

## EQUALITY OUTCOME 2025–2029

Equality Outcome	Advancing equality is at the heart of our work. It informs how we preserve, interpret and make accessible our collection, and helps us to reflect and adapt to the needs of our people and audiences.
Why is this equality outcome important?	<p>To ensure our people and audiences feel safe, supported, and welcomed.</p> <p>It is directly linked to Aim 1 in our Strategy: <i>Our audiences will be more diverse, and more people will connect with our collections and their stories.</i></p>
Our Objectives	<ol style="list-style-type: none"> <li>1. Connection: Engage with underrepresented communities by implementing structured programs that enhance accessibility, participation, and inclusivity.</li> <li>2. Welcoming: Ensure that team members are equipped to provide a visitor-focused experience both online and onsite, offering a warm and welcoming environment.</li> <li>3. Representation: Deliver a public programme of exhibitions, events and supported activities which promotes a broader range of engagement and representation.</li> <li>4. Equitable careers: Promote equality so that no one is denied opportunities or discriminated against through prejudice or exclusion across all levels of the organisation.</li> <li>5. Leadership: Leaders model and create a working environment to develop team and individual behaviours which underpin our value that we are inclusive.</li> </ol>