

Citizen Curators in Cornwall

Democratising museums and
alternative pathways

Diversity and Inclusion 2019/20



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ENGLAND**




Diversity and Inclusion (D&I) Monitoring of Citizen Curators 2019/20









Summary

This data report is the Year 2 follow-on from the Pilot and Year 1 Diversity and Inclusion monitoring of the Citizen Curators programme. Please refer to the background information in the Year 1 2018/19 report. Baseline reporting from other programmes and the broader Cornish museum sector has improved under the auspices of Cornwall Museums Partnership, and it is recommended that, at a future date, data from all three years of Citizen Curators is compared to those.

Overall the response rate was lower than 2018/19, but considered to be representative of the cohort as a whole, given that 23 participated successfully completed the COVID-19 interrupted programme. Year 2 saw earlier drop-outs and the surveys were distributed slightly later in the programme than before. Willingness to participate was greater in Year 2 than in Year 1, in which I noted resistance and possible misreporting as a consequence.

Some key findings compared with Year 1:

 Less inclusive
  More inclusive
  No discernible change

Gender balance of cohort became significantly more biased towards women, making up 92% of responding participants (Year 1: 71%)	
Age range of participants narrowed in Year 2 with 49% aged 56-80 and just 8% under 30 (Year 1: 40%)	
Cultural, religious and ethnic diversity was slightly broader Year 2 with 5% from a non-British background, and Jewish, Buddhist, Earth Spirit religious cultures; 14% experienced growing up outside the UK	
12% (Year 1: 38%) identified as Cornish , and of those, none simultaneously identified as English (Year 2: 64%), 50% simultaneously identified as British, 30% (Year 1: 55%) self-identified simultaneously as European; 30% (Year 1: 10%) self-identified as Cornish only	
48% (Year 1: 39%) identified as working class , while 8% (Year 1: 10%) did not ascribe to any social labelling	
48% (Year 1: 60%) reported a condition that affected their daily life or relationships, ranging from physical disabilities to health conditions such as cancer and back injury, 14% reporting mental ill health and 4% with a learning disability/difference	
The financial situation of participants varied across the cohort with 29% (Year 1: 35%) of the cohort reporting financial independence	
Travel preferences varied with 43% (Year 1: 37%) owning their own car and 26% relying on public transport, car shares or lifts	

44% (Year 1: 42%) held degrees at **Masters level** highlighting the entrenched situation of museums tending to be attractive to those with significant experience of formal higher education continuing into Year 2.



Method

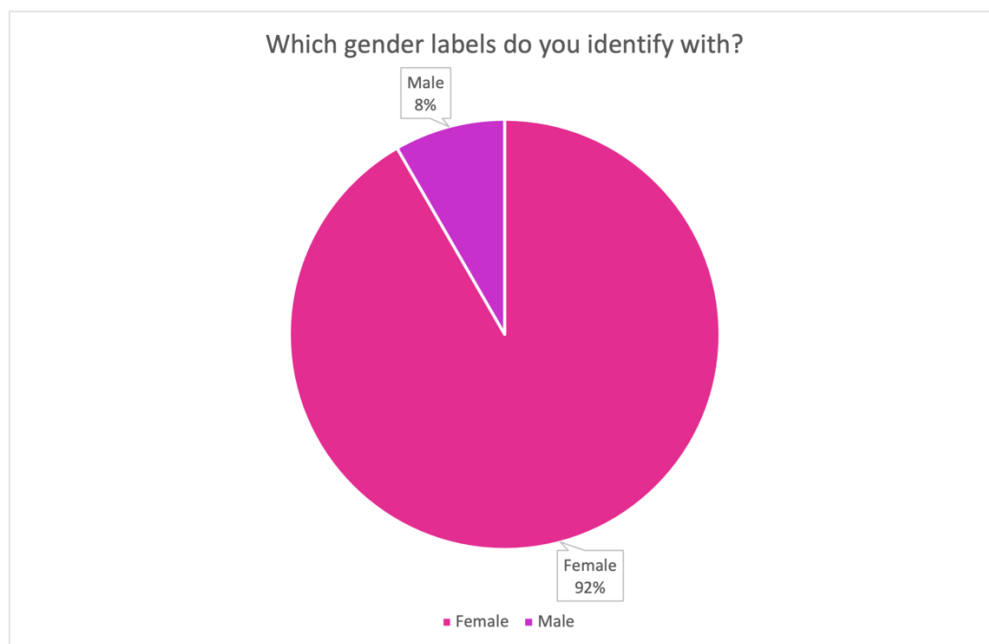
The method of capturing data was through a wide-ranging survey developed by the Curatorial Research Centre specifically for the Citizen Curators programme. The survey (see appendix 1) format was the same as the Pilot and Year 1 with minor amendments to the style of questioning, e.g. asking about relationship rather than marital status. As in previous years the surveys were completed during core session 4: Curators in the Community, so participants could explore and understand the context around why diversity and inclusion monitoring was important. The two sessions for East and West clusters took place in February 2020 and both sessions saw lower than normal attendance due to winter illnesses.

Sample size and responses

This analysis includes responses received from the Year 2 cohort 2019/20.

- Sample size: **24** (Year 1: 29)
- Total eligible participants: **35** (Pilot+Year 1: 32)
- Responses received of total recruited: **69%** (Year 1: 90%)

Gender / gender identity



Year 2's cohort was dominated by women at 92% of respondents, even more than Year 1 (71%). Given the much lower response rate in Year 2 the actual ratio of men

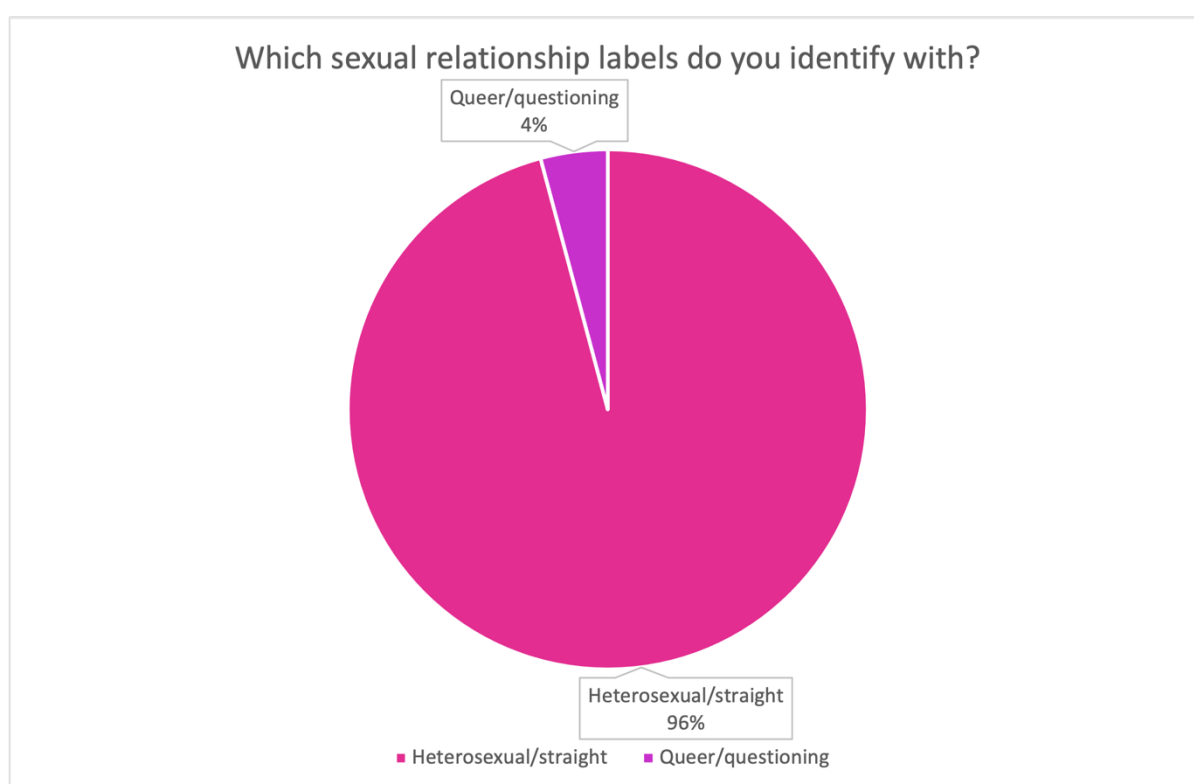
to women upon recruitment was: 4:35 (**11%**) and upon completion: 3:23 (**13%**). The roots of this imbalance lie both in recruitment and in a reflection of the existing museum workforce which itself is significantly dominated by women.

