMMITMENTS IN THIS STRATEGY?

Equity, diversity and inclusion are the responsibility of all of our people, and we need to support them with the tools, knowledge, and space for reflection to enable them to embed EDI in the work they do at the Museum. We will do this through employing the following enablers in the delivery of this strategy:

- **Governance**
 - Diversity Forum
 - Leadership Team
 - Board of Governors EDI Champions
- **Strategic frameworks**
 - Strategic Plan
 - Race Equity Action Plan
 - Engagement Framework
 - Evaluation Framework
- **Tools**
 - Tool for Culture Change
 - Equality Impact Assessments
- **Engagement & partnership**
 - Staff Networks and our Union
 - Staff engagement and communications
 - External experts and partners
- **Insights**
 - Audience engagement and research
 - Staff voice and diversity data
- **Enabling our staff**
 - Learning and Development
 - Our Museum Behaviours
 - Policies and guidance
 - Performance management processes

HOW WILL WE ACHIEVE OUR AIMS

Delivery of the high-level commitments set out within this strategy will be led by the strategic leads for each of the strategic areas of focus as outlined.

Oversight for the implementation, monitoring and evaluation of this strategy will be the responsibility of the Chief Officer People and Culture, supported by the Museum's Diversity Forum. The Executive Team and Museum Board of Governors also support oversight for the overall success of the strategy, via regular reporting on the progress we are making against the commitments set out in the strategy.

The strategy will be underpinned by a detailed delivery plan which will set out the actions we are taking to successfully implement the commitments outlined in this strategy. In the delivery plan, we will also set out success measures against the commitments we are making through this strategy, and expected timeframes for the delivery of our actions. The delivery plan will be owned by the Chief Officer People and Culture.

We will report regularly on the progress we are making against the commitments outlined in the strategy, and will ensure we are providing opportunities for all of our people to understand the progress we're making. Our staff networks and recognised Union will be important partners in supporting and monitoring our progress against this delivery plan.