EMPIRE AND COLONIALISM SURVEY

SUMMARISED REPORT AND ANALYSIS

PART OF THE

EMPIRE, SLAVERY AND SCOTLAND'S MUSEUMS

PROJECT

Museums Galleries Scotland

Rachel Forrest

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CONTENTS

1. EXECUTIVE SUMMARY

This report contains a full quantitative and qualitative analysis of the Empire and Colonialism Survey designed by Rachel Forrest and distributed by Museums Galleries Scotland in January 2022, to highlight themes currently emerging within the museum sector around the legacies of the British empire and colonialism. Several common themes have emerged from the analysis.

A total of 49 responses were received from 48 organisations. Three responses were excluded from full analysis on the grounds that they were from organisations outwith the survey parameters. Relevant comments from excluded responses are briefly analysed in section six.

-Museums in Scotland do not have sufficient understanding of how their collections relate to empire and colonialism, and this is reflected in their approaches to collections management. 57.8% of organisations surveyed stated that their collections hold, either on display or in storage, objects linked to the British Empire and colonialism. 4.4% of these organisations mention these links in the interpretation and Collections Management System information of all their objects. Roughly half of respondents (21 organisations) stated that their organisation has not reinterpreted exhibitions or CMS information to include links to empire and colonialism and does not plan to do so.

-Museums across Scotland need to undertake further research to understand their foundational links to empire, colonialism, and historic slavery. 54.3% of respondents have carried out research into their founding and funding: 40% of these have discovered links to empire and colonialism. Those museums which were founded within the last 100 years tend to believe that the relative modernity of their organisation means that there are not likely to be substantive links to the empire or colonialism.

-Responses about restitution and repatriation were mixed. 33.3% of respondents did not regard the return of objects as a part of their organisation's role today. Knowledge of restitution and repatriation policies are not consistent across the sector. The majority of those who stated that their organisations do have a restitution and repatriation policy, and who provided further details, stated that it forms part of their Collections Development Policy. 55.6% of organisations surveyed did not have a restitution or repatriation policy. 13.3% did not know if they had one. Several respondents stated that such policies tend to focus on the return of human remains, but not other culturally significant objects or objects wrongly removed from their place of origin. Some respondents suggested that external guidance may be needed to update their policy.

-A minority of organisations were found to have engaged with Priority Communities through their curatorial work. 69.6% of respondents had not taken part, and did not plan to take part, in any activities with Priority Communities to reinterpret objects or collections. 73.9% of respondents had not engaged with Priority Communities to co-curate.

-Links to chattel slavery were mentioned in this survey which were not identified in responses to the previous survey (which was specifically concerned with chattel slavery). It appears that some respondents were more able to see connections with chattel slavery when discussing the subject in the wider context of empire and colonialism.

-This survey received more negative responses than the Chattel Slavery Survey (2021), with more respondents reacting against what they regarded as questions arising from social, historical, or political perspectives with which they disagreed. A small number of respondents expressed frustration with a perceived pressure on museums to interpret all links with empire and colonialism in a negative way.

2. INTRODUCTION

This report summaries the findings of a survey produced by Rachel Forrest as a follow-up to previous work on the legacies of chattel slavery, undertaken as part of an MSc Museum Studies 'Applied Dissertation' at the University of Glasgow and was part of Museums Galleries Scotland's Empire, Slavery and Scotland's Museums project. The survey, which was sent to the same body of museums and galleries in Scotland, focuses on what these organisations are doing, have done, or plan to do in relation to their links with the British Empire and colonialism.

This report will anonymously summarise the analysis of the survey responses. In section 5 the survey is broken down by question. In section 6 the survey responses are grouped into four separate groupings depending on the amount of work they are currently doing, or planning to do soon, around the issue of empire and colonialism, to show patterns arising from these groupings. Any indications of activity that may identify individuals or organisations has been removed for the publication of this report.

3. RESEARCH OBJECTIVES

The research objectives of this survey, which will be fully detailed in this report are:

  i.   To produce a survey to examine what Scottish museums and galleries are currently doing or are planning to do around links to the British Empire and colonialism in the following areas: collections, restitution and repatriation, founding and funding, reinterpretation, exhibitions and events, and outreach.

  ii.   To analyse survey data using Grounded Theory Coding.

  iii.   To collate data to gain an overview of work currently underway or being planned.

  iv.   To make recommendations of ways in which museums and galleries might identify, clarify and interpret their links to the British Empire and colonialism.

4. METHODOLOGY

4.1 SURVEY DESIGN

The areas of focus in this survey were initially derived from the previous *Chattel Slavery Survey* (2021) and revised also to include a focus on the restitution and repatriation of museum objects. All areas of attention were discussed and refined in meetings with members of the MGS ESSM team. As the previous *Chattel Slavery Survey* (2021) focused solely on chattel slavery, a conscious effort was made to ensure that this was not a focal point of this survey, to avoid repeated questions that could be irritating to respondents who wished to respond to both surveys and would likely produce no new information.

This survey concentrates on six areas (as in 3.i above) designed to elicit information about how museums and galleries are addressing the origins and nature of their collections, the founding and funding of their organisations and the work they are doing or intend to do to address any links their collections have to the British Empire and colonialism. To ensure that the answers surveyed are not simply historical but relate to recent work and work which is genuinely intended, the questions relate only to work undertaken in the last 3 years or planned for the next 2 years.

Before the final survey was distributed, it was approved by the ESSM project team and by ESSM Steering Group members.

4.2 DEFINITIONS INCLUDED IN SURVEY FOR CLARIFICATION

The first page of the survey explained its purpose and what it would be used for. In each of the four sections short explanations were given to ensure respondents had a clear understanding of what they were being asked to consider and respond to. These can be seen below.

• Explanation at the beginning of section two, on museum collections:

This section seeks to identify objects in Scottish collections that could be said to be part of the story of Britain's links with its colonial possessions and those regions of the world that are commonly understood to have been part of the British Empire. These objects could represent any form of exploitation, expropriation, oppression or colonial violence, any objects which could be seen to represent profit derived from Empire, any objects which reflect assertions or assumptions of racial or cultural superiority, or they could simply reflect social and cultural links between Britain and the Empire.

• Explanation at the beginning of section three, on reinterpretation:

For the purposes of this section, restitution refers to the process by which cultural objects are returned to an individual or a community. Repatriation refers to the process by which cultural objects are returned to a nation or state at the request of a government.

• Explanation at the beginning of sections five and six, on reinterpretation and exhibitions and events:

For the purposes of this section 'priority communities' refers to people from communities that have been negatively impacted by the structural forms of discrimination and racism that can be connected to the historical legacies of slavery, empire and colonialism.

• In addition, at the beginning of the six sections following 'general information', a sentence explaining the timeframe of interest was reiterated:

When answering the following questions please only include work completed within the last 3 years and work planned to be carried out within the next 2 years.

4.3 SURVEY DISTRIBUTION

To obtain as accurate a snapshot as possible of current museum practice on the British Empire and colonialism, it was important for the survey to reach and be completed by as many organisations as possible, not simply large urban organisations in the Central Belt but also smaller, rural, and volunteer-run enterprises.

The survey opened and was distributed on the 12 January 2022 and closed on 7 February 2022. 49 completed surveys were received from 48 separate organisations.

On 12 January 2022 Museums Galleries Scotland sent the survey to all 1711 email addresses (organisations and individuals) included in the MGS mailing list. This list includes 257 publicly accredited organisations and 172 others with which MGS has a relationship and/or contact details. Of the emails sent, 656 were opened, and 149 opened the survey.

In addition to the initial contact, a reminder was emailed as part of a mailing regarding the Connect Newsletter, on 20 January 2022. A further reminder email was sent on 3 February 2022 to all 1715 email addresses on the MGS mailing list (additional email addresses having been added to the list since the first email was sent). Of these 607 emails were opened, and 90 opened the survey.

Museums Galleries Scotland also promoted the survey on their Twitter account in January and February 2022.

4.4 SURVEY ANALYSIS

Quantitative data from the survey was collected through single answer and multi-answer questions, and the results are shown below in bar graphs and cross tabulation tables.

Qualitative data was collected in expandable text boxes. This qualitative data (i.e., the answers in the text boxes) was then analysed through Grounded Theory Coding, according to the approach of Strauss and Corbin (1990)[1] using Nvivo software. This allows text to be easily separated and re-organised according to theme. The first stage, open coding, divides the data (the text) into segments and applies a 'code' to attach that piece of text to one or even several themes. In the second stage, axial coding, the segments of data are grouped into categories, sometimes broad, to identify previously unseen connections in the data, and to allow the emergence of clear themes. Lastly, selective coding is used to connect different categories together, usually around one core theme. However, in this case multiple core themes emerged from this analysis.

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[1] Strauss, Anselm, and Juliet Corbin. 1990. *Basics of Qualitative Research*. London: Sage.

4.5 SURVEY LIMITATIONS

It is important to recognise the limitations of the data collected and analysed in this research. Although a survey is useful for gathering large quantities of data in a short period of time it lacks the capacity to explore participants' responses, which could only have been done through interviews. There is also, no matter how clear the language used, the possibility of participants misinterpreting the questions. Further, the timescale, covering activities in the last three years and planned for the next two, was selected to gather the most current and relevant activities, and give participants a window of time that was manageable.

Answers are further dependent on who in the organisation decided to fill out the survey, their role in the organisation, and their understanding of the history of the British Empire and colonialism and its impact on Scotland today and on Scottish museums.

In addition, organisations are frequently asked to participate in sector surveys, and some people may be frustrated at having to take more time away from their work to fill out a survey, especially if their perception is that such surveys never seem to make any difference to the work they are doing. The Covid-19 pandemic, with many staff still working from home, may also have impacted on participation as some, especially smaller museums, are still closed and staff may have other, more pressing priorities.

4.6 SURVEY CHANGES

Following the response to the previous *Chattel Slavery Survey* (2021) a few changes were made in the design and wording of this survey in order to ensure that questions were as clear and concise as possible, to extract the most accurate answers and to limit the likelihood of respondents misinterpreting questions.

5. FINDINGS

In this section of the report the survey results are broken down by question. For each quantitative question a bar chart will show the number of responses and percentages. In some cases, cross tabulation will also be shown to compare the answers to two questions. For each qualitative question (where respondents could write a free text response) Grounded Theory Coding has been used to analyse responses and to give a summary of the responses.

Questions marked with an asterisk are mandatory. Questions without an asterisk are optional or logic-filtered depending on answers to previous questions, hence the response rate for these will vary.

5.1 SURVEY BREAKDOWN WITH CROSS TABULATION

5.1.1 Section One: General Information

1. Name of Organisation *

In total 49 separate responses were received from 48 organisations. Multiple responses were received from one organisation.

Three responses were excluded from full analysis on the grounds that they were from organisations outside of the survey parameters. Further analysis from these responses is detailed in section 7.

Note on multiple responses:

In response to the previous *Chattel Slavery Survey*, multiple responses were received from four organisations (three organisations responded twice and one organisation responded four times), whereas in response to this survey a multiple response was only received from one organisation. This may be due to organisations being more prepared to answer this survey, having already previously responded, or due to fewer staff working from home and it being easier to communicate with colleagues.

2. How would you categorise your organisation? *

Organisation Type	Number of respondents
Independent	26
Local authority	8
University	4
ALEO	4
National remit	2
Military	1
Other	1

Two respondents provide further information after selecting *'other'*. In selecting *'other'*, they clarified that their organisations are classified as a Charity and a Community Group.

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3. Do you have a permanent collection? *

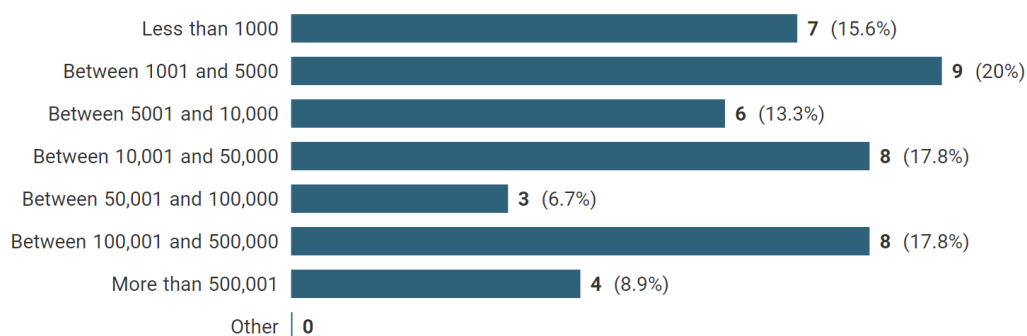|	
Yes	**45** (97.8%)
No	**1** (2.2%)

As one respondent stated that they do not have a permanent collection, they were automatically routed to the 'founding and funding' section of the survey. This means that this respondent did not answer from question 3.a to question 12, skipping the remaining questions of the 'general information' sections as well as all the 'collections' and 'restitution and repatriation' sections.

Answers given from question 3.a to question 12 contain only the answers of the 45 respondents who stated that they do have a permanent collection.

They stated that they do not have a permanent collection. However, as part of their governing organisation, who also responded to the survey, they do.

3.a. Roughly how many objects are in your organisation's total collection? *

Less than 1000	**7** (15.6%)
Between 1001 and 5000	**9** (20%)
Between 5001 and 10,000	**6** (13.3%)
Between 10,001 and 50,000	**8** (17.8%)
Between 50,001 and 100,000	**3** (6.7%)
Between 100,001 and 500,000	**8** (17.8%)
More than 500,001	**4** (8.9%)
Other	**0**

No respondents provided further information to this question.

