FORMAT		
1. Name of resource	**NEMO Museums, migration and cultural diversity: Recommendations for museum work**	
2. Location	https://www.ne-mo.org/fileadmin/Dateien/public/NEMO_documents/Nemo_Museums_Migration.pdf	
3. Alternative location	https://www.museumsbund.de/wp-content/uploads/2017/03/nemo-museums-migration.pdf	
4. Author[s]	English adaptation and translation: N. Chandler and J. Metcalf. Adaptation of original layout: C. Bachmann	
5. Publisher/producer/host	Network of European Museum Organisations (NEMO)	
6. Year	2016	
7. Suggested citation	Chandler, N. and J. Metcalf (2016). Museums, migration and cultural diversity: Recommendations for museum work. Network of European Museum Organisations (NEMO), available at https://www.ne-mo.org/fileadmin/Dateien/public/NEMO_documents/Nemo_Museums_Migration.pdf	
8. Languages in which available	English	
9. Geographic area resource relates to	Europe but with global relevance	
10. Does the resource relate to a specific time frame?		
11. Type	Report	Yes
	Toolkit/Framework/Roadmap	Yes
	Sign-post to other resource (database)	
	Case studies	Yes
	Other	
12. If this is part of an initiative, what is the initiative?		
COLLECTIONS AND COLLECTIONS-BASED INSTITUTIONS		
13. Explicit links to collections	Yes	
14. Explicit links to museums/libraries/archives	Yes	
15. Types of institutions the resource covers	Museums	X
	Archives	X
	Libraries	X

	Other	X
16. Does the resource relate to specific disciplines?	**Arts, humanities and social sciences: philosophy, psychology, religion, social sciences, law, politics, language, arts and recreation, architecture, literature, history, geography and ethnology, anthropology, archaeology**	X
	Science, natural history, technology, medicine, engineering, manufacturing	
17. If no explicit links to collections, justification for inclusion		

HOW IT CONTRIBUTES TO SUSTAINABLE DEVELOPMENT

18. Collections-related activities the resource relates to (mark all that apply)

Develop collections to protect and safeguard wider cultural and natural heritage more effectively, for example by targeting collecting to threatened forms of heritage in strategic ways	X
Use collections to promote learning and educational opportunities that contribute to sustainable development more effectively, for example education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development and/or skills development relating to collections	X
Use collections to promote cultural participation/social inclusion more effectively, for example by reducing barriers to participation, to ensure no-one is 'left behind'	X
Use collections to promote sustainable tourism more effectively, for example by developing new products based on local cultural heritage, and/or considering the rights of stakeholder groups in relation to collections	
Use collections to support research that contributes to sustainable development (including all forms of personal and self-directed research at all levels that make use of stored collections) more effectively, for example by providing effective facilities, collections and information to meet researchers' needs	X
Make decisions around collections that contribute to sustainable development more effectively	

i. employment (recruiting, staff training, staff safety)	X
ii. energy consumption, greenhouse gas emissions, reduction, monitoring and reporting	
iii. waste management and reduction of waste	
iv. transport (forms of transport, energy use)	
v. commercial activities including copyright and IP	
vi. governance and management	
vii. security, disaster preparedness and risk reduction	
Direct external leadership, partnerships and collaborations towards sustainable development more effectively, for example by developing impactful partnerships	X
19. Does the resource relate clearly to any international conventions (mark all that apply)?	
Culture conventions:	
1952, 71 Protection of Copyright and Neighbouring Rights	
1954 Protection of Cultural Property in the Event of Armed Conflict	
1970 Fighting Against the Illicit Trafficking of Cultural Property	
1972 Protection of the World Cultural and Natural Heritage	
2001 Protection of the Underwater Cultural Heritage	
2003 Safeguarding of the Intangible Cultural Heritage	X
2005 Protection and Promotion of the Diversity of Cultural Expressions	X
Rio Conventions:	
Convention on Biological Diversity (CBD), Convention to Combat Desertification (UNCCD), Framework Convention on Climate Change (UNFCCC)	

AIMS AND CONTENT

20. What issues does the resource aim to address?	"The theme of cultural diversity and the challenge of museum work for a pluralistic society call for new points of view and new narratives. This applies to every category of museum: natural history museums, art museums, museums of technology, ethnological museums, museums of history, regional museums, city museums, local heritage museums, children's museums, open-air museums, etc. The actual form that this new perspective takes can differ depending on the type of museum. These guidelines contain recommendations on what strategies might look like in the specific context of the core museum tasks collecting (including conservation and research), exhibiting and outreach. They describe smaller measures that can be implemented at a reasonable cost, as well as extensive changes that affect the whole museum and require longer-term processes. The range of

