

## International Training Programme



ITP Manchester

13 – 17 November 2017

## Summary

The British Museum's International Training Programme (ITP) seeks to develop a sustainable global network of inspired museum and heritage professionals, through sharing knowledge, skills and experiences. The ITP alumni now totals 253 fellows from 39 countries spanning the world and the Museum aims to develop and deliver a wide range of projects and programmes to ensure the Programme thrives in the years ahead.

Philanthropic support for the ITP has enabled the British Museum (BM) to plan with added confidence and provide for the programme's growing network of culture and heritage professionals. In November 2017, with the generous support of the Marie-Louise von Motesiczky Charitable Trust, the Museum was able to support four ITP fellows to attend the Museums Association Annual Conference and Exhibition in Manchester.

This report provides an overview of the scope and delivery of a week-long programme aimed at fulling our networking brief, and held in Manchester between 13 and 17 November 2017. The programme was attended by Waed Awesat (Palestine, ITP 2014), Rika Nortjé (South Africa, ITP 2007), Joyee Roy (India, ITP 2011) and Saadu Hashim Rashid (Kenya, ITP 2012).

For a full list of fellows and their biographies, see **Appendix 1**.



## The Museums Association

The Museums Association (MA) is a professional membership organisation for museum, gallery and heritage professionals, organisations, and companies that work in the sector. The MA aims to share knowledge, develop skills, inspire innovation, and provide leadership whilst advocating for museums, setting ethical standards and running training and professional development programmes.

The Museums Association Conference and Exhibition is held annually and is the largest event for museum and heritage professionals in Europe. In 2017 speakers from the UK and internationally came together to discuss the latest thinking about museums, galleries and heritage sites and the themes were:-



**Audiences:** how can museums expand and deepen their relationship with the public in the context of a growing atmosphere of intolerance, mistrust and division following last year's Brexit vote and the resulting political turmoil. What role can museums play in healing some of society's divisions and how should they reflect contemporary issues such as poverty, climate change and globalisation in their programming? And how can museums reach out to those people who do not currently engage with museums?



**Collections:** how can collections be used to inspire and engage communities and make a difference to people's lives? How can museums involve audiences in interpreting collections and sharing knowledge about them? How can digital technology help increase engagement with collections and how should the sector approach issues such as collecting, storage and disposal?



**Workforce:** what will the museum professional of the future look like and what knowledge and experience will they need? What needs to change in areas such as leadership, diversity and skills development for the sector to face the challenges ahead?

*'It was a pleasant surprise to find interesting sessions on how museums, using their collections, can address present day sensitive issues like marginalised communities, asylum seekers, refugees and Islam..... the MA Conference broadened my knowledge on how museums can be a venue to showcase modern day issues affecting society', Saadu Hashim Rashid (Kenya, ITP 2012)*



*'We started our second day in the MA conference struggling to have a seat in the workshop's room, to attend the talk "Exhibitions that appeal to all ages". I really found it important to understand the different views about the priority and the secondary audiences, and to hear different examples from museums' experience with schools & families, adults and self-developers'. Waed Awesat (Palestine, ITP 2014)*

By attending the MA Conference and Exhibition we wanted to offer our ITP fellows further platforms to network and gain knowledge beyond what is traditionally offered through the Summer Programme. Our aim was for fellows to attend a new range of skills-building sessions, to hear from colleagues globally about current practices and projects, to engage in debates around the future of museums and their audiences, and to create networks that may be outside our usual remit.

During the conference, sessions that looked at audience development - *Youth Participation; Working with refugees and asylum seekers; Interpreting Islam through museum collections; Exhibitions that appeal to all ages; Dialogue beyond sight* and *Reanimating collections of disability history* were particularly popular with the ITP fellows. Discussions around funding were also appreciated - *Should Museums sweat their assets?* and *Funders in conversation* – as were the sessions and workshops on the potential futures of volunteering.

Particularly valued by the group were workshops that highlighted best practice in museums and career hubs that provided a vibrant and practical programme of professional development opportunities. *How to network naturally* and the *21st century curator* allowed our colleagues to consider their own careers and they enjoyed the supportive nature and open discussions in these sessions.

We were also delighted to welcome Jackie Bland, Training and Governance Officer, Tyne & Wear Archives & Museums to the Conference. Having worked with ITP fellows since 2006, it was a wonderful opportunity for Jackie to connect with new fellows in a learning and social environment.