3.b. Roughly what percentage of the collection is on display? *

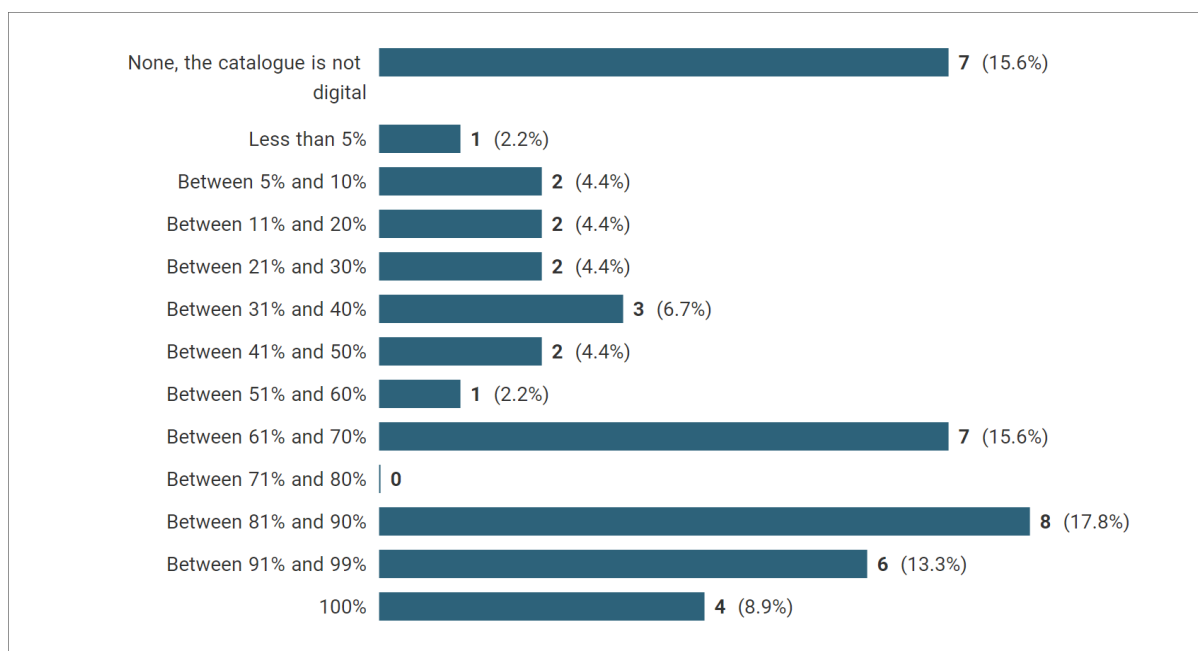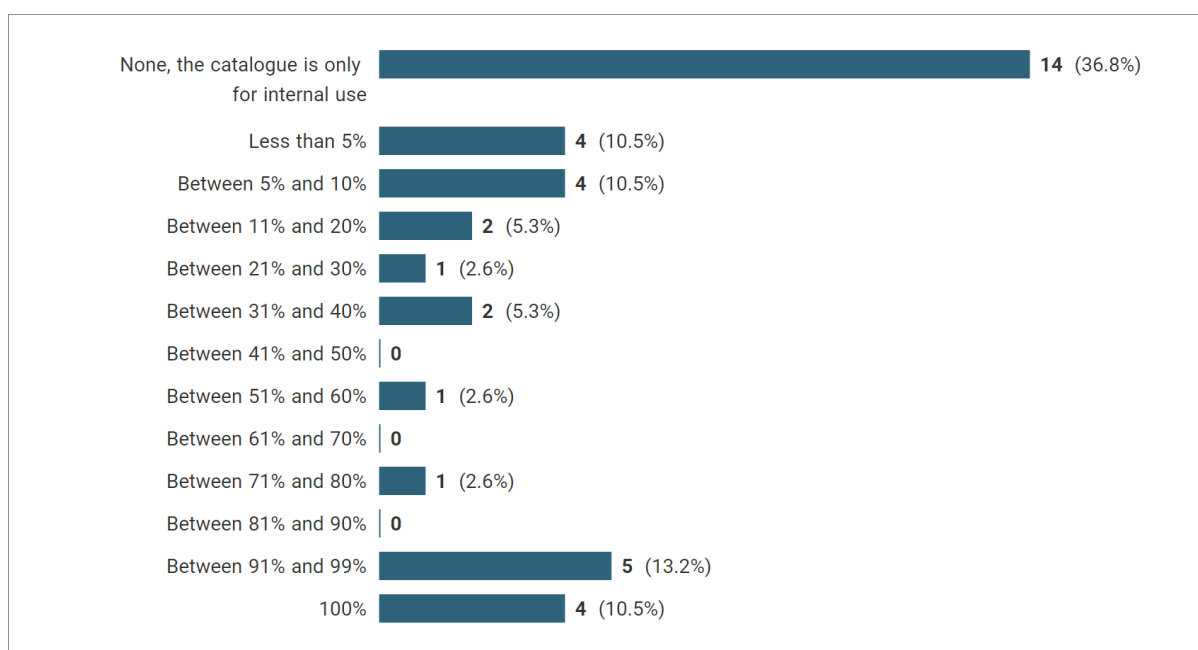| Category	Count	Percentage
Less than 5%	8	(17.8%)
Between 5% and 10%,	11	(24.4%)
Between 11% and 20%	5	(11.1%)
Between 21% and 30%	1	(2.2%)
Between 31% and 40%	3	(6.7%)
Between 41% and 50%	4	(8.9%)
Between 51% and 60%	3	(6.7%)
Between 61% and 70%	2	(4.4%)
Between 71% and 80%	2	(4.4%)
Between 81% and 90%	3	(6.7%)
Between 91% and 99%	3	(6.7%)
100%	0	
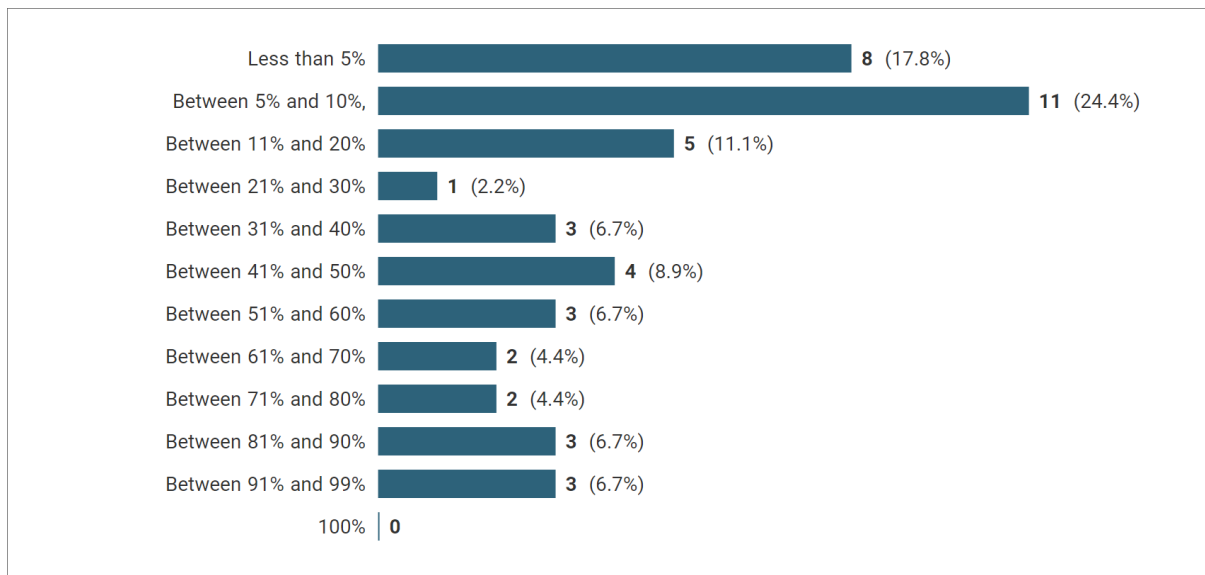
Here it is possible to see that just over half the organisations surveyed (53.3%) have less than 20% of their collections on display. In comparison, of those who responded to the *Chattel Slavery Survey* (2021), 75.9% had less than 20% of their collection on display.

3.c. Roughly what percentage of the collection is catalogued on a digital Collections Management System (CMS)? *

None, the catalogue is not digital	7 (15.6%)
Less than 5%	1 (2.2%)
Between 5% and 10%	2 (4.4%)
Between 11% and 20%	2 (4.4%)
Between 21% and 30%	2 (4.4%)
Between 31% and 40%	3 (6.7%)
Between 41% and 50%	2 (4.4%)
Between 51% and 60%	1 (2.2%)
Between 61% and 70%	7 (15.6%)
Between 71% and 80%	0
Between 81% and 90%	8 (17.8%)
Between 91% and 99%	6 (13.3%)
100%	4 (8.9%)

3.c.i. What percentage of the digital catalogue is remotely accessible to the public?

None, the catalogue is only for internal use	14 (36.8%)
Less than 5%	4 (10.5%)
Between 5% and 10%	4 (10.5%)
Between 11% and 20%	2 (5.3%)
Between 21% and 30%	1 (2.6%)
Between 31% and 40%	2 (5.3%)
Between 41% and 50%	0
Between 51% and 60%	1 (2.6%)
Between 61% and 70%	0
Between 71% and 80%	1 (2.6%)
Between 81% and 90%	0
Between 91% and 99%	5 (13.2%)
100%	4 (10.5%)

5.1.2 Section Two: Collection

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4. As far as you know, do you have objects in your collection, either on display or stored, that are linked to the British Empire and/or colonialism? *

Yes   26 (57.8%)
No   13 (28.9%)
Don't know   6 (13.3%)
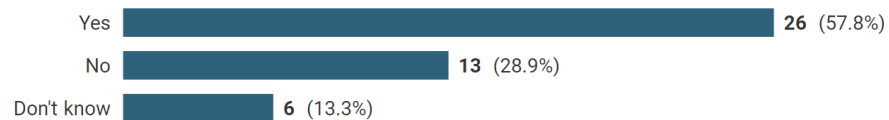
4.a. Please use the text box to provide further information if you have any.

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22 respondents provided further information.

Objects listed below are stated as being collected, often by people from the local area around the museums, who have operated as traders, merchants, farmers, industrialists, explorers, military personnel, civil servants, tea planters, commonwealth commissioners, antiquarians, and amateur archaeologists in a colonial context.

Examples of objects listed are as follows:

- Files and archives
- Furniture and household items
- Natural history objects
- Ethnographic material
- Pottery
- Specimens
- Books
- Human remains, particularly human skulls
- Pharmacological material
- Comparative anatomy specimens
- Portraits of individuals with indirect links to slavery
- Plantation trumpet
- Ivory side blown trumpet
- Busts
- Textiles
- Jute items
- Objects depicting attitudes, issues and subjects linked to empire and colonialism
- Photographs
- Genealogical source material
- Diaries
- Letters
- 18th century transportation records
- Contemporary art and craft

- Historic sculptures
- Armour and weaponry
- Natural history specimen

Locations mentioned were:

- India
- Nigeria
- Pacific Islands
- Grenada
- Caribbean
- African continent
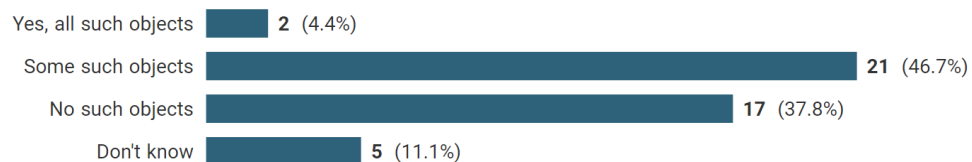- Australia
- Bermuda
- South America
- New Zealand

Below is a selection of answers from respondents:

'The RAF had an important role in policing the British Empire between the wars. Many of the men who served here saw service in parts of the Empire and in Afghanistan. The museum has significant collections of photographs and personal information regarding some of them.'

'Our museums' foundation is linked to colonialism, and so much of the collections is to; from the people who donated it to objects taken through colonial violence.'

'…This community group founded a museum collection and public lecture series in [the] 1850s and [is] still going strong. Some important permanent collection items were taken (often unofficially/acquired in the field) during periods of exploration, trade development or during war/conflict with other nations. Such items were given to local collections as curiosities, by a collector, local historian or donated by descendants at [a] later date.'

5. Do objects in your collection which have links to empire or colonialism mention these links in interpretive text, labels or CMS information? *

Yes, all such objects	2	(4.4%)
Some such objects	21	(46.7%)
No such objects	17	(37.8%)
Don't know	5	(11.1%)

Cross Tabulation: Questions 4 and 5

Do objects in your collection which have links to empire or colonialism mention these links in interpretive text, labels or CMS information?	As far as you know, do you have objects in your collection, either on display or stored, that are linked to the British Empire and/or colonialism?			No answer	Totals
	Yes	No	Don't know		
Yes, all such objects	2	0	0	0	2
Some such objects	21	0	0	0	21
No such objects	3	13	1	0	17
Don't know	0	0	5	0	5
No answer	0	0	0	1	1
Totals	26	13	6	1	46

5.a. Please use the text box to provide further information if you have any.

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21 respondents provide further information.

Responses can be split into 6 groups.

Four respondents stated that they either have no relevant objects, have to date not found any relevant objects or that this question, and the use of interpretive text, is not applicable to their organisation.

