

MUSEUM AS MUCK

THE PROBLEM

- **35%** of the UK working population is working class
- Only **21%** of the museum workforce is working class¹
- Our live action research also shows that the working classes are not spread across diverse roles or departments and are particularly underrepresented in leadership positions²

Without a representative workforce how can your museum serve its community?

MANIFESTO

WE ARE a supportive network of working class museum people and active agents for change

WE BELIEVE there should be equal opportunity and access for working class people to work in museums and to be themselves once employed in museums

WE DEMAND for systems of class privilege to be removed from museums this includes:

- paying the UK Living wage
- providing more equitable entry routes, including the end of nepotism and unfair recruitment practices
- having working class representation at all levels of a museum's structure
- addressing their class-based organisational cultures
- supporting the career progression of working class museum people

WE WILL call out class-based injustice and underrepresentation of working class communities in the museums and galleries workforce and hold museums to account

WE ASK allies to share their power and class privilege in order to remove barriers to working class people in museums

WE ADVOCATE for better research and evidence to be undertaken in this field and for class to be added as a protected characteristic in the UK Equality Act

WE RECOGNISE that class is intersectional. We support and work with other underrepresented groups to tackle social injustice in the sector

OUR FOCUS for 2021 is to address the disproportionate impact the global pandemic has had on working class museum people and to challenge the sector to reset equitably

¹ Brook, O'Brien and Taylor, Panic!, 2018

² Supermuckers, Museum as Muck, 2018