The Network Newsletter – Ebulletin 286, 1 October 2019

Tackling social and digital exclusion – Libraries, Museums, Archives and Cultural and Heritage Organisations
Power and privilege in the 21st century museum: tactics for change from the Museums Association Transformers programme
https://www.museumsassociation.org/download?id=1264559
(Source: Museums Association email updates, 5 Sep 2019)
Important new report:

> "Transformers: Diversify was a professional development programme for people who believe that museums cannot achieve their objectives unless they are founded on equality, diversity and inclusion and want to embed this practice into their own and organisational practice.
>
> Where many diversity and inclusion programmes in the sector focus on one protected characteristic from the Equalities Act 2010, this cohort was made up of people from all kinds of backgrounds. Participants brought a wide range of lived experiences and perspectives to the programme […]
>
> Our last report on equality, diversity and inclusion (EDI) was Valuing Diversity: The Case for Inclusive Museums, published in 2016. Since then, language and ways of thinking and working have rapidly evolved. This publication captures some of that. It includes commentary from MA staff and trustees and reflections from Transformers participants. It offers practical guidance for people who want to work in a more inclusive way. We hope that it will be of use to others in the sector who want to make change happen for themselves and their organisations." [p2]

NB Fuller assessment to appear in *The Network Newsletter*.

"Leading Libraries"
https://www.librariesconnected.org.uk/news/new-project-tackle-lack-diversity-library-leadership
(Source: Libraries Connected update, Sep 2019)
Just in case you haven't seen this announcement:

> "Libraries Connected today announce a new initiative to drive diversity in library leadership. Leading Libraries aims to tackle the lack of diversity

among library staff by working with female and minority ethnic library staff who have the potential to lead libraries in the future.

While public libraries attract more diverse audiences that any other cultural activity, this diversity is not reflected in the library workforce, in particular […]:

- Ethnicity: 97% of the UK library and information workforce are white (compared to 88% in the UK)
- Gender: The library and information workforce is 79% female and yet 47% of top earners are men.

Leading Libraries will recruit 15 emerging leaders from 15 library services for a programme that combines professional training with practical delivery. It will offer leadership development training for their heads of service and each emerging leader will mentor two members of staff from their own service. The project is led by Libraries Connected and CILIP, and is funded by the Arts Council as part of their Transforming Leadership programme."

Tackling social and digital exclusion – Other Agencies
Leaving the War on Terror: a progressive alternative to counter-terrorism policy
https://www.tni.org/files/publication-downloads/leaving_the_war_on_terror_online.pdf
(Source: *IRR News*, 3-17 Sep 2019)
New from the Transnational Institute, this report argues that:

"Britain's counter-terrorism policies do not work. They do not work for the British people, who wish to live free of terrorism. They do not work for the various communities in the UK whose experience of counter-terrorism has been one of stigmatisation and criminalisation. And they do not work for the people of the Middle East, South Asia and Africa, whose human rights have been systematically violated in the War on Terror.

Just over two decades ago, the Irish and UK governments signed the Good Friday Agreement, the culmination of a negotiated peace process involving Republican and Loyalist armed groups in Northern Ireland. Principles of human rights, community consent and peace were key to achieving a dramatic reduction in lives lost to political violence. Indeed, by that measure, the Good Friday Agreement was the most successful instrument of counter-terrorism policy-making in recent history.

But the lessons of this success were not registered […]" [p5]

There is a helpful summary in the republished speech by Arun Kundnani from the report launch – see: http://www.irr.org.uk/news/leaving-the-war-on-terror-alternatives-to-prevent/.

"Action, not theory: Diversity in creative industries"
https://www.runnymedetrust.org/blog/action-not-theory-diversity-in-the-creative-industries
(Source: email from the Runnymede Trust, 23 Sep 2019)
New post by Sarita Malik (Project Lead on the Creative Interruptions project*), which argues that something radical needs to happen to "[…] tackle the gap between diversity in policy and diversity in practice in the cultural and creative industries."

As she says:

> "Diversity is not simply about having more 'diverse' people in an institution, or about a 'special' season programmed intermittently amidst the 'mainstream' programme. Instead, we need to urgently rethink how our nation and national story is presented to others and to ourselves.
>
> An alternative approach might involve including those who are routinely sidelined in conceiving of a solution to their lack of representation. This involves thinking deeply about diversity in a more 'bottom-up', rather than 'top-down', institutionalised, boardroom way.
>
> Another idea would be to think about the diversity that already exists in marginalised forms of cultural work outside the formal, mainstream cultural sector, the kind of creative production that stems from lived experiences and may not always be easily 'translatable' […]
>
> Whichever way it is done, inclusion, equality, and diversity matter, and we need to keep talking about the best way to achieve them, especially now."

* see: https://creativeinterruptions.com/

Health & Wellbeing issues – Libraries, Museums, Archives and Cultural and Heritage Organisations
"Sensory Accessibility: How it affects health and wellbeing"
https://www.culturehealthandwellbeing.org.uk/news/blog/sensory-accessibility-how-it-affects-health-and-wellbeing
(Source: *Culture, Health and Wellbeing Alliance Bulletin*, Sep 2019)
This important new post on the Culture, Health & Wellbeing Alliance blog looks at sensory overload and its impact on visitors to museums, libraries, etc. The writer, Morgan Salisbury, has also produced training and other resources (available on her own website: https://www.meltdowntracker.com/).

There are also links from the blogpost to:

- Autism in Museums, https://www.autisminmuseums.com/
- Kids in Museums "Autism in Museums" resource, https://kidsinmuseums.org.uk/resources/how-can-your-museum-better-welcome-families-and-young-people-with-autism/

- Disability Collaborative Network for Museums resources,
  https://www.musedcn.org.uk/.