Two respondents stated that their organisation had not yet had the opportunity to review and/or change interpretive text to include links to empire.

Three respondents stated that the inclusion of empire or colonialism in interpretation is very varied, i.e., some interpretation goes into detail, while some does not mention empire or colonialism at all and some objects are in storage.

Five organisations stated that an interpretation review is currently taking place or that re-interpretation to include more information about objects' connections to empire and colonialism is currently underway. Most stated that this is a long process and a lot of work has to be completed.

Two respondents stated that all objects with links to empire or colonialism are in storage and have no interpretation.

Five respondents gave examples of the objects with links to empire or colonialism that they have or stated a current project or display using objects with such links.

Examples of responses are:

'I've tried to trace 'rationalised' objects from the museum … but as yet haven't had much luck/any response.'

'It's really varied and inconsistent. We're a huge museum service ... Some displays mention Empire (in a distant or even celebratory way), some avoid it altogether even though it's completely obvious. Few (if any) reference colonialism in a critical, anti-colonial and anti-racist way.'

6. As far as you know, do you have objects in your collection, either on display or stored, that could be linked to empire and colonialism but require further research? *
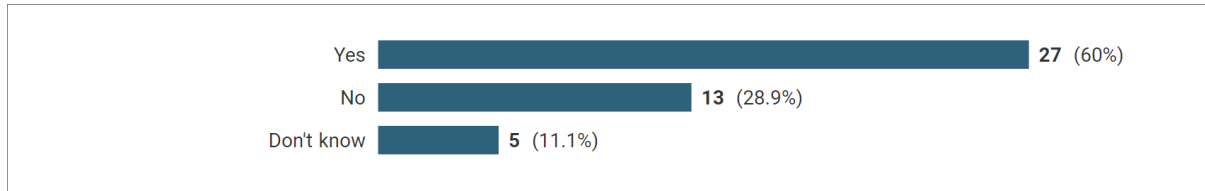
Yes — **27** (60%)
No — **13** (28.9%)
Don't know — **5** (11.1%)

6.a. Please use the text box to provide further information if you have any.
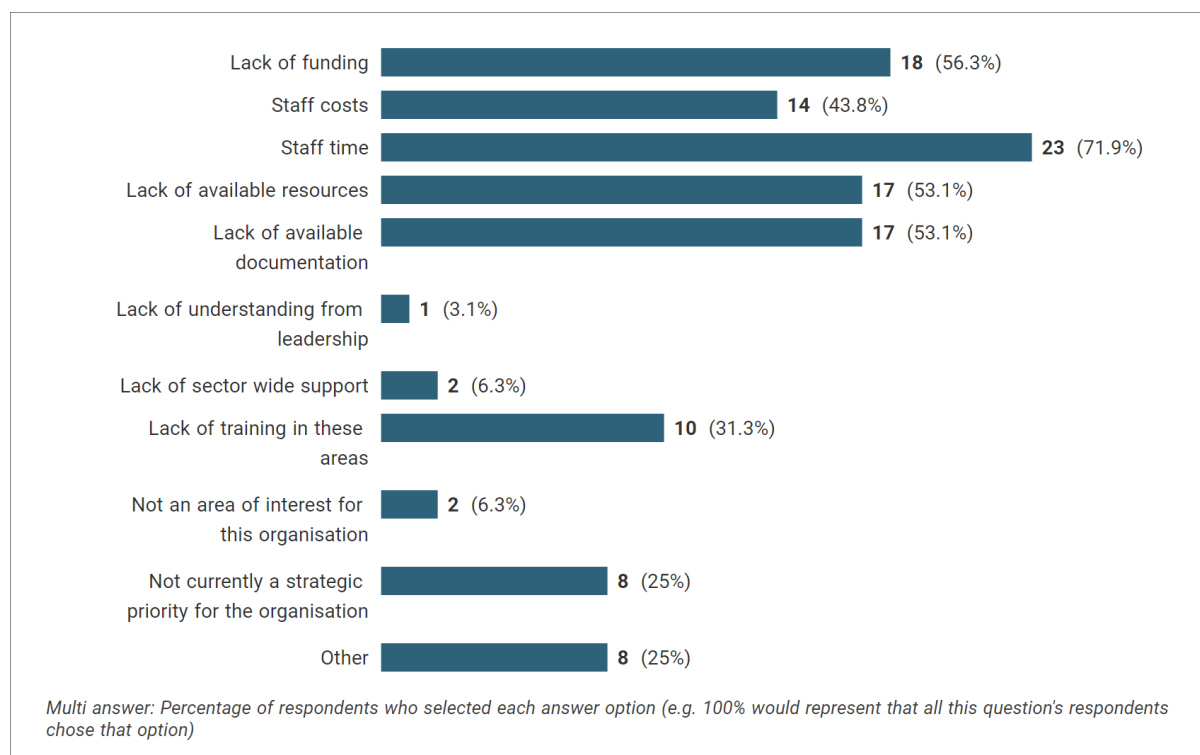
21 respondents provide further information.

All 21 respondents stated that they believe that their organisation has objects, either on display or in storage, which are linked to empire and colonialism that require further research. Most respondents gave examples of these objects.

Respondents stated that they have objects that are either obviously linked to empire and colonialism, due to their provenance, or objects that they strongly believe are linked. In all cases respondents stated that more research is required to fully understand these objects' connections.

One respondent provided an answer that I believe is likely to be true of many other organisations: '*Some artworks and some science artefacts may have direct links. Theoretically almost everything in any collection has an indirect link.*'

6.b. Please indicate the reason(s) you have not yet been able to carry out the necessary research? Tick all options that apply. *

Reason	Count	Percentage
Lack of funding	18	(56.3%)
Staff costs	14	(43.8%)
Staff time	23	(71.9%)
Lack of available resources	17	(53.1%)
Lack of available documentation	17	(53.1%)
Lack of understanding from leadership	1	(3.1%)
Lack of sector wide support	2	(6.3%)
Lack of training in these areas	10	(31.3%)
Not an area of interest for this organisation	2	(6.3%)
Not currently a strategic priority for the organisation	8	(25%)
Other	8	(25%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

6.b.i. If you selected Other, please specify:

8 respondents provided further information after selecting *'other'.* Reasons listed are as follows:

- Only moving to focus on empire and colonialism now, after previously focusing on slavery
- Lack of expertise in this area to support detailed research
- Organisation does not have a manager or curator
- Unfilled research post which was designed specifically to look at this area

'*People working in silos i.e., people saying 'this is "my collection" and you have no business researching it', but then not doing so themselves*.'

'*Lack of knowledge or confidence in this area. In the past perhaps staff have been worried about saying the wrong thing and have decided to avoid the subject altogether and focus on histories that can be seen as less controversial or contested and objects with more provenance or which staff feel more able to interpret and display with accuracy.'*

13 respondents provide further information.

Three respondents stated that lack of volunteers and/or lack of volunteers with research experience was the reason they had not yet been able to research objects which may be linked to empire and colonialism. One of these stated that employed roles during their open season are limited to staffing the gift shop.

Two respondents suggested a Scotland-wide knowledge, grant or research sharing project. Although only mentioned by two respondents in this question, this idea has also been mentioned by other respondents, generally from smaller organisations, throughout the survey.

Other respondents stated that limited staff numbers, lack of access to external records and lack of funding specific to this research has hindered progress. One respondent also stated that initial research has created a large amount of research opportunities and more in-depth research that could be done.

One respondent stated that there was a *'lack of understanding from leadership about the amount of staff time and expertise to ensure research is done properly, rather than as a cursory lip service'*.

Only one respondent was less favourable to this question, stating *'leave well alone and stop meddling in the past'*.

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7. Is your organisation making any changes to its collections policies in the light of your own or public concerns about your collections' links to empire or colonialism? *

Yes	**12** (26.7%)
No	**23** (51.1%)
Don't know	**10** (22.2%)
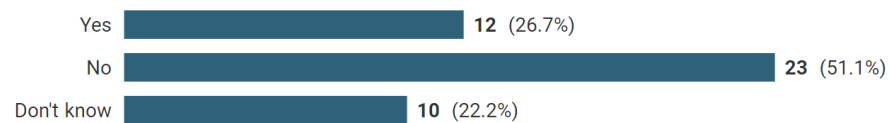
7.a. Please use the text box to provide further information if you have any.

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21 respondents provide further information.

One respondent's answer was not related to this question.

One respondent alluded to changes to collections policies not being needed since their collection of radio and wireless equipment has no connection to empire or colonialism. However, a perusal of

their website, which mentions military equipment, suggests the possibility that even this collection may have some wartime connections to empire and colonialism.

One respondent stated that their organisation would make changes to their collection policy if required to do so, presumably by an external body.

Two respondents stated that their organisation had already made changes to their collections policy.

Three respondents stated that they may consider making changes to their collection policy in the future.

Three respondents stated that they will consider making policy changes *if* they find objects in their collection, or discover new information about objects in their collection, which would merit policy change.

Ten respondents stated that their organisation is either currently considering policy changes, currently discussing policy changes or that their policy is due for assessment very soon, and that changes are being considered.

'In 2021, we introduced a Procedure for Considering Requests for the Permanent Transfer of Collection Objects to Non-UK Claimants [...] NB this was not in response to 'our own or public concerns about our collection's links to empire and colonialism' but a clarification of the procedure we would use for considering requests on a case-by-case basis'.

5.1.3 Section Three: Restitution and Repatriation

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8. Has your organisation had any requests to return any object(s) that are currently in your collection? *
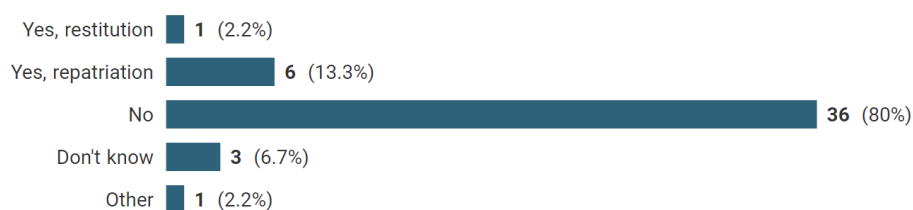
Yes, restitution **1** (2.2%)
Yes, repatriation **6** (13.3%)
No **36** (80%)
Don't know **3** (6.7%)
Other **1** (2.2%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

8.a. If you selected Other, please specify:

One respondent provided further information after selecting '*other*'.

'Some recent requests re military medals and clothing.' No other information was provided but it is a possibility that such requests were not international, but from families in this country.

> 8.b. Please use the text box to provide any further information about repatriation or restitution requests if you have any, for example, the object name(s) and the nation, state, or community that requested the return.

12 respondents provide further information.

Three respondents stated that their organisation has had no requests to return objects from their collection.

One respondent stated that recent return requests were for loaned objects, not objects that were part of their collection.

One respondent stated that they have had no return requests but have had information requests from the Australian Institute of Aboriginal and Torres Strait Islander Studies.

A respondent stated the following:

'It's possible. I know people are having conversations about restitution/repatriation policies, but it's quite secretive. Not sure if there have been any official requests.'

The remaining six respondents, seven including the response to question 8.a, supplied further information about repatriation or restitution requests made to their organisation or informal discussions about objects that may lead to returns. Objects and the country or community requesting returns are the following:

- Human remains – location of request not specified*
- Human remains – Hawaii
- Human remains – New Zealand
- Human remains – Sri Lanka
- Human remains – Taiwan
- Human remains – Japan
- Human remains – India
- Human remains – USA
- Human remains – Peru
- Māori war flag – New Zealand – this object has already been returned
- Object part of Benin Bronzes – Nigeria
- Object not specified – Australia*
- Object not specified – Shawnee Nation, USA*
- Military medals and clothing – location of request not specified (taken from Q8.a, above)

* Information gathered from two separate responses from the same organisation.

Six organisations gave responses that detailed returns: all of these could be classed as medium to large organisations and four of these have between 91% and 100% of their catalogue available remotely to the public. This suggests a possible connection between the availability of a comprehensive catalogue and the likelihood of receiving requests for repatriation or restitution but with such a small sample of respondents this result is speculative.
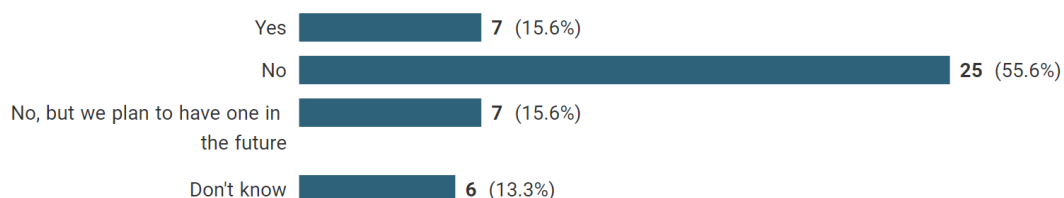
9. Has your organisation previously undertaken the repatriation or restitution of any object(s) from your collection? *

Yes **5** (11.1%)
No **33** (73.3%)
Don't know **7** (15.6%)

9.a. Please use the text box to provide any further information about the repatriation or restitution of objects, for example, the object name(s) and the nation, state, or community that requested the return.

8 respondents provided further information; 4 responses detailed returns or stipulations of conditions around holding objects.

10. Does your organisation have a repatriation and restitution policy? *

Yes **7** (15.6%)
No **25** (55.6%)
No, but we plan to have one in the future **7** (15.6%)
Don't know **6** (13.3%)

10.a. Please use the text box to provide further information if you have any.

20 respondents provide further information.

