Different Pathways to Anti-Oppression Work

Anti-oppression work looks different to different communities based on their culture, needs and histories of oppression and power.

Highlands

Anti-O work on the Highlands & Islands might look like:

- We want our museums to reflect Island culture and customs.
- We want to run our museums our way, instead of following models from Lowland Scotland and South of the border.
- We want more representation of Highland culture, and rural Highland customs represented in Scottish Museums.
- We want to centre Gaelic language and dialects over English in our museums.

We want to tell our own peoples' stories!

Islands

Lowlands

Anti-O work in the Lowlands might look like:

- We want the ethnically diverse, New Scots of our cities and villages to feel more welcome in our museums.
- We want to be able to speak Scots at work!
- We want Scottish museums to catch up with the amazing anti-o work of museums in England and internationally.

AntiOppression Work

What is Anti-Oppression Work?

Anti-Oppression starts by recognizing that the last several hundred years we have lived under violent global systems (like slavery, monarchy and colonialism) that are built on belief systems that are about maintaining power OVER others (like racism, classism and sexism). These systems benefit only a small percentage of people, who have kept them in power until now.

Anti-Oppression work is about shifting from power OVER to power WITH. It's about empowering EVERYONE and leaving these broken, violent systems and ways of thinking behind and (re)adopting ways of sharing power and resources. This looks different for different communities. And that's OK!

Anti-Oppression work looks like: addressing issues of micro-management at your workplace; or hosting working class speakers as well as academics at events; bringing Scottish traditional music back into work gatherings; hiring more racialised people into decision-making positions; or scrapping your work's hierarchy of positions and working more as a team of equals, and updating your policies to reflect this. Anti-O work is about WELLBEING & JUSTICE over profit, and SOLIDARITY not competition.

Our pathways to this work are different. And we are stronger when we bring together our different lived experiences, learnings, challenges and tools for transforming oppression.



Anti-O work around the World can look like...

- We want to break free from colonial ways of telling our people's story in museums around the world.
- We want public institutions to feel safe for everyone, regardless of race, class, gender, ability or sexual orientation!
- It's time to reclaim our place in the world outside of stories of slavery, poverty and racism.
- We want benefits and contract security for all workers!
- We want our cultural artefacts returned to us from museums around the world.