Royal BC Museum Modernization

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-
Museum Project

Appendix P – Royal BC Museum GBA+ Plan

December 2021

Infrastructure BC

GBA+ Framework for the Royal BC Museum Modernization Project Museum Project

October 21, 2021 v1

<u>Territorial Acknowledgement</u>

The Royal BC Museum is located on the traditional territories of the Lekwungen (Songhees and Xwsepsum Nations). We extend our appreciation for the opportunity to live and learn on this territory.

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Executive Summary

Mission

We are a museum that is accessible to every British Columbian regardless of age, ethnicity or geography.

Vision

We envision a province in which all people respect each other and the environment in which they live.

This document represents the plan for the development and official adoption of the GBA+ framework in the construction, development of practice and new narrative development for the Royal BC Museum.

1.0 Introduction

The Royal British Columbia Museum (RBCM) is an important resource for the people of British Columbia, and nationally and globally for researchers, educators and museum professionals, particularly those with a focus on repatriation. The museum is a regional economic driver and is essential viewing for visitors interested in understanding the cultural and natural history of British Columbia.

The museum was founded in 1886; the archives, in 1894. In 2003, these two organizations joined to become British Columbia's combined provincial museum and archives, collecting artifacts, documents and specimens of British Columbia's natural and human history, safeguarding them for the future and sharing them with the world.

Through research and learning, we have strived to broaden understanding about our province and inspire curiosity and wonder. By exploring our social and environmental history, the Royal BC Museum has advanced new knowledge and understanding of British Columbia, and provided a dynamic forum for discussion and a place for reflection. Our natural history and social history artifacts and records enable us to tell a range of stories: of land and people, of place and movement.

And, like most museums worldwide, our systems are based on colonial foundations and power structures that are no longer acceptable or relevant in an inclusive organization. The GBA + framework supports the museum and archives work to modernize practice, change historical inequity and advance knowledge from many different communities. It provides a mechanism to help us align our practice with our stated values: Accountability, Community, Creativity, Diversity, Partnership and Service. And to ensure the Museum project is undertaken with Inclusivity, Diversity and Equity at the centre.

The Royal BC Museum GBA+ framework development team included heads of department from Learning, Facilities, Human Resources and Communications. The development of this framework included consultation with the full heads committee, GBA+ data from the Government of Canada, the Government of BC, as well as documentation and research from other cultural and educational organizations and leading equity, diversity and inclusion (EDI) research bodies.

The GBA+ development team benchmarked a number of studies while developing this framework, including:

https://access.si.edu/

https://centreforglobalinclusion.org/gdib/ - Global Diversity & Inclusion Benchmarks: Standards for Organizations Around the World

https://humanrights.ca/about/systemic-racism-and-discrimination-review - example of how an institution gained accolades for inclusive practice, then became ironically infamous and then provided a public review that is considered a benchmark for change.

https://www.nytimes.com/2019/09/06/arts/design/disabled-access-wellcome-collection.html

Additionally, the museum has hired an Equity, Diversity and Inclusion (EDI) Consultant, *Alden Habacon, Principal, Inclusive Excellence Strategy Solutions Inc*., to support our work and establish a strong EDI program.

The Museum Functional Program supports a modernized, fit-for-purpose museum and archives, creating an accessible resource for diverse views, ideas and voices. Our strategic direction is to engage with community, honour Indigenous knowledge, and embody cultural awareness. Continued collecting and collections care, utilizing best practices for narrative development, is integral to this strategic priority.

The Museum will support the work of the RBCM archivists, curators, collections managers, conservators, technical staff, learning facilitators and volunteers in collaborating, developing, interpreting and sharing cultural and natural history in a new museum complex. The physical and digital spaces in this building will provide unprecedented approach for communities to share their stories, bring their voices and co-curate exhibits; these programs will include learners of all ages and diverse community groups from the regional municipalities and across the province. Within this new environment, communities will lead in sharing their heritage and their knowledge, working with the RBCM to increase public understanding of how their histories and values have shaped provincial life.