(Q1. Response rate: 100%)

100% of respondents reported that their gender identity today is the same as they were assigned at birth.

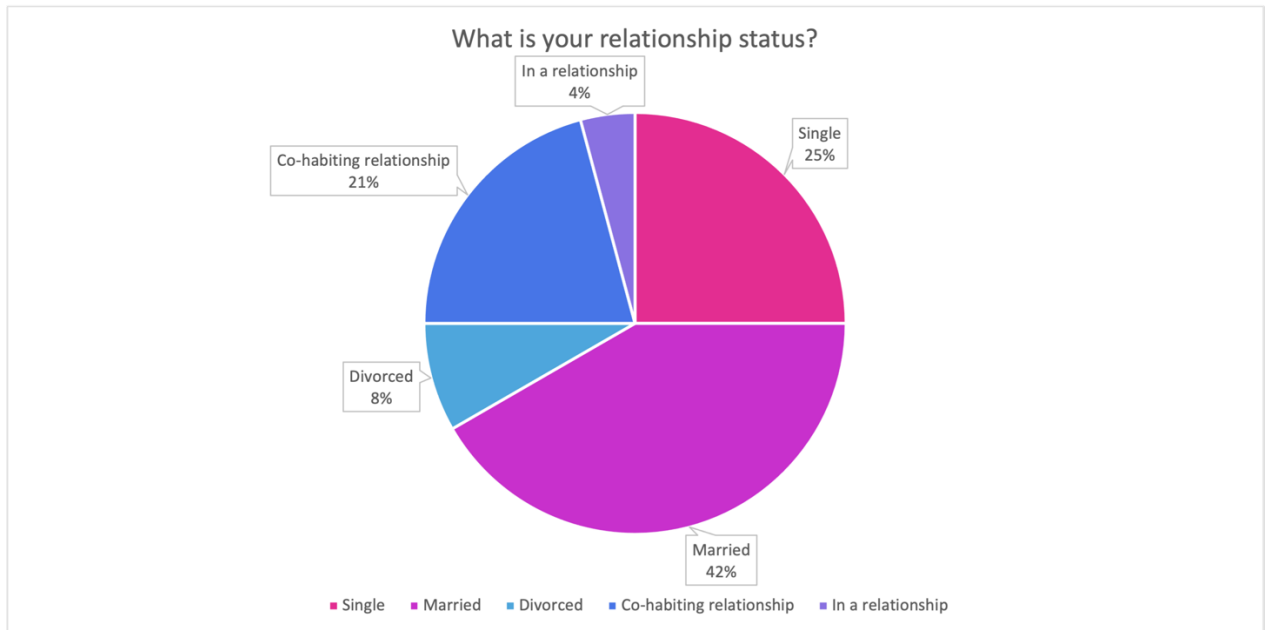
(Q2. Response rate: 100%)

Relationship identities



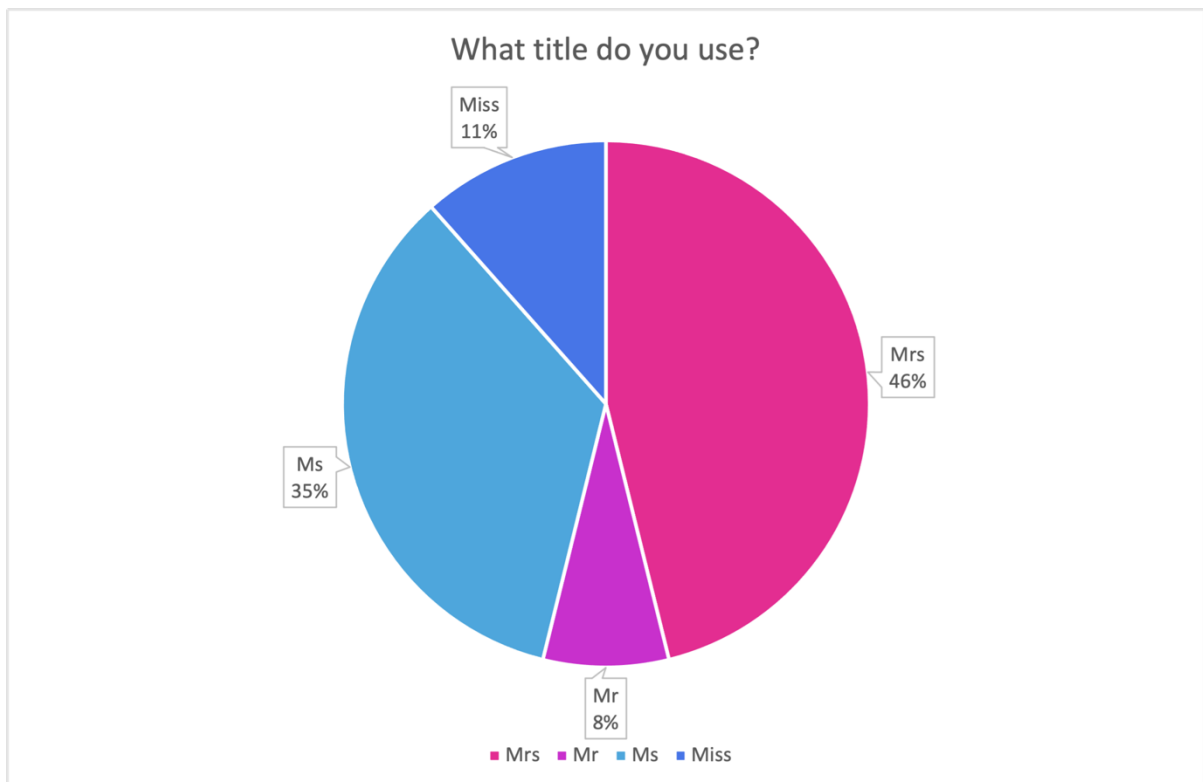
Nearly all participants (96%) compared with Year 1 at 77%, identified as heterosexual or straight. No participants identified as Lesbian, Gay or Bisexual with one Queer/Questioning.

(Q3. Response rate: 100%)



We asked the cohort about their relationship rather than marital status this year. Married participants dominated at 42% (Year 1: 19%). One-quarter (25%) reported being single (Year 1: 55%). 25% were in a relationship, mostly co-habiting (Year 1: 10%) with 8% reporting being divorced.

