

# MUSEUMS VICTORIA

## Accessibility and Inclusion Action Plan

2024 to 2027



Easy Read

[www.museumsvictoria.com.au](http://www.museumsvictoria.com.au)

# Acknowledgment of country



Museums Victoria respects all first Nations people in Victoria and Australia.



We understand that we live and work on First Nations land.



We respect the culture and language of all First Nations people.



In our area the First Nations people are the

- Wurundjeri Woi Wurrung
- Boon Wurrung Bunurong.

# About this plan

**MUSEUMS  
VICTORIA**

This is the **accessibility and inclusion action plan** for Museums Victoria.

We will say **plan** for short.



This plan says how we make sure our museums are great places for everyone.



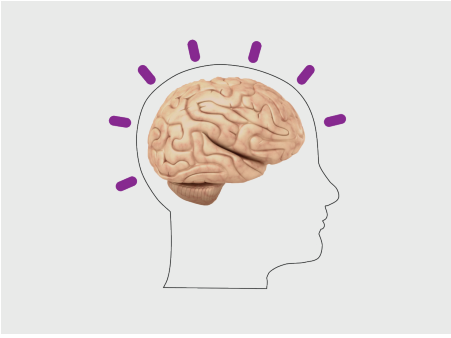
- Are deaf



- Have a disability



- Are **neurodivergent**.



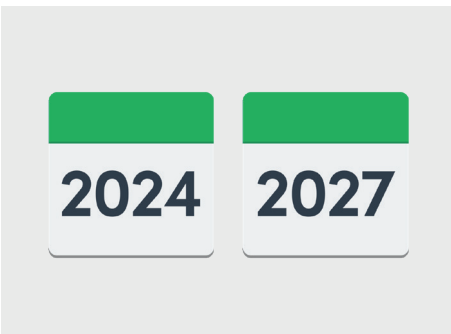
**Neurodivergent** means your brain works different from most people.



We want everyone to be able to visit and enjoy our museums.



We want to make sure our staff know how to support everyone in the best way.



This plan goes from 2024 to 2027.



# Why we made this plan



We made this plan so that more people know about **disability inclusion**.



**Disability inclusion** means people with disability are part of things like everyone else.



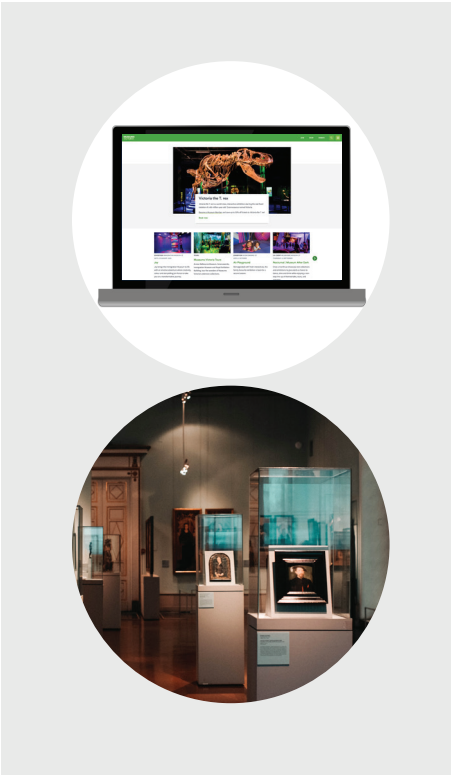
We want our staff to have more information about disability and disability inclusion.



This will help staff to support all people in the best way.



We talked to different people about what should be in the plan.



We also looked at **feedback** we got from visitors and staff about

- Our website
- Our museums.

