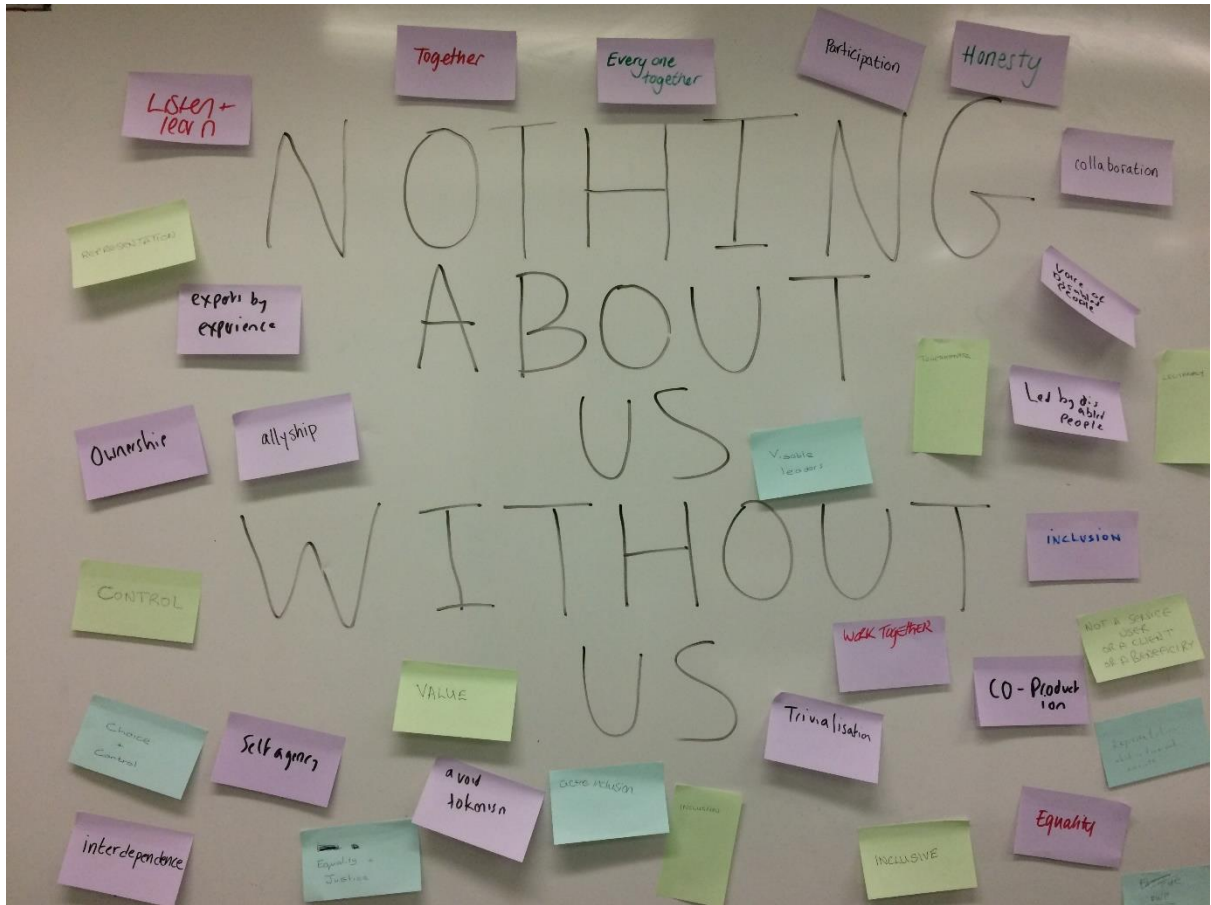


People's History Museum

2022 Programme Consultation and Planning Report



Last date of modification: 11/17/2020

Contents

Community Consultation Methodology	4
Developing the consultation plan.....	4
Mapping organisations and individuals to approach for consultation.....	5
Data Collection.....	5
One-to-One Interviews	5
Market Stalls	6
Results.....	9
Planning	11
Annexes.....	16

Community Consultation Methodology

Developing the consultation plan

After defining the topic of 2022 programme year, as disabled people's rights and activism beneath the title: Nothing About Us Without Us, the 2022 Programme Officer conducted one-to-one interviews with relevant staff members which covered the following topics.