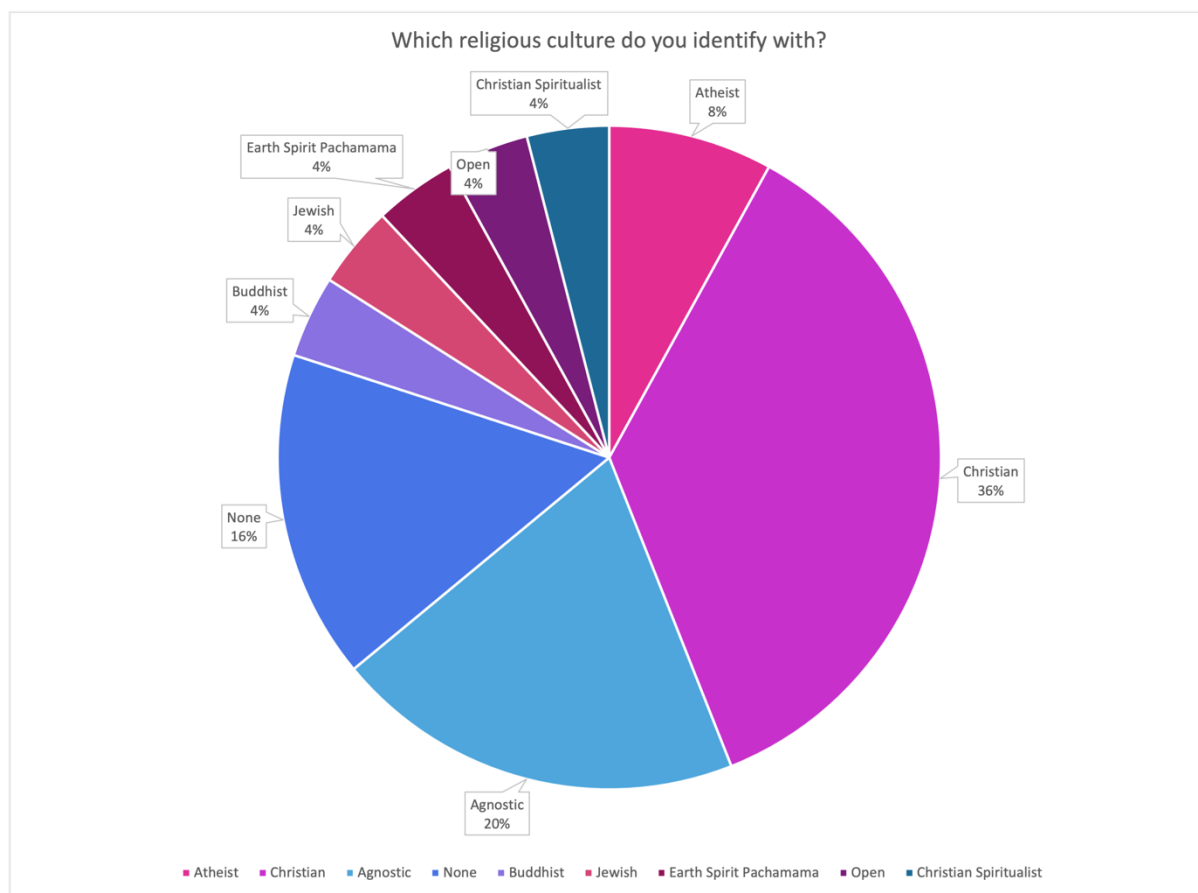
(Q4. Response rate: 100%)



We asked participants about the title they preferred (or not) to use to compare with gender identity and relationship data. 46% of Year 2 Citizen Curators use Mrs (Year 1: 23%), 35% use Ms (Year 1: 16%) and 11% (Year 1: 23%) use Miss; while no one preferred not to use a title (Year 1: 6%). This question has contributed very little to our understanding of diversity and inclusion but will be repeated in Year 3 for comparison's sake.

(Q5. Response rate: 96%; 4% more than one response)

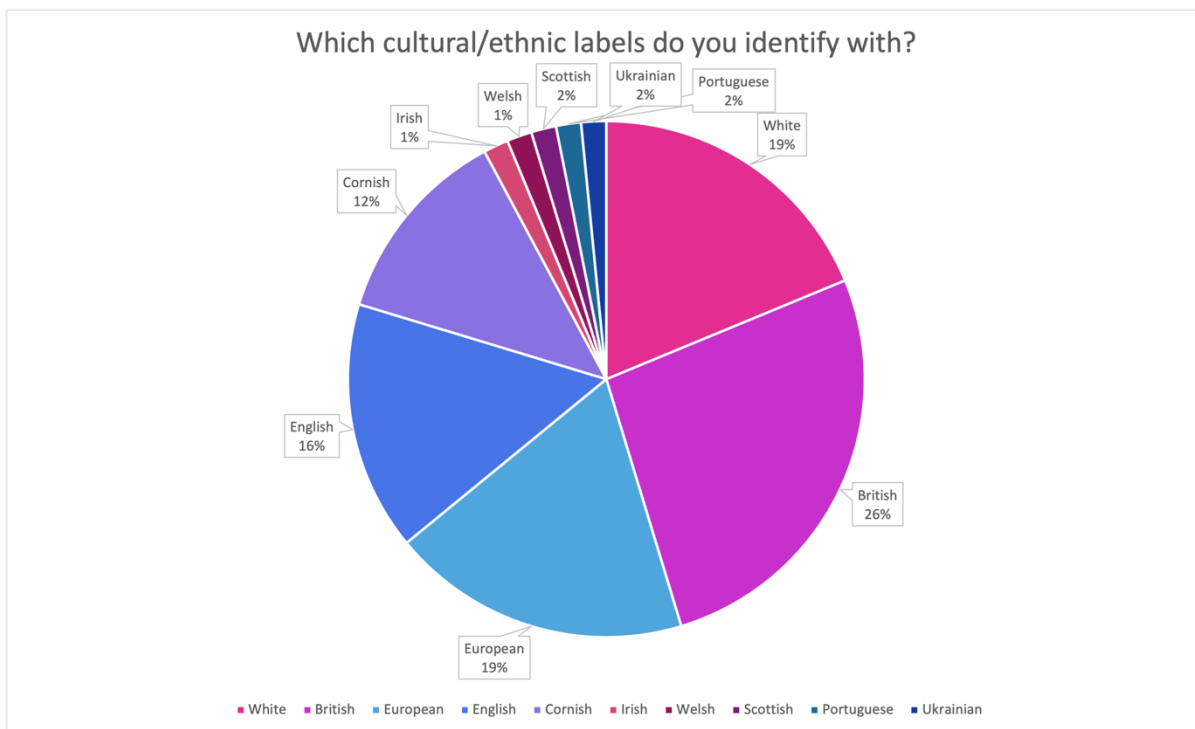
Religious culture



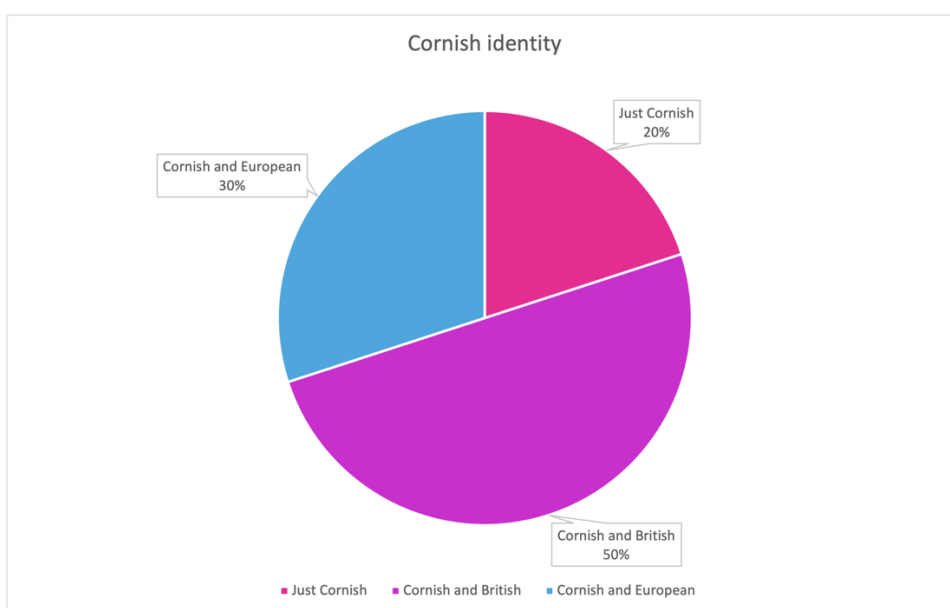
While in Year 1 the majority of respondents did not identify with any religion or religious culture (41%), Year 2 participants were majority Christian (36%) (Year 1: 28%). The next largest proportions of the cohort responded as Agnostic (20%) (Year 1: 3%), and 16% reported no religious or spiritual beliefs. Others in the Year 2 cohort were open to spirituality, Buddhist, Jewish, Earth Spirit Pachamama and one specified their Christianity as Spiritualist.

