Application Form for

‘WMMD Inclusive Museums 2022/23’

Overview

West Midlands Museum Development (WMMD) are working with NoBarriers to provide a small cohort of museums with the opportunity to receive professional training, mentoring and peer support to actively improve equity and inclusion across their organisations.

The programme will run between May 2022 and February 2023.

As a result of taking part in the programme, participants will:

* Demonstrate a consistent understanding of Equity and Inclusion and how it relates to their audiences, workforce (paid and voluntary), governance and programmes
* Feel confident about current language to use when discussing Equity and Inclusion
* Identify internal issues and external opportunities and barriers related to Equity and Inclusion and develop the skills to address them
* Demonstrate improved confidence in talking about difficult issues/ topics
* Identify the challenges and/ or barriers within their organisation relating to Equity and Inclusion and develop plans to address these
* Prepare an Equality Action Plan
* Gain a supportive network of colleagues developing their equity and inclusion policy and practice
* Involve their wider organisation in developing their Equality Action Plan

About NoBarriers

NoBarriers deliver tailored approaches to increasing inclusive and equitable practice in the cultural sector, including training, advice, strategic planning, service review and community engagement.

Isilda Almeida, founder of NoBarriers, works as an Equity, Diversity and Inclusion Consultant in the culture sector and brings with her over 20 years’ experience of the UK heritage sector. Isilda will be supported by Maurice Davies, who brings nearly 40 years of experience in UK museums and galleries as a policymaker, leader and curator. He has championed equity and inclusion since the 1990s when he was editor of Museums Journal. He has advised organisations such as the Greater London Authority, the National Museum Directors Council and the National Trust on aspects of heritage and race. Most recently he has helped Museum Detox with an organisational review and, with Isilda, delivered training on museums, equity and inclusion.

Between them, Isilda and Maurice bring knowledge, professional and lived-experience, current approaches to Equity and Inclusion, contextualised by historical and political events that have shaped how museums got to where they are.

Programme Information

Who should attend?

This programme has been designed for staff and volunteers working in museums, galleries and heritage sites who are:

• Keen to prioritise improving equity and inclusion at their organisation

• Committed to reviewing their work around Equity and Inclusion

• Open to new ways of working

• Wanting to embed inclusive practice into all areas of their work

• Able to dedicate time and staff resources to ensure they can benefit from the programme fully

Two members of staff/volunteers/Trustees from each participating museum should attend to share learning and ensure actions can be implemented effectively within their organisation.

It is essential that at least one of the delegates holds a senior position in the organisation and can implement organisation-wide changes.

Programme schedule

The programme will be delivered through a combination of live online workshops, pre-recorded training films, 1-2-1 mentoring, case studies and peer group activities between May 2022 and February 2023.

Participating museums are expected to commit to attending all sessions online and undertaking additional ‘homework’ between meetings, including watching pre-recorded films and completing tasks.

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| Date | Session | Activity |
| 24 May 2022 | Session 1 Introduction (full day) | **Facilitated online workshop**: Programme launch, including;* Introduction to self-assessment
* Inclusivity, Relevance and Dynamism
* Museum Case studies

Pre-recorded film: Introduction to EDI and museums |
| 31 May 2022 | Session 2 Peer Learning (half day, morning) | **Facilitated online workshop:** Create a shared learning ethos and establish peer groups |
| 7 June 2022 | Session 3 Engaging colleagues, key messages (half day, morning) | **Facilitated online workshop:** Each museum develops key points to share within their organisation and learns how to share ownership – eg create an Equity Action GroupFilm: How to embed EDI in your organisation |
| June 2022 | 1-2-1 Mentoring session | Mentoring (online): Isilda Almeida will schedule 1-2-1 mentoring sessions with each organisation to support museums to conduct a Baseline EDI assessment |
| June-mid July 2022 | Peer Group Task 1 | Peer groups support each other in engaging colleagues in their museums |
| 12 July 2022 | Session 4 Difficult Conversations and the language of EDI (half day, morning) | **Facilitated online workshop:** Reflecting on the experience of engaging colleagues and enhancing skills for difficult conversations around equity. Identifying priorities for Equality Action Planning and engaging colleagues.Film: Inclusive language |
| July- mid September 2022 | Peer Group Task 2 | Peer groups support each other in analysing EDI baseline assessments and identify priority areas for change (working with organisational colleagues) |
| w/c 19 September 2022 | Session 5 Inclusive Volunteering (film only) | Film: Volunteers and EDI |
| 11 October 2022 | Session 6 Decolonisation (half day, morning) | Facilitated online workshop: Museum case studies and creating an Equality Action Plan (EAP)Film: Transatlantic slavery, empire and museums |
| October-November 2022 | Peer Group Task 3 | Peer group supporting development of EAPs, identifying actions and success indicators |
| 25 October 2022 | Session 7 Community Coproduction (half day, morning) | Facilitated online workshop: Building workforce confidence in coproduction |
| November 2022 | 1-2-1 Mentoring session | Developing your Equity Action Plan (EAP) |
| 6 December 2022 | Session 8 Sharing Equality Action Plans (half day, morning) | Facilitated online workshop: Final programme cohort session |
| January – February 2023 | Peer Group Mentoring | This mentoring phase will encourage peer groups to continue beyond end of programme.  |

The five pre-recorded training films will also be available to request from the WMMD website. Participants will be able to share the training films with staff, volunteers and Trustees in their organisation, to increase organisation-wide knowledge and understanding.

Sharing

Participating museums submit a Case Study to WMMD outlining how the ‘Inclusive Museums’ programme has impacted their organisation by 31 March 2023.

Application Timescale:

* Submission of Application Form by **1pm, Thursday 5 May 2022**
* Successful applicants notified **w/c 9 May 2022**
* Participating museums will complete a Case Study **no later than 31 March 2023**

Conditions of Participation

* Priority will be given to non-NPO and non-National museums who are Accredited or Working Towards Accreditation based in the West Midlands
* Places are limited and as such this is a competitive application process
* Organisations must commit to two delegates attending all sessions

Data Sharing

This programme requires us to share your application and contact information with our training providers; Isilda Almeida and Maurice Davies. We will obtain a ‘Third Party Data Processing Agreement’ to ensure that they are looking after your personal data in an efficient and compliant manner.

Application Information

Are you committed to fully participating in the programme including two delegates attending all events?

Choose an item.

Please consider the following when answering the above:

* Is your senior management fully supportive of the organisation’s participation in this programme?
* Are you able to provide up to two key staff/ volunteers to contribute as necessary?
* Will you ensure online accessibility information for your venue is updated following participation?

About you (lead applicant) and your organisation

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| --- | --- |
| **Name:** | Click here to enter text. |
| **Email:** | Click here to enter text. |
| **Job Title:** | Click here to enter text. |
| **Organisation:** | Click here to enter text. |

What support does your organisation need to be more equitable, diverse and inclusive?

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| Click here to enter text. |

Is Equity and Inclusion included in your organisation’s Business Plan?

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| Click here to enter text. |

Does your organisation currently have an Equality Action Plan?

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| Click here to enter text. |

What do you consider to be your organisation’s main challenges in relation to equity and inclusion?

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| Click here to enter text. |

What do you hope to get out of taking part in this project?

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| Click here to enter text. |

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| **By signing this form your museum agrees to the ‘Conditions of Participation’ as outlined above and confirms that two representatives will fully participate in the programme.** |
| **Signed:** | Click here to enter text. | **Date:** | Click here to enter a date. |

**Please return completed form by email to** **wmmd@ironbridge.org.uk** **no later than 1pm,** 05/05/2022**.**