Analyzing the full impacts of the Museum project on the diverse audiences it will serve is imperative to the success of the project. Gender-based Analysis Plus (GBA+) is a tool developed by Status of Women

Canada to guide this analytical process. Using GBA+ helps assess the potential impacts – positive or negative – of the Museum on diverse groups of women, men and gender-diverse people, to enable the identification of risks and creation of mitigation strategies.

British Columbians are not homogenous. There is considerable diversity in how individuals and groups understand, experience, and express themselves. Everyone has multiple identity factors that intersect to make them who they are. Gender, ethnicity, religion, sexual orientation, race, age, language, socio-economic status, mental and physical ability, education, language, and geography all play a role.

The GBA+ framework and toolkit will be used as the Museum project moves forward, including evaluation at each stage.

1.1 Territorial Acknowledgement

The Royal BC Museum is located on the traditional territories of the Lekwungen (Songhees and Xwsepsum Nations). We extend our appreciation for the opportunity to live and learn on this territory.

The museum and archives will continue to provide territorial acknowledgements online, onsite and in corporate materials. Acknowledging territory is an act of alliance, and a practice for reconciliation. Additionally, why we strive to do meaningful territorial acknowledgements will be shared with staff, volunteers and visitors.

> "[1]Meaningful territorial acknowledgements develop a closer relationship with the land and stewards of the place by recognizing the living history and connections of ourselves with other communities.
>
> Learning to do a territorial acknowledgement takes time. You can learn from other leaders and colleagues. As you build connections with the land, you also build connections with and belonging to Indigenous community; it enables you to engage with education and community in the classroom, together. Modelling a territorial acknowledgement creates space to talk about systemic change.
>
> By providing a meaningful territorial acknowledgment, you are deepening your understanding and incorporation of Indigenous knowledge systems and perspectives in your practice."

The Museum will also include Indigenous voices and co-creation into the cultural landscapes and in the creation of culturally appropriate spaces.

1.2 What is an open and inclusive museum?

An inclusive museum supports and celebrates a culture that:
- fosters greater openness and accountability
- enhances public participation and engagement

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[1] Excerpt from *Understanding Territorial Acknowledgement as a Respectful Relationship*, https://opentextbc.ca/indigenizationinstructors/chapter/understanding-territorial-acknowledgement-as-a-respectful-relationship/#:~:text=Meaningful%20territorial%20acknowledgements%20develop%20a,a%20territorial%20acknowledgement%20is%20protocol.

- creates a more efficient and responsive organization
- welcomes and is safe for all staff, volunteers, and users

The RBCM is strongly committed to increased equity, diversity and inclusion in all hiring and recruitment programs. We are committed to the removal of systemic barriers and biases, to enact the practice of inclusion so that all individuals have equal access to and can benefit from the programs by ensuring candidate's needs are accommodated. RBCM will recognize and value diversity and equity and making a concerted effort to ensure the inclusion of diverse and underrepresented populations, meaning that individuals must be and feel valued, respected and equally supported. By partnering with community resource centres, native friendship centres, and intercultural associations on our recruitment outreach activities, we increase the diversity of our candidate pool. We will be establishing an Indigenous Internship Program, open to all ages, intended to provide participants the experience of working in all areas of a museum.

Transparency in processes can build public trust. Putting information in the hands of the public and being responsive to feedback can also increase public participation and engagement, which ultimately strengthens the museum and archives' ability to meet its mandate.

An inclusive museum recognizes that there are barriers to public participation in traditional museum structures. These barriers can prevent segments of the population from participating in, or benefiting from, museum programs and initiatives.

Programmatically, the Museum will:

- Accommodate new voices and narratives in the stories of BC; the galleries
- Provide space for the Indigenous Collections in a culturally safe environment
- Support an Indigenous Artist Coop and cultural sharing program
- Provide space for outdoor public art
- Support learning spaces
- Reflect the expressions of the cultural and natural heritage of the site

1.3 Why is it important to be inclusive?

An inclusive and open museum can:

- help reflect as many voices as possible when decision-making and providing services and programs
- ensure that museum decisions reflect diverse perspectives and serve multiple needs
- allow the museum and archives to draw from a greater diversity of knowledge, which would in turn allow for more effective programs and services

The RBCM can facilitate solutions to barriers to engagement by giving consideration, for example, to physical accessibility (ramps, sign language or other interpretation), Indigeneity (territorial acknowledgement) and gender (respectful pronouns/facility decisions).