Nine respondents without a repatriation and restitution policy elaborated in their response. Eleven respondents with a repatriation and restitution policy elaborated although six of these stated that there is no separate policy and that repatriation and restitution simply form a small part of a wider Collections and Development Policy (CDP).

From these responses it seems that repatriation and restitution policies in Scottish museums are not consistent. It is likely that these policies are dated and do not reflect current concerns. They may focus only on the most obvious items likely to be considered for return, such as human remains, and overlook other objects of cultural importance and objects taken from countries or communities of origin without proper ethical consideration. Greater consistency and detail in repatriation and
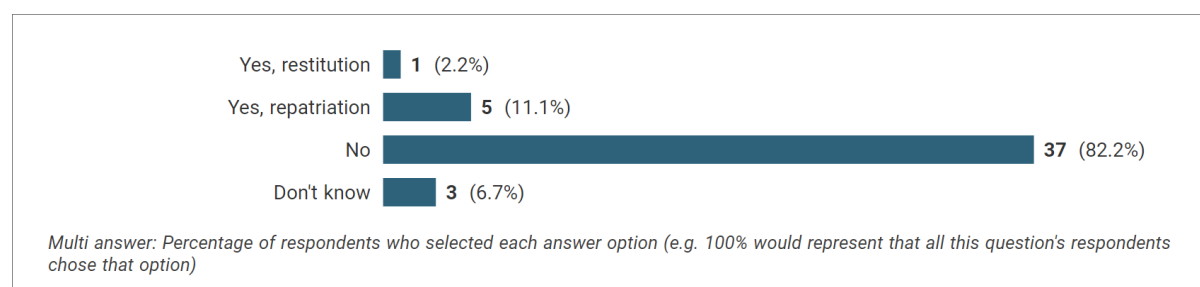
restitution policy could ensure that in the future the whole question of such returns could be surrounded with more cooperation and less controversy, with more goodwill and less argument and, in time, lead to stronger relationships shaped by a shared awareness of past injustice and a common commitment to tell as much of the truth of the colonial past as can be uncovered at any particular point.

'We have a draft human remains policy which refers to restitution but this is in relation to locally found remains. Pending the outcome of a collections survey we will review policies.'

'Repatriation Policy only. Does not include policy on restitution. As agreed by our governing body on 10 December 1990, the policy is 'to return human remains, when so requested, to appropriate representatives of cultures in which such had particular significance, subject to appropriate safeguards'.'

'Our current Museums Collections Development Policy mentions Repatriation and Restitution but it only explicitly relates to cultural objects from other nations. In the next review we need to expand this to cover items from Empire. This is subject to approval from our governing board (who own the collections).'

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11. In the last three years has your organisation seen an increase in restitution or repatriation requests? *

Yes, restitution **1** (2.2%)
Yes, repatriation **5** (11.1%)
No **37** (82.2%)
Don't know **3** (6.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

This question was included in the survey to gauge whether recent public discourse surrounding de-colonial and anti-racist issues had led to museums receiving an increase in restitution or repatriation requests. From the graph above and comment below (11.a) there has been no such increase. Only one organisation has seen a significant increase in requests.

11.a. Please use the text box to provide further information if you have any.

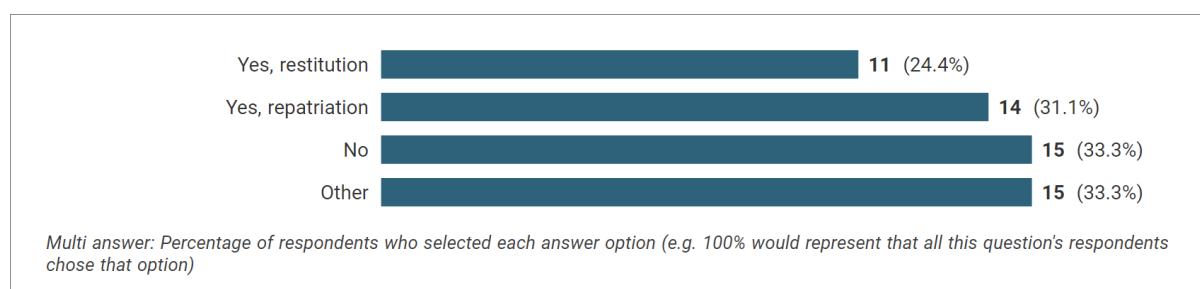4 respondents provided further relevant information.

'Well, from 0 → 1.'

'Only requests for militaria [medals and clothing] as above [referring to response to 8.a].'

'In the last three years there has been an increase in repatriation requests.'

'We have received one request in the past three years. This was a formal request for transfer of human remains which followed several previous requests for the same remains over a period of years which did not meet the criteria of our Human Remains in Collections Policy.'

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12. Do you feel that the restitution and/or repatriation of objects is part of your organisation's role today? *

Yes, restitution	**11** (24.4%)
Yes, repatriation	**14** (31.1%)
No	**15** (33.3%)
Other	**15** (33.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

Cross Tabulation: Questions 5 and 12

Do you feel that the restitution and/or repatriation of objects is part of your organisation's role today?	Do objects in your collection which have links to empire or colonialism mention these links in interpretive text, labels or CMS information?				No answer	Totals
	Yes, all such objects	Some such objects	No such objects	Don't know		
Yes, repatriation	2	9	2	1	0	14
Yes, restitution	1	8	1	1	0	11
No	0	4	10	1	0	15
Other	0	8	4	3	0	15
No answer	0	0	0	0	1	1
Totals	3	29	17	6	1	56

12.a. If you selected Other, please specify:

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15 respondents provided further information after selecting 'other'.

Six respondents stated that this was either non-applicable or the respondents felt they could not comment.

One respondent stated that restitution and repatriation was not an organisational priority.

Two respondents stated that the topic of restitution and repatriation would need to be discussed between trustees, staff and the sector before making this decision.

Six respondents stated that, although they have had no requests in the past, restitution and repatriation requests would be considered.

12.b. Please use the text box to provide further information if you have any.

---

9 respondents provided further information.

Five respondents, who had answered *'no'* argued that their organisations only hold objects that would be unlikely to be returned.

Three respondents, who selected both *'yes, repatriation'* and *'yes, restitution'* to Q12, stated the following:

'In discussions with MGS about an object and possible ways forward for it.'

'There are potentially some objects that require restitution or reparation, but this will require further research and collaboration with communities across the globe.'

'I would welcome both repatriation and restitution requests - but the public is not in a position to identify potential material because we as a service provide so little information of our collections. Research is non-existent for the most part in our day-to-day collections work.'

The last response highlights one of the main themes discovered in the restitution and repatriation section of this survey. Namely, that where museums have been unable to research their collections and make any information available to the public, the public does not have the information needed to request a return and may not even be aware of the object's existence.

One respondent who selected *'other'* to Q12 and then stated '*essential to consider any request'* to Q12a stated the following:

'Research and consultation since dealing with Peru request has highlighted complexities of the subject. Learned a lot. Who is enquiring and why? Are they suitable recipients if transfer takes place? How to transfer, and who pays?'

The last response highlights the need for detailed repatriation and restitution policies and training.

5.1.4 Section Four: Founding and Funding

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13. Has your organisation been able to carry out any projects or research to explore how it was originally founded or funded? *

Yes   **25** (54.3%)
No   **17** (37%)
Don't know   **4** (8.7%)

Yes — **10** (40%)
No — **12** (48%)
Don't know — **3** (12%)

13.a.i. Please use the text box to provide further information if you have any, for example, the year this research was carried out and relevant findings.

17 respondents provided further information.

Three respondents stated, or alluded to, there being no need for their organisation to carry out research into the founding or funding of their organisation, due to it being founded and/or funded within living memory, or within the last 100 years and they are aware of its history.

'Founded within living memory by a local enthusiast using his own collection.'

'Founded in 1971 with a known history.'

Five respondents stated that projects, some of them large, were currently being undertaken to research the founding and funding of their organisation.

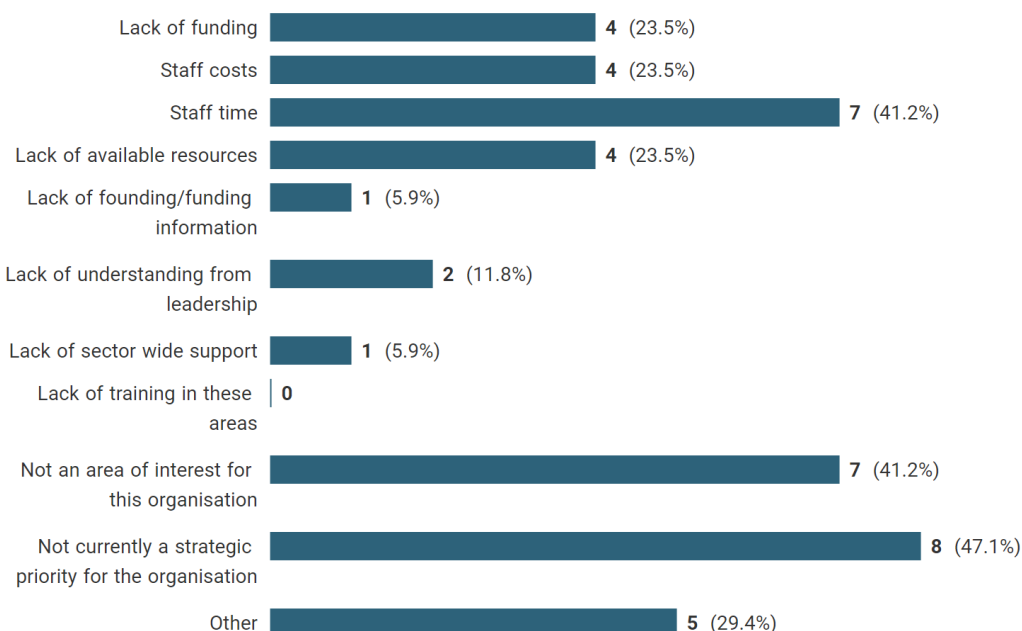*'Ongoing since 2012. But not much information on most early donations.'*

Nine respondents stated that they have completed research into the founding and funding of their organisation.

'This work was undertaken before awareness of the need to link to empire and colonialism so may need to be reviewed.'

'Much of the research was carried out in 2020 and 2021. Some has been presented in public talks re the birth of the museum including re key founders. That doesn't make explicit links with Empire though it may be useful to know that we've followed that up with some ongoing (& not yet published) research re the industry that generated much of the money that helped found the museum.'

As detailed in the quotes above, some of the finished and ongoing research projects are extensive and include detailed examinations into organisations' founding and funding. However, it may be the case that some organisations who carried out research into the founding and funding of their organisation in the past may have overlooked the need to research links to empire and colonialism.

13.b. Please indicate the reason(s) why your organisation has not been able to carry out any projects or research to explore this subject? Tick all options that apply.

Lack of funding — **4** (23.5%)
Staff costs — **4** (23.5%)
Staff time — **7** (41.2%)
Lack of available resources — **4** (23.5%)
Lack of founding/funding information — **1** (5.9%)
Lack of understanding from leadership — **2** (11.8%)
Lack of sector wide support — **1** (5.9%)
Lack of training in these areas — **0**
Not an area of interest for this organisation — **7** (41.2%)
Not currently a strategic priority for the organisation — **8** (47.1%)
Other — **5** (29.4%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

13.b.i. If you selected Other, please specify:

5 respondents provided further information after selecting *'other'.*

One respondent stated that this was not relevant. The other four respondents stated that they already knew about the founding and/or funding of their organisation, and they believed this not to be connected to the British Empire or colonialism.

13.b.ii. Please use the text box to provide further information if you have any.
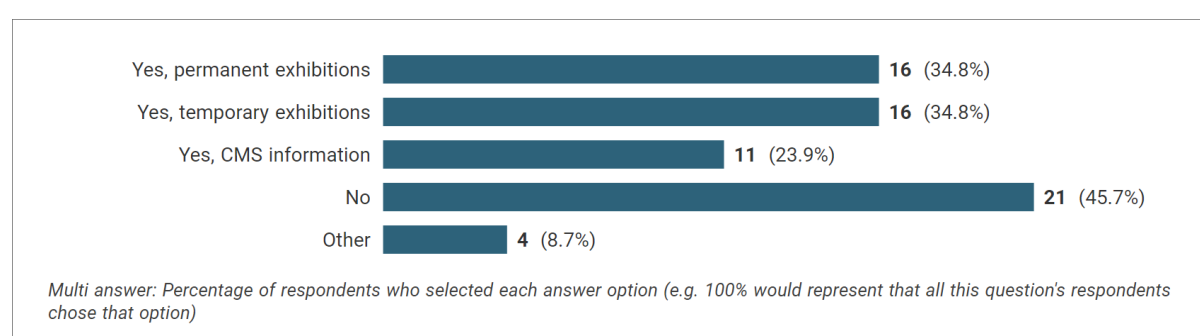
7 respondents provided further information.

Four responses given were not relevant to this question. Two respondents stated that this work has not been a strategic priority for their organisation, and one of those also stated that some staff felt it was not of interest to the public.

One respondent, from an organisation that manages several museums, provided a longer response briefly detailing what they know about the founding and/or funding of each museum. They stated

that their issue is that while they do know the founding and funding details of a lot of the museums that are part of the organisation, they do not know if and how organisations or individuals had links to empire and colonialism and to do so would require a lot of research.