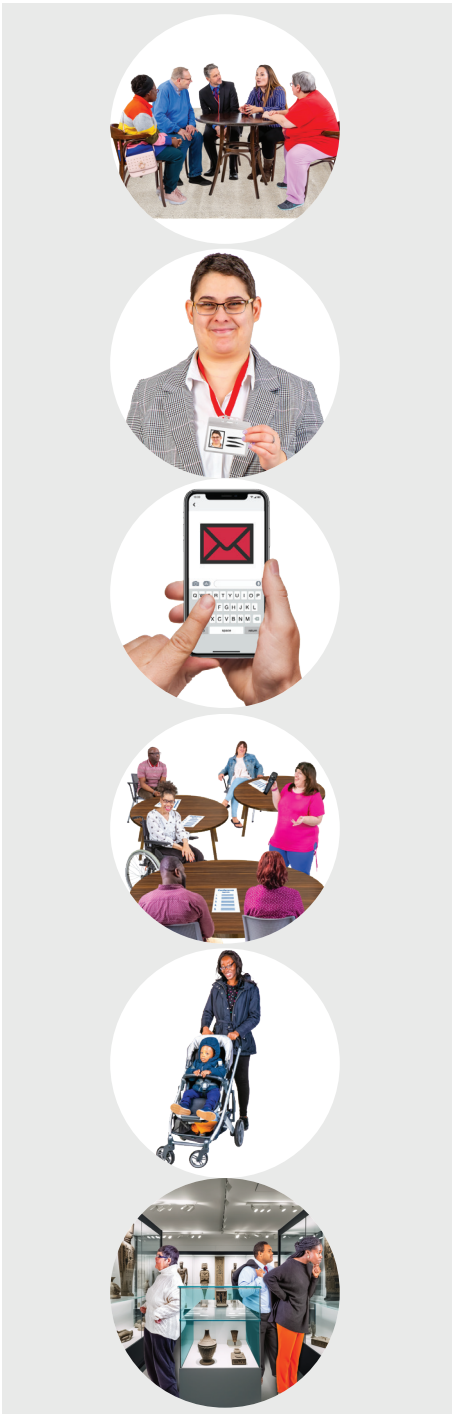


**Feedback** is when visitors or staff tell us what they think.

# What we will do



These are the 6 big things we want to work on.



1. Make disability inclusion part of our leadership

2. Have more staff who are deaf or have a disability

3. Make communication better

4. Make programs and events better

5. Have better support for visitors

6. Make the museums better for visitors and staff.

# 1. Make disability inclusion part of our leadership



We want our **leadership** to know more about disability inclusion.



Our **leadership** are our bosses and managers.

## What we will do



Museum Victoria bosses will put money aside to do things for disability inclusion.





Our leadership will think of ways to keep getting feedback from people who

- Are deaf
- Have a disability
- Are neurodivergent.



We want to have more of a mix of people on our **Board** like people with disability.



The **Board** is the group of people that makes big decisions about Museums Victoria.

## 2. Have more staff who are deaf or have a disability



We want to have more staff who

- Are deaf
- Have a disability
- Are neurodivergent.



We will make sure that the way we hire new staff is fair and works well for everyone.

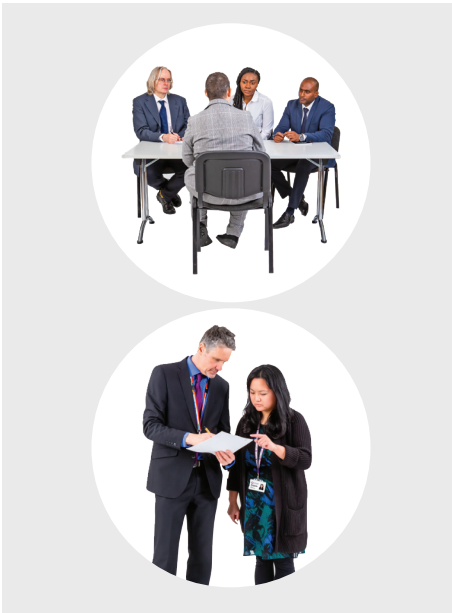


We will make Museums Victoria a safe place to work.



We will make sure all staff feel included.

## What we will do

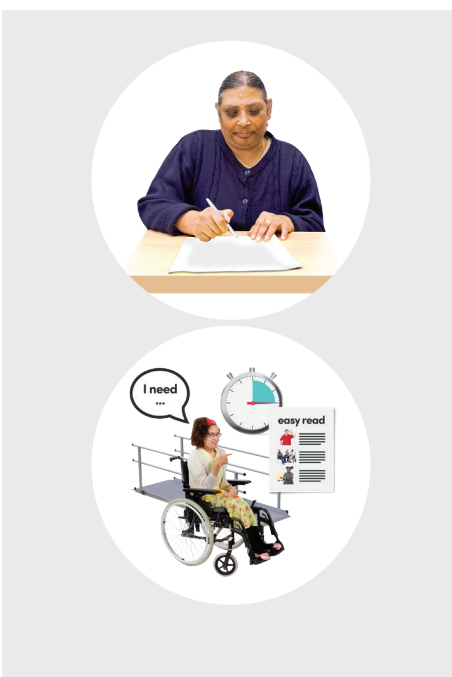


We will look at all the feedback we have about

- Hiring staff
- How staff who work at the museums feel included.



We will talk to people about the best way to hire new staff.



We will look at what support the staff need like

- Access requests
- Adjustment plans.

### 3. Make communication better



**Communication** means how we talk to people and give them information.



We want to make sure our communication works well for everyone.



This means how we give information and talk to people

- At our museums
- On our website.



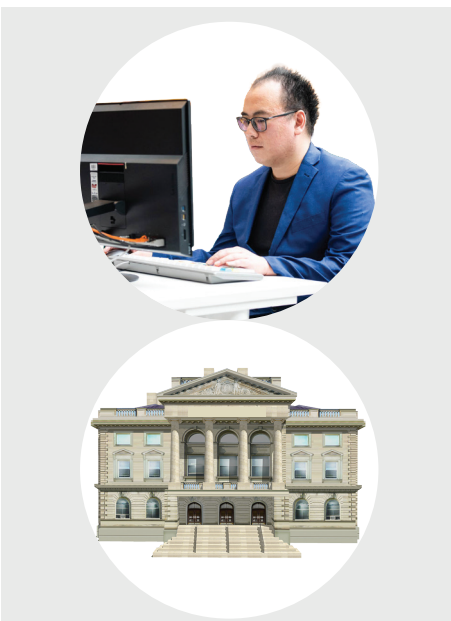
## What we will do



We will work with **specialists** to make sure our website and museums are easy to use.