The GBA+ approach will help identify barriers and reduce them to ensure that the museum is inclusive.

Where possible, the building adjacency diagram provides for the safety of visitors and staff, collections, levels of security requirements for collection access, functional flexibility, building system environmental controls and the efficiency and economy of construction. Among many important ideas and goals, it aims to:

- Create levels of accessibility, both visitor directed and facilitated, providing multiple opportunities for visitors to interact with the galleries/stories being told; and share their knowledge through co-curation
- Show the work of the museum in creating and sharing authority on knowledge
- Provide flexible learnng spaces

Accessibility is an important objective of the BC Building Code. It ensures buildings are designed and constructed so people with disabilities can reasonably access and move around within the building and use the building facilities. Our intention is to have the new building design meet and exceed the newest edition of BC's Building Access Handbook to support accessibility for all.

Accessibility in program development will mean incorporating many different lenses and tools into process development and delivery. These will include but at not limited to:

- Leveraging technology to be both an interpretive tool and a tool of accessibility; digital skills mandatory for all staff
- Following a social justice model for accessibility that considers inclusion from the standpoint that everyone belongs and that all people have a range of abilities and disabilities that need to be catered to (Loewen & Pollard, 2010)
- Incorporating universal design from the beginning which considers all audiences and levels of ability, rather than single populations that are targeted at the expense of others
- Involving people in the design process, and performing user-testing and evaluation with people with disabilities
- Incorporating pan-organizational 'inclusive language' training, ongoing EDI learning for all levels of staff and volunteers
- Working with experts to develop programs for people with development differences: sensory-friendly design and programmatic access with/for varied audiences; prototyping and remedial/summative evaluations with users and care-givers [includes people living with autism, dementia/Alzheimer's, etc.)

2.0 The Gender-based Analysis Plus (GBA+) Framework

2.1 What is Gender-based Analysis Plus (GBA+)?

[2]GBA+ is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives. The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. In addition to sex and gender, GBA+ considers multiple other identity factors, such as mental or physical disability, race, national or ethnic origin, indigeneity, age, language and sexual orientation. GBA+ also considers systemic barriers and their resulting impacts, both intended and unintended, on people's lives.
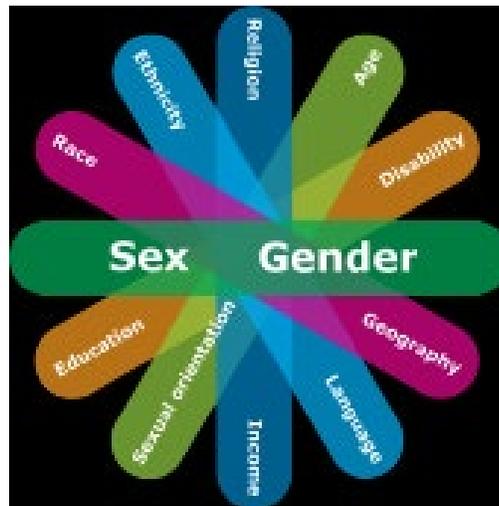
2.2 How the GBA+ framework will be applied to the Museum

GBA+ will be incorporated at all stages of the Museum project including infrastructure planning and functional program design and evaluation. The RBCM has already been using pieces of the GBA+ framework in the normal course of business. The museum and archives will continue to consult and engage with stakeholders to develop programs and look for opportunities to make changes. These changes will improve inclusivity, and mitigate potentially negative impacts of decisions.

The Museum team will follow the GBA+ framework for development of the functional program. This framework follows a prescribed process of continual improvement:

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[2] Government of Canada, Status of Women; GBA+ Guide Inclusive and Open Government

1. The first step will be to identify the context, gender and diversity issues presented by the Museum.
   - How might different groups engage with the Museum?
   - Will Museum programs affect people of different identities in different ways?
   - How will data be collected and published as part of the Museum functional planning – and from and about whom?