5.1.5 Section Five: Reinterpretation

14. Has your organisation undertaken or planned any reinterpretation of permanent exhibitions, temporary exhibitions or CMS information in order to include previously unmentioned information on links to empire and colonialism? Tick all options that apply. *

Yes, permanent exhibitions   **16** (34.8%)
Yes, temporary exhibitions   **16** (34.8%)
Yes, CMS information   **11** (23.9%)
No   **21** (45.7%)
Other   **4** (8.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.a. If you selected Other, please specify:

4 respondents provided further information after selecting *'other'.*

'Awaiting outcome of [a] city wide research project.'

'Whilst there is no plan for this, the organisation is taking an approach that decolonising the museum will be a part of all of its projects.'

'Peruvian mummy interpretation. Have taken [a] shrunken head from Ecuador off display although not aware of any specific sensitivity by Ecuador around the heads being displayed.'

'An exhibition about our local area and its links with the Slave Trade was held in venues across the region in the early 2000s... I have written blog posts on this subject and updated some CMS records.'

14.b. Please use the text box to provide further information if you have any.

20 respondents provided further information.

Some respondents failed to state clearly if the objects, exhibitions or CMS information they mention in their comments have been reinterpreted to include previously unmentioned links to empire and

colonialism, or if this information was always included. As such it is difficult to gauge the amount of meaningful reinterpretation that is taking place even with the information gathered through the multiple choice question (Q14) and the optional texted based comments.

One respondent mentioned an exhibition from 2007, which is outside the timeframe of this survey.

Three respondents provided further context after choosing *'no'* for different reasons.

'No applicable material/requirement to do.'

'It is something that we would intend to do if resources become available.'

'There are no items linked to colonialism on display aside from military surgery kits which explain which war they relate to. Our small ethnographical collection is not on display. Individuals have not yet been [researched] so this is not something we can proceed with at this time.'

The remaining 16 respondents provided further information after selecting *'yes'* to any of the three options or *'other'* but the details of this interpretation were often unclear.

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15. Are there any types of object or collection reinterpretation concerning links to empire and colonialism that your organisation would like to undertake, but has not yet been able to do? *

Yes	**24** (52.2%)
No	**22** (47.8%)

15.a. Please use the text box to provide further information if you have any.

---

25 respondents provided further information.

Although three of the respondents answered 'no' to question 15, all 25 responses to this question were very positive. All respondents explained, either in detail or briefly, the objects, collections, or parts of the collection their organisation would like to reinterpret. It is clear from these responses that the majority of those surveyed do wish to undertake research and reinterpret objects and collections so that they include links to empire and colonialism that were not previously mentioned.

Below is a selection of responses to this question:

'We have yet to explore the Asian collections links, and there is an enormous archive detailing much of the connections with slavery and colonialism which is extremely important to make accessible to researchers and our staff.'

'We would like to source plant and soil specimens from Kildonan and Guyana, as well as items connected to the colonial herring industry and pottery, baskets and linen.'

'[...] We would like to reinterpret the permanent displays in one of our museums to reflect links to colonialism, but this would require external funding/staffing (the displays date back to the 1970s and are due a full-scale refurbishment) [...]'

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16. Has your organisation undertaken or planned any activities with priority communities, either locally or internationally, in order to reinterpret objects, collections or exhibitions linked to empire and colonialism? *

Yes	████████	**14** (30.4%)
No	██████████████████	**32** (69.6%)

Cross Tabulation: Questions 5 and 16.

Has your organisation undertaken or planned any activities with priority communities, either locally or internationally, in order to reinterpret objects, collections or exhibitions linked to empire and colonialism?	Do objects in your collection which have links to empire or colonialism mention these links in interpretive text, labels or CMS information?				No answer	Totals
	Yes, all such objects	**Some such objects**	**No such objects**	**Don't know**		
Yes	1	11	1	1	0	14
No	1	10	16	4	1	32
No answer	0	0	0	0	0	0
Totals	2	21	17	5	1	46

16.a. Please use the text box to provide further information if you have any.

---

15 respondents provided further information.

11 respondents gave examples of the activities they are currently undertaking, or plan to undertake, with priority community groups and include both small and large scale projects. Some of the responses that went into greater detail are listed below:

'Our Museum of Empire project is aiming to do this.'

'Various including carrying out work with Syrian refugees living locally to interpret Syrian glass, work with Pachedu including 'Museum of Me' [...] work with Indigenous X, an indigenous-led film company in Australia to explore Aboriginal objects in the collection, work with Interisland Collective to co-produce a display of Taonga.'

'The refresh of one of our galleries has been undertaken with the help of a panel of 'critical friends' who were consulted on proposed text and we are working with NKS to engage the South Asian community in the development of a case in the gallery.'
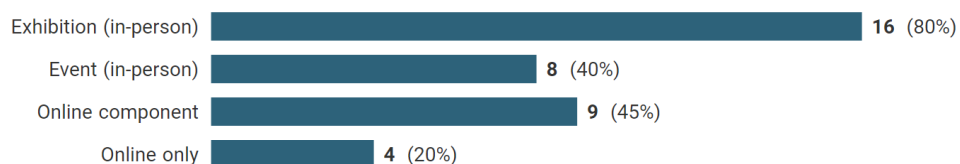
'Work with Chickasaw, Cherokee and Choctaw Nations as part of MGS funded 'Caring and Sharing' project is including an online resource and a beading/weaving workshop.'

'We are currently working with institutions and representatives in New Zealand and Canada (amongst others) to guide interpretation of collections and provide guidelines for appropriate object selection and display at one of our venues.'
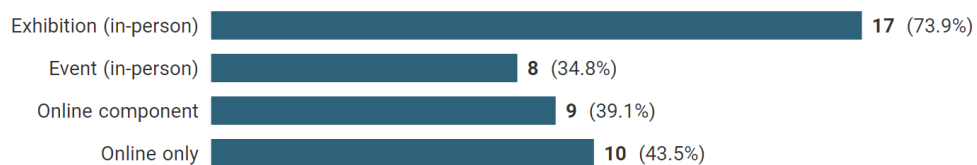
5.1.6 Section Six: Exhibitions and Events

17. Please indicate if your organisation has undertaken or planned any exhibitions, events, online components or online only exhibitions or events about or including any of the following topics. Tick all options that apply.

17.1. Objects in your collection associated with empire or colonialism.

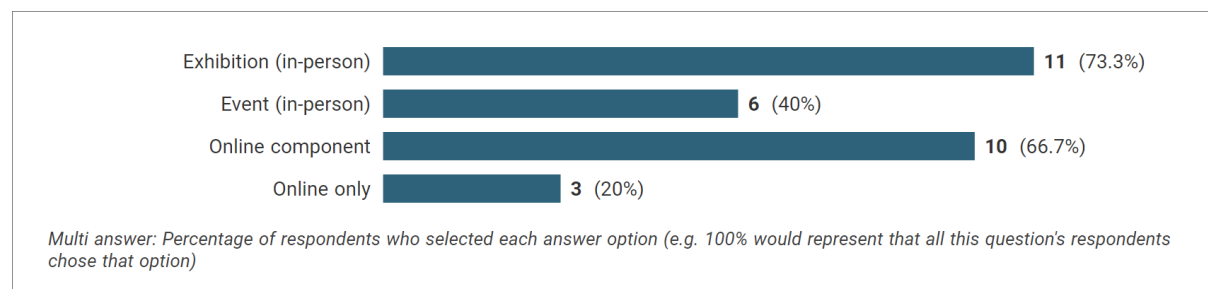|	
Exhibition (in-person)	16 (80%)
Event (in-person)	8 (40%)
Online component	9 (45%)
Online only	4 (20%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17.2. Stories relating to empire and colonialism in general.

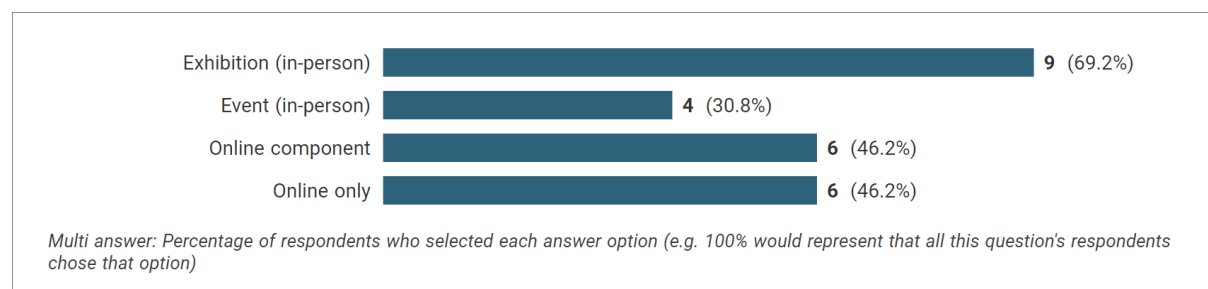|	
Exhibition (in-person)	17 (73.9%)
Event (in-person)	8 (34.8%)
Online component	9 (39.1%)
Online only	10 (43.5%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17.3. Stories about particular events, episodes or people associated with empire and colonialism.

Exhibition (in-person)	13 (68.4%)
Event (in-person)	8 (42.1%)
Online component	8 (42.1%)
Online only	7 (36.8%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
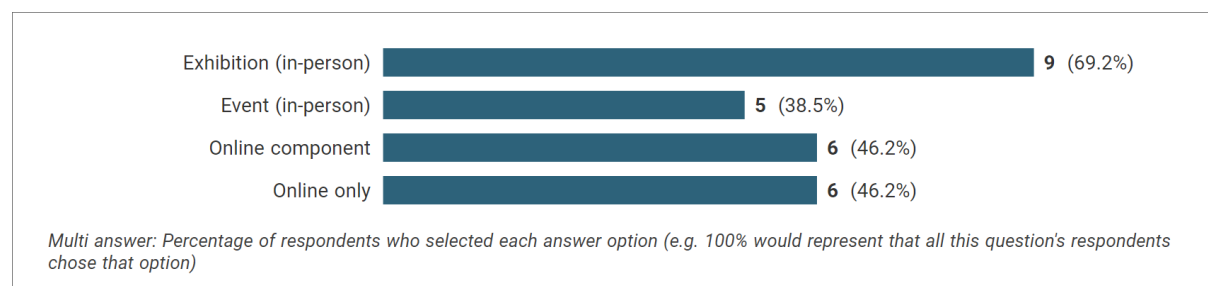
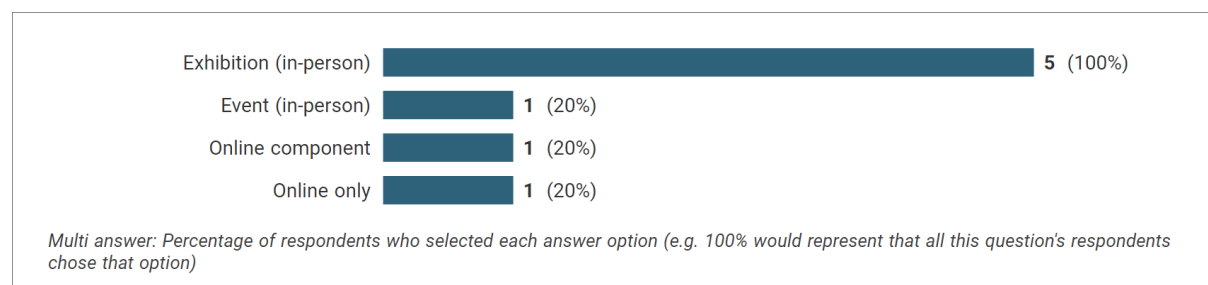## 17.4. Objects or stories which reflect the perspective of colonised people.

Exhibition (in-person): 11 (73.3%)
Event (in-person): 6 (40%)
Online component: 10 (66.7%)
Online only: 3 (20%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17.5. The legacies of empire and colonialism in present-day Scotland.

Exhibition (in-person): 9 (69.2%)
Event (in-person): 4 (30.8%)
Online component: 6 (46.2%)
Online only: 6 (46.2%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17.6. Stories or issues that have emerged through consultation with priority communities.

Exhibition (in-person): 9 (69.2%)
Event (in-person): 5 (38.5%)
Online component: 6 (46.2%)
Online only: 6 (46.2%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

17.7. Other.

Exhibition (in-person): 5 (100%)
Event (in-person): 1 (20%)
Online component: 1 (20%)
Online only: 1 (20%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
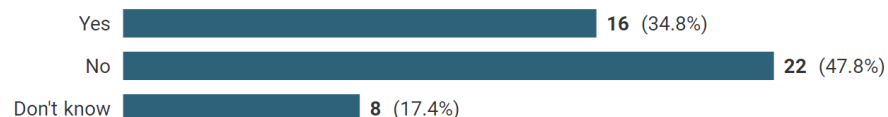
4 respondents provided further information after selecting *'other'.* This information covered issues such as:

- The organisation's youth programme which engages with colonial histories and events.
- Using the story of the organisation's properties to explain links to empire and colonialism.
- Work being done to include the perspectives of priority communities in connection with industry and textile trade.

17.b. Please use the text box to provide further information if you have any.

11 respondents provided further information. The responses identify individual museums, programmes, and researchers, and so are not included here.

18. Is your organisation making any changes to exhibition or event policies in the light of your own or public concerns about the legacies of empire and colonialism? *

Yes	16 (34.8%)
No	22 (47.8%)
Don't know	8 (17.4%)

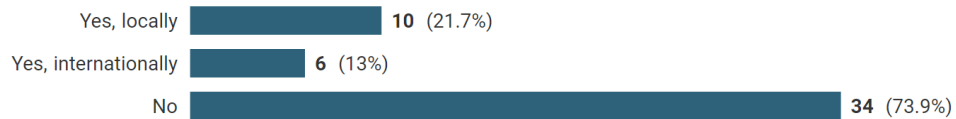18.a. Please use the text box to provide further information if you have any.

