

# Diversity, Equality, and Inclusion in the Museum Space

A guide to DEI for Museum Communicators

## Diversity:

The presence of people of **different** identities, backgrounds, cultures, genders, skin-colours, sexualities, etc.



## Equality:

Fair and equitable access to resources and opportunities to ensure **equal outcomes**.



## Inclusion:

Working to ensure that all have the **opportunity** to be involved in meaningful ways, rise to decision-making positions, and feel welcome.



## Steps you can take:

- STEP 1:** Listen to marginalized people. You'll find there are already many resources available that set out how to make your work accessible to a diverse number of people.
- STEP 2:** Budget for this work. Try to center accessibility within your institution or project from the beginning.
- STEP 3:** Be intolerant of intolerance! Set up policies to keep people safe, and enforce them.

## Ask yourself:

- Are your groups truly diverse?
- Are there any barriers to participation?
- Is there adequate language support?
- Have you made room for reflection?
- Is DEI reflected in the organisers and facilitators?