2. Next, it is important to challenge the assumptions and inherent biases of the Museum project. Working with the RBCM's Equity, Diversity and Inclusion (EDI) consultant some of the areas investigated will be:
   - What assumptions will be challenged?
   - What personal information will people need to provide to access this programs and services at the Museum?
   - What are the considerations that should be integrated in to the programs so that marginalized groups feel comfortable providing information to the museum?
   - Will different groups (such as men, women, non-binary people, youth, or seniors) have different levels of access to the tools used (for example, different levels of Internet access or digital literacy)?
   - What barriers will communities face in accessing the consultation process on the Museum?
   - What barriers will communities face in accessing the Museum?
   - Does a particular group use a particular platform already? Will it be easier for that group to participate through that particular platform?
   - Lab spaces and archives access will need to be considered with non-traditional (museum) users in mind. What are the considerations that should be integrated into decisions on those spaces so that new user groups feel comfortable working at or with the Museum?

The RBCM will work to connect with underserved audiences and identify opportunities to engage and provide service to these groups. Current opportunities in community include:

- Low income individuals/families; incorporate free and sponsored programming
- Indigenous community in Esquimalth; Songhees, Hul'qumi'num, and adjacent WSANEC Nations.
- Newcomers/refugees [not new citizens] – partner with Intercultural Association (ICA) to provide orientation to BC newcomer programs; ESL workshops using collections, etc
- Under represented peoples, individuals/families whose histories/stories are not found in exhibits/galleries; co-create exhibit content, learning programs and education materials
- People with development differences; sensory-friendly design and programmatic access with/for varied audiences – prototyping and remedial/summative evaluations with users and care-givers [includes people living with autism, dementia/Alzheimer's, etc.)

3. Once the potential impacts of the Museum have been identified, the next step is to gather information, through research and consultation. The RBCM will also use existing data such as the *Indigenous Voices on Modernization Report* (2019), and the *EventCorp* visitor survey reports; and reach out and listen to under-represented groups, such as the Rick Hansen Foundation, Intercultural Association (ICA) and the Indigenous Advisory and Advocacy Committee (IAAC), in order to collect and interpret the data correctly.
   - Consult with community organizations and relevant sectors to understand their priorities for the Museum.

4. After the quantitative and qualitative data analysis has been completed, the next step is to develop options and make recommendations. Doing so will ensure that there are solutions to any negative impacts raised in the data-gathering exercise.
   - Provide access to the information gathered through a digital platform that is free to use and does not require users to submit their personal information.
   - Conduct a community impact analysis.
   - Inter- departmental work to publish data and analyze what is important to the communities consulted.

Seek further community input and/or comment on options and recommendations.

To determine the Museum neighbours' needs as related to the Museum, community needs assessment workshops will be undertaken in the neighborhood. Possibilities include:

- SD partner programs with elementary/secondary schools

- Senior care home/ assisted living facilities through program support; co-developed program content
- Place-based interpretation and interactive experiences
- Members of Indigenous community are involved in the creation and development of cultural landscapes

Accessibility will take many forms and consider multiple audiences. Forms include:

- Virtual: tours through media broadcast lab, school programs using VR technology; youth generated VR content
- Physical: ramping, dimmable sensory-friendly lighting for those on spectrum
- Tactile: hands-on object handling with COVID procedures in place
- Audio: potential for soundscapes outdoors. Oral history booths
- Sensory: scented gardens
- Cost: variations of free, revenue-generating and break-even programming
- Spectrum model across IT/Web access technologies; a spectrum model refers to the range of ability under which people function
- Gender: consideration of gender and appropriate use of language throughout. Working with AMBIT, or other leading, gender diversity consultants

As the Museumprograms are developed, the GBA+ tools will continue to be used to monitor and evaluate. Additional qualitative research methods will be considered to learn how communities are engaging with the Museum and the programs and to determine if any refinement or additional work needs to be done to provide a barrier-free organization.

