

# How can the Heritage Fund be more inclusive of under-represented groups?

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## Annexes

### Annex 1: Staff interviewees

- Isabel Hunt: Executive Director, Business Innovation and Insight
- Una Duffy: Director of Investment
- Liz Ellis: Policy Project Manager
- Araba Webber: Head of Strategy
- Kay Watson: Customer Service Manager
- Amy Potter: Business Delivery Assistant
- Jeremy Fenn: Senior Investment Manager
- Ana Osborne: Investment Manager
- Annie Mottisfont: Engagement Manager

### Annex 2: EDI research steering group

- Tom Walters: Head of Research
- Liz Ellis: Policy Project Manager
- Jo Arthur: User Researcher
- Louise Sutherland: Senior Engagement Manager
- Amelia Robinson: Insight Manager
- Faruk Barabhuiya: Insight Manager

### Annex 3: EDI Review group

- Andrew White (Chair): Director, The National Lottery Heritage Fund in Wales
- Richard Wilson: Director of HR
- Araba Webber: Head of Strategy
- Vanessa Harbar: Culture Change Lead
- Louise Sutherland: Senior Engagement Manager
- Liz Ellis: Policy Project Manager
- Belinda Wych: Culture Change Coordinator
- Demmy Adewole: Governance Manager

## Annex 4: heritage types

- community heritage
- industrial, maritime and transport
- landscapes, parks and nature
- museums, libraries and archives
- cultures and memories
- places of worships
- areas, buildings and monuments
- intangible heritage

## Annex 5: Key concepts

This research is underpinned by concepts from research in the field of heritage and builds on existing evidence from the sector.

**Social value of heritage:** this research focuses on the social value of heritage, whereby heritage is defined by its role for a particular community rather than by external (often imposed by white and Western experts) criteria or by its material characteristics. A number of institutions in the heritage sector are now adopting this definition (eg: Council of Europe).

**Social equity and heritage:** research from the critical heritage studies showed that heritage has the potential to create a sense of belonging and identity, but also to exclude minorities groups from mainstream discourse. Definitions of heritage are therefore intrinsically political, and heritage must be recognised as a source of power (Stuart Hall; Waterton and Watson; Graham; Ashworth and Tunbridge).

A significant body of evidence has shown the role of heritage in changing perceptions and narratives (Richard Sandell). In acknowledgment of this fact, there has been a growing number of organisations and academics exploring the potential of heritage to drive social equity outcomes (eg: [Museum Activism](#), [Action Heritage](#)).

**Wellbeing (individual and collective):** the [What Works Centre for Wellbeing](#) defines wellbeing as: “quality of life and prosperity, positive physical and mental health, sustainable thriving communities”.

There is [evidence](#) that heritage is connected to a wide range of beneficial impacts on the mental health and wellbeing of people and communities. It is worth noting that there is still a lack of research on the impact of intangible heritage.

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