- What does Nothing About Us Without Us mean to you?
- What should the programme year aim to do?
- What questions should we be asking?
- What stories should we be telling?
- Partners
- Objects

The outcome of these interviews was documented and used to guide the next phase of external consultation planning.

However, there is recognition from within the group itself, that wider intersectional representation of disabled people is needed, and one aim of this consultation period is to have wider conversations and invite more people to join and increase diversity within the steering group.

These initial steering group meetings helped us develop a wish list of ideas for the project and acted as a guide for future consultation. We asked the group the following questions:

- What should the programme year aim to do?
- What questions should we be asking?
- What stories should we be telling?
- Who should we be talking to?
- Partners
- Objects

A tentative consultation plan was developed keeping in mind the necessity to keep it flexible and accommodate the plan iteratively. Four formats of consultation were identified as follow:

- 1) One to one interviews
- 2) Market stall

- 3) Google survey
- 4) Public consultations

The foundation questions for consultation were as follow:

- What do the words Nothing About Us Without Us mean to you?
- Is there a particular story you think we should tell?
- Is there a particular question you think we should be asking?
- Is there a particular object that you think is important when discussing this theme?
- What should be our aims for the 2021 programme?
- Do you have any ideas for 2021 that you think would fit this theme?
- Can you suggest any partners, interesting individuals and organisations that we should work with in 2021?

Mapping organisations and individuals to approach for consultation

The wish list of ideas (See Annex 2) suggested by the project steering group, was used as a starting point for the mapping process. This was accompanied by further desk research to map relevant organisations and individuals that are relevant for the programme was conducted. The mapping matrix, which is an ongoing exercise has so far identified:

- 67 organisations
- 19 individuals
- 11 projects

Organisations were generally classified as (1) VCISO (voluntary and community sector organisations) covering both charitable & service providers and solidarity & self-organised groups that have a n advocacy and/ or campaigning mission as well, (2) Art which covers Art Development organisations in addition to festivals and art production companies, etc., (3) academic organisations, (4) archives, and (5) campaigns.

Moreover, organisations were classified depending on the demographics or characteristics of their target groups of beneficiaries or members whenever applicable. The criteria included disabled, youth, elderlies, women, specific ethnicity or nationality, refugees & asylum seekers, BAME focus, and LGBT+ focus.

Data Collection

One-to-One Interviews

One-to-one interviews started taking place since late October 2019 in different formats. These included face to face and telephone interviews. Some of them were conducted with more than one person. Interviews are ongoing and all outcomes are being documented and discussed

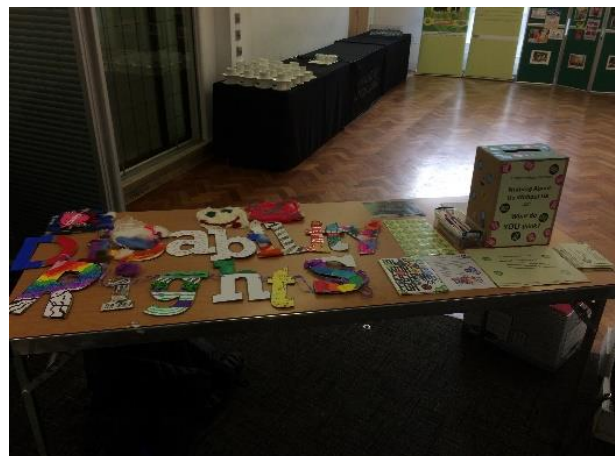
to shape and reshape the development of the programme. The 2022 Programme Officer conducted 16 interviews with a wide range of expertise. These were roughly categorised as following:

Type of expertise	Number of interviews
Art or community art	5
Community	9
Culture Heritage	1
History	1

Market Stalls

Market stall at networking events have proved to be very effective in conducting snap consultation and getting the contact details of people interested to learn more about the programme and get involved. PHM will still conduct this type of outreach activities beyond the consultation phase. However, three events fed into the results of consultation engaging with 225 people. These are as follows:

