

DIVERSITY AND INCLUSION

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MISSION

The mission of the Museum of Contemporary Tibetan Art is to educate and spread awareness to a local, national and international public about contemporary Tibet-inspired artworks and their themes. The collection is representative of contemporary Tibetan and Tibet-inspired artists as well as the traditional Tibetan culture. The museum conserves, researches and presents the collection and is a platform for discussion; also a platform for activities between artists and public revolving around the themes of the collection.

Current situation and aims

PROGRAMME

The Museum of Contemporary Tibetan Art is a diverse organization on itself because of its mission. It's collection is inherently diverse.

Not only the art Tibetan artists or artists with Tibetan roots make up part of the collection, also artists who are inspired by Tibet or the Tibetan artistic culture are offered a platform in our museum. Until now these are mostly temporary additions to the collection.

- **We integrate a space for these Tibet-inspired artworks in the museum's permanent collection** to make it clear for our visitors that artworks from artist with all sorts of backgrounds that our society constitutes of, are included.

PUBLIC

The goal for the museum is to share the Tibetan cultural heritage, from traditional to contemporary art, with society; the public being either a local, national or international visitor.

TARGET GROUPS

- Families
- Students
- Seniors
- Enthusiasts of Asian culture
- Culture lovers
- International tourists

Besides the above stated target groups we can make a distinction according to physical capabilities such as:

- Wheelchair users
- People that are colour-blind

- We **provide Dutch as well as English text labels throughout the exhibition of the permanent collection** to make the exhibition more accessible to the local and national public, as the local and national public, stated in the mission, have Dutch predominantly as their mother tongue.
- We **make an audiotour in Dutch, English and German in support of the permanent collection** to become more accessible to the international public.
- We **make the exhibition's text material available in lay-outs that make text visible for people that are colour blind**, following the guidelines of the document: [Museum Open U LCM 2017](#)
- We **have a key representative of wheelchair users to test the museum** on physical accessibility and integrate their advises and comments.
- We **do an audience satisfaction survey**, to get a better grip of our the visitor's experience and rating.

STAFF

The Museum of Contemporary Tibetan Art is exemplary for diversity because of its *staff* with multicultural backgrounds, relating to different sorts of religions, age, educational level and other characteristics. We have a balanced work environment and we try to be reflective about unconscious biased during the processes of interviewing and hiring staff.

The board and the staff (employee and volunteers) together create an environment of inclusiveness by writing and speaking in English as well as Dutch with each other. This availability is however not consistent in the intern documents.

- We **provide a Dutch and English version of all the intern documents** of the museum for our staff.

EVALUATION

The aims stated above are included in the policy plan and are thus reflected upon by the board in an annual report. This Code is evaluated and updated every year.