

Empire, Slavery & Scotland's Museums
Steering Group Meeting Agenda via Zoom

Tuesday, 23 March 10am-12noon

Chair: Sir Geoff Palmer
Steering Group members

Abeer Eladany (University of Aberdeen)
Jatin Haria (Coalition for Racial Equality and Rights)
Lewis Hou (Science Ceilidh and The Anti-Racist Educator)
Parveen Ishaq (Edinburgh and Lothians Regional Equalities Council)
Churnjeet Mahn (Strathclyde University)
Steph Scholten (The Hunterian, ICOM Ethics Committee, MGS Board Member)
Elena Trimarchi (David Livingstone Centre)
Lisa Williams (Edinburgh Caribbean Association)
Zandra Yeaman (The Hunterian)

MGS/Project Staff

Sheila Asante (Museums Galleries Scotland)
Lucy Casot (Museums Galleries Scotland)
Miles Greenwood (Glasgow Life)
Rosie King (Museums Galleries Scotland)
Devon McHugh (Museums Galleries Scotland)
Gillian Shaw (Museums Galleries Scotland)

Apologies

Catriona Davidson (Glencoe Folk Museum)
Silence Chihuri (FJSS)
Miles Greenwood (Glasgow Life)
Duncan Dornan (Glasgow Life)

1.	Introduction, apologies, and any other related projects
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	<p>GP welcomed everyone to the meeting and marked the anniversary of the first UK wide lockdown. He proposed that the meeting closed before noon so that people could show their respects in different ways.</p> <p><u>Apologies for absence</u> Apologies from MG and CD were noted, and SA reported that LW would be joining the meeting at 11am. SC and DD did not attend the meeting.</p> <p><u>Other activity</u> GP noted that JH's proposal to involve Anita Shelton in the project would be followed up.</p>
<p>2.</p>	<p>Formal Agreement of Minutes of previous meeting</p> <p>SA confirmed that the minutes circulated had been amended to reflect AE's comments and the minutes of the previous meeting were approved.</p> <p><u>Matters arising</u> JH noted he would send in a note of his organisational conflict of interest.</p> <p>SA confirmed that the quorum had been set as a maximum 13 members and a minimum of 7 plus the Chair and that this quorum referred to both Steering Group membership and attendance at meetings.</p>
<p>3.</p>	<p>Presentation: The Role of MGS in the Scottish Museums and Galleries Sector</p> <p>DM welcomed PI to the meeting and delivered her presentation. GP noted that it answered some of the questions raised.</p> <p>DM gave an update on her and CM's work into EDI across the heritage sector and emphasised the importance of establishing baseline data.</p> <p>The Steering Group was interested to hear more about approaches to addressing the issues raised. DM talked about SA's and ZY's work around recruiting and retaining a diverse workforce and explained that the HR and Workforce Subgroup which was being established would be exploring this. DM outlined MGS' engagement with Museum Detox, a London based organisation which is seeking to extend its membership regionally. Whilst DM recognised from her practice that there was some evidence of workforce diversification she noted that MGS is seeking to address this more formally.</p> <p>Steering Group members stressed the need for transparency and honesty in what is actually being achieved to ensure meaningful outcomes. If taking positive action it is important to ensure that these are successful.</p>

	<p>There was discussion around what we mean by 'the heritage sector'. It was noted that there are many initiatives led by anti-racist organisations which have significant heritage elements which are not always recognised by funders and support bodies. Steering Group members stressed the need to find ways to ensure they were not excluded.</p>
<p>4.</p>	<p>Sub-groups; Review; discussion and agreement Agreement of Sub-group minutes</p> <p>SA referred to the recent monthly update she had circulated. She invited written comments on the minutes of the sub-group meeting last week and gave an update on activity. The minutes were approved.</p> <p>SA invited Steering Group members to engage with the sub-groups with a maximum of two Steering Group members on each sub-group.</p> <p>JH suggested the Steering Group members should have initial discussions with SA on each group prior to convening them – this would help clarify remits and potential membership. Attendance at the meeting was voluntary and not all members had to attend every meeting. SA agreed this would be helpful and suggested she be in touch with details of half hour meetings on each.</p>
<p>5.</p>	<p>Consultation External Contractor Tender: Review, discussion, and agreement of tender process</p> <p>SA gave an update on the recent meeting with DM, SA, JH, ZY and AE. She outlined the three groups of participants to be targeted:</p> <ul style="list-style-type: none"> - Museum Sector – this consultation will be done primarily in-house, in collaboration with the external contractors, making appropriate reference to the AHRC-funded EDISH project led by Strathclyde University; - Public; - Priority Communities/Community Groups. <p>It was agreed that criteria for success should be identified – which included target response numbers. Referring to the recent meeting JH pointed out that his comment around 5K responses needed to be seen in the context of that specific discussion and that he regarded this as an unrealistically high response rate especially given the resources available for the overall consultation.</p> <p>SA outlined initial plans for the public consultation which would include an open survey accompanied by some targeted conversations. It was noted that affordability needed to be considered and that it was essential the consultant selected had the relevant expertise and experience.</p> <p>SA explained how the ongoing survey by Glasgow Museums would feed into the ESSM project consultations and noted that whilst there was some crossover, the surveys did not duplicate work.</p>

When it came to identifying target community groups, there was discussion as to how these were defined. It was noted that the meeting papers defined them as 'Communities directly affected by the historic legacies of slavery and colonialism'. It was agreed that the definition should refer to racist legacies. Without reference to racism it was agreed that it could be argued that everyone is affected by the legacies of slavery and colonialism. It was therefore very important to be specific that the work is targeting those who are negatively affected. It was also agreed to substitute 'directly' with 'overtly'. A suggestion was made that the definition could be amended to read 'Communities negatively impacted by racism as a result of the historic legacies of slavery, colonialism and empire.'

There was discussion as to the inclusion of traveller communities in the project specifically and, during discussion about the experience of Ireland compared to other former colonial islands, GP suggested there needed to be a definition of what we mean by 'race' as compared with 'prejudiced against group'. It was agreed the door should not be closed to specific groups whilst being mindful of the danger of spreading the net too wide.

LW joined the meeting.

SA suggested she reverted to the Group later around the definition of targeted community groups and the tender document.

There was discussion around what was meant by 'groups' and 'communities' and whether this referred to formed groups of people or individuals who identify with specific communities. If the former, it was thought this could be exclusive and one approach suggested was to identify a list of defined groups and then identify voices which could be missing and take action.

SA suggested she identified a list and useful sources were suggested:

<https://www.paih.org/scottish-ethnic-minorities-directory/>

<https://www.crer.scot/directory-of-glasgow-bme-organisati>

<https://www.mecopp.org.uk/regional-links>

It was agreed that one or two Steering Group members should be on the interview panel for consultants and Steering Group members should let SA know if they wanted to be on it.

6. [ESSM Website](#)

RK gave an update on the MGS ESSM webpages and SA invited Steering Group members to contribute a brief biog for this. SA confirmed that although a relevant organisational link might be included, contact details would not.

7.	AOB and date of next meeting SA explained that from now on she would be sending round a monthly update to the Steering Group and that Steering Group meetings would become less frequent, with sub-group meetings getting underway. SA suggested that future meetings might feature presentations from other organisations and from Steering Group members. SA reminded the Steering Group of the ESSM MS Teams site she has set up and invited members to join. GP formally welcomed PI to the Steering Group and thanked everybody for their time and support. Suggested date: Tuesday 18 May 2021, 10am – 12pm
8.	End of meeting 11.30am