*'I really enjoyed talking to other museum colleagues who are working in a staff support role, and being able to share my experience in workforce issues and successes especially those who are new to the sector and informing them of workforce initiatives that TWAM are already involved in'*, Jackie Bland, UK Partner representative, TWAM

### **Additional programming**

In addition to attending the MA Conference and Exhibition, a key aim for the week was to offer further opportunities to help fellows and their institutions develop skills and experiences and to create new networking opportunities with the hope of stimulating potential future collaborations. With that in mind – and with the generous support of our UK Partner Museums - we put together a two-day programme with colleagues at Manchester Art Gallery, Manchester Museum and the People's History Museum .

The programme also included evening events, which provided an informal and relaxed setting for BM staff, our UK Partners and fellows to re-engage.

At Manchester Art Gallery, Ronan Brindley, Head of Learning arranged a gallery tour with Clare Gannaway, Contemporary Art Curator, who showed the group how the gallery display combines and creates dialogue between historic and contemporary artworks. The group also had the opportunity to find out more about the *New North South network* and to view the temporary exhibitions related to that project – the *South Asian Design Gallery* and solo presentations of work by *Neha Choksi*, *Waqas Khan*, *Mehreen Murtaza*, *Hetain Patel* and *Risham Syed*. To end the visit Ronan hosted a Q&A around public programming and explained Manchester Art Gallery's current initiatives around engaging with new audiences.

*'I am fascinated by Manchester Art Gallery, which is trying to make art a popular subject through public programmes. As we discussed with Ronan Brindley, Head of Learning, the museum develops public programmes for the different student groups and works with local restaurants to develop menus related the programme. The example we had was a programme on Greek architecture where a local restaurant prepared Greek meals at a subsidised price for the schools visiting the museum'*, Saadu Hashim Rashid (Kenya, ITP 2012)



While at the People's History Museum, Adam Jaffer, Collections Officer, explained the premise of the museum and its position as a national museum dealing with radical politics. The group had the opportunity to tour the PHM's conservation studio and talk to specialists who were working on painted textile banners. The day ended with a tour of the museum being held by Jenny Mabbott, Head of Collections and Engagement.

*'What I found attractive about the museums of Manchester is the efforts made to make the exhibitions interactive, relevant and to cater for all ages.....The People's History Museum swept me off my feet with an exhibition on LGBT - a very controversial topic in some sections of society, yet very well presented'. Saadu Hashim Rashid (Kenya, ITP 2012)*

*'Being a part of the team in this place – The People's History Museum - we exchanged views and shared opinions after each exhibition or anything we saw, it was a mind blowing for me', Waed Awesat (Palestine, ITP 2014)*



At Manchester Museum, Campbell Price, Curator of Egypt and Sudan, enabled the group to observe an education session with A-Level students attending a Graeco-Roman Egypt study day. Then Menaka Munro, who is leading the capital expansion of the museum, met the group to talk about the planning and challenges of Manchester Museum's new *South Asia Gallery*. Later, Campbell took the group on a behind-the-scenes tour of the stores before they returned to the A-Level study day to watch the short films the students had made about Graeco-Roman Egyptians

*'We visited Manchester Museum: it was my first time visiting and a real excitement. By chance we happily attended one of the educational tours in the museum by Campbell Price for school children. This is one of my favourite parts in the museum because I worked in 2015 with the same school age. I was really impressed how the students lived the history of the object in the activity they did and how they represented the history using modern technology', Waed Awesat (Palestine, ITP 2014)*

See **Appendix 2** for the full workshop programme.

## Outcomes

The fellows took part in an evaluation session at the end of the week and have all produced reports on their time in Manchester that have demonstrated some clear and immediate results in terms of the legacy of the ITP:

- Enhanced relationships across ITP year cohorts and between curators from different countries.
- Enhanced relationships between the BM, our programme partner museums and the global ITP network.
- Confirmation of the ITP's strategic aims up to 2020, particularly the potential impact of enabling our fellows to have access to international events that cost and logistics would otherwise bar.
- Interest in subject specific networks, which can sit within the ITP community and provide opportunities for additional growth and support in particular areas of the Summer Programme.
- In the evaluation, all fellows said the course had changed their thinking and given them new ideas that they wanted to put into practice.
- The size of the group meant that fellows could discuss issues and possible collaborations directly with our UK Partner Museum colleagues and colleagues at the MA and, perhaps most importantly, with each other.



