



CURATING FOR CHANGE SECTOR FORUM PART 2

What does it take for D/deaf, disabled and neurodivergent people to thrive in their museum careers?

DATE WEDNESDAY 14 JUNE 2023

TIME 11:00 - 12:30

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 second instalment of a 2-part forum focuses on retaining disabled talent within the museum workforce.

CLICK HERE TO REGISTER



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11:00 - 11:05

Welcome & Introduction

Esther Fox, Head of Accentuate Programme

11:05 - 11:10

Keynote Provocation

Tony Heaton

11:10 - 11:20

Reflecting on experiences as D/deaf, disabled, and neurodivergent early career museum professionals

Curating for Change Fellows & Mentors
Emily Goff, Project Manager

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 in museums & galleries.

Alison Jones, Programme Manager: Public and Community Learning, Tate Liverpool

Yasmin Khan, Head of Equality, Diversity and Inclusion, Tate

Jennifer McShane, Editorial Content Producer, Tate



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11:50 - 12:00 **BREAK**

12:00 - 12:30 **Reflections on your Practise
...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, Director for Change, Ramps on the Moon

12:30 **Thanks, next steps, & close**

*Click here to view Michèle's first session, which 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.



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Esther Fox is a Programme Director, Artist and Researcher, interested in exploring the synapses between medicine, art, museums and ethics. Esther is the Head of the Accentuate programme, creating opportunities for D/deaf, disabled and neurodivergent people to participate and lead in the cultural sector. She is currently taking the strategic lead on Curating for Change, working with over 20 Museums across England to deliver a programme for disabled people wanting to pursue a career in Museums. Esther is also a trustee for Hastings Contemporary.



Emily Goff is Project Manager for Curating for Change. Emily Goff is an experienced volunteer manager and museum educator who has worked for a range of independent, national and university museums and collections over her 12-year career.



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Tony Heaton OBE is a sculptor, Chair of Shape Arts, and Consultant/Advisor to many cultural organisations including the British Council and the Research Centre for Museums and Galleries.

He is the initiator of NDACA – the National Disability Arts Collection and Archive. His sculpture, Gold Lamé, occupied The Liverpool Plinth and is currently installed at the Riverside Museum, Glasgow. His ‘Monument to the Unintended Performer’ was installed on the Big 4 at the entrance to Channel 4 TV Centre in celebration of the 2012 Paralympics. His sculpture ‘Squarinthecircle?’ is situated outside the school of architecture, Portsmouth University.

Awarded an OBE in the Queen's Birthday Honours, 2013, for services to the arts and disability arts movement and has an Alumni Award from Lancaster University and honorary Doctorates from both the University of Leicester and Buckinghamshire New University.

He is a Board member of the Museums Association, Artichoke Arts, The British Art Network and East London Print Studios.

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Jennifer McShane

The arts, for me, are the essence of my professional and personal happiness. As a disabled writer with mild Cerebral Palsy, I didn't always see a place for myself in this sector. It's my goal to create the kind of representation I would like to have seen for others.

At Tate, I'm an Editorial Content Producer, writing copy for our website, magazine, social media and wherever else words are needed. I'm also Co-Chair of Tate DisAbility Network.

In December, I authored a video for International Day of Persons with Disabilities for Tate's social platforms. The response was astounding, generating over one million engagements and messages of support from across the world. Last year, I also wrote features for various magazines and newspapers in the UK and Ireland including Glamour Magazine, Reader's Digest and the Irish Times and appeared on Irish television and radio to raise awareness of issues including moving abroad with a disability and dating with a disability. All of this was outside of my comfort zone and driven by my mission to increase the visibility and voice of people with a disability.

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Alison Jones

As a non-sighted Programme Manager working within the contemporary visual arts sector, I strongly believe that our Museums and Galleries are public institutions that have the power to make a difference to people's lives, and to society more broadly. Our institutions have a duty to both reflect and represent the lives and lived experience of the communities we serve, through diversifying the work force, exhibition programmes and audiences.

I have worked in a variety of community settings with a diverse range of adults and young people, (over 25 years in both Disability Arts and mainstream Visual Arts sectors). I have been an artist educator and workshop leader in gallery and museum education, and also lectured in Art and Design in further and higher education establishments.

In my previous post as Arts Manager at DaDaFest, (1997 – 2010), I was integral in developing the very first DaDaFest; one of the largest International Disability and Deaf Arts festivals, showcasing and celebrating Disability and Deaf Arts and cultures.

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In 2011, I was appointed as Programme Manager: Public and Community Learning, at Tate Liverpool, where I am responsible for providing strategic leadership and direction for the Public and Community Learning Programme. These have included co-creating a wide range of peer-led outreach and in-gallery projects; working with societies most vulnerable communities, while building upon Tate Liverpool's 30 years' experience of delivering high impact work that addresses both health inequalities and social injustice through creative learning.

From 2017-2020, I co-managed the innovative Tate Exchange programme; part of a critical museology discourse and practice, and radical museum learning pedagogy.



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Yasmin Khan is Head of Equality, Diversity and Inclusion at Tate where she leads a cross-organisational, data-driven approach to increase workforce and audience diversity, representation and engagement. She is a trustee at Turner Contemporary, a gallery committed to extending its work beyond world class exhibitions to drive transformation in Margate and East Kent. Before joining Tate, Yasmin spent over two decades at the BBC, working as a journalist on regional, national and international news programmes. She also held leadership roles at the BBC's 50:50 Equality Project, the BBC Academy's Creative Leadership Programme and at BBC Global Women in News. She believes passionately that art, culture and creative spaces should be accessible for all.



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Michèle Taylor is Director for Change for Ramps on the Moon, the Arts Council England funded consortium working to enrich the stories we tell and how we tell them by elevating the place of disabled and deaf people across the theatre industry.

She is also an independent disability equality consultant, having set up her business in 1992 as a trainer and strategist in disability issues, working with cultural and heritage organisations as they work towards making their practices, policies and premises open to disabled people.

Previous clients have included Arts Council England, the Royal Shakespeare Company, the Royal Opera House, Universities including Nottingham and Gothenberg and the University of the Arts in London, the British Museum and Cultural Heritage Without Borders.

Michèle is a Registered Member of the Institute of Equality and Diversity Professionals. She is an accredited coach, registered psychotherapist, and has an MA in fine art photography.

In January 2022 her work was recognised when she was awarded an MBE in the New Year Honours List.



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