(Q6. Response rate: 92%; 8% more than one response)

Ethnic and cultural identities



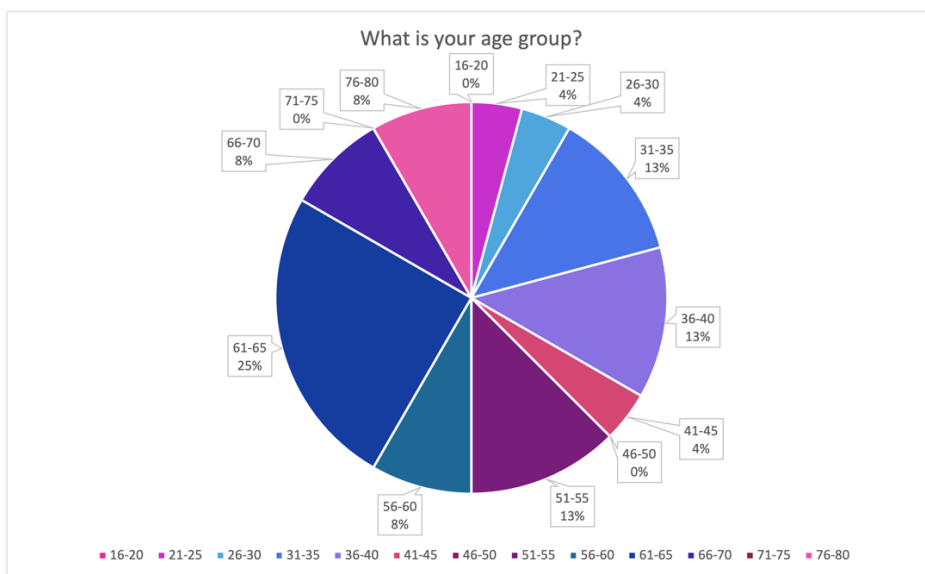
Like Year 1, the Year 2 cohort identified with a variety of ethnic and cultural/ancestry labels that are broadly reflective of Cornish society today. Identifying as ethnic White was less prominent in Year 2 (19%) compared with a majority in Year 1 (69%). No other racial/skin colour labels were identified with. Within the cohort, 16% (Year 1: 59%) identified as English, and 26% (Year 1: 59%) identified as British. Just 12% (Year 1: 38%) identified as Cornish, and 19% (Year 1: 38%) identified as European. Respondents also reported identifying as Irish, Ukrainian and Portuguese, in addition to Scottish and Welsh.



Of those respondents that self-identified as Cornish, half also identified as British (Year 1: 31%). None (Year 1: 64%) simultaneously identified as English. 30% (Year 1: 55%) identified simultaneously as Cornish and European, and 20% (Year 1: 10%) identified as just Cornish. While in Year 1 it was notable how many felt simultaneously English and Cornish, this was not at all evident in the Year 2 data, while the overall proportion of those identifying as Cornish was significantly lower in Year 2, those that self-identified only as Cornish, doubled.

(Q7. Response rate: 100%; 83% more than one response)

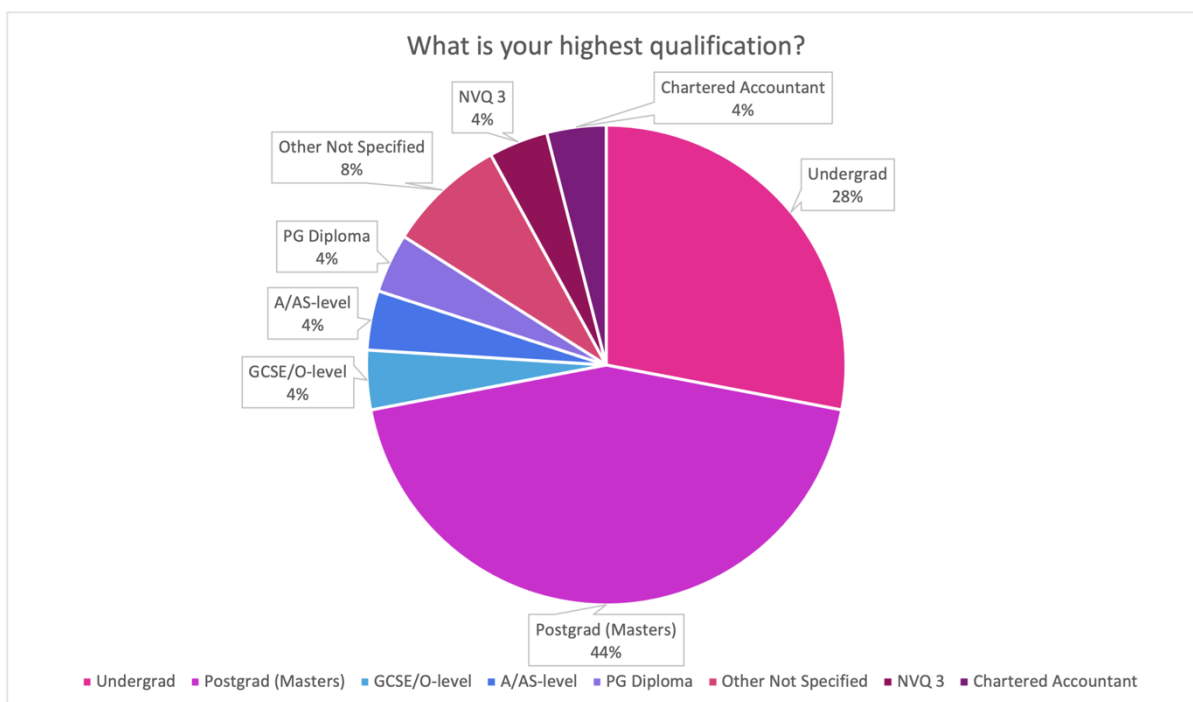
Age



The most frequent age group of the Year 2 cohort was 61-65 (25%) compared with Pilot+Year 1 where it was 26-30 (26%). Year 2 was a much older cohort with 49% over age 56. The other half of the cohort were relatively evenly spread in age groups ranging from 21 to 55. Notable is the small proportion of younger participants in Year 2 at 8% under 30. While the Pilot and Year 1 bucked the trend of the older, retired museum volunteer, Year 2 participants more closely match those traditional older volunteering age groups.

(Q8. Response rate: 100%)

Qualifications



Like in Year 1 the majority of the cohort held some kind of university degree, 28% (Year 1: 35%) at undergraduate level and 44% (Year 1: 42%) – again the highest proportion – at Masters level. None of the cohort held no qualifications at all. 12% held GCSEs/O-Levels, A/AS Levels and NVQs at Level 3 (Year 1: 19%) as their highest qualification. Others specified postgraduate diplomas and professional qualifications such as Chartered Accountancy, while 8% did not specify their qualifications. As in Year 1 the range of these responses confirm the entrenched situation whereby those who have significant formal educational experiences, especially in the arts, are attracted to museum volunteering, and that recruitment is biased towards those who are relatively self-sufficient, and share some sort of existing understanding of how museums and galleries work. This is likely to have been a result of advertising and recruiting to those ‘already signed up’ to the museum, and those who would not need a great deal of support. In the small museum world, the day-to-day operational pressures of running an organisation naturally predisposes them to amplify their workforces in this way.

