

SPOTLIGHT

Advancing Inclusive Practices for Resilience

Museums can support the creation of inclusive communities through their work. By creating exhibitions, activities and events with traditionally excluded groups, museums can help people to see their stories as a part of the identity of Wales.

In 2024:

- 28 per cent of museum staff are Welsh speakers.
- Every Amgueddfa Cymru – Museum Wales site has engaged in all of the priority activities listed in the Anti Racist Wales Action Plan (ARWAP).
- 80 per cent of museums provided programming related to some of the protected characteristics.
- 49 per cent of museums have carried out a recent access audit.
- Only 15 per cent of museums have developed and enacted Equality and Inclusion Action Plans.

Number of non-national museums engaging with ARWAP (out of 77)

35 Demonstrated a commitment to anti-racism in governance.

44 Taken steps to create an inclusive working environment.

21 Collected baseline data on ethnic diversity in workforce and governance team.

17 Adopted positive recruitment strategies for under-represented groups.

19 Reviewed systems for reporting and dealing with complaints of discrimination.

21 Co-designed events, activities, exhibitions and/or interpretation with Black, Asian and Minority Ethnic communities.

36 Reviewed collections to identify relevant objects to tell Black, Asian and Minority Ethnic communities' stories.

11 Added objects to collections to represent Black, Asian and Minority Ethnic communities.

17 Included stories of Black, Asian and Minority Ethnic communities in interpretation.

14 Included stories of Black, Asian and Minority Ethnic communities in learning and educational resources.

Full Research Report:
Chaplin E, Henderson J, Parkes P, Roberts E (2026).

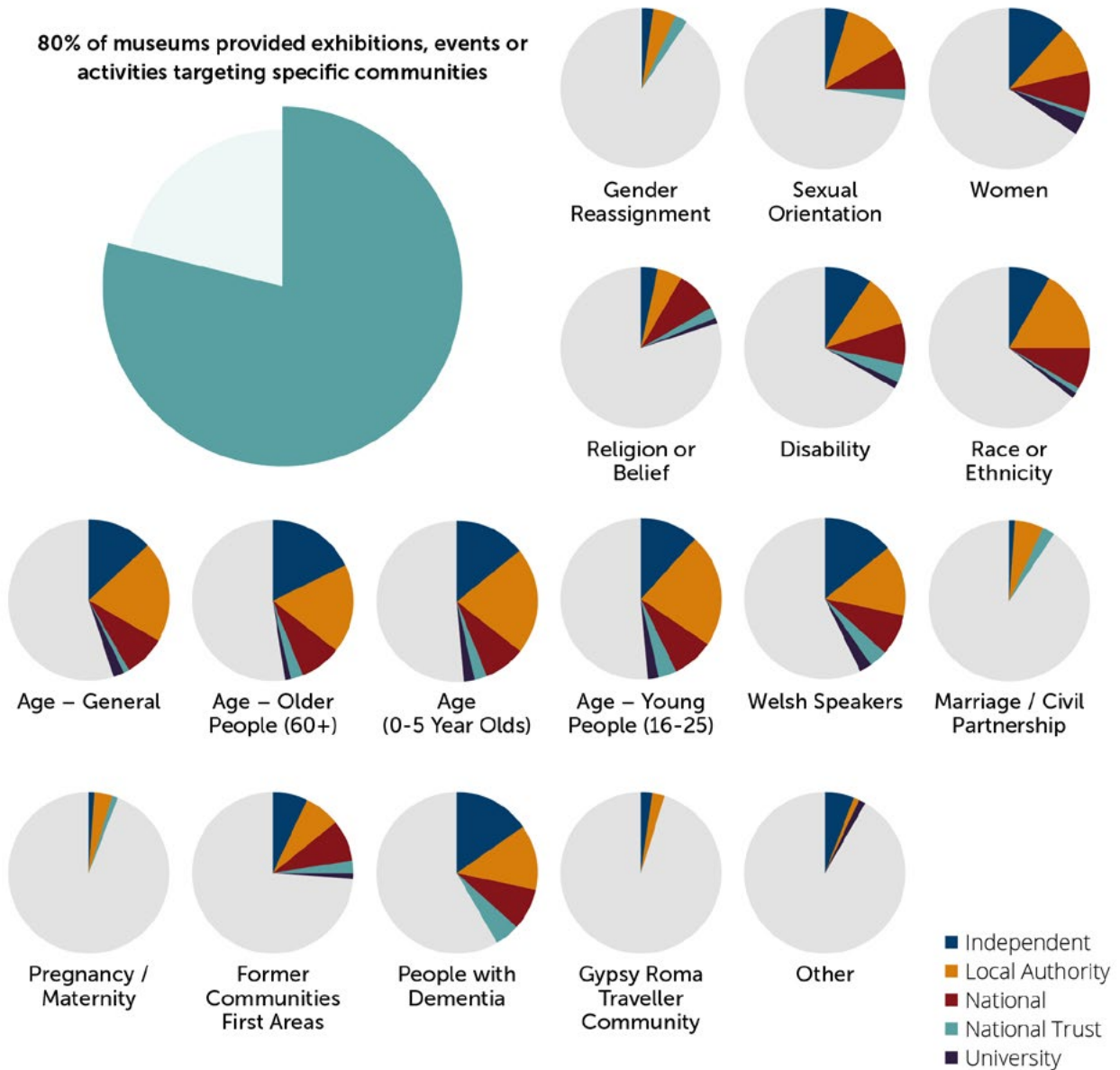
Museum Spotlight Survey 2024.
Cardiff: Welsh Government, GSR report number 21/2026.

Available at:
<https://www.gov.wales/museum-spotlight-survey-2024>

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Programming and provision for protected characteristics/communities

80% of museums provided exhibitions, events or activities targeting specific communities



Respondents' Words

We secured external funding to deliver an all-year programme of activities for children and families, and opened for Warm Hub every weekend during the museum's usual seasonal closure period.

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