FORMAT			
1. **Name of resource**	**Gender and Sexuality Inclusion Toolkit for Museums, Heritage and Cultural Institutions**		
2. Location	https://museum.bc.ca/brain/gender-and-sexuality-toolkit-for-museums-heritage-and-cultural-institutions/		
3. Alternative location			
4. Author[s]	BC Museums Association		
5. Publisher/producer/host	BC Museums Association		
6. Year			
7. Suggested citation	BC Museums Association. Gender and Sexuality Inclusion Toolkit for Museums, Heritage and Cultural Institutions, available at https://museum.bc.ca/brain/gender-and-sexuality-toolkit-for-museums-heritage-and-cultural-institutions/.		
8. Languages in which available	English (webpage viewable in other languages)		
9. Geographic area resource relates to	Global relevance		
10. Does the resource relate to a specific time frame?			
11. **Type**	Report		
	Toolkit/Framework/Roadmap	X	
	Sign-post to other resource (database)		
	Case studies		
	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,**	X	

	architecture, literature, history, geography and ethnology, anthropology, archaeology	
	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	
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	
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	X

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	
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 objective of this toolkit is to: 　Support museums, galleries and heritage organizations in their journeys to increase inclusivity and representation in an empowering manner, particularly smaller organizations who may not have abundant resources. 　Celebrate existing 2SLGBTQIA+ exhibits and case studies to provide real-world examples for institutions to model their practices. The acronym 2SLGBTQIA+ stands for two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, and more. Moving through this resource, the reader should keep in mind that "2SLGBTQIA+" and "queer community" is not a homogenous group and includes people with various positionalities of race, class, ability, gender, sexuality, age, body size, and more. In this way, we hope to provide a jumping off point to thinking about inclusion more broadly. We hope this document provides an introduction for museum workers who want to improve their allyship, to understand why this work is important, and identify some actionable ways that you can make changes in your institution. For those who have already begun to

	implement changes, we hope this resource helps you to take a critical look at your museum's practices and identify areas that could be improved. Remember, allyship is ongoing practice!"
21. Intended audience of resource	[museum workers interested in incorporating or already working on inclusion initiatives]
22. Process of development	"This resource has been compiled by self-identifying members of the 2SLGBTQIA+ community who work at the BC Museums Association. Whilst this resource is the result of collaboration, it is infused with our perspectives and worldviews that are shaped and influenced by whiteness, queerness, bisexuality, chronic illness, gender nonconformity, and more."
23. Organisation/structure/contents	**Introduction** **Physical spaces: supporting a safe(r) museum environment** What is a safe(r) or brave space? Washrooms Challenging heteronormativity on your resource shelf **Beyond physical spaces: thinking about visitor engagement, addressing audiences, marketing and more!** Understanding gender and respecting pronouns Addressing audiences and other interactions Data collection Dress codes Marketing Optical allyship: an ongoing critical reflexivity **QUEERING content and curation** Engaging queer artists/curators Strengths-based approach Community-engaging art practice & examples **Conclusion** **References**
FRAMEWORKS	
24. Framework structure	No
25. Relevant policy considerations	No
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	X
North and South perspectives	

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	This resource can support collections-based organisations to "increase inclusivity and representation in an empowering manner" relating especially to SDG 10, 10.2 (universal social, economic and political inclusion), 10.3 (removing discriminatory policies and practices), 10.4 (adopting policies for inclusion), and also 11.7 (ensure green and public places are safe inclusive and welcoming). Other SDG targets supported include 1.4 (equal access to services), 4.A (safe and inclusive learning environments), 5.C (policies for gender equality and empowerment), 16.6 (effective, accountable and transparent institutions), 16.10 (protect fundamental freedoms), and 16.B (support laws and policies for sustainable development).
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	Numbers and proportions of people from particular groups using collections in comparison with demographics in broader society. Numbers of people accessing collections.

rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	Number of targeted programmes that aim to enhance access to collections by disadvantaged groups. 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.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	Number and proportion of education facilities that are child, disability and gender sensitive. 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 5. Achieve gender equality and empower all women and girls 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Number and proportion of policies relating to collections and collections-based institutions that incorporate gender perspectives to promote gender equality and empowerment of all women and girls at all levels.
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 11. Make cities and human settlements inclusive, safe, resilient and sustainable 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	Numbers of people accessing collecting institutions from different demographic groups, notably women, children, older people and persons with disabilities. Increases in numbers of people accessing collecting institutions from different demographic groups.
SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective,	*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.*

accountable and inclusive institutions at all levels. 16.6 Develop effective, accountable and transparent institutions at all levels	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. 16.10 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.				
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*				
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	