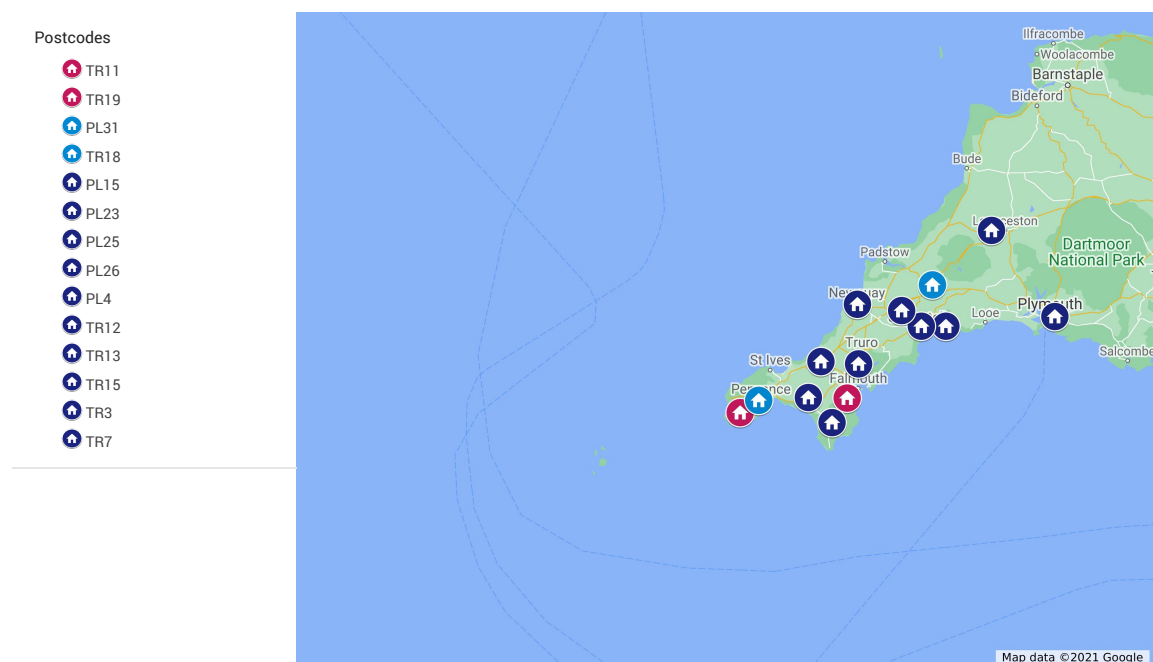
A range of subjects were reported in highest qualifications:

Subject	
Film	History
Metalwork and Silversmithing	Literature
Art/Art Therapy	Mathematics
Fine Art	English x2
Museum and Gallery Education	Professional Writing x2
	Psychology

(Q9. Response rate: 100%)

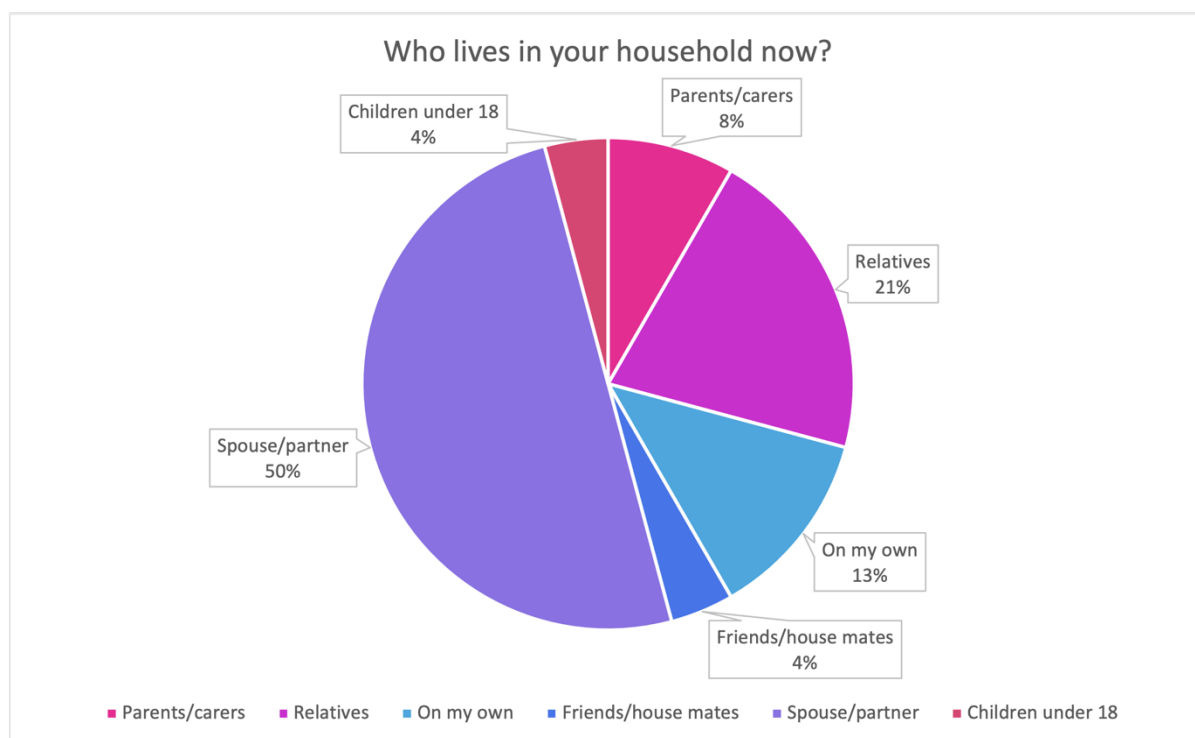
Home and household

Homes of Year 2 Citizen Curators 2019/20



As in Year 1 the survey requested the first part of home postcodes to gain a sense of the geographic reach of the Citizen Curators programme relative to the locations of participating museums. The magenta markers represent the highest proportion of 3+ people, light blue 2+ people and single participants home places marked in dark blue. No one reported home being outside Cornwall unlike Year 1. The geographic spread of Year 2 centres on Falmouth and St Just areas with the most participants, followed by Penzance and Bodmin. Most southerly participants lived lived in the Lizard villages with other clusters in Clay Country around St Austell, the most northerly from Launceston and the most easterly from Plymouth.

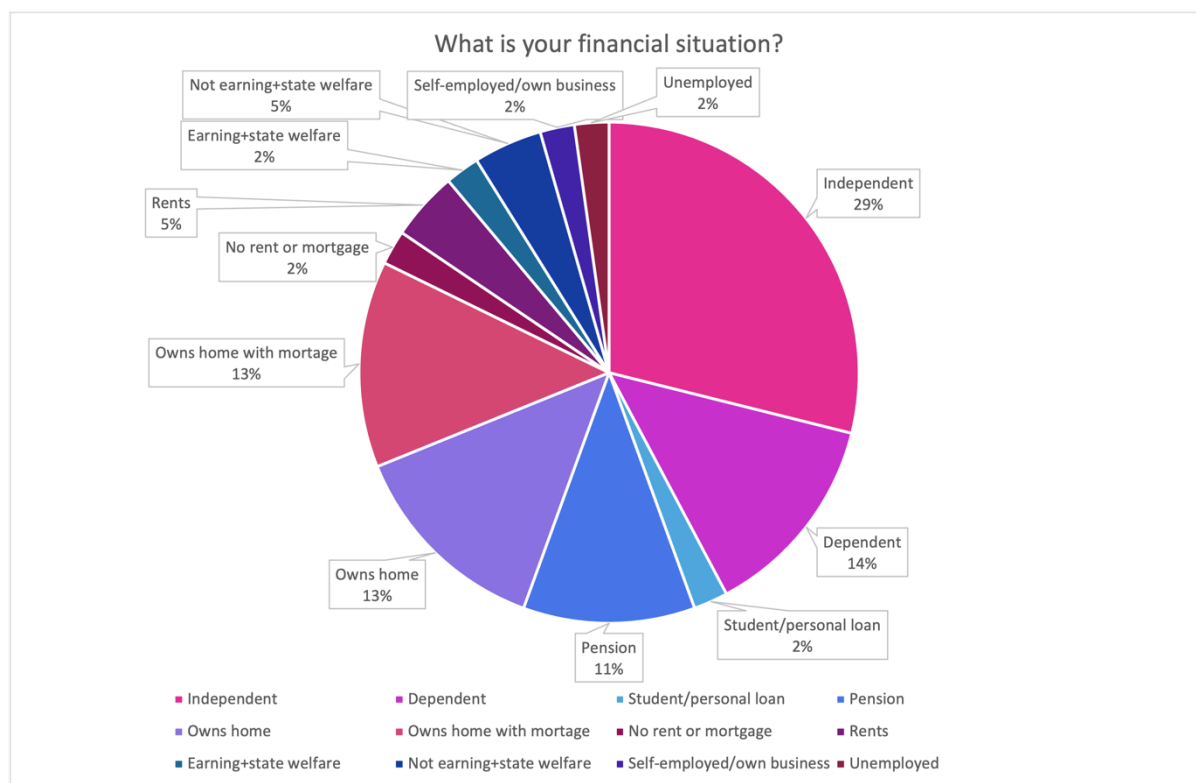
(Q10. Response rate: 83%)



