Trans-Inclusive Culture

RCMG
Research Centre for Museums and Galleries

UNIVERSITY OF LEICESTER

Richard Sandell

Suzanne MacLeod

E-J Scott

Nicole Moolhuijsen

Hate crimes reach record high as offences against transgender people double

Home Office report links rise in police-recorded transgender hate crimes to 'discussions on social media'

Lizzie Dearden Home Affairs Editor

• Thursday 06 October 2022 14:23 BST

BBC NEWS

Home UK World Business Politics

Young V&A: Children's museum criticised for removing trans poster from display

By Aurelia Foster
BBC News

7 July 2023

The Young V&A, formerly the V&A Museum of Childhood, recently re-opened after a revamp

The Young V&A museum has been urged to reinstall a pro-trans rights poster after being criticised for removing it.

MA JOIN

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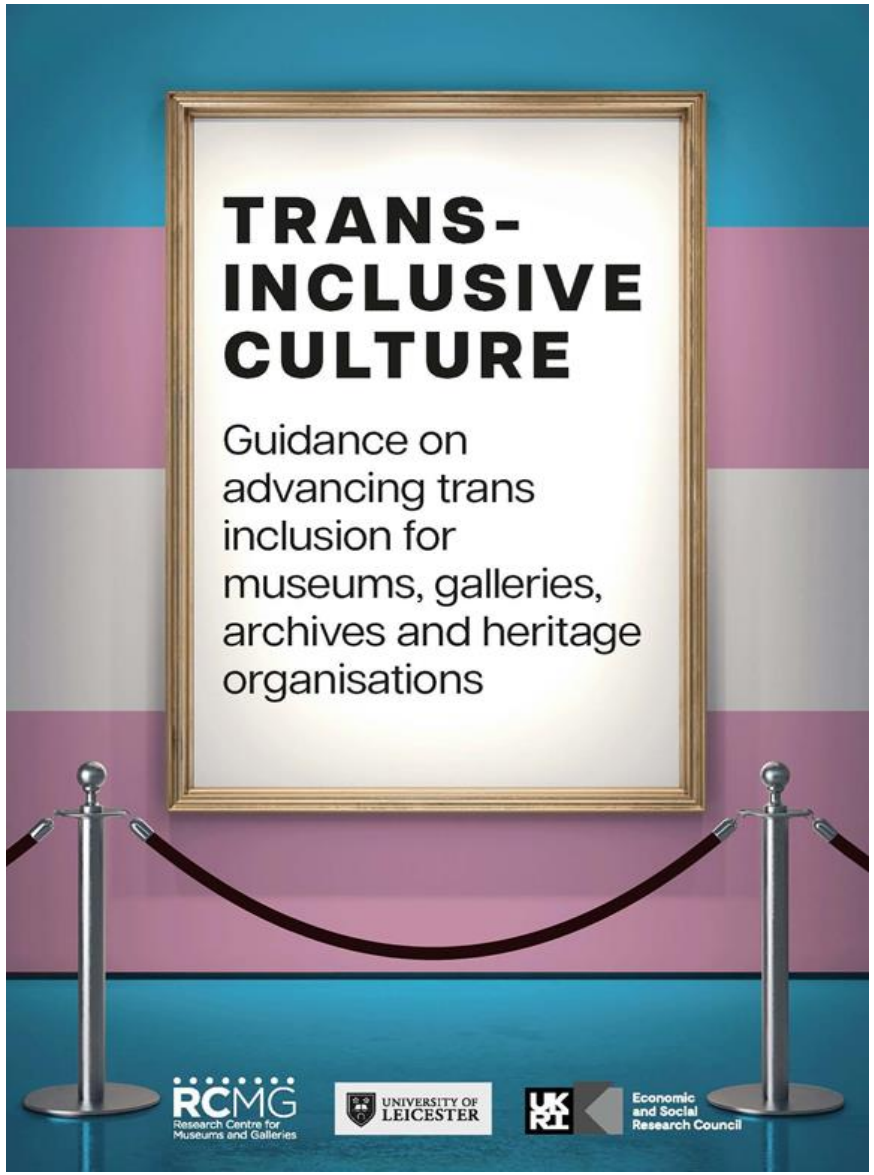
NEWS — LGBTQ+