**Specialists** are people who know a lot about something.



We will have information that is easy to understand about how to

- Use our online information
- Visit our museums.



We will make it easy to give feedback on our website.



We will work with people with **lived experience** to make our website better.



**Lived experience** means to know a lot about something because it happened to you.



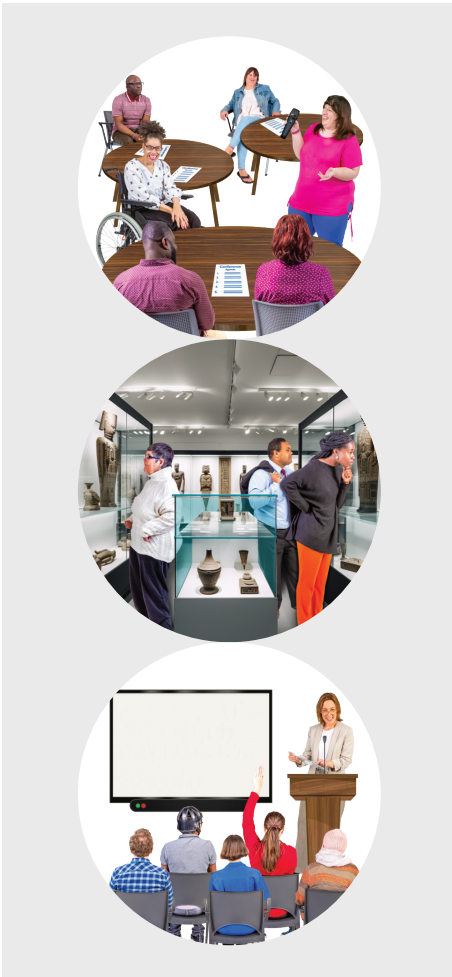
We might work with people who have lived experience because they

- Are deaf
- Have a disability
- Are neurodivergent.



We will come up with easy ways for people to look at what we have in the museum online.

## 4. Make programs and events better



We want to make it easy for everyone to

- Join our programs
- Visit our museums
- Come to our events.



We also want to make our information about these things better.

# What we will do



We will work together more with people who

- Are deaf
- Have a disability
- Are neurodivergent.



We will get their help to plan for programs and events.





We will make information in our museums better like

- Where things are
- **Sensory maps.**



A **sensory map** shows people parts of the museum that might be stressful for them.



This might be parts with lots of light or noise.



We will also try to get money to make some of the older parts of our museums better.

## 5. Better support for visitors

We want to make our museums better so that visitors



- Get information that is easy to use and understand



- Get the support they need



- Can give feedback in an easy way.

## What we will do



We will make it easier for people to find things in the museums.



We will look into feedback we got about our museums.



We will make it easier for people to give feedback.

## 6. Make the museums better for visitors and staff



We want to make our museums better places for all visitors and staff.

### What we will do



To make our museums better we will work with people who

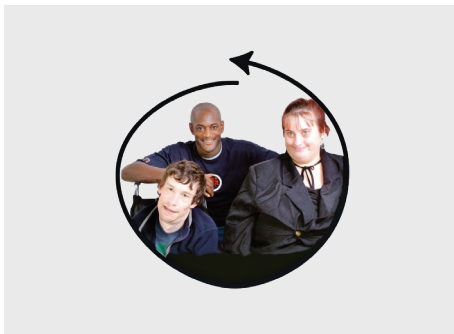
- Are deaf
- Have a disability
- Are neurodivergent.



We will find ways to get more money to make all our museums better.



## How we will use our money



We will use some money to make disability inclusion happen at Museums Victoria.



We will pay for all staff to have training and get information about disability inclusion.



We will pay people with lived experience to help us with things like programs and events.



We will use money to make a plan to have easy ways for people to give feedback.

# Tell us what you think about the plan



We want to hear what you think about this plan.

If you are a visitor and want to give feedback you can

- Fill in our online form at

[www.museumsvictoria.com.au/ask-us/feedback-and-complaints](http://www.museumsvictoria.com.au/ask-us/feedback-and-complaints)

- Call us on **13 11 02**

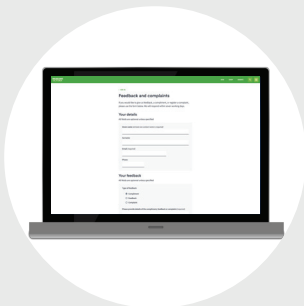
- Send a letter to

Chief Operating Officer

Museums Victoria

GPO Box 666

Melbourne Victoria, 3001





Staff can give feedback using the Museums Victoria Helpdesk.

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

We will answer all feedback in 30 days.

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at [business@cid.org.au](mailto:business@cid.org.au).