	tasks will vary according to the capabilities, resources and goals of the individual museums. The guidelines also touch on other aspects that are important for museum funding bodies and patrons, and for policymakers and culture enthusiasts. In line with the structure of the Bunte Reihe, a series of guidelines and recommendations published by the German Museums Association, the present guidelines are not an academic treatment of the subject. Rather, they are intended as a practical support for everyone who works for and with museums." (p.5)
21. Intended audience of resource	[Museums and museum organisations, and funders and policy makers]
22. Process of development	"The publication was originally produced by the "Migration" working group of the German Museums Association in 2014 for the German museum community. However, its findings and guidelines are transferable to the European level and to different types of museums. This is why NEMO decided to adapt and publish this practical guide in English: to inspire museums all over Europe to find a multi-perspective and multicultural approach to their work and their collections in order to contribute to a healthy and diverse society." (p.3)
23. Organisation/structure/contents	**Foreword by NEMO...3** **1. Introduction...4** 1.1 Migration is part of human history 1.2 Aim and structure of the guidelines **2. A new perspective on collections...6** 2.1 Re-examining and re-exploring existing collections 2.2 Collecting new exhibits 2.3 Questions and input **3. Exhibiting migration and cultural diversity...9** 3.1 Incorporating contemporary witnesses and family history 3.2 Temporary exhibitions 3.3 Permanent exhibitions 3.4 Questions and input **4. New opportunities for outreach work...12** 4.1 Inspiring interest in migration history and cultural diversity 4.2 Promoting intercultural dialogue 4.3 A productive approach to social diversity 4.4 Addressing new target groups 4.5 Developing intercultural skills 4.6 Questions and input **5. Recommendations...15** 5.1 Intensify the level of visitor research 5.2 New communication channels

	5.3 Active contact initiation 5.4 Participation and training 5.5 Additional expertise 5.6 Appointed contacts **Glossary...18** **Further Reading...22** **Appendix...23**
FRAMEWORKS	
24. Framework structure	The recommendations (on pages 15-18) can be considered as a framework; further information on each of these recommendations is provided in the resource: 5.1 Intensify visitor research [understanding communities, groups and their needs and aspirations] 5.2 New communication channels [using channels that will reach community groups in meaningful ways] 5.3 Active contact initiation [finding suitable community partners] 5.4 Participation and training [of staff, advisers and partners, to ensure productive relationships are developed] 5.5 Additional expertise [working with experts or representatives familiar with cultural contexts] 5.6 Appointed contacts [with social groups and their representatives]
25. Relevant policy considerations	Yes
26. Resources for implementation identified	Yes
27. Specific assessment points/indicators/milestones/action plan for monitoring	Yes
28. ASPECTS OF SUSTAINABILITY COVERED BY RESOURCE (mark all that apply)	
People (social sustainability)	X
Planet (environmental sustainability)	
Prosperity (economic sustainability)	X
Peace	X
Partnerships	
29. CROSS-CUTTING CONSIDERATIONS COVERED BY RESOURCE (mark all that apply)	
Gender perspectives	
North and South perspectives	X
HOW THE RESOURCE CONTRIBUTES TO AGENDA 2030 AND THE SDGs	

HOW AGENDA 2030 AND THE SDGs FEATURE IN THE RESOURCE	
30. SDGs and Agenda 2030 specifically mentioned?	No
31. SDGs specifically mentioned?	No
32. SDG targets specifically mentioned?	No
33. SDG indicators specifically mentioned?	No
SDGs AND SDG TARGETS AND LINKAGES	
34. Comments on SDG linkages	The resource can help museums and other collections-based institutions develop effective educational activities supporting SDG 4.7 (Education for Sustainable Development), and targets relating to social inclusion, including 1.4 (equal access to services and property), 4.5 (removing barriers to education), 4.A (effective learning environments), 9.1 (inclusive, sustainable infrastructure), 10.2 (universal social, economic and political inclusion), 10.3 (removing discriminatory policies and practices), 10.4 (adopting policies and practices to improve equality of outcomes), and especially 10.7 (facilitate orderly, safe, regular and responsible migration and mobility of people). The resource can help ensure collections-based institutions are safe and welcoming (SDG 11.7), effective, accountable and transparent (SDG 16.6), decision making is inclusive (16.7) and that people's access to information and fundamental freedoms are protected (16.10), and that collections-based institutions respect laws and develop policies in support of sustainable development (16.B).
35. SDGs and SDG targets the resource helps advance	
SDG 1: End poverty in all its forms everywhere 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property,	Numbers and proportions of people from particular groups using collections in comparison with demographics in broader society. Numbers of people accessing collections. Number of targeted programmes that aim to enhance access to collections by disadvantaged groups.

