

## Appendix 2: Amgueddfa Cymru's Strategic Equality Objectives 2021/2022

Objective 1 Amgueddfa Cymru develops a workforce and volunteer base that better reflects the diversity of Wales.	WG Strategic Equality Objectives	Is Wales Fairer?	Future Generations
<p>1.1 Establish a base line of our diversity profile, accreditations and develop future KPIs.</p> <p>1.2 Developing the recruitment and selection process to further embed diversity and inclusion as part of our culture and ensure it is reflected in our supporting documentation such as Job Descriptions and volunteer role, web sites and policies.</p> <p>1.3 Pilot placement, kickstart and apprenticeship opportunities to increase diversity in the workplace and measure the impact on our diversity profile.</p> <p>1.4 Commence scoping for future objectives, projects, research, and initiatives to support the development of the future Diversity and Inclusion objectives.</p> <p>1.5 Develop and deliver leadership training to ensure compassionate leadership that supports an inclusive culture.</p> <p>1.6 Seek to influence the recruitment process for Trustees to help build diversity in the applicant pool and develop an induction process for trustees to ensure the culture of diversity and inclusion is embedded in the ways of working.</p>	7 8	Recommendations 1 2 3 4 5 6 17 18 20 21	A prosperous Wales  A more equal Wales  A Wales of vibrant culture and thriving Welsh language

<b>Objective 2</b> <b>Support all employees and volunteers to achieve their personal and professional ambition and remove the barriers to them achieving this.</b>	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
<p>2.1 Initiate skills assessments for key areas and identify future needs in terms of training and development.</p> <p>2.2 Deliver a Training Strategy that includes both digital and physical training opportunities for staff and volunteers, which is inclusive and encourages, motivates, and supports staff and volunteers to progress.</p> <p>2.3 Provide opportunities for young people and AC producers to contribute to policies and procedure development and deliver public programming.</p> <p>2.4 Engage with staff who identify as BAME, disabled, and LGBTQ+ to understand the barriers to career progression and help inform future planning and removal of barriers.</p> <p>2.5 Explore with volunteer networks how we can support them, to give them appropriate voice and support.</p> <p>2.6 Build on the learnings of Covid-19 working in order to support the health and wellbeing of staff and volunteers and further explore the opportunities for remote access to development and how this can be organised flexibly to accommodate caring and home responsibilities.</p>	<p>3</p> <p>8</p>	<p>Recommendations</p> <p>1</p> <p>2</p> <p>3</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>20</p> <p>21</p>	<p>A prosperous Wales</p> <p>A more equal Wales</p> <p>A Wales of vibrant culture and thriving Welsh language</p>

<b>Objective 3</b> Increase the diversity of those visiting Amgueddfa Cymru, participating and using our services.	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
<p>3.1 Develop solutions to removing barriers to visiting, participating and using our services by engaging with various communities across Wales.</p> <p>3.2 Develop guidance and protocols to ensure all future marketing and wayfinding materials are reviewed for accessibility and diversity.</p> <p>3.3 Establish a mechanism that enables Disability Action Groups to contribute to the guidance on standards of accessibility and give on-going advice on access issues.</p> <p>3.4 Establish a mechanism that enables disability arts organizations such as Disability Arts Cymru to influence our programme, for example through task and finish groups.</p> <p>3.5 Digital services made as accessible as possible to those who have challenges in accessing physically.</p> <p>3.6 Increase staff awareness of the Social Model of Disability and those experiencing inequality created by living in poverty.</p> <p>3.7 Collaborate with community partners to make museum visits more attractive to people from diverse backgrounds, for example through the BLM consultation group, Stonewall and other representative organisations.</p> <p>3.8 Continue to review all new publications to ensure the messaging is inclusive and includes all equality strands.</p> <p>3.9 Carry out an audit on the demographic profile of our visitors.</p>	3 7 8	Recommendations 1 2 3 4 5	A prosperous Wales  A more equal Wales  A healthier Wales  A Wales of cohesive communities  A Wales of vibrant culture and thriving Welsh language