The household profiles of the Year 2 cohort were not as varied as Year 1 with 50% living with a spouse or partner (some specified as husband) compared with 22% in Year 1. Only 8% (Year 1: 25%) lived with parents or carers, and 4% (Year 1: 13%) lived with children under 18. 21% (Year 1: 16%) mention relatives living in their household while about the same proportion as Year 1 (12%) lived on their own at 13%. 4% lived with friends or house mates. As in Year 1, collecting data on household circumstances, in addition to financial situation and access to transport, is essential when considering the diversity of a group and understanding their challenges and advantages. Visible and protected characteristics alone could not give us these insights.

(Q13. Response rate: 96%; 4% more than one response)

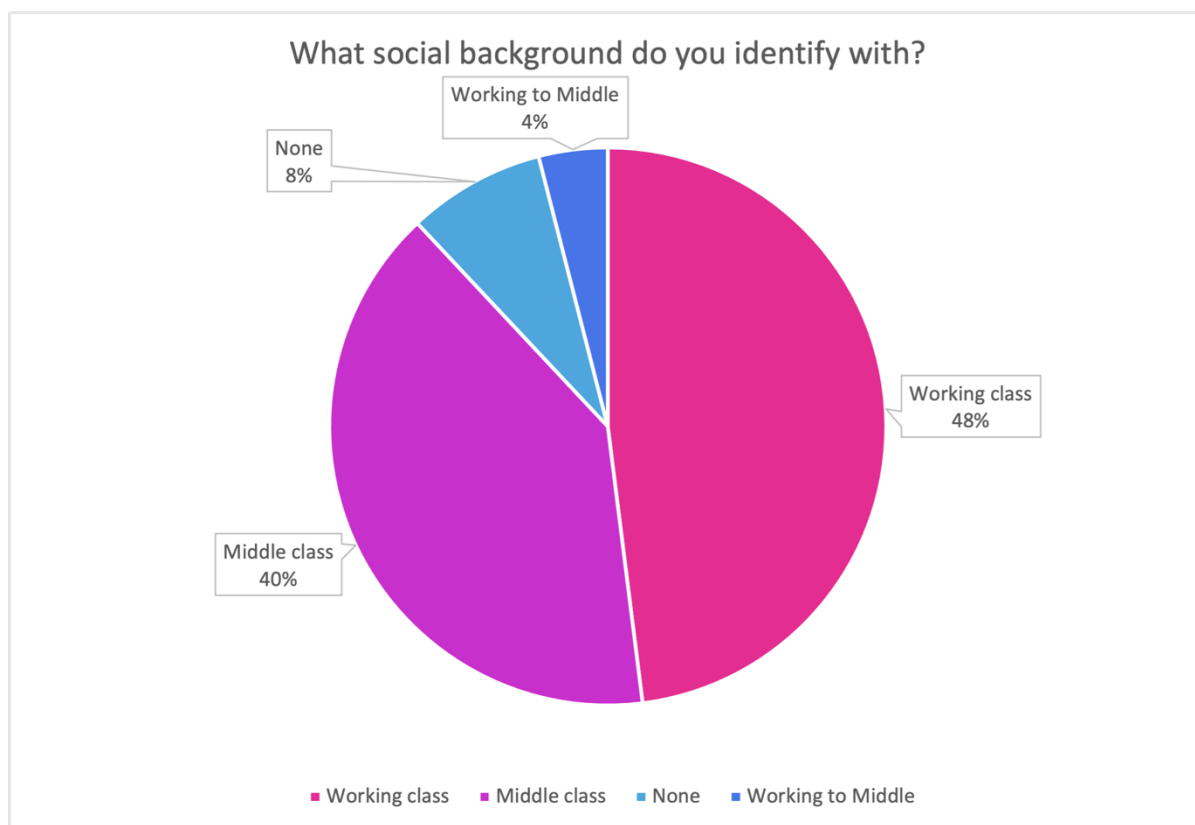
Financial situation



As in Year 1, participants' financial situations varied considerably and 75% of respondents reported multiple situations that affected their finances. 25% (Year 1: 35%) of participants reported being financially independent while 14% (Year 1: 13%) cited being dependent on another. 26% owned their home with or without a mortgage equally split, compared with 16% in Year 1. 5% (Year 1: 10%) rented their homes. Just 2% reported not having to pay rent or mortgage (Year 1: 6%). 7% relied on tax credits or state welfare while earning (Year 1: 6%). 11% (Year 1: 4%) received a pension. A general reflection on the reduced financial independence of the Year 2 cohort, compared with Year 1, is the high proportion of married women in their 60s who took part.

(Q14. Response rate: 92%; 75% more than one response)

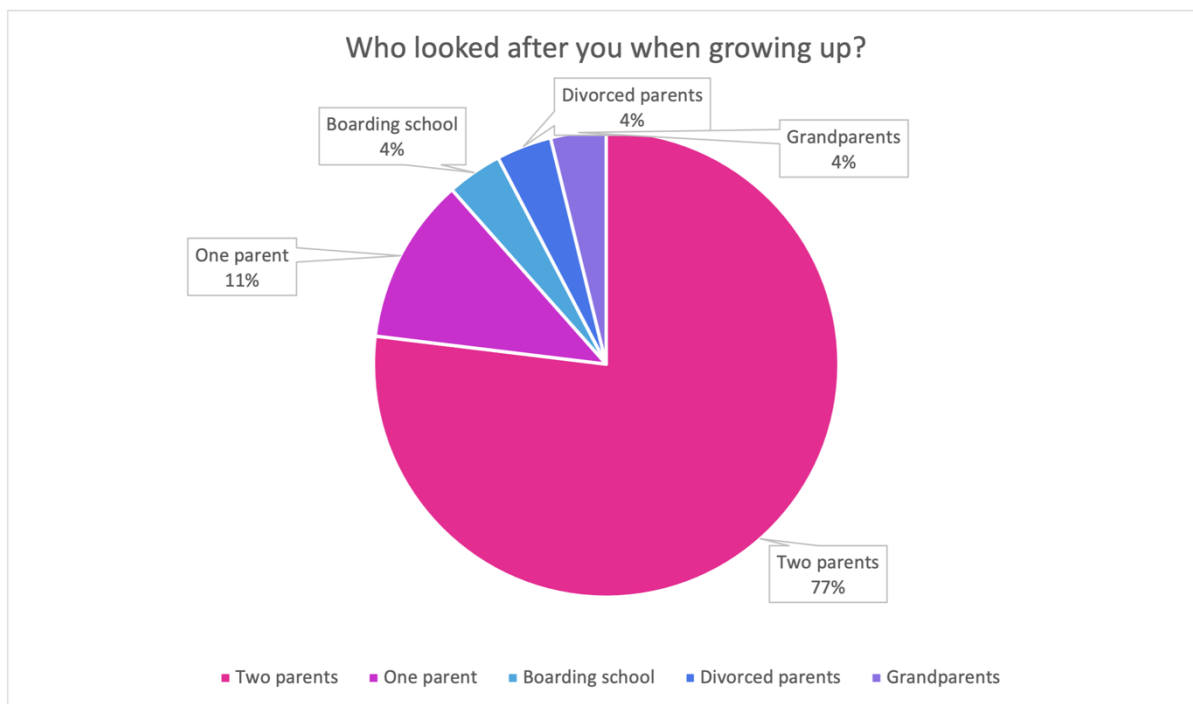
Social background



We remain interested in perceptions of social or socio-economic background and understanding of class in a rural context like Cornwall. As in Year 1 participations could choose their responses according to how they felt about themselves and their family and occupational background, rather than how others would categorise their social or class 'status'. Year 2 saw a switch with 48% identifying as working class (Year 1: 39%) and 40% as middle class (Year 1: 45%). 8% (Year 1: 10%) did not identify with any class label and one response cited transition from working to middle class.