Date	Event / participants	N of participants



28/11/2019	Melland High School SEND Provision Event	44
03/12/2019	UKDHM Celebration with GMCDP	85
25/01/2019	Votes @16 Conference involving Youth councils from across UK	96

Google Surveys

We decided to set up a google survey as a way of connecting with people who cannot access the museum or live away from Greater Manchester and would prefer to feed into the process this way, rather than speak on the phone or in person. We also found this an effective way of promoting what we are doing via social media and mail outs to our wish list of contacts, steering group member networks and wider PHM contacts. We received **42** individual responses each answering the following questions:

- What does Nothing About Us Without Us mean to you?
- What should the programme year aim to do?
- What questions should we be asking?
- What stories should we be telling?
- Who should we be working with?
- Do you have any ideas for exhibition objects or events?

Public Consultations

With guidance from our steering group, we also decided to open up the consultation and invite a wide range of public to avoid the targeted approach used in the one-to-one interview.

Two dates were publicised, one in the daytime during February and another on the following weekend to allow different options that suits participants. A representative of Greater Manchester Coalition proofed the flyer from an easy read perspective and it was also sent out to all steering group members in advance of our January meeting for feedback and discussion.

A dissemination plan was developed to ensure a proper reach. This included:

- Email invitations to focal points identified in the mapping exercise and wider via steering group networks.
- Social media: Facebook event and tweets.
- Leaflet and direct invitation:
 - Promoted sessions at Manchester Histories Steering group event (8/12/2019)
 - Promoted sessions via LGBT+ History Month Archive Open Day event (08/02/2020)
 - Leaflets available to all at PHM Info Desk & archive

A guideline for a semi-structured session was developed (See Annex 1) allowing the facilitators to change the course of the session depending on the interaction.

The second session was better attended than the first session. The torrential weather on the 23 February was certainly a factor in this. All attendees booked a place for the sessions. Three people who booked did not come on the 23rd February, cited the weather as a key factor. The timing, informal nature, and the provision of a £5 travel cost were factors that helped attendance. Two staff members co-facilitated the session arranging the logistics. Notes were recorded and later transcribed and excellent and incredibly worthwhile discussions were had at both sessions. Both sessions offered BSL interpretation, this was utilised by two people at the second session and cited as an enabling factor in their attendance. From the sessions, three people have since requested to join the project steering group and have been invited to future meetings.

Date	Participants	N of participants
23/02/2020	Public	5
25/02/2020	Public	14

**Consultation:
Nothing About Us Without Us**

In 2021 People's History Museum will be exploring the theme of **disabled people's rights and activism** through a year of events, exhibitions and learning sessions.


Join our consultation meeting to discuss:
 What does Nothing About Us Without Us mean to you?
 What stories should we be telling?
 What questions should we be exploring?
 What should we try to achieve?

Sunday 23 February, 2020, 1.00pm - 3.00pm
Tuesday 25 February, 2020, 1.00pm - 3.00pm

We welcome anyone who may identify as a disabled person to attend.
 If you would like to attend, please contact Michael Powell by emailing michael.powell@phm.org.uk or phoning 0161 838 9190. If you are unable to attend either of the meetings but would like to contribute to the consultation, please contact Michael.

Anyone attending the meeting can claim travel expenses up to the value of £5 if they bring their travel ticket or parking receipt to the meeting. Hot drinks will be provided.
 Access information about the museum is available on our website: phm.org.uk/visit/access
 These sessions will be BSL interpreted.
 If you require material in another format or further assistance to support your visit to the museum, please contact us.

People's History Museum
 Left Bank, Spinningfields, Manchester M3 3ER



Results

The main issues identified through consultation are:

- The complete absence of contemporary issues disabled people face in the main galleries (particularly in the context of over a decade of Austerity) But also that the disability section in particular, within the main galleries, is poor and not reflective of the post war disabled rights movement nor framed within the social model of disability and needs a complete revamp.
- The need to raise wider historical awareness of disabled people's activism and the fight for disabled people's rights through exploring personal stories that disabled people face today and have faced throughout the history. In particular those of the most

vulnerable and stories that cannot be easily told- for instance learning disabled adults and the pioneering individuals who led change.