13 respondents provided further information.

One respondent stated that although they are not changing policy or programmes, they are instead redeveloping the museum and its events by considering empire in all their work going forward.

Three respondents have already made changes to exhibition or events policy, with one stating that it was related to interpretation.

The remaining nine respondents stated that they are actively considering making policy changes in the near future.

19. Has your organisation undertaken or planned any activities with priority communities, either locally or internationally, in order to co-curate any exhibitions or events linked to empire and colonialism? *

Yes, locally **10** (21.7%)
Yes, internationally **6** (13%)
No **34** (73.9%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

19.a. Please use the text box to provide further information if you have any.

10 respondents provided further information.

Six respondents who stated 'yes' to question 19 gave further details.

Four respondents who stated 'no' to question 19 elaborated. One respondent's organisation is waiting on the appointment of a new curator before beginning this work. One is waiting on the outcome of a city-wide research project. The remaining two both stated they needed help, advice, training, and funding from an external body before undertaking this work.

5.1.7 Section Seven: Further Outreach

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20. Has your organisation marked any special days or remembrance events associated with empire or colonialism? Tick all options that apply. *

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
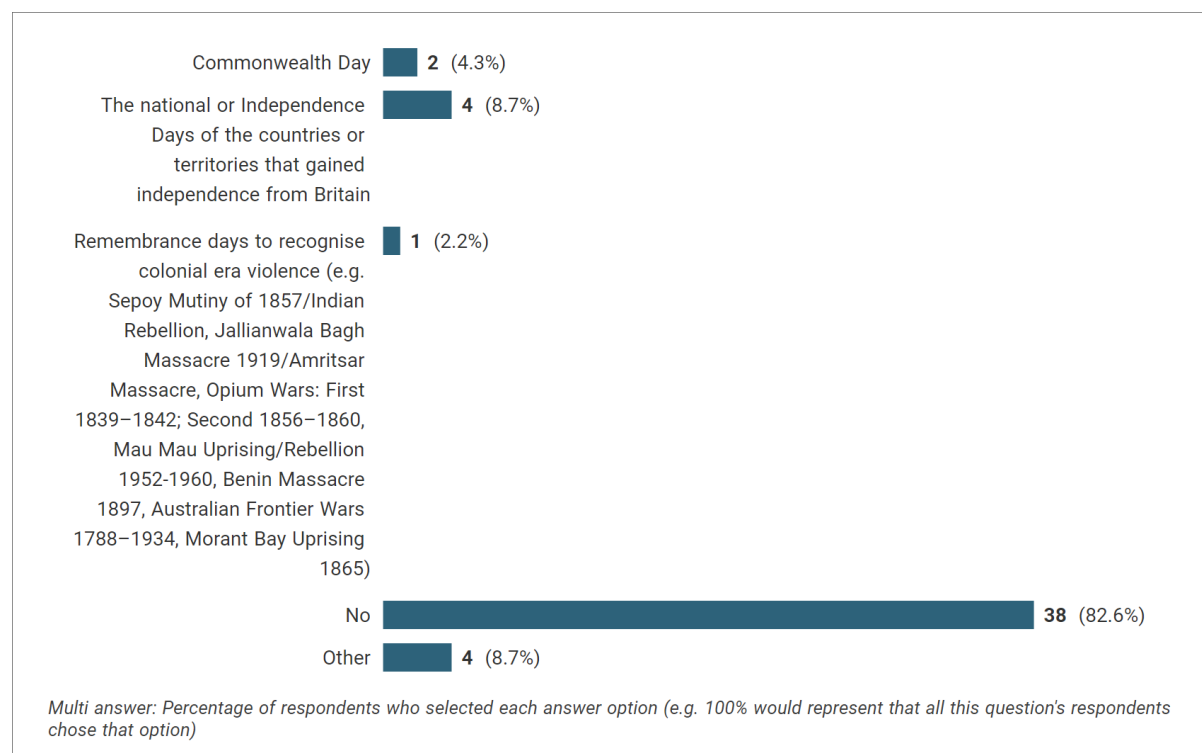
20.a. If you selected Other, please specify:

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4 respondents provided information about other events after selecting *'other'*:

-   International Day of Remembrance of Victims of Slavery
-   Black History Month

The two other respondents did not give relevant responses.

20.b. Please use the text box to provide further information if you have any.

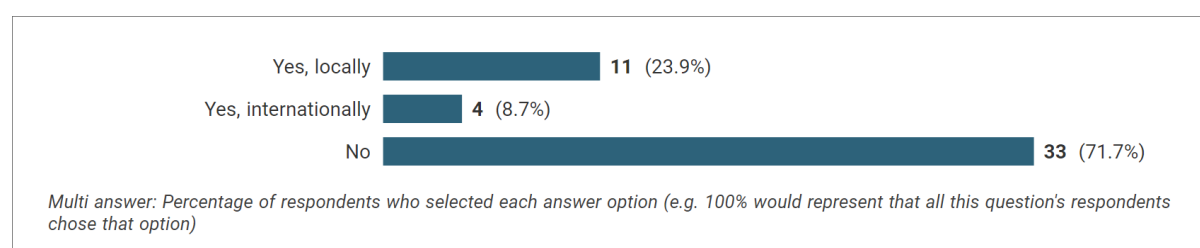6 respondents provided further information.

One respondent stated 'N/A' and two respondents stated that they will explore the possibility of acknowledging or holding events for remembrance days in the future. The remaining 3 respondents stated:

'Commonwealth exhibition in conjunction with local school.'

'We have marked in the past and intend to mark from now on Grenada Day.'

'We have only been open again since summer 2021, however we have engaged with the Malawian Independence Day of the previous years and plan to mark this occasion with the Association of Malawians in Scotland in 2022.'

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21. Has your organisation taken part in any outreach work to do with the legacies of empire and colonialism, for example, work with local schools or communities, either locally or internationally? *

Yes, locally	**11** (23.9%)
Yes, internationally	**4** (8.7%)
No	**33** (71.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

21.a. Please use the text box to provide further information if you have any.

---

12 respondents provided further information.

Respondents who selected 'yes' to Q21 used this space to provide further details of outreach work that their organisation is taking forward. Some included examples include:

- Developing links with museums in Southern African countries
- Engaging with museum professionals in international conferences
- Virtual and in-person school sessions
- Loan box for high schools
- Working with local school to produce resource on area's links to the slave trade including archive/store visits and a pop-up exhibition
- Working with people of Caribbean descent to deliver school workshops
- Launched school learning resources, worked with teachers with guidance from the Scottish Government curriculum unit
- Working with Networking Key Services, primary schools and young people's network to co-curate interpretive panels

Those who selected 'no' to Q21 used this space to give their reason for not doing this work:

- The school's education programme is reactive to requests but this topic has not been requested
- Waiting for new curator/other staff to start this work
- Covid-19 delays
- Lack of funding for education/outreach worker

22. Do you feel that outreach activities to do with Scotland's links empire and colonialism are part of your organisation's role today? *

Yes	24 (52.2%)
No	17 (37%)
Other	5 (10.9%)

22.a. If you selected Other, please specify:

5 respondents provided further information after selecting *'other'*.

'Awaiting outcome of [a] city wide research project.'

'I am not sure our collections would enable us to provide this role sufficiently.'

'If we find appropriate information to share locally then yes.'

'Among other topics. Our priority would be to cover topics requested by teachers, students, etc, and known curriculum subjects for which we have handling boxes.'

'They should be, but there's no impulse to make it happen at a senior level - preoccupied with other things/operational level.'

22.b. Please use the text box to provide further information if you have any.

14 respondents provided further information.

Responses to this question fall into two categories. The first are those who do believe that outreach activities to do with Scotland's links to empire and colonialism are part of their organisation's role, and who state examples of their outreach work.

'Absolutely. It's central to what we do as an organisation. The originating organisation was and is a global organisation and it's essential to engage with the communities that were affected (often with devastating consequences) by our presence.'

'It is a growing part of our organisation's role and is reflected in the institution's strategic plan.'

The second group is made up of respondents who either answered *'yes'* or *'no'* but whose reasoning is very similar to those who answered *'other'*. Generally, they do feel that outreach is part of their organisation's role, or they feel it should be, but that they offer various explanations as to why this work has not been delayed or not completed.

'It should be, but with only 3 members of staff, one in a curatorial position it has not been prioritised.'

'Will do when this is part of Scottish primary curriculum.'

'Again, no, but it should be. I would say the responsibility of "outreach" lies with individuals within the organisation, and their own discretion. When they leave, so do those relationships. The organisation has few, if any, sustainable, fair relationships.'

5.1.8 Section Eight: Final Questions

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23. What would you say have been the motivations behind any work your organisation has done concerning the legacies of empire and colonialism?

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33 respondents provided further information.

Responses to this question were mixed. Although this was an optional question and could be skipped, four respondents stated '*none'* or *'n/a'*.

Four respondents gave unfavourable responses that reflected their survey response as a whole:

'No motivations.'

'No concerns for us.'

'Not applicable - nothing in our collection concerns empire and colonialism.'

'No motivation to do anything whatsoever, a load of woke.'

The remaining 25 respondents gave the following range of motivations:

- To give an accurate portrayal of history
- To create an inclusive visitor experience
- To make collections and interpretations relevant
- To display accurate and honest interpretations
- To uncover hidden/previously unknown histories
- To broaden understanding of both history and museum collections
- To bring in new perspectives to understand collections
- To acknowledge past and colonial connections
- To educate people

- To engage a wider audience
- To respond to visitor and local concerns
- To reflect social justice and the values of the museum sector
- To find ways to make amends and achieve positive outcomes
- To support teachers, pupils and National Curriculum units
- To promote anti-racism, equality, access and inclusion
- To review the collection's provenance

Below is a selection of answers given to this question:

'So far, not sufficiently motivated to make this a priority. Initially when the topic started to gain publicity, put off by some ill-judged, disproportionate, populist reactions and actions. Of course we see historical slavery and exploitation as worthy of condemnation but also see individual lives as needing multi-level evaluation. We also see a parallel need for discussing modern day slavery and colonialism as we create our own histories.'

'A realisation that Scotland's slavery and colonisation story reaches every part of the country, and at all levels in society.'

'Public pressure/response to activism and criticism; the interests and personal motives of some members of staff; and reaction to the murder of George Floyd.'

'[Our Organisation] did a survey of two aspects of our collection and we are utilising them in new exhibitions. Motivations are probably that we feel more informed about these objects and more able to interpret and display objects accurately. Think concern of causing offence has held us back.'

'It is our moral and ethical responsibility to draw awareness and consciousness to the area's colonial connections and legacy. It filters through our organisation and informs our programme, projects, and events.'

'Our recent repatriation request has highlighted a need for more curatorial knowledge in this small area of our collections, mainly to ensure transparency as always in the collections we hold and the work that we do. Education from MGS has enabled staff to realise that collections and donors which seemed more remote to our 'understanding of colonialism' are worth further investigation and examination. I feel there is growing pressure from within the museum community and from governing bodies like MGS for all museums to conduct this work. There is a fear if this work is not conducted then consequences will arise. This is mixed with a desire to be understanding and open to all communities and those affected and still affected by Colonialism today.'
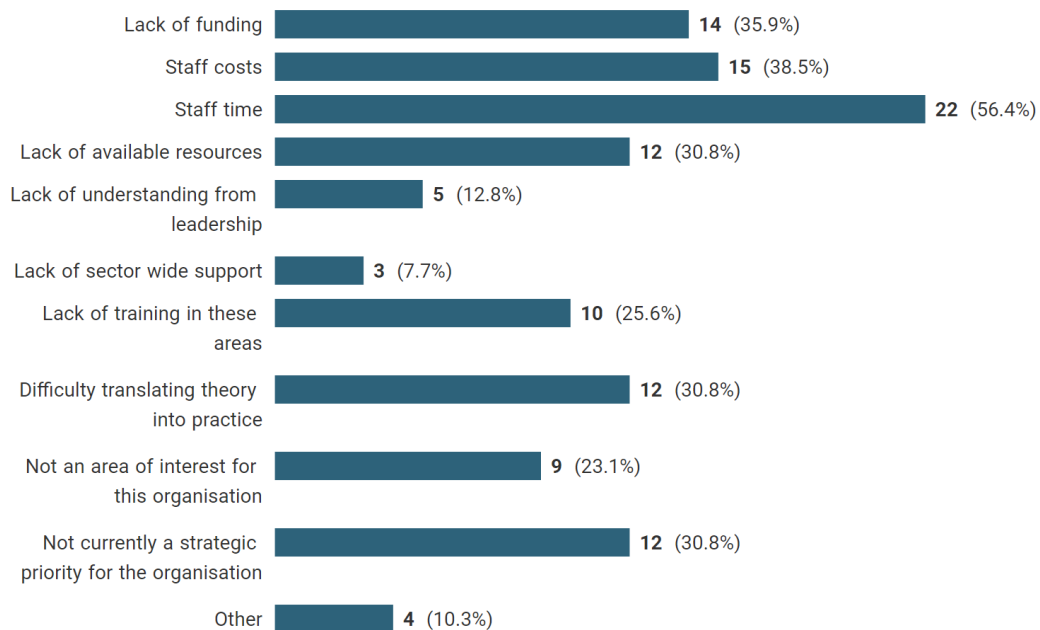
'The motivations are to be a 'world player' and examine the historical legacies of the collection and help understand reasons behind collecting. By improving and researching provenance information we can better re-interpret and work with collections on a fairer and more equitable basis.'