*'Jenny Mabbott (PHM) mentioned that they intend to do an exhibition on Apartheid in 2018. We are only in the beginning stages of discussion, but I'd love to assist them with artworks, artefacts or related information for this exhibition', Rika Nortjé (South Africa, ITP 2007)*

*'I was able to use the opportunity to expand my network and also met with old friends, including ITP colleagues! I am truly thankful to ITP for organising various useful discussions and visits of different galleries and temporary exhibitions on display in different museums of Manchester', Joyee Roy (India, ITP 2011).*

*'Currently I am sharing my Manchester experience with curators and public programmers in my institution. I even made a copy of the programme for them, where we discussed some elements which we can introduce in our museums and sites. These include but are not limited to how we can use our collections to address sensitive issues like HIV/AIDS, radicalisation, drug abuse - issues that affect our communities. Also I have renewed my ICOM membership after listening to the ICOM session in Manchester, I even urged our local chapter to be more active and network with other ICOM members globally', Saadu Hashim Rashid (Kenya, ITP 2012)*

## **Conclusion**

This was the second MA Conference attended by ITP fellows and the five-day programme has helped to demonstrate the successful development of the International Training Programme, while taking a forward-looking approach to build on the networking, partnerships and collaborations that the ITP makes possible. The Programme's key aim - to build a global network of museum professionals – has been further supported by the development of these opportunities, which will build additional links between colleagues and strengthen the global community of museums.

The British Museum is very grateful to the Marie-Louise von Motesiczky Charitable Trust for its involvement and encouragement of the project, and for providing support to enable fellows to attend. We would also like to thank our UK Partner colleagues who gave up their time and shared their expertise and experiences so freely.

*'We received a warm welcome from every museum and were able to get to know the varied and unique activities taking place in the different museums in Manchester'. Joyee Roy (India, ITP 2011)*



## **Acknowledgements**

### **Supported by**

The Marie-Louise von Motesiczky Charitable Trust

And the British Museum remains grateful to the range of trusts, foundations and individuals who support the annual International Training Programme each summer.

### **Thank you to colleagues at our UK Partner Museums for their vital support**

Jackie Bland, Training and Governance Officer, Tyne & Wear Archives & Museums

Ronan Brindley, Head of Learning, Manchester Art Gallery

Campbell Price, Curator of Egypt and Sudan, Manchester Museum

Adam Jaffer, Collections Officer, Peoples History Museum

### **Special thanks to**

Jonathan Schofield, journalist, historian and Blue Badge Guide



## Appendix 1

### Fellows' biographies

#### Joyee Roy

	<b>Country</b>	India
	<b>Institution</b>	Victoria Memorial Hall, Kolkata
	<b>Job title</b>	In-charge, Documentation & Photography Unit & Nodal Officer of JATAN database, maintained by Ministry of Culture, the Government of India.
	<b>ITP year</b>	2011
	<b>Contact details</b>	<a href="mailto:joyee_rg@yahoo.com">joyee_rg@yahoo.com</a> <a href="mailto:joyee.rg@gmail.com">joyee.rg@gmail.com</a>
	<b>Professional profiles</b>	<a href="https://in.linkedin.com/in/joyee-roy-ghosh-b1464b45">https://in.linkedin.com/in/joyee-roy-ghosh-b1464b45</a>

Joyee has been working at the Victoria Memorial Hall, Kolkata, India for 14 years as a Documentation & Curatorial Officer. From June 2016 she took on a new role In-charge of the Documentation and Photography Unit of VMH. In short, she is the custodian of total collection of around 29,000 objects. Previously, Joyee worked at the Rabindra Bharati University Museum, Kolkata as a Trainee Guide cum Cataloguer for 4 years from June, 1999 to May, 2003.

Joyee's responsibilities are to look after the total collection of VMH with her colleagues, to ensure the documentation work (involving accessioning, research, cataloguing, digitization and physical verification), to provide with gallery planning, display in the permanent galleries, curate exhibitions, preparation of publication materials, organize several events i.e. lectures, workshops, gallery talks related to the collection, educational activities include organizing seminars, workshops, visitor surveys, events for all ages to connect different communities with museum activities, preparation of contents for multimedia kiosks, maintenance of galleries and archives, care of artefacts, to assist scholars from India and abroad regarding their queries related to collection of VM, to update the official website of Victoria Memorial Hall and to serve as Nodal Officer of JATAN database for collection management maintained by Ministry of Culture, the Government of India.

<http://www.victoriameorial-cal.org/home/content/en>

#### *At the British Museum*

During her time on the International Training Programme in 2011, Joyee was based in the Department of Asia and her partner placement was spent at Manchester Museum, Manchester Art Gallery and the Whitworth Art Gallery

<http://www.museum.manchester.ac.uk/>

<http://manchesterartgallery.org/>

<http://www.whitworth.manchester.ac.uk/>

Joyee's exhibition project proposal was entitled *Fish, A Universal Icon of World Culture*.

