

# DELIVERING CHANGE

A COLLECTIVE EFFORT TO RESTRUCTURE AS ORGANISATIONS BASED ON ANTI-OPPRESSIVE PRINCIPLES



**97**  
Museum Activists  
engaging in heritage  
across Scotland



**7**  
Community Catalysts



**5**  
Museum partnerships  
undertaking Sustainable  
Co-production working  
with community partners

## 17 Museum Transformers



- |   |   |    |  |
|---|---|----|--|
| 1 | Shetland Museum and Archives                            | 10 | David Livingstone Birthplace                                   |
| 2 | Timespan  | 11 | North Lanarkshire Council                                      |
| 3 | Cromarty Courthouse Museum                              | 12 | Museums Galleries Scotland                                     |
| 4 | The Scottish Crannog Centre                             | 13 | National Galleries of Scotland                                 |
| 5 | Culture Perth and Kinross                               | 14 | Museums & Galleries Edinburgh                                  |
| 6 | Leisure & Culture Dundee                                | 15 | Physicians' Gallery (Royal College of Physicians of Edinburgh) |
| 7 | V&A Dundee  | 16 | Paxton House   |
| 8 | Paisley Museum  | 17 | The Whithorn Trust   |
| 9 | The Royal College of Physicians and Surgeons of Glasgow |    |  |

# THE JOURNEY SO FAR

300

people participated in anti-racism training

Royal College of Physicians of Edinburgh is the first museum to create an anti-racism action plan

Participants undertook a total

72

hours of Human Rights Based Approach training

“ I believe it will now be easier to me to bring up discussions about the subject of (anti-)racism among colleagues as and when appropriate, which is something I have already become brave enough to do. ”

MUSEUM TRANSFORMERS ANTI-RACISM TRAINING PARTICIPANT

Accessibility needs for online sessions were identified through participant surveys

Feedback about role play in Museum Transformers anti-racism training highlighted as challenging and not supportive to thinking about taking anti-racist action

Anti-racism training is being updated to adapt role play and ensure that there are more practical examples of anti-racist actions

Changes made to online facilitation to support accessibility

**4**

**Community Catalysts engaged with Wikimedia UK or National Library of Scotland to learn about support available for their archives**

**Participants and staff found number of emails about the programme overwhelming**

**Monthly newsletters created to help communicate activities in the programme**

**1**

**Knowledge Exchange with The Sensational Museum, looking at anti-ableism and their work facilitating multi-sensory experiences in museums**

**“I've definitely been learning and sharing, not just through the content of live sessions but through the manner in which they've been delivered, the way pre-session information has been shared etc. It's improving my own facilitation practice.”**

**A MUSEUM ACTIVIST**

**50**

**Delivering Change participants attended a morning network event at the Strategy Symposium**

**Connection with peers highlighted by participants as important**

**Regular peer to peer sessions created**

**Sustainable  
Co-production Fund  
awarded **£175,000** to **5**  
museums, each working  
with at least one  
community partner**

**The Community Catalysts have received a total  
of **£200,000** to work with their museum  
partner to prioritise lived experiences and  
amplify the voices of communities that have  
historically been excluded or underrepresented  
in museum spaces**

**“ So far, the programme has enabled us to bring  
local groups together to look at the current  
heritage offerings and think about the changes we  
want to see. This development phase has enabled  
a much needed banners project, giving the Retired  
Miners a banner they can be proud of and working  
towards a replacement banner for Cardowan  
Colliery as theirs was sadly destroyed in a fire. ”**

**CLAIRE WILLIAMS, FUNDING OFFICER  
AT NORTHERN CORRIDOR COMMUNITY VOLUNTEERS**

**“ Visual representations of Roma in Scotland’s  
museums and galleries are, as elsewhere,  
steeped in antigypsyism. We are delighted to begin  
the work of undoing and transforming these  
representations, co-creating empowering  
reparative projects that enable real inclusion,  
while supporting partners to achieve their  
objective of becoming anti-racist institutions. ”**

**ASHLI MULLEN,  
CREATIVE DIRECTOR AT ROMANO LAV**

# THANK YOU TO:

All the Delivering Change participants who have joined us on this journey, the Delivering Change team, and our friends and family who support us.

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**Museums Galleries Scotland**

Supporting Scotland's Museums