5. Annual reviews, on-going engagement, and continuous improvement processes will be continued. Work will include bringing community in regularly for feedback, surveys, two-year policy review cycles, and the development of a culture of inclusivity and constant change.

6. There will be an engagement and communications plan for this project from the beginning and communications should occur throughout the project and beyond.

3.0 Inclusive Co-creation

The GBA+ will be applied throughout the development of the Museum project, both online and offline, and particularly in a co-creation process for the on-going functional program. Within the discipline of museology, co-creation is defined as a partnership between the public and the museum in which both parties define their needs and goals at a given project's inception, and then work together towards fulfilling them.

3.1 RBCM examples of co creation:

- Local Indigenous consultations and recommendations on surrounding narratives, cultural safety advice
  Programmatic:
- Indigenous Summer Artist Studio program, format and delivery devised and confirmed by Indigenous artists through a series of consultations

Exhibition:

- *Haq & History* exhibition co-created by RBCM and Punjabi Canadian Advisory Committee members and installed in RBCM Pocket Gallery 2019
- *Tale of Two Families* exhibition co-created by RBCM and Chinese and French-Canadian families and installed in RBCM Pocket Gallery 2020

Large-scale summer exhibitions:

- *Family: Bonds & Belonging* and *Orcas* interpretive framework co-developed by cross-departmental team and community stakeholders [including researchers, Indigenous/Cultural experts, youth and teachers]

  Inter-cultural co-creation projects resulting in exhibitions and educational resources:

- Chinese Canadian Historical Wrongs initiative, *Landscapes of Injustice*, Japanese Internment Dispossession SHHRC project

RBCM Strategic Planning:

- Learning Strategy (new strategy in development) co-developed with Learning team and community stakeholders through design-thinking workshops.

3.2 Importance of inclusive co-creation processes

It will be important to use the principles of GBA+ throughout the on-going co-creation program growth and development. In order to continue to meet the needs of the diverse audiences the RBCM will serve,

it is important to include those people in the development of the plans in order to strengthen our institutional position and credibility as a relevant community hub responsive and in-service to all citizens.

3.3 Best practices for inclusive co-creation

Assess participation barriers

As part of the GBA+ planning, a review of possible barriers to participation in Museum consultation will be done and challenges responded to. Barriers may include, but are not limited to:

- a lack of access to transit
- low digital literacy
- physical, socio-economic or language barriers

Partnerships

Certain marginalized populations may lack the resources to participate in collaborations. This limits their opportunity to participate. Resources will be allocated to support meaningful engagement with these groups. The development of trust-based relationships with under-represented groups is important. Doing so will give voice to community needs and interests in the functional program decision-making process and ensure significant and continual commitment to the museum long-term.

Questions to be considered when developing relationships include, but are not limited to:

- What are their key priorities?
- Are there any internal tensions to be aware of?
- What are the protocols associated with engaging with the community?
- Are there things to know that can ease engagement without injecting biases?

Tools and Technology

A variety of ways to participate (such as online or in person or via mailed out content/surveys) will be used so that people can do so in a way that works for them.

Facilitators

The RBCM learning team are trained facilitators with a depth of experience facilitating community consultations. With groups that require more specialized knowledge or where people may feel more comfortable sharing their thoughts with a third-party facilitator, collaboration with community experts (eg: Indigenous communities) will be included. Additionally, special consultants and contractors will be utilized to ensure attention to cultural differences and ensure appropriate engagement and safety protocols are in place.

<u>Follow-up</u>

Where possible, the decision-making processes will give power to communities to make choices about Museum policies or programs that impact them. These processes will be endorsed and understood by decision-makers. All results will be communicated back to the communities that engaged. This will help maintain existing relationships and build trust, which will increase participation and engagement in future consultations.