- That our entire approach is framed within, explains and explores The Social Model of Disability and that the stories we tell show that disabled people are the own agents of change.
- The museum is widely perceived as a welcoming and fairly accessible place. However there is certainly further work to be done to make the museum a more welcoming place for people to access- In particular from a sensory perspective.
- That access costs- including BSL, audio description and accessible formats of interpretation in particular should be incorporated into all planning costs and budgets for 2021.
- That we work in partnership with disabled peoples organisations such as Greater Manchester Coalition of Disabled People, to ensure that our approach is sincerely led by disabled people: That the stories told are driven by the group being described and that the language used and the descriptions sourced are from those being described.
- That we welcome and include anyone who may identify as a disabled person in the conversations we are having to ensure that our entire programme reflects this. This will include anyone who may identify as a disabled person, which may include neurodiverse, deaf, autistic, mental health, chronic illness and fatigue and learning disabled movements, communities and individuals.
- That further consultation is required to build trusting relationships with harder to access groups and/ or groups who cannot access the museum, in particular the neurodiverse, learning disabled and deaf community.
- That the museum supports contemporary campaigns for equality for disabled people by providing welfare, wellbeing and active campaign information our audience and furthermore create safe spaces for people to talk about disability within the building itself and the programme in general.

Planning

After conducting a variety of consultations, the 2022 Programme Officer extracted the results summarising the main outcomes (see the results section above). Starting from that feedback summary and having in mind 'community ownership' as a main principle, a draft of objectives for 2022 programme year was developed through conversations between the 2022 Programme Officer, the Programme Manager and the Head of Collections and Engagement. These objectives are listed below and the next steps are to present and discuss these in a workshop as a programme team, identify the links to PHM manifesto and business plan and begin planning for the 2022 programme year discussing different programme strands.

