



## Gender Equality in Museums

---

### Réunion des Musées Métropolitains (RMM) – Métropole Rouen Normandie

Supported by the regional body for women's rights and gender equality: Direction régionale aux droits des femmes et à l'égalité entre les femmes et les hommes

With assistance from Cabinet TREZEGO, consultancy specialised in gender equality strategy and training.



12 October 2018

Given,

- the law of 4<sup>th</sup> August 2014 for genuine equality between men and women, the first article of which provides that regional governing bodies and public institutions must implement policy for genuine equality comprising action for equal treatment of men and women and equal access to cultural and artistic creation and to production and exhibition of their work;

- the law of 7 July 2016 regarding creative freedom, architecture and heritage which states that policy for artistic creation must promote “gender equality in all fields of artistic creation”;

- the law of 27 January 2017 regarding equality and citizenship which states that “from the 1 January 2018 at least 40% of people of each sex must be represented in commissions or instances belonging to public bodies reporting to the Ministry of Culture and their associated services that are consulted for funding distribution, for selecting, acquiring and ordering works, for granting authorisation or for selecting artists for participation in international competitions”;

- the circular of 8 June 2016 regarding support for residences for artists and teams of artists which reminds that residences must meet five objectives, including “the promotion of parity, diversity and the admission of younger generations”;

- the recommendations of the Haut Conseil à l'égalité entre les femmes et les hommes in their report: “Inequality between men and women in art and culture”. Actell: after 10 years of observation, it's time for action”;

- the Egalité 2018-2022 road map of the Ministry of Culture and the heritage section therein;

- the implication of Métropole Rouen Normandie, signatory of the European Charter for the Equality of Men and Women in Local Life and committed to their second three-year equality programme with three major themes: professional equality, the development of equality culture, and the integration of gender equality in public policy.

## La Réunion des Musées Métropolitains Rouen Normandie (RMM) commits to:

### Promoting gender equality by:

- 1- integrating gender equality in all its strategic orientations and each museum's scientific and cultural projects;
- 2- raising awareness and providing training for all employees about gender and equality issues;
- 3- implementing internal and external communication excluding stereotypes and attributing equal value to men and women and all their differences;
- 4- developing partnerships focusing on the theme.

### Guaranteeing that men and women are treated equally and have equal access to the RMM cultural programme by:

- 5- working towards parity between men and women artists, spectacles and speakers by setting objectives where imbalances have been observed;
- 6- reaching a minimum of 40% of each sex in selection juries and programme committees;
- 7- developing a proactive approach to acquisition and loan policies which give priority to adding women's work to collections.

### Ensuring equal representation of history and combating gender stereotypes by:

- 8- recognising women's contribution to history and society through collections and actions;
- 9- striving to communicate historical reality in its entirety and diversity in exhibitions by balancing the representation of men and women through works, documents and objects;
- 10- restoring the historic role of the inequality between men and women in social imbalances, essentialist representations and stereotypes;
- 11- giving priority to communication which gives women visibility in RMM publications such as catalogues and texts.
- 12- In addition to this integrated and multidisciplinary approach to equality issues, developing visits and workshops focusing on the treatment of gender throughout history, women's rights and gender inequality.

### Adapting working tools and methods by:

**13-** having a representative(s) for gender equality who is responsible for monitoring and measuring objectives annually for the RMM and each museum;

**14-** entering the gender of artists and personalities in collective databases and statistic tools used by the teams to ensure objectives can be measured;

**15-** considering the issue of gender equality when developing and assessing projects;

**16-** citing this charter in application documentation, partnership agreements and contracts. In coherence with these values, refuse any proposition which communicates sexist attitudes;

**17-** being open about proven sexual or sexist violence in artist and personality biographies when presenting monographic exhibitions, and sharing this charter with artists, personalities and those representing them;

**18-** ensuring a balance between male and female applicants through wide-reaching communication about project propositions, taking into account selection criteria flawed by gender inequality, using a representative database, and developing pre-selection lists based on parity prior to the final choice;

**19-** guaranteeing that museum events represent gender quality through expression, practices and performances.

**20-** coordinating the strategic application of this charter and applying the approach to all other forms of discrimination.