

## **Anti Racism and Decolonisation Steering Group**

### **Terms of reference - February 2025**

The steering group is convened and serviced by the MA as part of campaigning for anti-racism and decolonisation in UK museums. Establishing the group is a way of embedding lived experience of racism in decision-making at the MA; and of using the MA's role in the UK museum sector to foreground the perspectives of historically marginalised global majority voices.

The overall purpose of the steering group is to consider and advocate for how to take anti-racism and decolonisation forward in the UK museum sector. Specifically, group members are asked to:

- Offer strategic oversight and scrutiny of the MA's campaigns and programmes in these areas. This involves advising on strategy and budget allocations; raising themes, issue or ideas; and monitoring MA campaigns, advocacy and programmes.
- Challenge the MA and develop ideas to make positive anti-racist change in the UK museum sector. This involves engaging at an early stage with emerging content; and seeking feedback from the MA on action taken.
- Represent this influential, expert group to stimulate debate and raise the profile of anti-racist and decolonising work across the UK. While steering group members do not represent the MA, group members may, for example, present at events.

The MA's anti-racism and decolonisation campaigns and programmes have aims that can be summarised as:

- Raise awareness and build competence in the areas of decolonisation and anti-racism so that museums can put in place programmes, practices and policies which actively support decolonising processes and dismantle institutional and systemic racism within their organisation.
- Support, champion and profile a coalition of museums throughout the four nations, who are committed to this work through advice, support, and programmes.
- Work with partnering bodies and other organisations, that are also doing this work.

#### **Administration**

- Membership will consist of eight professionals from within and outside the museum sector. Membership will include one MA board member, who will act as champion for this group in MA governance, and representation from all four UK nations. At least four members of the group must be present for the group to be quorate.
- Steering group members will be paid according to the MA's policy for lived experience as it pertains to the work of this group. Where relevant, this will be paid as £900 per year, yearly in advance. Steering group members will be invited to request payment once they are appointed and before their first meeting.

- Steering group members are expected to commit around four days of working time per year: attendance and preparation for quarterly steering group meetings, and opportunities such as speaking and writing to represent the group.
- Members will serve a three-year term January 2026-December 2028.
- Membership will be primarily based on lived experience, with a skills audit used by the group to identify key areas of experience for the recruitment of new group members.
- The group will be serviced by the MA policy and programmes team and meetings will be attended by at least one of the MA director, MA policy officer and/or MA programmes manager.