4.0 MUSEUM Timeline with GBA+ Evaluation Points in RFQ/RFP Process

MUSEUM Project Schedule (as at October 21, 2021)

Business Case to Treasury Board	December 2021
Approval to proceed	January 2021
Final draft of RFQ ready	XXXXXX
RFQ Release	XXXXXX
RFQ Closes	XXXXX
Shortlist proponents and approval	XXXX
RFP Release	XXXX
RFP Evaluation (submissions, evaluations & award)	xXXX
Contract Execution	XXXX
Design and Construction Phase	XXXX
Substantial Completion	XXXX
Phased opening	XXXXX

In the Request for Qualification process, we have requested that the proponent provide a response on adopting the GBA+ requirements.

The BC Builders Code by was established to promote gender equity, diversity and inclusion on construction sites in BC and sets a standard code of conduct for workers on construction sites in BC. During the Request for Qualification and/or Request for Proposal process and throughout the project we will require that the successful contractor create an acceptable worksite that if free from hazing, harassment and bullying and is more diverse, productive, positive and innovative – to ensure a safe and productive environment for all workers, improve overall safety, retention of skilled tradespeople and reduce overall project risk.

5.0 Addenda

5.1 Intersectionality Job Aid, Status of Women

5.2 Introduction to GBA+ Application by Function, Status of Women

5.3 Research Checklist, Status of Women

5.4 GBA+ Gender- based Analysis Plus, Province of BC, Gender Equity

5.5 Demystifying GBA+ Job Aid, Status of Women

5.6 Resources

<u>5.6 Resources</u>

The Royal BC Museum Museum GBA+ framework is intended to provide guidance in both GBA+ application and decision-making in relation to the infrastructure and functional program of the Museum. The information in the framework has been adapted from the Government of Canada Status of Women Canada's GBA+ resources and templates and the Province of British Columbia Ministry of Finance Gender Equity, along with other resources.

Canadian/BC Demographics:

Disaggregated demographic data collection in British Columbia: The grandmother perspective https://bchumanrights.ca/publications/datacollection/

https://www.statcan.gc.ca/eng/topics-start/gender_diversity_and_inclusion

https://www150.statcan.gc.ca/n1/pub/91-551-x/91-551-x2017001-eng.htm population projections 2011-2036

<u>Accessibility and Inclusion Resources:</u>

https://www.rickhansen.com/become-accessible/accessibility-resources
https://www.ambitgenderdiversity.com

<u>PSA:</u>

https://www2.gov.bc.ca/gov/content/home/accessible-government/toolkit

https://www2.gov.bc.ca/gov/content/governments/services-for-government/service-experience-digital-delivery/citizen-engagement/ce-handbook

https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/working-with-others/address-issue

https://www2.gov.bc.ca/gov/content/careers-myhr/about-the-bc-public-service/diversity-inclusion-respect?keyword=diversity

https://www2.gov.bc.ca/assets/gov/careers/all-employees/working-with-others/words-matter.pdf

https://gww.gov.bc.ca/gender-equity

https://gww.gov.bc.ca/sites/default/files/background/file/2018/0517/draftprinciples.pdf
https://www2.gov.bc.ca/gov/content/governments/services-for-government/service-experience-digital-delivery/citizen-engagement/ce-handbook

Canadian University Benchmarks:

http://blogs.ubc.ca/interculturalu/files/2014/04/Intercultural-Understanding-Strategic-Plan-Final-Draft-UBCV-May-2014.pdf

https://guides.library.utoronto.ca/MuseumStudies/community

http://blogs.ubc.ca/interculturalu/files/2014/04/Intercultural-Understanding-Strategic-Plan-Final-Draft-UBCV-May-2014.pdf

https://guides.library.utoronto.ca/MuseumStudies/community

https://opentextbc.ca/indigenizationinstructors/chapter/understanding-territorial-acknowledgement-as-a-respectful-relationship/#:~:text=Meaningful%20territorial%20acknowledgements%20develop%20a,a%20territorial%20acknowledgement%20is%20protocol.

Global Resources:

https://centreforglobalinclusion.org/gdib/ - Global Diversity & Inclusion Benchmarks: Standards for organizations Around the World

https://incluseum.com/resource-list/

https://www.ofbyforall.org/what-is-by

https://guides.library.utoronto.ca/MuseumStudies/community