People's History Museum in row over gender critical meeting

Controversy comes as former arts council employee succeeds in harassment claim over her beliefs

30 June 2023 — FEMINISM • LGBTQ+ • PROTEST



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MUSEUMS +HERITAGE ADVISOR

The Heritage Alliance

FUNDACIÓN TyPA TEORÍA Y PRÁCTICA DE LAS ARTES

Kids in Museums

ALVA
Association of Leading Visitor Attractions

ICOFOM ICOM international committee for museology

ICOM international council of museums UK

ICME ICOM international committee for museums and collections of ethnography

AMA Arts Marketing Association

HVG Heritage Volunteering Group

GEM We connect & learn together

AIM Association of Independent Museums
Helping Heritage Organisations Prosper

Museums Association

ARA Archives & Records Association UK & Ireland

acesso cultura access culture

ocim

MINISTÈRE DE L'ENSEIGNEMENT SUPÉRIEUR ET DE LA RECHERCHE
Liberté
Égalité
Fraternité

uB UNIVERSITÉ DE BOURGOGNE

SEMF

Engage
Bringing people and art together

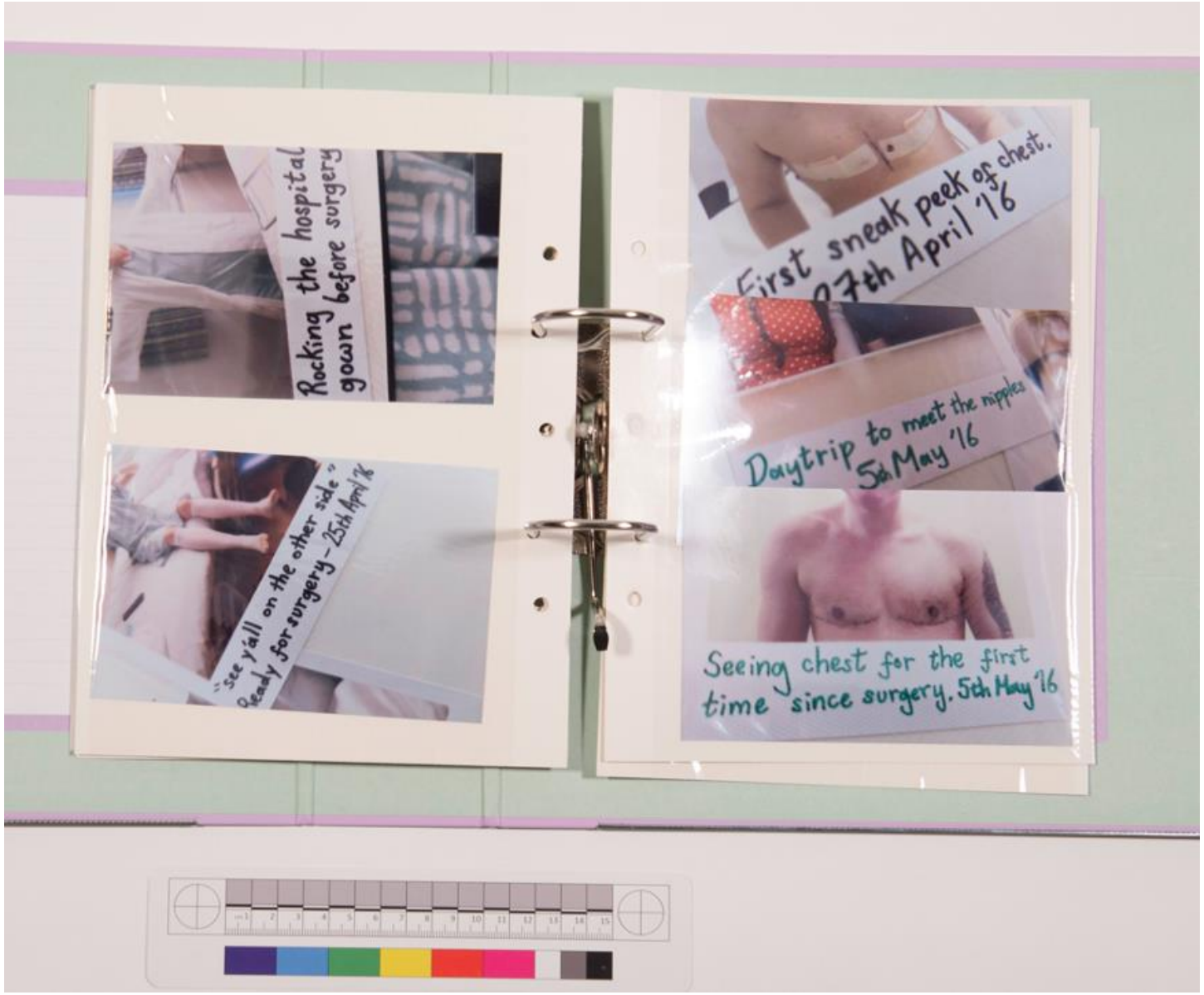
SCOTTISH MUSEUMS FEDERATION

ICFA ICOM international committee for museums and collections of fine arts

"This exhibition is an important landmark in representation of trans and non-binary identities. Thank you so much. Our history is valuable, we are important."

Visitor, Brighton Museum & Art Gallery, 2014.

Kae Tempest
by Wolfgang Tillmans
inkjet print mounted on aluminium board, 2021
NPG x201547
Kae Tempest, 2021 © Wolfgang Tillmans, courtesy Maureen Paley, London



"First sneak peek of chest," National Days of Trans Collecting with Trans Pride Hastings and Hastings Museum & Art Gallery. (Photo: Paul D Rowland).

“We felt this was such a successful experience for everyone involved and feel that it spoke so truly of our ethos as a museum and goals of where we want to be as a true community museum! We’d love to take this model forward for future projects with other stakeholders and community groups and as a result, have worked with one of our partners to devise a placement where they will be helping us to acquire up to five new personal objects from people seeking sanctuary and introducing them into one of our permanent displays.”

Oriana Calman, Curator, Hastings Museum & Art Gallery.

