



Challenging embedded whiteness: Tool for culture change



'Please give it a go'
MOL Core Research Group

Challenging embedded whiteness: the culture we will create

Since October 2020, museum staff, researchers from the Research Centre for Museums & Galleries at the University of Leicester, and partners have been involved in research to explore forms of embedded whiteness – the ideas, ways of working and normative values that can support, directly or indirectly, the continuation of racial inequities and a lack of racial diversity in institutions. The research has shown us that our organisational culture and ways of working are supporting institutional forms of racism and that staff at the museum are ready for change.

As part of this process of change, we need everyone in the Museum to pick up this Challenging embedded whiteness: Tool for culture change and use it to push yourself to work differently – in ways which challenge inequity and foster an environment in which everyone can thrive.

Create a safe space

- Do I encourage everyone to bring their whole selves to work?
- Am I alert to, and ready to challenge, implicit as well as explicit racism?
- How will I know I am nurturing a safe space for everyone?

Reflect on our decision making

- Who is making the decision? What am I doing to address inequalities in decision making?
- Who is not here that should be?

Make race equity everyone's priority

- How am I contributing to advancing race equity in my daily work?
- Is my work on race equity valued? Am I valuing my colleagues' work on race equity?
- Am I relying on colleagues who are people of colour to lead on issues of racism?

Continue the conversation

- Am I making space and time for important conversations about race equity? How are we continuing to challenge embedded whiteness?
- As a manager and colleague, am I recognising the emotional strain of anti-racism work and providing the support needed?

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Encourage a diversity of perspectives and the sharing of opinions

- Do I invite a diversity of thoughts and opinions?
- Do I ask questions to gain insight and make space for debate?
- Do I listen?

Support my colleagues to do excellent work

- Do my colleagues have the resources they need to do excellent work?
- Are there colleagues who are struggling without the resources and support they need?

Foster teamwork

- How do I view my role as team leader or member? Can I facilitate less hierarchical working?
- Am I assuming that certain departments take precedence or priority?
- How are decisions taken in my team?
- Are decisions shaped by the varied expertise and experience in our team?

Ensure development opportunities for everyone

- Am I aware of the types of development opportunity that my teammates and direct reports are looking for?
- Do I share opportunities I hear about?
- How can I use positive action to further my colleagues' development?