'… We are also motivated by sector policies and direction in bringing to light some of the shameful connections between public institutions, individuals and collections and slavery, empire and colonialism and to address the 'hidden history' and connections. We have a responsibility to be transparent, to gain people's trust and to present balanced and well-researched evidence about the collections in our care.'

'The empire and colonialism have left a profound mark on our communities in current times. The inequalities that impacted our people today are a direct and indirect result of that. We believe in

embedding equality [across] Scotland. We can only achieve this by presenting an honest and inclusive history to our people.'

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24. If your organisation has undertaken work to examine the legacies of empire and colonialism what kind of obstacles and difficulties have you encountered? Tick all options that apply.

Option	Count	Percentage
Lack of funding	14	(35.9%)
Staff costs	15	(38.5%)
Staff time	22	(56.4%)
Lack of available resources	12	(30.8%)
Lack of understanding from leadership	5	(12.8%)
Lack of sector wide support	3	(7.7%)
Lack of training in these areas	10	(25.6%)
Difficulty translating theory into practice	12	(30.8%)
Not an area of interest for this organisation	9	(23.1%)
Not currently a strategic priority for the organisation	12	(30.8%)
Other	4	(10.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

24.a. If you selected Other, please specify:

4 respondents provided further information after selecting *'other'.* 2 of these responses were relevant.

'While the institution has an expressed commitment to decolonisation and addressing the history of slavery, there can be some caution [about] how this is communicated that can lead to inconsistency. Some people can have a fear of reputational damage when addressing 'difficult' subjects.'

'The exact definition of empire and colonialism is difficult to define, and there does not appear to be a commonly shared definition to work to.'

11 respondents provided further information.

The list of obstacles and difficulties included the following:
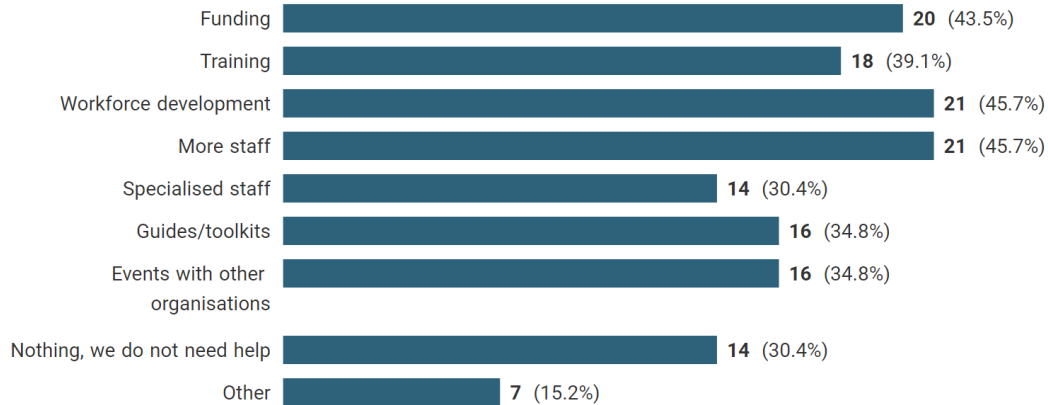
- Lack of diversity in staff
- Prevalence of racism, despite actions already being taken towards anti-racism and decolonisation
- Need external advice
- Need to ask/rely on volunteers to take on the learning and skills development involved in doing this work
- Lack of understanding from leadership particularly around resources and time requires to undertake work properly
- Hard to push doing this work when the organisation's role and links to empire and colonialism may be minimal in comparison to others – work is timely and costly
- This work relies entirely on external grant funding

This report has found that while larger organisations continue to face obstacles and difficulties in undertaking this work.

'Work with communities to examine the legacies of empire and colonialism faces many obstacles based upon resources required to work in new ways, particularly building new relationships with communities of interest while adapting our own practices and approaches. For example:
- Navigating to find communities beyond the networking organisations or stakeholder group gatekeepers.
- Understanding of sensitivities in bringing different diaspora groups together and recognising the sensitives and emotion held between an individual's ethnic heritage and some collections.
- Community needs i.e. childcare, recognition or payment for time, lived experience, shared knowledge.
- Resources needed (staff and money) for developing and delivering participatory projects - development, delivery and evaluation time where we lead alongside communities and their needs/timescales.
- Communities of interest's perceptions that museums aren't for them / museums' lack of accessibility for communities of interest and work needed to build these relationships.
- Understanding and communication regarding who benefits - museums or communities - ensuring work isn't exhausting for communities.'

25. What would help your organisation engage further with the legacies of empire and colonialism? Tick all options that apply. *

Option	Count	Percentage
Funding	20	(43.5%)
Training	18	(39.1%)
Workforce development	21	(45.7%)
More staff	21	(45.7%)
Specialised staff	14	(30.4%)
Guides/toolkits	16	(34.8%)
Events with other organisations	16	(34.8%)
Nothing, we do not need help	14	(30.4%)
Other	7	(15.2%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

25.a. If you selected Other, please specify:

7 respondents provided further information.

Of these responses the following examples of help needed were given:

- Help and support for working with priority communities and those with lived experience.
- International and national networks, partnerships and strategies.
- Specific funding for a full-time manager/curator would enable experienced volunteers to have more time working on projects related to legacies of empire and colonialism. Generally, volunteers join to work with the collection but have little time to do so.

The following response is likely to be a relevant reflection of the situation in many more organisations:

'[What would help is] the service making this an organisational priority. We'll always need funding, training, staff etc. But we have loads of staff; the problem is there's always something else to do. At the moment, it's [a big capital project] (another elitist, exclusive institution with no clear anti-racist purpose), but after that it's likely to be something else. The challenge is making the organisation see this as essential: one of their core purposes that they have to permanently attach resources to, not just rely on the good but temporary work of staff on fixed-term contracts, and a small number of staff who do it on top of their usual workload because they care about it.'

3 respondents provided further information.

Responses to this question further emphasise the type of help requested in Q25 and Q25a: training, more staff, funding, partnerships.

'Training needed to raise awareness.'

'More staff and funding to work with communities as this requires time and sensitivity (see answer at 24a). Flexibility and development of approaches and structures to ensure communities can be heard.'

'Partnership opportunities with other organisations doing similar work.'

26. Do you think your organisation is doing enough to investigate and address historical and lasting links to empire and colonialism in Scotland today?

42 respondents provided further information. Percentages given are based on those who answered, not total responses to the survey.

Answers to this question can be organised into the four following categories, which are shown below with some sample answers from each category:

1. Those who answered that, yes, they believe their organisation is doing enough - 5 respondents (11.9%)

'Yes, now a leader in the field.'

2. Those who stated that their organisation is doing its best given current resources, staff ability and time spent on this topic but that they are aware they could do more and strive to do so - 14 respondents (33.3%)

'There could always be more work carried out in this area, and we are working to embed our critical analysis of this period and its effect on today's society in all of our activities.'

'Yes with current capacity, still lots to do.'

'I think we could always do more, and better, but it's really core to our work.'

'We have done a lot, e.g., new museum narrative, heritage manifesto, Real Rights Manifesto, VR reconstructions with colonial narratives, etc., but we'd like to do more, if we can secure the relevant funding.'

'We are not doing enough at present. We recognise the importance of these issues and the potential to uncover links to empire and colonialism in our collections – and public buildings and statuary – across our region. We have an appetite to undertake this vital work but face barriers already identified in this survey i.e., staff capacity, time, resources and knowledge. We are committed to

investigating these links but would need help to resource this work to make a real lasting impact and to be consistent and thorough in our approach.'

3. Those who answered that, no, they do not believe their organisation is doing enough – 15 respondents (35.7%)

'No, and we aim to rectify this by having research done into the topic during 2022/23.'

'No, not yet. Time constraints are very challenging.'

'No, but there are no organisations in the Western world that are doing enough! We are only at the beginning of the long process of unlearning the racist ontologies and methodologies of museological practice (along with all other academic disciplines).'

'No but we have many other demands on our time and have had vacant posts for a long time. We now have a full team and are going to get to grips with this. I know empire and colonialism are important, but I think we need to be doing more with a whole range of different communities and audiences.'

4. Those whose answers gave no clear direction e.g., awaiting a report before taking further direction, who felt this question was not relevant to their organisation, or implied in their answer that they thought this – 8 respondents (19%)

'It is in the past, nothing can change the past so stop trying, do something more important with your time.'

'No connection with empire and colonialism.'

'Awaiting outcome of [a] city wide research project.'

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27. Please use this space for anything else you would like to tell us about work your organisation is doing or would like to do around links to empire and colonialism.

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17 respondents provided further information.

In this section some of the survey respondents took the opportunity to state examples of work they are doing, or are keen to start, that they were unable to state or elaborate on in previous questions. The vast majority of statements, though not all, were very positive. Below is a sample of some respondents' statements:

'None. I think this whole matter of colonialism has been taken too far and is of no concern to our organisation.'

'One concern is that there's a worrying trend that everything about empire and colonialism now has to be interpreted in a wholly negative light with any positive interpretation seen as potentially racist. It is important that we are able to reflect every aspect of this subject fairly.'

'We have stated before but would stress again we see huge potential to work in partnerships, to identify funding to build capacity and to develop staff knowledge and skills in researching these links.

We would focus on a combination of collections research, cultural knowledge and community engagement to ensure our work is co-created and co-curated, shared and understood by our visitors and communities.'

'We would like to help build sector capacity through increased partnership working across collections and in consultation with academia, the wider museums sector, source, and diaspora community partners both national and internationally. Our future programming will provide several opportunities to address this.'

'At present most of our work is internal but we would like to do more to support the sector in this area. We look forward to continuing to work with MGS in this area.'

'I'm pleased you are doing this project; I found the sessions [provided online by MGS] thought-provoking and supportive. I'm grateful to MGS for their work and support, I know I can always ask them for advice and you always go above and beyond. That is so helpful to people who work in smaller organisations without large teams of specialists etc. Keep up the good work!'

6. GROUPINGS

In this section the 46 responses were split into four separate groups, depending on their level of engagement with Scotland's links to the British Empire and colonialism. To determine the grouping all sections of the survey were considered including the level of interest and willingness from the organisation to engage with conversation around the British Empire and Colonialism, the amount of research carried out or planned, the inclusion of empire and colonialism in interpretation, outputs, engagement with community groups and willingness to engage.

The groups are as follows:

Red – Very little or no engagement

Blue – Some engagement

Yellow – A substantial amount of engagement

Green – Highest levels of engagement (including sharing examples of good practice)

6. 1 RED GROUP

The Red group contains survey respondents who answered 'no' or 'don't know' to either all the questions, or a large majority of questions. This group contains **12** organisations:

10 out of 12 organisations are independent museums, one is a local authority museum service, and one is a military museum.

One organisation stated that they do not hold a permanent collection, therefore the following statements pertain only to 11 organisations. All organisations in this group hold less than 50,000 objects in their collections. 5 out of 11 hold less than 1000 objects, 3 out of 11 hold between 1001 and 5000 objects, 1 out of 11 holds between 5001 and 10,000 objects and 2 out of 11 hold between 10,001 and 50,000 objects.

5 out of 11 do not have a digital catalogue, therefore the catalogue is solely in paper form for internal use only. 4 out of 11 do have a CMS but it is solely for internal use, not for the external public. This means that 9 out of 11 organisations' catalogues are not remotely accessible to the public.

2 out of 12 organisations would be classed as being in an urban area.

In response to question 25, '*what would help your organisation engage further with the legacies of empire and colonialism?*' 11 out of 12 organisations ticked '*nothing, we do not need help.*'

Below is a selection of quotes from this group:

'*Leave well alone and stop meddling in the past.*'

'*No motivation to do anything what so ever, a load of woke.*'

'It is in the past, nothing can change the past so stop trying. Do something more important with your time.'

'Not an area of interest for this organisation.'

'None. I think this whole matter of colonialism has been taken too far and is no concern to our organisation.'

In response to question 23 *'what would you say have been the motivations behind any work your organisation has done concerning the legacies of empire and colonialism?*:

'Not applicable - nothing in our collection concerns empire and colonialism.'

6.2 BLUE GROUP

The Blue group contains survey respondents who replied 'no' or 'don't know' to many questions but were open to engaging further with the legacies of the British Empire and colonialism. It also contains survey respondents who recognised that their organisations should be more involved in engaging with this topic or are interested in doing so but might be apprehensive and unsure how to develop this work. Respondents from this group report having a lack of objects connected to the British Empire and colonialism, mainly because they have been unable to carry out research into their collection and have a lack of expertise to help them move forward with this work. This group potentially requires the most support in order to engage with the historic and ongoing legacies of the British Empire and colonialism in Scotland's museum collections. This group contains **15** organisations:

9 out of 15 organisations are independent museums, 2 are university museums, 2 are local authority museums, one is an ALEO and one is a charity.

The size of collections in this group is more wide-ranging than those held by organisations in the red group. 2 out of 15 organisations hold less than 1000 objects, 3 out of 15 hold between 1001 and 5000 objects, 4 out of 15 hold between 5001 and 10,000 objects, 2 out of 15 hold between 10,001 and 50,000 objects and 4 out of 15 hold between 100,001 and 500,000 objects.