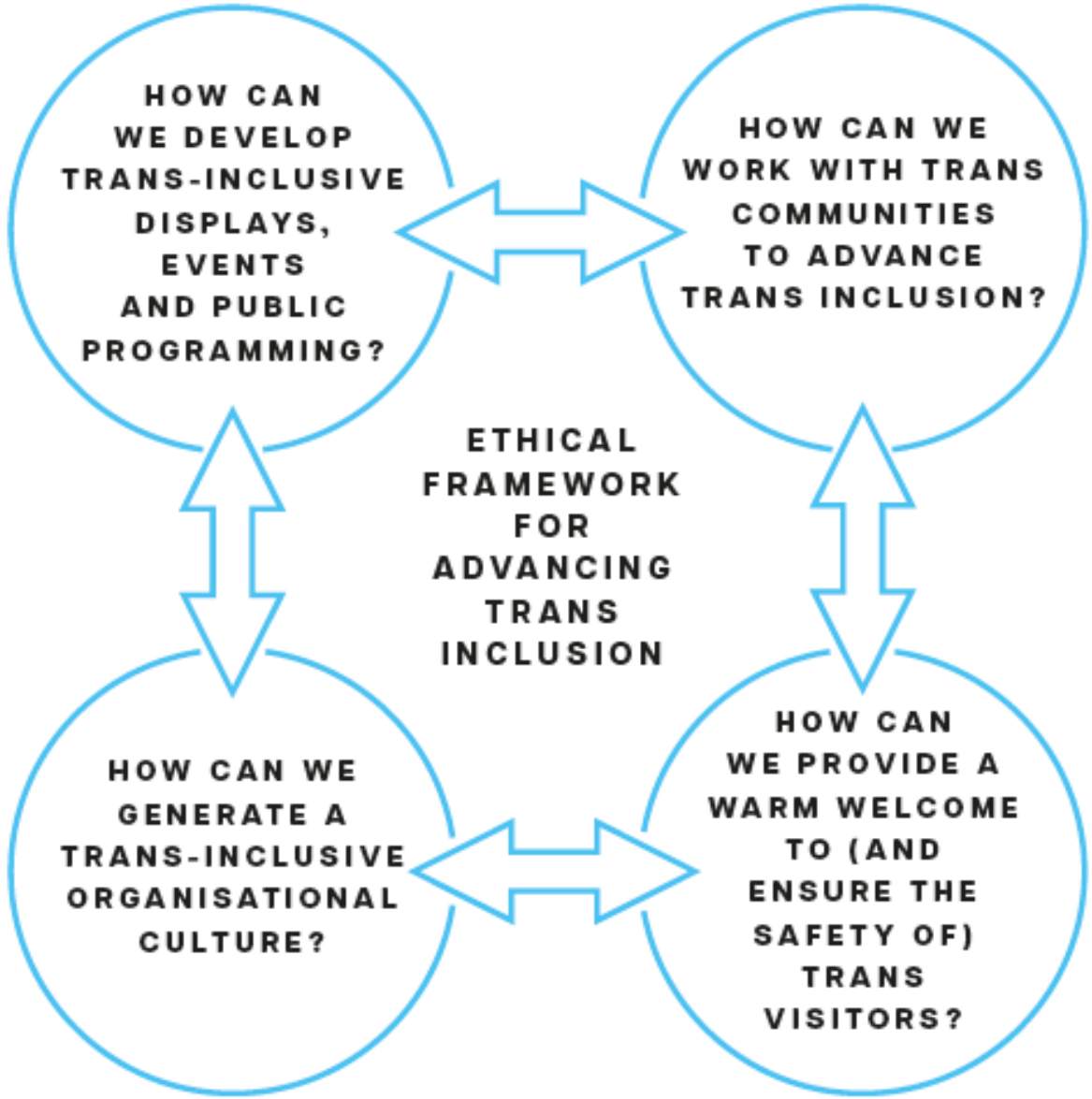
HASTINGS MUSEUM & ART GALLERY
LOCAL MUSEUM GLOBAL COLLECTION

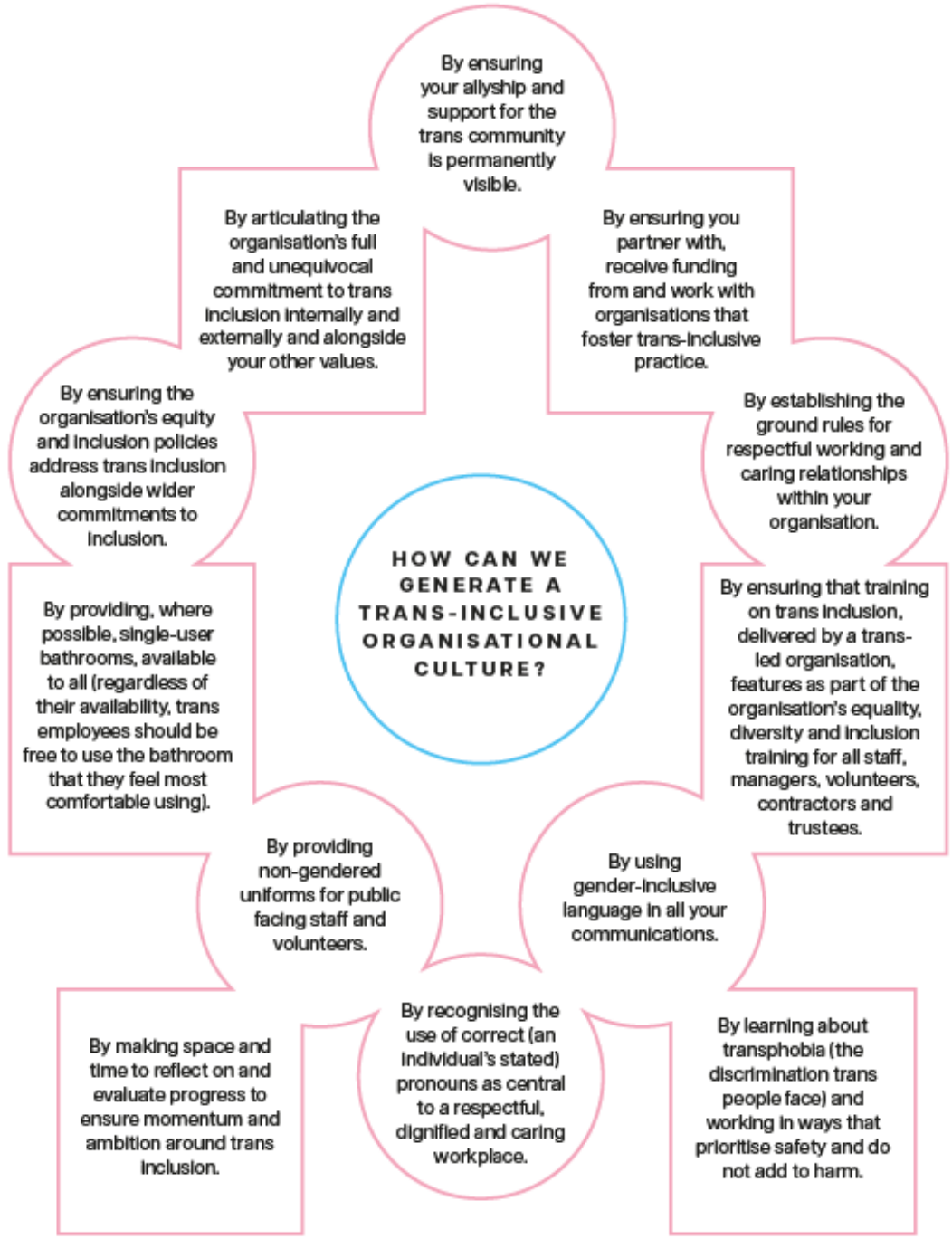
TRANS PRIDE UK COLLECTIVE
MUSEUM OF TRANSOLOGY

NAMES
No Racist Police
RACISM
SEXISM
TRANSPHOBIA
IS THE
REAL
VIRUS
BLACK TRANS LIVES MATTER
BLACK
TRANS LIVES
MATTER
What woman here is so enamored of her own oppression that she cannot see her heelprint upon another woman's face?
~Audre Lorde
The Uses of Anger
TRANS WOMEN
ARE NOT
THREAT)
LET MY
BLACK
LIVE!
TRANS
IS
BEAUTIFUL
LOVE
BLACK

Ethical frameworks – what and why?

- Ethical frameworks set out key principles and ethical co-ordinates to guide the work and decision-making of teams and individuals and build ethical thinking into our everyday work.
- They bring leading-edge scholarship and varied research-led, professional and lived expertise into dialogue with practice and the realities of the organisation.
- They are often produced through a democratic process of joint learning that can itself drive organisational change.
- Frameworks are not a formula – but they help to build clarity, confidence and shared understanding. They can deepen our work and bring scholarship and precision to that work in ways that are deeply practical.
- They support institutional ownership of deep ethical thinking, taking the emphasis off and ensuring organisations are not reliant on the personal ethics and values of individuals.
- They provide a lasting legacy and record of deep ethical thinking and practice of great value to organisations as they move their social justice work forward.


HOW CAN WE DEVELOP TRANS-INCLUSIVE DISPLAYS, EVENTS AND PUBLIC PROGRAMMING?
HOW CAN WE WORK WITH TRANS COMMUNITIES TO ADVANCE TRANS INCLUSION?
ETHICAL FRAMEWORK FOR ADVANCING TRANS INCLUSION
HOW CAN WE GENERATE A TRANS-INCLUSIVE ORGANISATIONAL CULTURE?
HOW CAN WE PROVIDE A WARM WELCOME TO (AND ENSURE THE SAFETY OF) TRANS VISITORS?