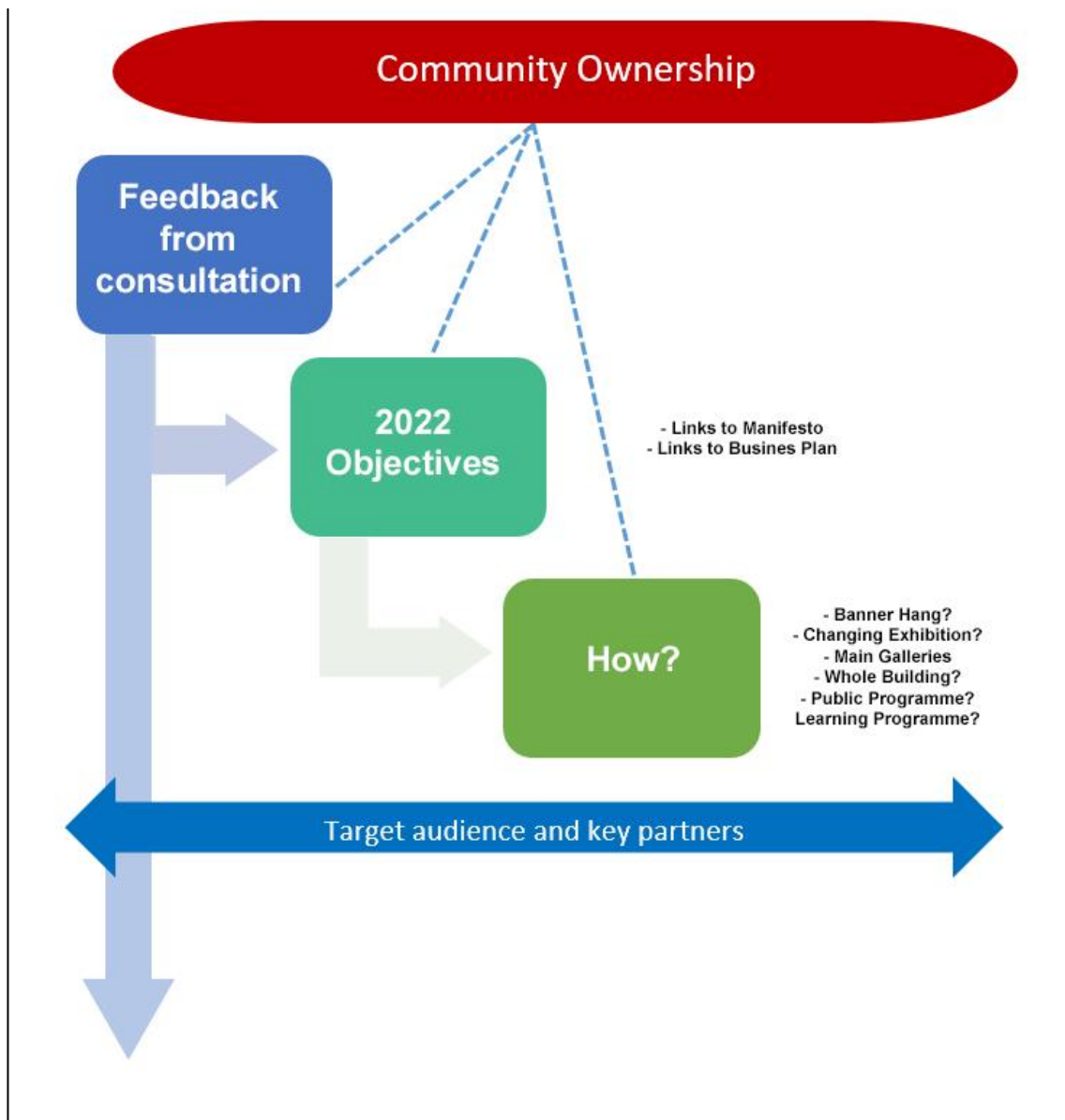


Figure 5 planning process

The final objectives for 2022 programme year are as follows:

Reinterpreting and expanding our collection. We will review our existing collections and displays about disability and reinterpret them where necessary within the framework of the social model of disability ensuring that that the post war disabled people's movement and contemporary issues that disabled people face are included in the main galleries as part of the legacy of this project. We will also seek to expand our collection through new acquisitions that document the history of disabled people's activism as well as contemporary campaigns

Learning. Audiences will better understand the role of individual disabled people and disabled people's movements in the historical and ongoing fight for equality, independence and inclusion. Audiences will understand what the social model of disability is.

Legacy and organisational change (strengthening the museum). A commitment to accessibility will be embedded across the organisation with resource in place to implement meaningful changes. All trustees, staff and volunteers will understand what the social model of disability is and what they can do to make PHM a more welcoming and accessible organisation.

Audience development. The 'Nothing About Us Without Us' ethos will be applied throughout the programme through co-curation and consultation. Anyone who identifies as a disabled person will be welcome to contribute to the programme and participants will feel that they have the opportunity to share their opinions and experiences in their own words. We will work with a range of audiences to represent the intersectionality of disabled people's movements and work with groups who would not or cannot access the museum through our programme of exhibitions, events and learning activities.

Campaigning. PHM will support contemporary campaigns for equality for disabled people by providing welfare, wellbeing and active campaign information to our audience.

Outputs

We have developed three outputs to be delivered for each objective within the programme based on the objectives above :

Reinterpreting and expanding our collection

Contemporary collecting:

We will collect and acquire acquisitions from historical and contemporary campaigns during 2022.

Audit of collection:

A menu of options has been created of what we could do with or without John Ellerman funding. A plan will then be developed for the audit, once we know the outcome of the funding bid. This plan will include an online curation of our collection during 2022 on the website and GAC as an output.

Further evaluation and consultation of disability section in Gallery Two:

As part of a long term strategy to review and redevelop not just the whole equality section- which it sits within, but both Main Gallery One and Two as a legacy aspect of this project. We will use 2022 as an opportunity to further consult upon and evaluate this section.

Learning

Review of learning programme:

Our learning team will create a methodology for reviewing and auditing the accessibility of the learning programme throughout 2022. Within this they will consider whether this is something we should do ourselves or require funding to enable external auditors to do this.

The main exhibition:

We will place a particular focus on an innovative and approach to accessible exhibition content and interpretation: We will for instance include Easy Read, BSL, captions and audio description as a core part of the exhibition design brief. We will also explore further the potential of a tour-able exhibition component as part of the design brief. However this will be dependent on whether it is financially viable to do so.

