

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
- '...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.'³

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 wage⁴
- 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 disadvantage⁵ and we support and work with other underrepresented groups to tackle social injustice in the sector

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

² Supermuckers, Museum as Muck, 2018

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

⁴ <https://www.livingwage.org.uk>

⁵ Museum as Muck Members survey, 2021