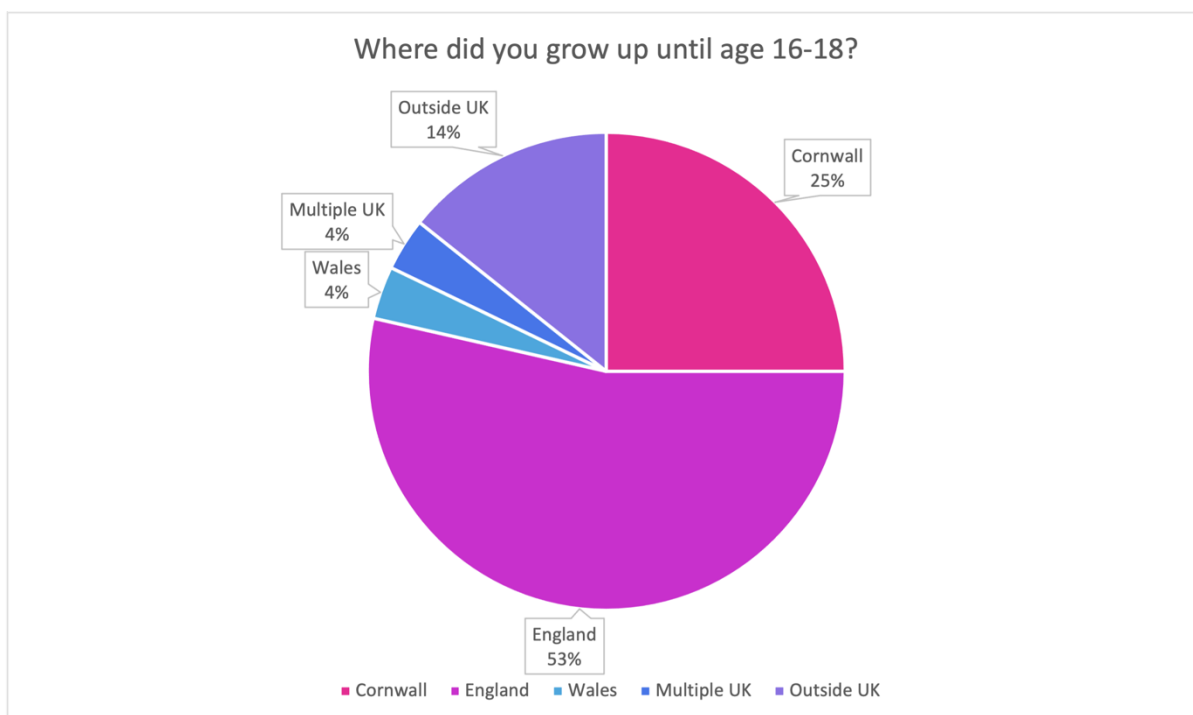
(Q15. Response rate: 92%; 13% more than one response)

Parenting and growing up



In Year 2 more than three-quarters of participants, 77% (Year 1: 81%) were parented by two parents during the majority of their growing up. 11% (Year 1: 13%) were looked after by a single parent. Divorced parents and boarding school were the remaining responses on parenting while growing up.

(Q12. Response rate: 100%; 8% more than one response)

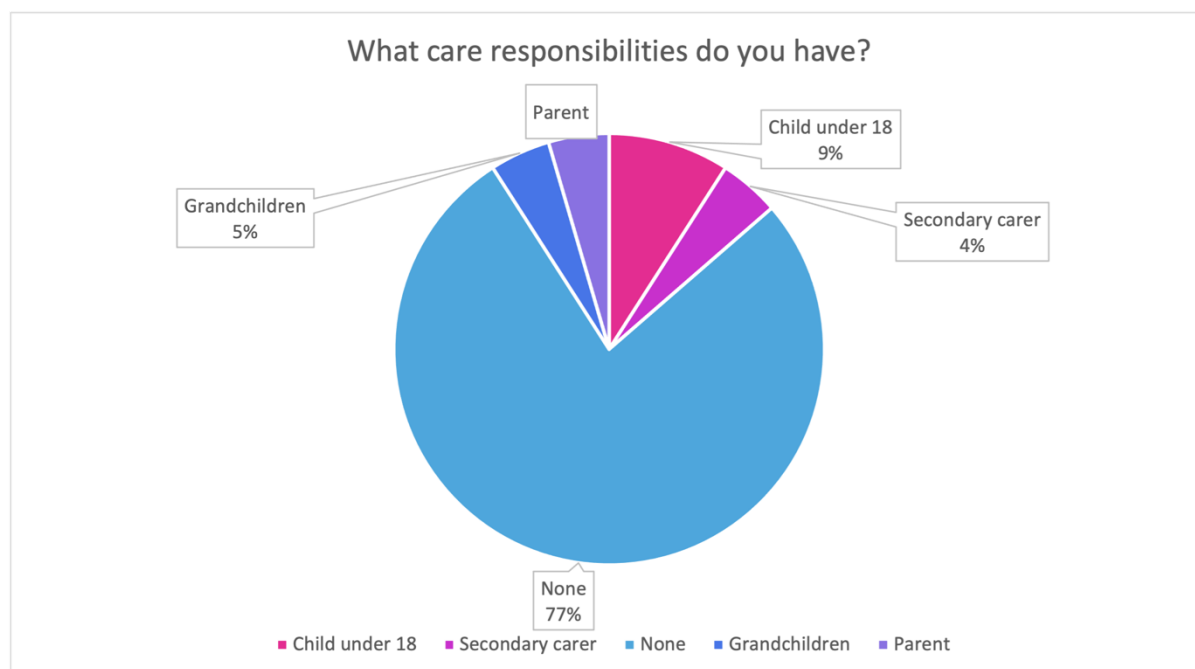


Compared with Year 1 the profile of the Year 2 cohort changed when asked about where they grew up. 25% (Year 1: 50%) grew up until age 16-18 in Cornwall, while 51% (Year 1: 43%) grew up in England. 4% (Year 1: 7%) reported growing up in multiple places around the UK, and 14% (Year 1: 0%) grew up in multiple places outside the UK, perhaps adding at least a knowledge and affinity for other cultures that was more evident in Year 2 than Year 1 even though cultural and ethnic diversity may not reflect this directly. 8% grew up in Wales and multiple places in the UK.

