

## **Equality and Diversity – An Update from the Harris**

The Black Lives Matter movement has made the Harris stop and think about how we tackle inequality. We have been looking at the work we do and thinking about how we need to change to ensure that the Harris includes and reflects you. These are the actions we will take as an organisation to ensure we actively challenge racism, address inequality and injustice and empower those facing discrimination.

There are 5 key areas we think we need to focus on first:

- The Museum, Art and Library collections
- Challenging existing ways of working
- Staffing and volunteers
- The events and activities we programme
- Decision making

What we mean by this is:

### **The Museum, Art and Library Collections:**

We want to explore the collections with you to tell stories that are important to you. This includes looking at items that need to be better explained, presented differently and the stories that we don't currently tell. We will also work with you to consider the gaps in the collections and decide how we can fill these with art, history and books that are representative of local communities.

Challenge existing ways of working: Actions speak louder than words. We want to start making significant changes now and will make a plan of action that sets out the things we are going to do. We need to keep talking to you to make sure we are on the right

track and to ask you for help and support. We want you to help us to think more proactively and dynamically.

### **Staffing and volunteers:**

We will work to develop confidence, knowledge and skills in all staff and volunteers to tackle inequality and discrimination. We will do this by providing regular training and encouraging retraining. We will increase diversity by recruiting staff and selecting volunteers taking into consideration lived experience and transferable skills – not just their qualifications and work experience.

### **The events and activities we programme:**

Events and activities need to respond to the cultural needs of communities, your interests and the challenges that you are facing. We want to actively support and collaborate with marginalised artists and communities to ensure our programme is representative of you.

### **Decision making:**

We will work with you with openness and honesty to make decisions together, to decide what our public programme looks like and to make sure the Harris is relevant for the whole community.

We need your help.

This is what we think we need to do.

- Do you agree?
- Are there other areas you think we need to focus on?
- Do you any have any other suggestions?

If you would like to contact someone directly to share your thoughts and suggestions, please email

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