

**Participation. It's everyone's job. It's your job**

Everyone has a part to play in creating a participatory organisation.

Directors, Funders, Senior Managers,

Trustees, Sector Influencers...

From the bottom to the top,

inside and out, we all have a part to play.

What is yours?

The Paul Hamlyn Foundation

believes that people should be actively involved

in decisions that affect their lives.

We believe that the wider public

should be involved in decisions

about museums and galleries too.

Museums and galleries that want to stay relevant

are moving towards more participatory ways

of working with their communities.

We believe this will enhance their fundability

and make them more sustainable.

Several museums and galleries

of different types and sizes

experimented with different ways

of forming active partnerships with communities.

where decision making was shared

and where staff were empowered

to collaborate with each other.

After more than five years

of action research, evaluation and reflection

we now have a much better idea  
of how genuine participation can work  
in cultural settings.

It only works if it becomes  
everyone's job and responsibility,  
from funders to trustees  
to museum staff to volunteers.

It only works if you change lots of things  
throughout your museum.

It only works if you put  
participatory community engagement  
at the heart of your museum's mission  
and develop a sustainable business model.

We have been thinking about our role as funders  
and our new grants programme  
supports active participation.

Now we are asking community partners,  
staff, directors, governors  
and other funding bodies and influencers  
to think about your role in changing our sector.

We have produced practical multimedia resources  
to support your journey of change.

The tools are there.

It needs your commitment.

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It's your job.