Online digital content and learning resources:

Our learning team will be heavily involved with exhibition planning from the outset- developing plans to create digital content and learning resources for the exhibition in response to content suggested by our community curators. We will also create a digital strategy to run alongside the headline exhibition- with the potential of a digital touring aspect of the headline exhibition to be further explored as part of this.

Legacy and organisational change (strengthening the museum)

A physical and sensory access audit:

Will be completed of all public spaces and workspaces and an action plan implemented. Funding will be secured to implement changes. The changes will be determined by the action plan set up by and the museum's progress with this will be monitored by our soon to be set up Equality and Diversity working group with regards the implementation of these findings. The installation of a permanent access and information board in processional way will be considered as part of this work.

An access audit of digital content and all online platforms:

Will be completed and an action plan implemented. Funding will be secured to implement changes. The changes will be determined by the action plan set up by and the museum's progress with this will be monitored by our soon to be set up Equality and Diversity working group with regards the implementation of these findings.

An access review of employment practices, policies and procedures:

Will be completed as part of ongoing strategic and business plan work being developed by our Senior Management Team and trustees.

Appropriate staff training to be implemented:

A survey of training staff have had, or would like to have will be completed. Further to this a costing list will be developed based on this survey, NAUWU consultation feedback and ongoing desk research and a plan for staff training will be put into place and implemented prior to 2022.

Audience development

Headline Exhibition:

We will formalise a voluntary role steering group comprised of disabled people and non-disabled allies representing the wider disabled community to guide the project. We will also create three community curator roles as paid positions to research and co-curate the headline exhibition. These funded roles will be accountable to the steering group and PHM programming team. We will formalise exhibition related partnerships to support with content and object loans with organisations suggested by our steering group.

Community Exhibition Programme:

As part of a redevelopment of our programming strategy which will focus upon the history of disabled people's rights and activism as an organisational priority delivered across 2022/23 with improved access across the organisation a legacy of this priority. As such our community exhibitions programme will launch after our headline exhibition and run in 2023 in our headline exhibition space with its focus and purpose being to engage with harder to reach community groups and foster relationships in preparation for our next- to be defined organisational priority across 2024/25.

Events Programme:

Furthermore, as part of the redevelopment of our programming strategy mentioned above. We will move away from the model of a monthly radical late event linked to a core programming theme. This will afford us the capacity and opportunity to produce a programme of events for different audiences, on different topics on evenings, weekends and off site and also offer the opportunity for us to generate income

through utilising the Engine Hall in particular for venue hire led events on Radical Late evenings. With this in mind, during 2022 we will aim to produce a minimum of four high profile events across guided by our steering group, but curated by our programming team. We will also include the exhibition preview as part of this programme of 2022 events and consider it as part of a high profile accessible weekend of activity aimed at different partners, funders and audiences.

Campaigning

A review of what PHM as a Campaigning Museum means:

A review will be held by our SMT and Trustees of what PHM as a Campaigning Museum means in practice as part of its ongoing strategic review and its outcomes disseminated to all staff.

PHM will support campaigns led by disabled people throughout 2022/23:

PHM will support x amount of campaigns led by disabled people throughout 2022/23 in collaboration and consultation with our NAUWU steering group and community curators. This will be linked into our digital strategy for the main exhibition.

Information Board:

We will produce an information board space within our headline exhibition space, as part of the exhibition design brief, its content will be curated by our commissioned community curators and guided by steering group and PHM staff.

Annexes

Annex 1

2022 Community Consultation Workshop

Introductions/Welcome	Time: 10min
Activity: <ul style="list-style-type: none">• Tea & coffee• Verbal consent to take photos• Introduce ourselves and the purpose of the session. Give people an idea of what they can expect during the session and what we aim to achieve by the end of it. Explain when access break will be.• Ask everyone to briefly introduce themselves and what brought them to the meeting	

Icebreaker – Word map	Time: 15min
Activity: <p>Give everyone pens and post it notes and ask them to think about what words spring to mind when they hear the words 'Nothing About Us Without Us'. One word per post it note, add them to the wall. The more words the better.</p>	
Questions for reflection: <ul style="list-style-type: none">• Ask everyone to look at the words together. Is there any repetition? Any surprises? Can the words be grouped into themes?	