inheritance, natural resources, appropriate new technology and financial services, including microfinance	Sustainable tourism that enhances local communities' access to basic services, ownership and control over land and other forms of property (including cultural and natural heritage), as well as to technology and markets. Involvement of people from disadvantaged groups in decision-making activities and processes relating to collections and collections-based institutions.
SDG 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Number of educational and/or training programmes drawing on collections directed to meet the particular needs of persons with disabilities. Number of educational and/or training programmes drawing on collections directed to meet the particular needs of Indigenous peoples' groups. Number of educational and/or training programmes drawing on collections directed to meet the particular needs of children in vulnerable situations.
SDG 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	Numbers of people in each type of programme drawing on collections from different demographic groups. Increases in numbers of people in each type of programme from different demographic groups. Proportion of people involved in such programmes in relation to overall audience size. Evidence that learners have acquired knowledge and skills to promote sustainable development.
SDG 4. Ensure inclusive and equitable quality education	Number and proportion of education facilities that are child, disability and gender sensitive.

and promote lifelong learning opportunities for all 4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	Proportion of education facilities that provide safe, non-violent, inclusive and effective learning environments for all. Number and type of initiatives to improve effectiveness of learning environments. Support given to other education facilities to make them more inclusive and effective.
SDG 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Development of research-useful collections to support reliable, sustainable and resilient use by researchers and others. Number and proportion of collections facilities and stores that support economic development and human well-being. Number and proportion of collections facilities and stores that provide affordable and equitable access for all. Investment in collections facilities. Inclusion of collections information in regional and transborder initiatives, notably via digital access for discoverability.
SDG 10. Reduce inequality within and between countries 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Collections development to ensure that collections effectively meet the needs of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. Numbers and proportions of people making use of collections in relation to the demographic of the local population. Numbers and proportions of people involved in focused programmes aimed at promoting social, economic and political inclusion. Numbers and proportions of people from different demographic groups involved in decision-making processes relating to collections and collections-based institutions.

	Number and types of partnerships that build relationships with marginalized groups, individuals and communities.
SDG 10. Reduce inequality within and between countries 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Identification of discriminatory policies and practices, with clear plans to address these, to ensure equal opportunity for all and reduce inequalities of outcome.
SDG 10. Reduce inequality within and between countries 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Number and proportion of policies that proactively address equality issues relating to fiscal, wage and social protection considerations.
SDG 10. Reduce inequality within and between countries 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	Collections development that supports a variety of uses relating to migration and that enables migrants and refugees to access their heritage. Numbers and proportions of people making use of collections who are from migrant backgrounds. Numbers and proportions of people involved in focused programmes supporting migrants and refugees. Use of collections for a variety of purposes (education, awareness-raising, research, partnerships) that address issues relating to migration, mobility, and refugees. Numbers and proportions of people and groups from different migrant backgrounds in decision-making processes relating to collections and collections-based institutions.
SDG 11. Make cities and human settlements inclusive, safe, resilient and sustainable	Numbers of people accessing collecting institutions from different demographic groups, notably women, children, older people and persons with disabilities.

11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	Increases in numbers of people accessing collecting institutions from different demographic groups. Measures taken to remove barriers to access green and public spaces. Extent of green space provided by collections institutions.
SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 16.6 Develop effective, accountable and transparent institutions at all levels	*16.6.2 Proportion of the population [audience/users/non-users] satisfied with their last experience of public services* Access to information, and accountability policies and mechanisms, in place. Effective institutional arrangements, both for own working and for working in partnership with other sectors, in place. Plans and arrangements in place for extraordinary circumstances such as natural and human-caused disasters. Effective arrangements in place to fulfil legal and social obligations and responsibilities. Effective arrangements in place for transparent communication and reporting of institutional performance. Effective arrangements in place for transparent decision-making and accountability.
SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	*16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions* *16.7.2 Proportion of population [audience/users/non-users] who believe decision-making is inclusive and responsive, by sex, age, disability and population group* Decision-making addresses societal, environmental and economic challenges related to the community, considering short-term and long-term risks and opportunities. Decision-making draws on diverse backgrounds, viewpoints and interests, reflecting a broad base of

	stakeholders, and working to promote inclusion and provide effective services for all of society.
SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	Adopt and implement constitutional, statutory and/or policy guarantees for public access to information. Plans in place, and plans implemented to enhance public access to information relating to collections. Plans in place, and plans implemented to support fundamental freedoms, in line with human rights, national and international agreements and legislation. Plans and procedures in place for public access to information relating to the operation and management of collections-based institutions. Complaint mechanism in place for public to use where public access to information and fundamental freedoms not supported or fulfilled.
SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 16.B Promote and enforce non-discriminatory laws and policies for sustainable development	*16.B.1 Proportion of population [audience/users/non-users] reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law* Number and proportion of policies that incorporate sustainable development considerations, in the full sense of recognizing all three of social, economic and environmental considerations.

1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	