Disability issues – Libraries, Museums, Archives and Cultural and Heritage Organisations
Disability Collaborative Network
The latest DCN newsletter (vol 1, no.2) is now available – if you haven't already, subscribe at: http://www.musedcn.org.uk/.

"Telling new stories around disability"
https://www.artsprofessional.co.uk/magazine/article/telling-new-stories-around-disability
(Source: *Culture, Health and Wellbeing Alliance Bulletin*, Sep 2019)
Introduction (in *Arts Professional*) by Richard Sandell to the Wellcome Collection's new "Being Human" gallery, which was developed by Wellcome in collaboration with the RCMG, University of Leicester (and Network member).

Migration issues – Other Agencies
"'Protecting the European way of life' from migrants is a gift to the far right"
https://www.theguardian.com/commentisfree/2019/sep/13/protecting-europe-migrants-far-right-eu-nationalism
Just in case you haven't seen this interesting article by Daniel Trilling, which, as well as criticising the EU decision to create a new role of vice-president for protecting the European way of life, also makes some valuable points about creating a nationalist, 'fortress' mentality.

Migration statistics briefing paper
http://www.wmsmp.org.uk/wp-content/uploads/2019/09/Migration-Statistics-Briefing-Paper-2019-Q2.pdf
(Source: email from the West Midlands Strategic Migration Partnership, 9 Sep 2019)
Based on the Home Office/ONS dataset release in Aug 2019, this briefing includes info about asylum, resettlement and Unaccompanied Asylum Seeking Children (UASC) in the West Midlands Region – however, importantly, it also includes a summary of updated national figures.

LGBTQ issues – Libraries, Museums, Archives and Cultural and Heritage Organisations
"Heritage Fund backs LGBT+ initiative in Northern Ireland"
https://www.museumsassociation.org/museums-journal/news/12092019-heritage-fund-lgbt-initiative-northern-ireland?utm_campaign=1572037_12092019&utm_medium=email&utm_source=Museums%20Association&dm_i=2VBX,XOZP,27LU0M,3IZKX,1
(Source: Museum Association update, 12 Sep 2019)
> "The National Lottery Heritage Fund is supporting a project that will tell the story of people's experiences of the decriminalisation of homosexuality in Northern Ireland.

Homosexuality was not decriminalised in Northern Ireland until 1982, 15 years after legislation was passed in England. The project, which has received at £70,000 grant from the Heritage Fund, will capture and record the memories and experiences of the LGBT+ community during this period.

The two-year The Troubles I've Seen initiative is being led by HERe NI, a community organisation based in Belfast that helps lesbian and bisexual women and their families across Northern Ireland. It is being run in partnership with two organisations that support the LGBT+ community – the Rainbow Project and Cara-Friend.

The project will include a touring exhibition, a digital archive and a documentary film."

Broader issues – Libraries, Museums, Archives and Cultural and Heritage Organisations

"The Chancellor's 2019 Spending Round – What does it mean for libraries and where do we go from here?"
https://www.librariesdeliver.uk/spending_round_2019?utm_campaign=spending_round_followup&utm_medium=email&utm_source=librariesdeliver
(Source: email from Libraries Deliver, 5 Sep 2019)
Post from Nick Poole:

"In preparation for this announcement, CILIP developed a range of 'asks' of Government, which we have been sharing with Parliamentarians as part of our wider lobby for libraries. These included fair and sustainable funding to the Devolved Nations to ensure that devolved powers are matched by greater fiscal autonomy and sufficient resources"

More info about Libraries Deliver and how to join at:
https://www.librariesdeliver.uk/.
The value of arts and culture in place-shaping
https://www.artscouncil.org.uk/sites/default/files/download-file/Value%20of%20Arts%20and%20Culture%20in%20Place-Shaping.pdf
(Source: *Heritage Update*, 401, 13 Sep 2019)
New report from the Arts Council, which looks at the role of arts and culture, focusing via case studies on Birmingham, Halifax, Hastings, Redruth, Southampton and Stoke-on-Trent.

Key findings include their role in fostering community cohesion and building stronger communities.

"Four refreshed Universal Library Offers announced"
https://www.librariesconnected.org.uk/news/four-new-universal-library-offers
(Source: Libraries Connected update, Sep 2019)
On 16 July, Libraries Connected announced the launch of:

"[…] their refreshed Universal Library Offers, which demonstrate work that every public library service does to enrich the lives of individuals and their communities. The four revised offers are:

- Reading
- Digital and Information
- Culture and Creativity
- Health and Wellbeing.

The four offers were announced after an eight-month independent review, carried out by Shared Intelligence. This involved extensive discussion with heads of service, library staff, funders and other key stakeholders."

The report, *Strategic review of the Universal Offers: final report*, is also available to download from this webpage.

Broader issues – Government, Government Agencies and Local Government

"£95 million to revive historic high streets"
https://www.gov.uk/government/news/95-million-to-revive-historic-high-streets?utm_source=cdb98f32-34fe-4dc8-9327-3d0d58c56175&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily
Press release outlining the "[…] £95 million heritage boost for high streets in 69 towns across the country."

According to the press release:

"The funding will be used for a variety of projects, including:

- To complete essential repair works in historic buildings and reveal hidden and forgotten features of buildings by restoring shop-fronts and facades

- Stimulate commercial investment in high streets by demonstrating how historic sites can be successfully repurposed.

- Develop education projects and bespoke events to help reposition historic buildings as community hubs at the heart of local towns and villages.

- Help address the UK wide skills shortage of heritage professionals in expert fields like stonemasonry and conservation by providing local property owners, residents and businesses with the opportunity to train in these areas."