What stories should we be telling?	Time: 40 min (including 10 min in the Gallery)
Activity: <ul style="list-style-type: none"> • Brief intro to the programme led and suggested approach for 2022 programme at PHM by Michael. • Take the group up to the museum to see the disability section of Gallery 2 which will give some context. Give the group some time to look at the display and think about what is missing then return to the Coal Store. 	
Discussion: <ul style="list-style-type: none"> • Discuss what is missing? What stories need to be told? What does that section of the gallery not do? (We should be inviting criticism at this point!) • Discussion around ideas shared. Are there key objects that are linked to the theme of disability? Are there themes that need exploring? • Not just exhibition focused but thinking about how stories can be told through events/ learning activity. 	
Questions for reflection: <ul style="list-style-type: none"> • What questions should we be asking? • What themes should we be exploring? • What should we be aiming to achieve through this year of programming? 	

Access break 10 mins

What change should we be trying to achieve through the programme?	Time: 35 min
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Activity:

- Introduce reason for defining the objectives, how these have come about and how programming will be built around it
- Introduce the current set of proposed objectives written on A3 papers. Provide additional sheets to add any missing categories if participants agree.
- Give each participant two stickers and ask them to vote on the most two important objectives.
- Form groups of people voting for each objective and give 10 minutes to discuss in this group, or reflect individuals + flipchart paper (1) why this should be a key objective & (2) what should/ could we be doing to achieve this objective (check reflection questions for inspiration)
- Ask each group to present their ideas, hang the flipchart presentations, ask others to add additional questions through post it notes.

Discussion:

- Discuss what is missing? What is not included?
- Discussion around ideas shared. Do people find PHM a welcoming place? What access issues currently exist?
- What still needs to change?

Questions for reflection:

- 1. What questions might we be exploring? (These should be broad questions which encourage debate and discussion?)**
 - Who decides what disability means?
 - What is 'normal'? Does it exist?
 - Do people find PHM a welcoming place? What is PHM doing well? What could we be doing better?
- 2. What more specific questions might people have that we could attempt to answer?**
 - The effect of austerity - what do we do about it?

Thanks You

Time: 10

Activity:

- Fill out evaluation forms
- Sign up for updates
- Reimburse travel expenses

Annex 2

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
<u>Change</u>	Segregation in Education	<u>Comedy Nights</u>	Paul hunt's Journals	Improve accessibility to the museum- across all spaces through consultation with a wide ranging group of disabled people. From general access issues to exhibition interpretation practice and event planning and provisions.
Archives +	Changing Things	<u>Life You Choose</u>	Pre 1960's activists	Allow us to bring out stories and objects from our collection upon this team, led by disabled people
GMDCP	Reclaiming words e.g. Queer	<u>AMP</u>	WW1 objects- Imperial War Museum	For the whole years programme to be co-produced. Working with a variety of people with disabilities across the years programme. Including our headline exhibition, learning and events programme.

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
Peterloo Campaign- Monument	Nature vs Nurture	<u>Venture arts</u>	British Deaf Association	Nothing about us without us is a long term project looking at the representation of disabled people. Working with groups, campaigners and individuals to collect new material and re-examine how we present the history of disability activism in an inclusive and accessible way.
<u>DAN</u>	'Normality' as a concept- meaning/ social definition- explore via timeline	Meet the activists style event- with performer	Further develop Protest Timeline	The year is an opportunity to experiment and improve our display methods and build our collections.
Disability arts online	Social norms- expectations of how people behave	<u>Sick Festival!</u>	Objects that reference search terms that are now seen as offensive such as 'crippled suffragettes'	It would be great to try and achieve a programme that actively fosters support for disability and prompts visitors to reconsider deeply entrenched views that continue to oppress disabled people
NDACA	Built environment/ design- inclusive technology	<u>Dada fest</u>	Celebrity object- such as from <u>Liz Carr, Silent Witness</u>	