Cornwall	Outside Cornwall	Outside UK
Leedstown	Taunton, Somerset	New Zealand
Praze	London	Australia
Launceston	Wales	Greece
Falmouth		Brazil
		Holland
		France
		Malaysia
		Germany

(Q11. Response rate: 100%; 17% more than one response)

Caring responsibilities

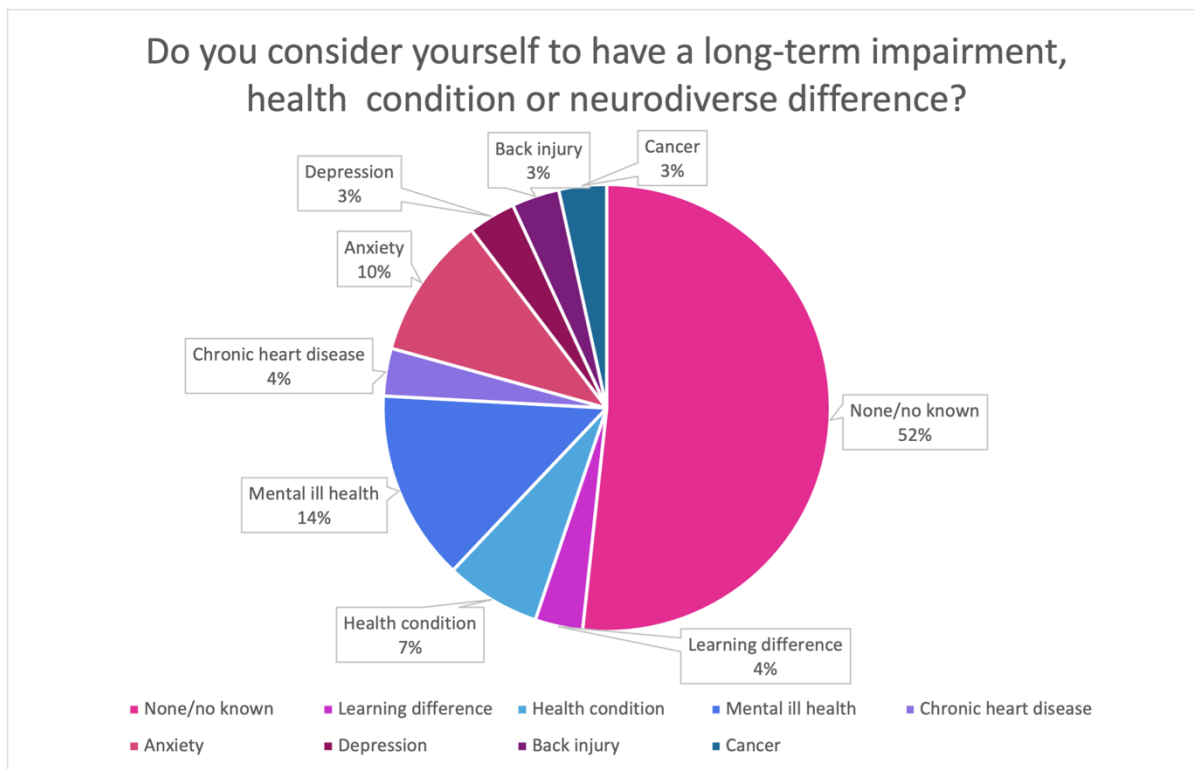


With questions on family and social background, travel, financial and household situations, the multiple responses to this question provide a useful overview of the realities volunteers face when donating their time to a museum. 77% (Year 1: 64%) cited no caring responsibilities while 9% (Year 1: 24%) had responsibility for children under 18, and the remainder reported being a secondary carer for

grandchildren or a parent. As in Year 1, none of the Year 2 cohort cited care responsibilities for children or adults with disabilities or other regular needs.

(Q17. Response rate: 86%)

Conditions affecting daily life and relationships



Asking participants about long-term impairments, disabilities, conditions, neurodiversity and learning differences revealed a powerful picture of the inclusiveness of the Citizen Curators programme in Year 1. By comparison in year 2 a significant but larger proportion of the cohort (52%) reported no or no known conditions, impairments or disabilities (Year 1: 41%). Of the 48% that reported a condition that affected their daily life or relationships, 14% reported suffering mental ill health, 13% of which were related to anxiety and depression, 7% reported a physical health condition including chronic heart disease, back injury and cancer. One reported a learning difference specifying dyslexia.

(Q18. Response rate: 96%)

Appendix: Survey questions and response options*

We want to work with and offer training to people from a wide range of backgrounds and diverse experiences. Your enjoyment of this programme should not be adversely affected by how you self-identify, your living situation or access requirements. Collecting this information anonymously helps us understand the diversity of our cohort and find out who we are excluding. Share as much or as

little as you want on this survey, skip questions you do not wish to answer. We will use this information entirely anonymously. **Do not include your name or any identifying information.**

Which gender labels do you identify with?

Female	Non-binary	Trans	None of these
Male	Intersex	Other please specify	

Is your gender identity today the same as you were assigned at birth?

Yes No

Which of these sexual relationship labels do you identify with?

Heterosexual/Straight	Gay man	Lesbian/Gay woman	Queer/questioning
Bisexual	Asexual	Other please specify	None of these

What is your relationship status?

Single	Married	Divorced	Widowed
Civil Partnership	Other please specify	In a relationship (cohabiting)	In a relationship (not cohabiting)

What title do you use?

Mrs	Ms	Mr	Dr
Other please specify	None of these	Mx	

Which of these religious cultures do you identify with? Be more specific if you wish, e.g. Pagan—Druid; Christian—Methodist; Muslim—Shia

Buddhist	Christian	Jewish	Agnostic
Pagan	Hindu	Sikh	Atheist
Muslim	None of these	Other please specify	

Which of these cultural/ethnic labels do you identify with through parentage or ancestry? Choose as many as feel right for you

Black	Cornish	English	British
White	European	Gypsy	Arab
Asian	Irish Traveller	Chinese	Indian

African	Scottish	Roma	Caribbean
American	Irish	Polish	Portuguese
Dual/Mixed Heritage	Welsh	Pacifica	Russian
Other please specify	Other please specify	Other please specify	Other please specify

What age group are you (years)?

16-20	21-25	26-30	31-35	36-40
41-45	46-50	51-55	56-60	61-65
66-70	71-75	76-80	81-85	86-90
91-95	96-100	100+		

What is your highest qualification?

No qualifications	Undergraduate degree (BA/BSc)	Postgraduate (MA/MSc)	Postgraduate (PhD)
GCSEs/O-Levels	A/AS Levels	Other please specify	

Which subject(s) is your highest qualifications in? (Write in)

Where did you grow up until age 16-18?

Cornwall	England	Wales	Northern Ireland
Please specify town/village	Multiple places in UK	Scotland	Outside the UK, please specify

Who looked after you during the majority of your growing up?

Two parents	One parent	Children's home	Foster parent(s)
Relative(s)	Other please specify		

What is the first part of your home postcode (where you are living now) e.g. TR1?

Who lives in your household now?

Parent(s) or carer	Relatives
On my own	Friends or house/flat mates
Other please specify	

What is your financial situation? Select all that apply

Financially independent	Earning and receiving tax credits and/or state benefits
Financially dependent (e.g. on spouse, partner or relative)	Not earning and receiving tax credits and/or state benefits
Student or other personal loan	Rents home
Receives pension	Owens home with mortgage
Owens home without mortgage	Other please specify
Does not pay rent or mortgage	

Which social background labels do you identify with either now or through parentage?

Working class	Middle class	Upper Middle Class	Upper Class
Other please specify	None of these		

How do you normally travel to volunteer, look for work, work or for study?

Own car	Shared/family car I drive	Public transport	Taxi
Rely on a lift	Walking	Other please specify	

What caring responsibilities do you have?

Primary carer of child/children under 18	Primary carer of child/children with disabilities 18 or over	Primary carer of older person (65+)
Primary carer of child/children with disabilities under 18	Spouse or partner with disabilities	None
Secondary carer (someone else carries out main caring role)	Other please specify	

Do you consider yourself to have a significant or long-term impairment, health condition or neurodiverse difference?

No known impairment, health condition or neurodiversity	Neurodiversity affecting communication or social preferences: Asperger's syndrome, Autistic spectrum, AD(H)D, OCD, other please specify:
Specific learning difference: dyslexia, dyspraxia, dyscalculia, other please specify:	Neurodiversity affecting speech and language: Tourette's, stuttering, muteness, other please specify:

Illness or health condition: cancer, HIV, diabetes, chronic heart disease, epilepsy, ME, other please specify:	Mental ill health, such as bipolar, schizophrenia, depression or anxiety disorder, other please specify:
Physical impairment or mobility issues: wheelchair user, uses crutches, amputee, other please specify:	Blind or visual impairment uncorrected by glasses or contact lenses
D/deaf or have a hearing impairment uncorrected by hearing aids	Other (undeclared) condition affecting my daily life or relationships
Other please specify	

**Survey questions and response options © Curatorial Research Centre / Cornwall Museums Partnership.*