

TRANSFORMERS: DIVERSIFY RECRUITMENT PACK

Between March 2017 and March 2018, the Museums Association will deliver a major expansion of the highly successful *Transformers: Radical Change in Museums* professional development programme for mid-career professionals.

We are keen to continue to build a diverse cohort. [Previous Transformers](#) have self-defined 'mid-career' broadly, and their roles have ranged from project officers to more senior leaders. As some general guidance, you will have at least three years of working in museums, and most importantly, have a desire to generate change and a commitment to professional and sector development.

There are three programme strands:

- Strand 1 – Transformers: Innovate
- Strand 2 – Transformers: Influence
- **Strand 3 – Transformers: Diversify**

The programme will support in the region of 170 mid-career museum professionals to develop innovative ways of working, influence more effectively and create change for themselves, their colleagues and their organisations.

This programme responds to the challenging social, personal and economic landscapes within which they operate.

Included in this pack is:

- Programme information
- recruitment information and criteria
- A timeline for the programme and key dates

"Excellent mix of museum professionals from a wide range of geographical locations, disciplines, jobs, career points and challenges." – 2015 participant

PROGRAMME INFORMATION

Transformers: Diversify is for people who believe that museums cannot achieve their objectives unless they are founded on equality, diversity and inclusion – and who want to stimulate this through their own practice.

The programme is designed to support participants to work with their peers to shape the seed of an idea for change into lasting change for the sector. It will provide support for 24 mid-career practitioners and requires between 7.5 and 9.5 days of contact time.

A residential event will draw upon the core Transformers Toolkit of Leading Self and Impacting Others with an enhanced emphasis on the issues and challenges of supporting diversity and inclusion in practice, including issues of multiple identities and intersectionality and the use of digital tools for creativity, inclusion and development.

There will also be an opportunity to access a micro-funding pot. Pooling ideas and working in small teams participants will develop and deliver ideas, initiatives and/or experiences. The programme will encourage innovative thinking to explore, experiment and challenge convention in the field of equality, diversity and inclusion in the field of museums. The cohort will work collectively to determine priority areas and the most innovative responses to create lasting change.

Participants on Transformers: Diversify will be offered the following:

- a supported opportunity to hone, prepare and deliver ideas for change
- one overnight residential learning event
- the opportunity to attend the Our Museum in Action events with the Transformers: Influence cohort
- attendance at the Catalyst events with the Transformers: Innovate cohort
- attendance at a Diversity and Me action learning day
- three one-to-one coaching sessions
- the chance to pitch for micro-funding to realise their ideas for change – this might be a change-making project or personal development which contributes to new ways of working, or a mixture of both
- a free place and opportunity to facilitate a session at the Museums Association conference
- membership of the Museums Association.

RECRUITMENT INFORMATION

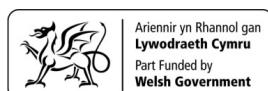
This programme is for people in the middle of their careers, working in or with museums and galleries (including trustees, freelancers and career changers), who want to make a change. We are looking for participants from a broad variety of backgrounds, in any roles and from any type of museum. Previous Transformers cohorts have had a mix of backgrounds, disciplines, skills, seniority and they represented independent, national and local authority museums.

The aim is for all of the Transformers strands to be inclusive and diverse in terms of participants. For the Diversify strand, we are particularly encouraging people from groups currently underrepresented in the museums sector, not because this should be their sole focus but because we believe that initiatives to increase equality, diversity and inclusion are best developed with the direct involvement of people who may face additional barriers to participation.

Transformers: Diversify is open to applicants from England, Scotland and Wales. This strand is open to freelancers.

Participants will:

- have an understanding of how the sector needs to change to be more equal, diverse and inclusive
- have the seed of an idea for change and inspired to work with peers to shape it
- be ready to challenge assumptions
- understand that change can be difficult and are 'up for' the challenges this represents
- share skills and knowledge generously
- focus on *how we can* rather than *why we can't*
- have the full support of their organisation to explore values based change and to innovate in their area of work
- commit to attend all meetings and events.



Participants will be selected on:

- the strength and feasibility of their ideas for change – demonstrated in a 3 minute filmed pitch
- their values and approach - demonstrated in the application form
- their understanding of the sector and the change that needs to happen in terms of Equality, Diversity and Inclusion.

HOW TO APPLY

The closing date for applications is **end of day 7 March 2017**

In order to apply, prospective participants need to submit:

- a completed application form (online at www.museumsassociation.org/forms/transformers-diversify-application-form)
- a short filmed pitch, uploaded to Vimeo, lasting no more than 3 minutes, of how you will bring about values based change in your practice, organisation, and/or sphere of influence. This can be really informal: we are not looking for technical skill, rather we want to get an idea of who you are and your first thoughts about a proposal for change. Your pitch could be based on one big idea or a broader approach. Either way it is essential that you communicate what the change you think is needed. If you need some help to produce your film pitch, please see some tips here: <https://creatoracademy.youtube.com/page/lesson/production-mobile>

If you require an application form in an alternative format or language, please contact us.

If you believe that disability-related issues would make production of a film for uploading to Vimeo particularly difficult for you or if you require any other adjustments to the recruitment process relating to a disability or health condition, please contact us to discuss this. We will endeavour to make disability-related adjustments that any participant needs to engage fully in the programme and to ensure that all activities are inclusive.

PROGRAMME TIMELINE & KEY DATES

Please hold these dates in your diary until the application process is complete.

Event	Date
Deadline for applications	7 March 2017
Dissemination of selection decisions	By 27 March 2017
Residential 1 – Diversity on the agenda Coaching support	31 May and 1 June 2017
Option to join Catalyst events (with Transformers: Innovate cohort)	11 and 13 July 2017
Option to join Our museum in action events (with Transformers: Influence cohort)	24, 26, 28 July 2017
Action Learning day: Diversity and Me	21 September 2017
Deadline for group micro-funding pitch	20 October 2017
Coaching support Museums Association conference	16 and 17 November 2017
Final event	Feb 2018, exact date tbc

The time commitment over the 12 month programme including 3 coaching sessions (agreed between participant and coach) is approximately 7.5 days in total, or 9.5 days if optional days are taken up.

The programme has been developed with the insight and guidance of Gaby Porter and Richard Sandell both MA board members at the time and Transformers Think Tank members Daniel Glaser, Director, Science Gallery London; Kim Thomas, Senior Advisor, BBC; Caroline Mason, Chief Executive, Esmée Fairbairn Foundation; and Pam Warhurst, Chair, Incredible Edible.

The programme will be delivered by Hilary Carty, consultant who will be supported by Sarah Pickthall, consultant; and Jessica Turtle, project manager; Katy Swift, project co-ordinator; and Claire Renard, project assistant. Our coaching team is made up of Anne Murch, Beverley Mason, Joanne Irvine, Hilary Jennings, Ann Jones and Kim Thomas.

“It has been really useful to spend time with peers and understand the challenges faced in the wider sector. Being able to access a group of likeminded professionals has increased my confidence in my ability to innovate and make change” – 2015 participant