

STRUCTURE AND GOVERNANCE

- Your organisation has a diverse board, including community champions.
- Your commitment to equity, diversity and inclusion is declared in top-level statements such as Vision and Mission, Values and Strategic Goals.
- Values of equity, diversity and inclusion are actively championed by senior staff and board members and are externally celebrated as criteria of success on reports and publications.
- Senior leaders measure progress in practices that support equity, diversity and inclusion in all departments, including (but not limited to) human resources and recruitment, audience monitoring, marketing, event/space hire, education, exhibition, front of house and contracted teams.
- Dedicated staff are appointed at a senior management level and are responsible for guiding your organisation towards greater equity, diversity and inclusion.

PROGRAMME PLANNING AND CONTENT

- Equity, diversity and inclusion is embedded in and seen as a core part of planning processes and decision making.
- Adequate budget and resources are allocated to the development of equity, diversity and inclusion practices, from the start of planning.
- Audience monitoring is in place that ethically and effectively understands the diversity of people coming to the centre or museum and identifies communities who do not currently participate in events and activities (including gathering data from non-visitors).
- Planning and programming focuses on topics which are meaningful to local communities and includes representatives of those communities at strategic and decision-making levels.
- Content strives to represent diverse local stories, understanding and perspectives as a result of inclusive planning.
- Evaluation measures for programmes include appropriate and ethical evaluation parameters which have been set in consultation with local communities.

EXTERNAL STAKEHOLDERS

- Fair pay and equitable working practices (e.g. living wage, fair contracts) are employed by your organisation for contractors, freelancers and community members.
- Collaborative partners and sponsors are selected based on their commitment to equity, diversity and inclusion as per stated in their official documents (e.g. mission).
- A board of citizens/community members is in place and effective mechanisms are established to ensure their advice impacts the strategy level decision making of the organisation.