

# MUSEUM AS MUCK

## THE PROBLEM

- **35%** of the UK working population is working class
- Only **21%** of the museum workforce is working class<sup>1</sup>
- Our live action research also shows that the working classes are not spread across diverse roles or departments and are particularly underrepresented in leadership positions<sup>2</sup>
- '...there is an absence of people of colour and those from working-class origins in museum and gallery occupations...the demographics of visitors to galleries and museums have similar patterns of inequality to those of the workforce.'<sup>3</sup>

*Without a representative workforce how can your museum serve its communities? Addressing who works in museums leads to long term benefits for audiences, collections and exhibition development.*

## MANIFESTO

**WE ARE** a supportive network of working class museum people and active agents for change. We use our lived experience to address issues of inequity in museums and galleries

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

**WE DEMAND** structural change and for systems of class privilege to be removed from museums this includes:

- paying the real Living wage<sup>4</sup>
- 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 class-based bias within 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 organisations to account

**WE RECOGNISE** that class is intersectional. and the UK's working class is diverse. We believe that by addressing socio-economic barriers, the sector will also remove some of the obstacles faced by those of marginalised ethnicities and living with a disability. We recognise that working class people with other protected characteristics face additional disadvantage<sup>5</sup> and we support and work with other underrepresented groups to tackle social injustice in the sector

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<sup>1</sup> Brook, O'Brien and Taylor, Panic!, 2018

<sup>2</sup> Supermuckers, Museum as Muck, 2018

<sup>3</sup> Brook; O'Brien,; Taylor,. Culture is bad for you (p. 37). Manchester University Press. Kindle Edition

<sup>4</sup> <https://www.livingwage.org.uk>

<sup>5</sup> Museum as Muck Members survey, 2021