HOW CAN WE GENERATE A TRANS-INCLUSIVE ORGANISATIONAL CULTURE?
By ensuring your allyship and support for the trans community is permanently visible.
By articulating the organisation's full and unequivocal commitment to trans inclusion internally and externally and alongside your other values.
By ensuring you partner with, receive funding from and work with organisations that foster trans-inclusive practice.
By ensuring the organisation's equity and inclusion policies address trans inclusion alongside wider commitments to inclusion.
By establishing the ground rules for respectful working and caring relationships within your organisation.
By providing, where possible, single-user bathrooms, available to all (regardless of their availability, trans employees should be free to use the bathroom that they feel most comfortable using).
By ensuring that training on trans inclusion, delivered by a trans-led organisation, features as part of the organisation's equality, diversity and inclusion training for all staff, managers, volunteers, contractors and trustees.
By providing non-gendered uniforms for public facing staff and volunteers.
By using gender-inclusive language in all your communications.
By making space and time to reflect on and evaluate progress to ensure momentum and ambition around trans inclusion.
By recognising the use of correct (an individual's stated) pronouns as central to a respectful, dignified and caring workplace.
By learning about transphobia (the discrimination trans people face) and working in ways that prioritise safety and do not add to harm.

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By providing

A member of staff continually refuses to use the correct pronouns of a trans volunteer. We have asked them to use the volunteer's stated name and pronouns but they continue to refuse. We have worked really hard to reassure the volunteer – is this enough?

We have had some very awkward exchanges in the museum with some members of staff continually claiming that trans rights take away women's and girls' rights. How can we hold this conversation, develop nuanced responses and make it clear that we support both trans rights and women's rights?

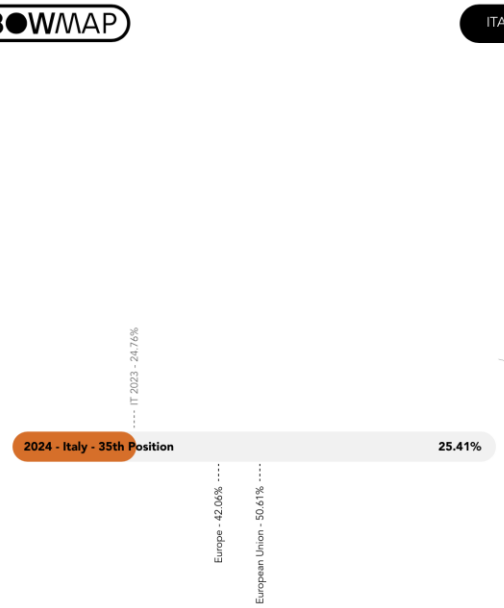
Our museum has received a number of very offensive comments on social media and a number of visitors have complained very loudly within the exhibition space in the museum where we have displayed some outcomes from a partnership with a local trans group. We are worried about our trans community partners, staff and volunteers - what can we do to protect them?

Can we use the term 'trans' to refer to people in the past?

What guidance can you offer to museum staff who work with children and young people?

We are keen to do some contemporary collecting around trans lives. What advice can you offer on ethical approaches to acquisition and cataloguing?

The Italian context



- Italy ranks among the lowest EU Member states on the Rainbow Map
- Since the election of the current government rainbow families and trans individuals are at greater risk of discrimination (ILGA, 2024)
- ICOM Italy working group on Gender and LGBTQ+ issues is working with the Guidance to equip Italian museum professionals with a framework to support trans equity

The process

- Maintain the ethical framework
- Working with trans lived experiences
- Working with a legal expert (compared to many countries in the EU Italy has a legislative gap concerning LGBT+ rights)
- Collaborations with trans advocacy organizations and groups

Insights

- **Language:** beyond pronouns… advise on the use of emerging symbols ə/*/U, inclusive language and avoid gendered words where possible
- **Legal strategy:** draw on recommendations of the European Union and the Italian civil code
- **Working with schools and children**

Final thoughts

- The Guidance has provided us with both inspiration and a framework to advocate for the advancement of trans equity through culture
- The trans individuals we interviewed found immense value in this work
- Even in a context lacking basic legislation to protect trans lives, there are ways to support this work within existing norms and policies
- Co-create space of collaboration with trans individuals
- Foster transnational solidarity

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