**Curating for Change Sector Forum: What does it take for D/deaf, disabled and neurodivergent people to thrive in their museum careers?**

We will examine the benefit of peer to peer mentoring and specialist disability workplace networks, and how this enables disabled colleagues to pursue their career goals.

The Curating for Change programme tackles the serious underrepresentation of D/deaf, disabled and neurodivergent people within our museums. In hosting 8 Curatorial Fellowships for 18 months and 7 40-day Traineeships in 20 partner museums across the country, our aim is to demonstrate that any museum, whatever its size, type or location can open-up access to D/deaf, disabled and neurodivergent people within their workforce.

Building on the success of our first sector forum and action plan for equitable recruitment in the museums sector; “We Are Not All the Same”, this, the second in a 2-part forum focuses on retaining disabled talent within the museum workforce.

**Curating for Change Sector Forum: What does it take for D/deaf, disabled and neurodivergent people to thrive in their museum careers?**

**Session 2:**

**Date:** Wednesday 14th June 2023

**Time:** 11.00-12.30

**Eventbrite link:** <https://www.eventbrite.co.uk/e/576244261097>

**Zoom Link:** <https://us02web.zoom.us/j/84105808576?pwd=dFhZRUc3UnRZZW9BWkRZSnI1cVdGdz09>

**Meeting ID:** 841 0580 8576

**Passcode:** 079921

In this second of a two part forum, sector leaders and Curating for Change Fellows explore the meaningful engagement of D/deaf, neurodivergent and disabled people with their museum career. How can we create environments within the museum and gallery sector to empower individuals into leadership roles?

The focus of this forum is for senior leadership within museums and galleries who can enact meaningful change within their organisations. It is also helpful for anyone managing teams within the museums sector, HR representatives who are supporting training and development and for D/deaf, disabled and neurodivergent people working or interested in progressing their career in museums.

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| **Time** | **Item** | **Chair** |
| 11.00 – 11.10 | Welcome Esther Fox, Head of Accentuate  Keynote: Tony Heaton | EF |
| 11.10 – 11.20 | Curating for Change Fellows and Mentors reflect on their experiences of mentoring D/deaf, disabled and neurodivergent early career museum professionals. | EG |
| 11.20-11.50 | Visible Representation and The Value of Disability Networks  In this panel discussion we will hear how important it is to see visible representations of yourself within the workforce and what it means to be seen. We will also explore how being part of a disability network which supports disabled colleagues is important, and what it takes to shift discussion into practice within museums and galleries.  Alison Jones, Tate Liverpool  Yasmin Khan, Head of Equality, Diversity and Inclusion, Tate.  Jennifer McShane, Tate Britain/Modern | EF |
| 11.50 – 12 | BREAK |  |
| 12 - 12.30 | Reflections on your practice.  …And Tearing Down  This second of a two part session will look at some of the conditions that disabled people need in the organisations we work in if we are to progress, including into leadership. We will explore some of the myths and assumptions that uphold ableism and find out why disabled people need mainstream organisations to be willing to question everything.  Michèle Taylor  (Michèle’s first session ran on 19 April 2023 for the Curating for Change: Re-Framing induction forum. Although each session is stand-alone we recommend attending both to fully participate.) | MT |
| 12.30 | Thanks, next steps and close | EF |