

David Livingstone Birthplace

DLB Action Plan

Equality, Diversity and Inclusion

2021-2023

Our vision is that the key recommendations for activities, included in the Action Plan below, will help us to take immediate steps in becoming more inclusive as an organisation.

In order to develop this Action Plan and our new, supplementary Equality, Diversity and Inclusion Policy, we have been working in close partnership with the West of Scotland Regional Equality Council (WSREC) who have extensive experience in this field. WSREC are an equalities charity, based in Glasgow, who work towards an equal and human rights-based society, where everyone is valued and can take an active role.

This is not an exhaustive list and in due course further activities may be added, however, this serves to identify the most significant areas that we need to address. Further to this, our new Policy for Equality, Diversity and Inclusion will be central to the delivery of all areas of our work.

The tables below provide an indication of the strategic aims and activities that have been identified as those which will be the most effective platforms for helping the David Livingstone Birthplace deliver its vision for Equality, Diversity and Inclusion. Also shown here are the estimated start date for activities, methodology and workstream leads and progress made.

We have noted 3 key areas of work which we are keen to address and have divided them accordingly in the tables provided below:

Strand 1 – People

Aim - Make sure that the people involved in our organisation better reflect the communities in which we work, and that our working culture is inclusive, enabling us to benefit from a diverse range of perspectives and recruit from the widest pool of talent.

Activity	Work begins	Methodology	Led by	Progress made
A1 Review our approach to recruitment for all roles and identify strategies to deliver more	September 2021	Develop inclusive recruitment procedures for staff and volunteers ensuring EDI is followed through: internal discussion, widening the scope of the promotion of	DLB Management Team with the support, advice and facilitation of WSREC.	



David Livingstone Birthplace

diverse candidates for all vacancies, including Committees.		vacancies, scrutinising the wording/delivery of advertisements, job descriptions, application forms and interviews.		
A2 Create a new training programme for inclusion, diversity and equality.	September 2021	Training programme developed for all staff and volunteers to better understand, embed and champion equality, diversity and inclusion practices across all areas of their work.	DLB Management Team with the support, advice and facilitation of WSREC.	
A3 Through our learning develop EDI resources that can be used in staff and volunteer induction.	October 2021	Case studies, reports, resources and literature can be developed into an induction pack for staff, volunteers and trustees.	DLB Management Team with the support, advice and facilitation of WSREC.	
A4 Expand our programme of training placements for people who are part of groups that are under-represented in our workforce.	October 2021	Work in close partnership with organisations and diversify networks in order to promote training placements/secondments etc. Undergo a review of how we are engaging with these candidates, at the moment, and assess the impact of this and what can be improved upon – for example positive action training may be considered.	DLB Management Team with the support, advice and facilitation of WSREC.	

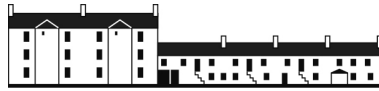
Strand 2 – Community

Aim – Ensure that our work relates to a diverse range of people and is delivered in inclusive ways which serve to strengthen our partnerships with diverse communities.



David Livingstone Birthplace

Activity	Work begins	Methodology	Led by	Progress made
<p>A1 Review current EDI policy and develop and implement new policy.</p>	<p>June 2021</p>	<p>Develop a new EDI policy which focuses on key internal organisational issues such as recruitment and selection, training and decision-making processes.</p> <p>The policy will also put into practice various external aspects of our work including programming, events, partnerships and community engagement.</p>	<p>Learning and Engagement Team with the support, advice and facilitation of WSREC.</p>	
<p>A2 Create a Reading and Learning Group.</p>	<p>September 2021</p>	<p>Develop and lead an equalities-focused reading group to ensure staff and volunteers keep up to date on contemporary literature and debates surrounding EDI and race issues both in museums and wider society.</p> <p>This will not only enable staff to gain a better understanding of, for example, racism, homophobia and transphobia but also create an enhanced awareness of pertinent issues affecting the diverse communities that they are engaging with.</p> <p>Provide a framework so that staff can continue the reading group</p>	<p>Learning and Engagement Team with the support, advice and facilitation of WSREC.</p>	



David Livingstone Birthplace

		beyond the project as part of its legacy. Depending on the success of this action, a reading/resource list may also be developed.		
A3 Improve and expand our outreach work to build new partnerships and further community engagement.	October 2021	<p>As well as using diverse networks and forums to promote opportunities, events etc, DLB will also actively visit communities to promote work via the means of engagement sessions, talks and presentations.</p> <p>This will also involve actively consulting with diverse communities – for example, engaging with people from BAME communities to explore some of the barriers they face when accessing the heritage sector.</p> <p>Engagement sessions will be delivered to community group representatives who want to find out more about various activities within DLB.</p>	Learning and Engagement Team with the support, advice and facilitation of WSREC.	
A4 Communicate the progress of our EDI work to communities and key stakeholders.	June 2021	<p>Develop a new EDI page on the DLB website which will contain the new EDI Policy, this Action Plan as well as key resources, case studies etc. that will assist diverse communities.</p> <p>Gather relevant data and statistics to help</p>	Learning and Engagement Team with the support, advice and facilitation of WSREC.	



David Livingstone Birthplace

		<p>measure success – for example, equality monitoring forms. Gather quantitative evidence of work being done – for example, case studies, testimonials etc.</p> <p>Collated information will then be used to develop an Annual EDI Report.</p>		
--	--	--	--	--

Strand 3 – Place

Aim – Ensure that our museum is a welcoming place for all and is a safe space which emphasises inclusivity and accessibility.

Activity	Work begins	Methodology	Led by	Progress made
A1 Develop procedures to incorporate accessibility requirements for museum-based events.	September 2021	Event visitors are asked, prior to attendance, if they have any access requirements and adjustments are implemented as required – for example, interpreters are introduced if there are language barriers, reasonable adjustments are made for those with disabilities.	DLB Management Team with the support and advice of WSREC.	
A2 Ensure our programming is more diverse and inclusive.	December 2021	Identify, consult and work with artists, curators and community representatives from underrepresented groups. These people can then present and interpret existing work in new ways to make collections more	Learning and Engagement Team and Collections Team with the support, advice and facilitation of WSREC.	



David Livingstone Birthplace

		<p>relevant to all communities. For example, this could include consulting with groups to interpret how different objects mean different things to different people and to capture and present those varying perspectives.</p>		
<p>A3 Develop exhibitions which target people with specific protected characteristics.</p>	<p>January 2022</p>	<p>Develop diverse exhibitions that specifically respond to particular issues, such as race and religion, which reach target audiences who may benefit – for example, when discussing protected characteristics, young people could be invited in for a tailored session exploring the life of David Livingstone.</p>	<p>DLB Management Team and Collections Team with the support and advice of WSREC.</p>	
<p>A4 Exploring new approaches to commissioning, curation and engagement to ensure greater diversity.</p>	<p>January 2022</p>	<p>Work in close partnership with diverse organisations, networks, key partners and stakeholders on an ongoing basis to further examine what more can be done to ensure greater diversity in the museum space.</p>	<p>Learning and Engagement Team and Collections Team with the support and advice of WSREC.</p>	