In this group the percentage of the collection catalogued on a CMS and the percentage of the digital catalogue which is remotely accessible to the public is very mixed. 1 out of 15 organisations does not have their collection catalogue on a CMS at all. 5 out of 15 do have a CMS but the CMS is for internal use only, not the external public, 2 out of 15 have less than 5% of the catalogue remotely available, 2 out of 15 have between 5% and 10%, 1 out of 15 has between 31% and 40%, 2 out of 15 have between 91% and 99% and 2 out of 15 have 100% of their digital catalogue remotely available to the public.

2 out of 15 organisations in this group have been involved with return requests. One was the return of military medals and clothes: this was classed as *'other'* rather than restitution or repatriation which suggests that it might be a local return request. The other respondent's organisation has repatriated human remains in the past.

8 out of 15 respondents would be classed as being in an urban area.

Below is a selection of quotes from this group:

Q6.a. *'We have three items said to have been taken… from Nigeria in the 1950s that are bracelets or anklets, they require further research.'*

Q6.a. *'Some artworks and some science artefacts may have direct links. Theoretically almost everything in any collection has an indirect link.'*

Q6.a. *'We are likely to have objects as local landowners had links to slavery and plantations in Jamaica I believe.'*

Q6.b.i. *'It is an important issue for us to explore, but we do not have the resources, expertise or funding to proceed.'*

Q6.b.ii *'We would support a Scotland wide project on this matter.'*

Q6.b.ii. *'No paid dedicated roles. Employment for [the] open season [is] limited to staffing of [the] shop. Volunteer effort is stretched to cover essential management of [the] museum.'*

Q13.b. *'The project is currently ongoing so we do not yet have the results but such connections are inevitable.'*

Q12.a. *'Do not believe that we have anything that would be considered for restitution or repatriation - however not enough research has been done to confirm either way.'*

Q15.a. *'Interpretation panels relating to a hemp factory and the fishing trade, which does not mention the destination for products bound to the Caribbean, to support transatlantic forced labour.'*

Q27. *'One concern is that there's a worrying trend that everything about empire and colonialism now has to be interpreted in a wholly negative light with any positive interpretation seen as potentially racist. It is important that we are able to reflect every aspect of this subject fairly.'*

6.3 YELLOW GROUP

The Yellow group contains survey respondents who are actively engaging with links to the British Empire and colonialism. Respondents from this group generally report having objects that are linked to empire and slavery in their collections, with some such objects having full provenance, research and interpretation to show these links. Some of the organisations in this group are undertaking large collection and policy reviews to research more of their collections, engage further with links to empire and colonialism and are striving to tell a truthful history of Scotland's role in the British Empire and colonialism. This group contains **13** organisations:

6 out of 13 organisations are independent museums, 4 out of 13 are local authorities, 2 out of 13 are ALEO and one is has a national remit. Organisations in this group are more diverse than those in the red group, but similar in diversity to those in the blue group.

The collection sizes in this group are overall higher than those in the red and blue groups. 3 out of 13 organisations hold between 1001 and 5000 objects, 1 out of 13 organisations holds between 5001 and 10,000 objects, 4 out of 13 hold between 10,001 and 50,000 objects, 1 out of 13 holds between 50,001 and 100,000 objects, 2 out of 13 hold between 100,001 and 500,000 objects and 2 out of 13 hold more than 500,001 objects.

1 out of 13 organisations does not have an internal CMS, meaning their catalogue is likely held only on paper. 2 out of 13 organisations have 100% of their collection catalogued on a CMS, but in both

cases it is for internal use only and not accessible to the public. One other organisation's catalogue, which has between 41% and 50% of their collection on a CMS, is for internal use only.

2 out of 13 organisations in this group have been involved with return requests. One is in the process of repatriating human remains to Hawaii and the other is involved with talks about returning human remains to Peru. 3 out of 13 respondents in this group stated that they did not know if their organisation was currently, or in the last 3 years, involved with any repatriation and restitution requests.

6 out of 13 respondents would be classed as being in an urban area.

Below is a selection of quotes from this group:

Q4.a. *'Our collections date back to 1830s. Includes objects brought back by [local] people, traveling and working around the world, some with links to Empire, colonialism, slavery. India, Africa, Bermuda, South Seas, S. America.'*

Q4.a. *'Our museums' foundation is linked to colonialism, and so much of the collections is too; from the people who donated it to objects taken through colonial violence.'*

Q6.b.i. *'Lack of knowledge or confidence in this area. In the past perhaps staff have been worried about saying the wrong thing and have decided to avoid the subject altogether and focus on histories that can be seen as less controversial or contested and objects with more provenance or which staff feel more able to interpret and display with accuracy.'*

Q9.a. *'We did have an enquiry from Australia about an object they'd traced to our collections but did not want its return - only stipulated essential storage and usage conditions - storage box labelled with warnings.'*

Q12.b. *'I would welcome both repatriation and restitution requests - but the public is not in a position to identify potential material because we as a service provide so little information of our collections. Research is non existent for the most part in our day-to-day collections work.'*

Q22.a. *'Among other topics. Our priority would be to cover topics requested by teachers, students, etc, and known curriculum subjects for which we have handling boxes.'*

Q22. *'We have written a new Heritage Manifesto that ensures we align our activities and projects with empire and colonialism impact and legacy.'*

Q23. *'[We] did a survey of two aspects of our collection and we are utilising them in new exhibitions. Motivations are probably that we feel more informed about these objects and more able to interpret and display objects accurately. Think concern of causing offence has held us back.'*

Q24.b. *'Because it would appear from the outlook that our organisation's role in Colonialism was perhaps in comparison to others 'minimal' it is hard to push forward with these costly and timely investigations. Though I am sure with dedicated time more connections would be unearthed.'*

Q26. *'No, but there are no organisations in the Western world that are doing enough! We are only at the beginning of the long process of unlearning the racist ontologies and methodologies of museological practice (along with all other academic disciplines).'*

Q27. *'Lots of things on a shoestring budget and with a small team of people plugging away as best we can: reinterpreting displays in [redacted] as well as adding interpretation interventions,*

introducing tours that will draw attention to these histories, creating a new collections area online focussed on these histories, redeveloping our Slavery Blog, and more. But so much more needs to be done, and needs organisational priority.'

6.4 GREEN GROUP

The Green group contains survey respondents who have engaged the most with Scotland's links to the British Empire and colonialism. Respondents in this group are actively researching their collections to fully understand how their collections are linked to empire and colonialism. Compared with the other groups, they are also undertaking larger amounts of reinterpretation and outreach work. This group contains **6** organisations:

2 out of 6 of the above respondents are university museums, 1 is an independent organisation, 1 has a national remit, 1 is a local authority museum and 1 is an ALEO.

Out of the four groups, this group averages the largest collection size. 2 out of 6 organisations hold between 50,001 and 100,000 objects, 2 out of 6 hold between 100,001 and 500,000 objects and 2 out of 6 hold more than 500,001 objects.

2 out of 6 organisations in this group have a CMS that is only for internal use and not available to the public. One has between 61% and 70% of their collection catalogued on a CMS and between 21% and 30% of that is publicly available. One has between 5% and 10% of their collection on a CMS and between 91% and 99% of that is publicly available. One has between 81% and 90% of their collection on a CMS and between 91% and 99% of that is publicly available. One has less than 5% of their collection on a CMS and 100% of that is publicly available.

1 out of 6 has received an information request from AISTSIS, 4 out of 6 have been, or are currently, involved in repatriation requests and 1 out of 6 has been involved with a restitution request.

5 out of 6 respondents would be classed as being in an urban area.

Below is a selection of quotes from this group:

Q6.b.ii *'In the past it was staff time and also lack of physical access to the collections. Now the project has created a huge amount of research opportunities. However, it also inevitably means that we are carrying out ever deeper research on specific planned displays/ collections, and objects that will continue to be in store are much less of a priority for staff time.'*

Q6.b.ii *'Would welcome this as a sector approach for knowledge sharing, especially if there was opportunity to bid for grant funding to support research, project partnerships etc linked to digitising of collections and adding metadata to [Our] museums/archives database.'*

Q11.a. *'In the last three years there has been an increase in repatriation requests.'*

Q14.b. *'Extensive and nationwide, with staff training rolling out through 2022.'*

Q24.a. *'While the institution has an expressed commitment to decolonisation and addressing the history of slavery, there can be some caution among how this is communicated that can lead to inconsistency. Some people can have a fear of reputational damage when addressing 'difficult' subjects.'*

6.5 URBAN PERCENTAGES

As with the previous *Chattel Slavery Survey* (2021) organisations were categorised into four groups before the percentage of organisations in urban areas in each group was calculated. Responses to the *Chattel Slavery Survey* showed a correlation between the of level of engagement with chattel slavery and geographic location. Figures showed that organisation in urban locations had a higher likelihood of engaging with chattel slavery than organisations in rural areas.

However, this survey shows a markedly different pattern, in that the level of urbanisation is not a consistent indication of engagement with the legacies of empire and colonialism.

Organisations that were categorised as being in an urban area:

Red group: 2 out of 12 organisations are located in an urban area **(16.7%)**

Blue group: 8 out of 15 organisations are located in an urban area **(53.3%)**

Yellow group: 6 out of 13 organisations are located in an urban area **(46.2%)**

Green group: 5 out of 6 organisations are located in an urban area **(83.3%)**

Total: 21 out of 46 organisations are located in an urban area **(45.7%)**

7. EXCLUDED SURVEY RESPONSES

Three responses were excluded from full analysis on the grounds that they were from organisations outside of the survey parameters.

These responses have been removed for anonymisation.

8. *CHATTEL SLAVERY* & *EMPIRE AND COLONIALISM* SURVEY COMPARISONS

There were many more negative comments to the empire and colonialism survey than to the survey on chattel slavery. For some reason the empire survey appeared to touch more of a raw nerve with some respondents perhaps because in the current public discussion of these issues there are those who see some positive aspects to the British empire while, obviously, it is much harder to provide arguments in defence of involvement with slavery and the slave trade.

The relative insensitivity to the personal, social and political damage caused by the empire and the practice of colonialism perhaps highlights a lack of engagement with priority communities and the absence of any consistent perspective from the side of the victims and their descendants and descendant communities. This missing perspective was also apparent in the slavery survey but given the long history of anti-slavery sentiment, the clear indefensibility of slavery at a personal level and a number of popular accounts of the sufferings imposed by slavery which have appeared on film and TV, it is perhaps the case that it is easier to empathise with the victims of slavery. The history of the British Empire is more complex, more connected to national identity and pride and there is a long tradition of pro-imperial accounts of its wars, its culture, its relationships with conquered peoples

and its supposed benefits from the British perspective rather than the viewpoint of colonised territories.

In both surveys, respondents point to a lack of resources hindering their ability to undertake the necessary work around the legacies of chattel slavery, and of empire and colonialism, in Scotland's museums. A shortage of staff and lack of funding were the most commonly cited examples given by organisations of all types and sizes in both surveys.

In the chattel slavery survey, respondents stated that their other main issue, after staff and funding, was the lack of readily available, free research resources i.e. archival material, online libraries. As explained in the *Chattel Slavery Report* (2021), most small and medium organisations lacked the access to research material that large and university organisations had available to them. It was also thought that a lack of awareness of free and publicly available online resources, and how to use them, was an issue and that training and/or how-to-guides could help to resolve this. However, in the empire and colonialism survey a lack of research resources and material was mentioned far less, with respondents' comments suggesting that this was not as pressing a matter as with the chattel slavery survey. Among respondents who are actively engaging with the legacies of empire and colonialism, this may be due to an overall better historical understanding of the British Empire and colonialism, as well as its lasting legacies. Alternatively, it may be due to respondents having access to resources focusing on empire and colonialism, but not chattel slavery, or that these resources were not available to them at the time of completing the previous survey.

The chattel slavery survey revealed hesitation about how museum staff and volunteers should research, and address, the legacies of chattel slavery. This seemed to arise partly from a lack of confidence about how the issue should be tackled in an appropriately sensitive manner and partly from the lack of resources to do this comprehensively and systematically. However, in the empire and colonialism survey, few respondents indicated that lack of confidence or resources being the main reasons for significant progress being made. Rather, respondents stated that the more research into links to empire and colonialism they were able to undertake, the more avenues of research opened up. This has meant that projects that started small have grown extensively and created a much greater workload than expected.

In the chattel slavery survey the vast majority of respondents were focused solely on their own organisation. However, in the empire and colonialism survey a number of respondents stated their interest in working in partnership with other organisations. Respondents gave examples of collaborative initiatives that they would be keen to be involved with that included sharing research and sector knowledge, sharing case studies, co-production of events or exhibitions, collaborative outreach work and discussion groups.

9. RECOMMENDATIONS

1. A curated online resource library which would be available, free of charge, to all museums in Scotland - similar to the access provided by universities to their students.

2. Training that looks specifically at the restitution and repatriation of objects held in Scottish museums, including creating the policies needed to be prepared for returns and the processes involved in the return of objects.

3. An inclusive network that aims to form partnership programmes and knowledge sharing between museums i.e., research, case studies and procedures. This survey has revealed that there is both a

want and need from respondents, from both small and large organisations, to create new partnerships and share knowledge, advice and resources around the legacies of empire and colonialism in Scotland.

4. A comprehensive guide that aims to assist museums to engage with their links to empire and colonialism in all aspects of their work. This survey has revealed that many museums do not know where to begin when it comes to tackling this issue and a centrally produced guide could do much to give staff and volunteers the confidence and direction needed to engage with this topic and incorporate it into their research, policies, interpretation and outreach activities. It should also be imperative that this guide includes a summary, even briefly, of the history of the British Empire, colonialism and Scotland's role within the British Empire.