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
<u>Bristol def</u>	Terminology- word use/ language	<u>MiXiT</u>	<u>Or Lawrence Clarke</u>	
NW Film archive	Understanding barriers	<u>Austistic Pride</u>	Stepping Stones film- performance created by Autistic artists	
NW Sound archive	Intersectionality- Rcae, Class, protected characteristics	Link to MCR Lit festival	MCR archives- depiction of disabled people in soaps	
DPAC	Privatised care- class v socialisation	Sports events	UK disability history month- archives and research in particular disability in the media	
MCR Deaf Centre	Pensions- inter-war disparity in pension start- Alfred Morris	GMYN Change-makers event	WW1 archives- disabled dress in military uniforms	
<u>Disabled European Independent living council</u>	Social structures- carers allowance	Specific quiet times	Design change of wheelchairs/ hearing aid- seen as a friend or tool for independence	
Bishopsgate institute	DWO- use of language/ parallel use of language/ standard of evidence/ appeals	<u>John Evans</u>	Youtube including wheelchair into Halloween costume	
<u>REGARD</u>	Explore What is shown on the news vs reality of situation	<u>Maggie davies</u>	Photos of local groups having a good time in their environment- challenging perceptions/ stigma	

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
<u>Spectrum</u>	Normalisation- of how people with disabilities are viewed/ treatment	MCR Histories Festival- Alfred Morris	UK disability history month posters	
New Breed Theatre, Manchester	Disabled people in employment- support	Barking Tales- Comedy Night	Mirror- what is normal interactive- look at words around the world	
<u>GRAEAE</u>	Disability in ageing- stigma not identity	Link events to specific list of national/ international dates	Document inclusive education- integrated schools (Baroness Walnut) Building schools for the future	
<u>MiXiT</u>	Young people/ training and informing	Agony Auntie talk/ event	Trade Union archive material at GMDCP	
<u>Social Care Futures</u>		Luke Beardon_ Sheffield Hallam	How to support someone who is bullied info- institutions role/ options of support	
<u>In Control</u>		Anna Memmett- Autism	Tree Trunk- different months/ topics	
<u>MDPAG</u>		Damen Milton		
GMYN Change-makers		Guided Tours- around city- asylum in MCR Picadilly. Provisions/ lack of provisions		
<u>Disability News Service-</u> John Pring		BEE VOCAL- Mental health choir MCR		

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
<u>The Challenging Behaviour Foundation</u>				
Psychiatric Survivors Movement				
<u>Creative Roots/ Bonkers Fest</u>				
<u>MAD Pride</u>				
<u>North West pathways</u>				
<u>Anne Plumb</u>				
<u>Centre for disability studies</u>				
<u>Dr Sue Cook</u>				
<u>Colin Barnes</u>				
<u>Sue Caton-MMU</u>				
<u>Dr Andy Smith</u>				
<u>Judy Hunt</u>				
<u>Tony Bawdlinson</u>				
<u>Miss Dennis Queen</u>				
Stepping Stones across the Spectrum- Social hubs, Bury Met, Far Away				
Sara Darwin (Design)				
Autism Pride-Mercy				

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
Salford Autism Pete Bainbridge				
Proud Trust youth groups- transgender, au- tistic				
Centrepunt/ cof- fee for craig- mental health 10% autistic				
Autistica				
DANC- Disability Art Network				
Breakthrough UK- facilitate disability design group				
Austisma				
UK Disability Month				
NSUN- National survivors union network- Tom Griffith				
Local radio- ALL FM radio show about autism, whythenshawe FM, community media crew (Disabled crew)				
Autism at MCR (research group MCR Uni)				
Anne Memmett- Autism in aging				

Who should we work with/ consult with?	Themes	Event Ideas	Object Ideas	Aims
Daniel Milton- Midlands Autism studies for ASD				
Luke Beardon- Sheffield Hallam- Autism degree				
GMYN SEND Ambassadors				
Alsager house residential				
Local day care centres and seg- regated schools <u>for instance</u>				
Youth groups such as Jigsaw in bury				
<u>The Met Bury</u>				
<u>Siobhan O'Con- nor</u>				
<u>Change-</u> groups within				
<u>Manchester Deaf centre</u>				
<u>Disabled student groups</u>				
<u>Albert Kennedy Trust</u>				
LGBT Founda- tion				
Lorna Young- <u>l.young2@man- chester.gov.uk</u> Equality, Diver- sity and Inclu- sion Team				