<b>Objective 4</b> <b>We will strive to take a socially responsible approach to purchasing goods, services and facilities and ensure that all procurement is undertaken in line with the commitments made in the Equality &amp; Diversity Strategy.</b> <b>We will seek to develop and promote effective, local, sustainable supply chains.</b>	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
4.1 Ensure we include social outcomes in our procurement procedures where social value can be obtained. 4.2 Create an annual action plan linking future procurement with social issues. 4.3 Review opportunities to promote our practice on achieving social value in the selection of suppliers. 4.4 Ensure the procurement procedures are open to all, boosting the social value of what is being delivered and providing opportunities to all.	3	Recommendations 1 2 26	A prosperous Wales  A resilient Wales  A more equal Wales  A healthier Wales  A globally responsible Wales

<b>Objective 5</b> <b>We recognise our unique role in providing opportunities to showcase the richness of the nation's diverse culture through the arts.</b>	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
<p>5.1 Carry out an audit of commissioned work with an analysis of the demographic makeup of contributors.</p> <p>5.2 Develop positive action initiatives to address gaps in contribution identified through the audit.</p> <p>5.3 Develop a mechanism for partnership working to encourage commissions from individuals from under-represented groups and ensure that they are incorporated into mainstream programmes.</p> <p>5.4 Ensure that targeted public programmes developed with under-represented groups are mainstreamed and are not simply stand-alone events celebrating specific international days or religious event ensuring budget and resources are assigned.</p> <p>5.5 As part of the annual reporting on equality and diversity, provide data on the demographics of those commissioned for work</p>	<p>6</p> <p>7</p> <p>8</p>	<p>Recommendations</p> <p>1</p> <p>2</p> <p>8</p>	<p>A prosperous Wales</p> <p>A resilient Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p> <p>A Wales of vibrant culture and thriving Welsh language</p> <p>A globally responsible Wales</p>

<b>Objective 6</b> <b>Ensure strategic leadership and governance arrangements, ensuring standards are high and consistent across all our areas of responsibility.</b>	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
<p>6.1 Monitor performance of the Equality Action Plan objectives through MLT.</p> <p>6.2 Report staff demographics annually, identifying what has worked well and areas of concern and how these might be improved.</p> <p>6.3 Set up appropriate network groups to support equality specific issues eg. Carers, to consider policy development for specific equality issues.</p> <p>6.4 Ensure our website holds information on:</p> <ul style="list-style-type: none"> <li>• Gender pay gap report</li> <li>• Our Equality Impact Assessment process</li> <li>• Our Equality &amp; Diversity Strategy and Action Plan</li> <li>• The Annual Equality Report</li> <li>• Our positive action initiatives</li> <li>• Information on partner organizations supporting our equality initiatives.</li> <li>• Positive action measures when commissioning work.</li> </ul> <p>Information on procurement and mainstreaming equality.</p> <p>6.5 Carry out an annual review of procurement procedures to assess the mainstreaming of equality.</p> <p>6.6 Conduct a review of our employee training delivered over the past 2 years to assess how and if it has met the commitments made in Equality Objective 2.</p> <p>6.7 Promote our accreditations to ensure we are recognised as a role model organisation, being inclusive and equality-aware as an employer and an organisation working with volunteers.</p>	<p>6</p> <p>7</p> <p>8</p>	<p>Recommendations</p> <p>1</p> <p>2</p> <p>9</p> <p>17</p> <p>18</p> <p>20</p> <p>21</p> <p>22</p>	<p>A prosperous Wales</p> <p>A resilient Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p> <p>A globally responsible Wales</p>

<b>Objective 7</b> <b>Continue to reduce the pay gap between men and women.</b>	<b>WG Strategic Equality Objectives</b>	<b>Is Wales Fairer?</b>	<b>Future Generations</b>
<p>7.1 Carry out a review of the Gender Pay gap report to identify the reasons for any pay gaps across gender pay data.</p> <p>7.2 Produce an action plan of measures to work towards the elimination of any gender pay gap including attraction, recruitment, and retention of individuals to improve diversity at all levels.</p> <p>7.3 Roll out further Equality Impact Assessment training and embed it in any change processes /pay increase process to ensure that proposals do not disadvantage protected groups including those experiencing disadvantage due to poverty or variable hours contracts.</p> <p>7.4 Report in line with Government requirement on our gender pay gap.</p>	<p>2</p> <p>3</p> <p>4</p> <p>8</p>	<p>Recommendations</p> <p>1</p> <p>2</p> <p>3</p> <p>17</p> <p>20</p> <p>21</p> <p>22</p>	<p>A prosperous Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p>