**Great North Museum: Hancock**

**Decolonisation Action Plan**

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| **What**  | **When** | **Who** | **Funding secured?** | **Achieved?** |
| **Short term actions** |  |  |  |  |
| Additional temporary interpretation in galleries | By 31 December 2020 | Curatorial team | Core budget | **YES:** Installed by post lockdown re-opening on 17 May 2021. |
| Connect with Newcastle University decolonisation project and relevant researchers | By 31 December 2020 | Learning, Engagement & Research Manager | NA | **YES:** Contact made, discussions ongoing. |
| Connect with Learned societies to review society histories | By December 2020 | Leadership | NA | **YES:** Contact made, discussions ongoing. |
| Programme of temporary displays agreed and carried out | Agreed by 31 December 2020. Delivered through to December 2021 | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | Core budget | **ONGOING:** First exhibit agreed for 2021-22. Further programming in discussion. |
| Targeted social media to highlight this work | By December 2020 | Communications officer | NA | **YES:** Series of Blog post has commenced and engagement ongoing on social media. |
| Some adaption to engagement programme and connections to existing community programmes across Tyne & Wear Archives & Museums | By 31 December 2020 | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA | **ONGOING**: Connections being made. First collaborative events with community groups planned for Summer holidays 2021. |
| Initial support and training for Customer Service Staff | By 31 December 2020 | Customer Facilities Manager, curatorial team, Learning team | NA | **YES:** staff briefed and printed handout materials provided to aid customer queries following lockdown reopening on 17 May 2021. |
| Networking and knowledge exchange with other organisations  | By June 2021 | All staff | Not for physical visits | **ONGOING:** Staff pro-actively engaging withonline conferences, workshops and presentations. |
| Some adaption to learning programme | For Spring term 2021 | Learning team, curatorial team | NA | **ONGOING:** Adaptations fed by curatorial research, pro-active inclusion of inclusive materials (e.g. selection of storybooks etc.) |
| Secure funding and appoint external expert for full organisational review and detailed action plan | By June 2021 | Leadership | No | **NO:** * First funding bid unsuccessful January 2021.
* Second funding bid unsuccessful March 2021
* Third funding bid submitted: outcome due Autumn 2021
 |
| Secure funding for additional specialist curatorial support | By June 2021 | Leadership | No | **NO:** See above |
| Secure funding for documentation post to review and improve collections information | By June 2021 | Leadership | No | **NO:** See above.However 6 weeks African collections research time secured with MA Student placement Autumn 2022, further student project planned in 2021. |
| Consultant-led, stakeholder informed, scoping exercise to create roadmap for full decolonisation strategy creation | By June 2021 | Leadership | YES | **YES:** Consultants selected, stakeholders consulted, roadmap agreed. See an executive summary at <https://greatnorthmuseum.org.uk/collections/sensitive-collections-and-repatriation>  |
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| **Mid-term actions** |  |  |  |  |
| Decolonisation Strategy creation commenced | By September 2021 | Consultant/Leadership | No |  |
| Decolonisation Strategy work completed | By January 2023 | Consultant/Leadership |  |  |
| Final Strategic Plan agreed, published and implemented | By April 2022 | All staff | NA |  |
| Curatorial and documentation recruitment  | TBD | Leadership | No |  |
| Further adaption to Learning programme based on Strategic plan outcomes | TBD | Learning team, curatorial team | NA |  |
| Further adaption to engagement programme based on Strategic plan outcomes | TBD | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA |  |
| Further adaption to exhibitions programme based on Strategic plan outcomes | TBD | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA |  |
| Further training for Customer Service staff | TBD | Customer Facilities Manager | NA |  |
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| **Long term actions** |  |  |  |  |
| Significant adaption of permanent interpretation in Living Planet Gallery | By December 2023 | Curatorial team, Exhibitions & Events Officer | No |  |
| Significant adaption of permanent interpretation in Egypt Gallery | By December 2023 | Curatorial team, Exhibitions & Events Officer | No |  |
| Full redisplay of World Cultures Gallery | By December 2024 | All staff | No |  |