Since the ITP Summer Programme Joyee attended the workshop *Creating museums of world stories* held in Mumbai from 20 - 21 November 2015 which marked 10 years of the International Training Programme. In her project group in Mumbai, Joyee worked on an exhibition concept entitled *Carpet Connections: Usak and the World* focussing on the city of Usak in Turkey.

## Rika Nortjé

	<b>Country</b>	South Africa
	<b>Institution</b>	University of Johannesburg (UJ) Gallery
	<b>Job title</b>	Art Collection Management Specialist & Freelance Curator
	<b>ITP year</b>	2007
	<b>Contact details</b>	<a href="mailto:rika_stock@yahoo.com">rika_stock@yahoo.com</a> <a href="mailto:rikasnortje@gmail.com">rikasnortje@gmail.com</a>
	<b>Professional profiles</b>	

Rika is currently working at the University of Johannesburg (UJ) Gallery as an Art Collection Management Specialist. She is assisting with the updating of the database (e.g. dates of birth and death, accession numbers) and she is collecting contact details of artists or relevant copyright holders to enable the gallery to use images of the artworks of their holdings on the new UJ website. Her duties also include assisting in other administrative work and exhibitions and display set-up.

Rika does part-time ceramics restoration and she is on the board of Ceramics Southern Africa Gauteng region, Exhibitions portfolio.

Rika also does freelance curating of exhibitions. In 2016 she was involved with three exhibitions in Johannesburg, Potchefstroom and Kimberley. The first two were exhibitions of South and Southern African artists for an annual cultural festival entitled *Sanaa Africa* which also travelled to the Aardklop National Arts Festival, showcasing established and emerging artists producing art in various media. The Kimberley exhibition was an annual national contemporary ceramic exhibition held at the William Humphreys Art Gallery.

Rika has recently been invited to present a workshop on collections management at the University of the North-West, which will be scheduled soon.

<https://www.uj.ac.za/faculties/fada/UJ-Arts-and-Culture/Pages/visual-art/UJ-Art-Gallery.aspx>

### *At the British Museum*

During her time on the International Training Programme in 2007, Rika was based in the Department of Africa, Oceania and the America's and her partner placement was spent at the National Museum of Wales.

<https://museum.wales/>

## Saadu Hashim Rashid

	<b>Country</b>	Kenya
	<b>Institution</b>	Fort Jesus WHS, National Museum of Kenya
	<b>Job title</b>	Acting Principal Curator
	<b>ITP year</b>	2012
	<b>Contact details</b>	<a href="mailto:saduhashim@yahoo.com">saduhashim@yahoo.com</a>
	<b>Professional profiles</b>	

As the Acting Principal Curator, Saadu's main responsibility is site management, marketing and maintenance. Her day-to-day responsibilities include the financial management of the site - checking on daily income and expenditure, the approval of purchase and planning monthly budget among others.

As a curator, she also attends to visitors and inquiries on daily basis, representing the museum in governmental or tourism meetings/gatherings to promote and educate on her museum so as to attract more visitors.

Site maintenance and management is also one of her responsibilities as a curator. This entails weekly site inspections, planning and ensuring site repairs or maintenance are carried out where necessary.

Development of temporary and permanent exhibitions on our site is also a responsibility of the curator. Working with the Public Programmes department, Saadu has to ensure they have at least three temporary exhibitions annually, mostly art works or handicraft displays or developing exhibitions from the museum's collections.

And Saadu has to ensure public programmes are developed for the schools or the general public. This she does through consultations with the public programmes department and she delivers at least two public programmes per year.

Finally, quarterly and annual reporting forms part of Saadu's duties, which are then presented to her director.

<http://www.museums.or.ke/fort-jesus-mombasa/>

### *At the British Museum*

During her time on the International Training Programme in 2012, Saadu was based in the Department of Africa, Oceania and the America's and her partner placement was spent at Birmingham Museums Trust.

<http://www.birminghammuseums.org.uk/>

Saadu's exhibition project proposal was entitled *The Messages in African Textiles* and her place on the ITP was supported by the Folkwang Museum, Essen.

Since the ITP Summer Programme Saadu attended the workshop *Creating museums of world stories* held in Mumbai from 20 - 21 November 2015 which marked 10 years of the International Training Programme. In her project group in Mumbai, Saadu worked on an exhibition concept entitled *Untold Connections* focussing on the city of Bhopal in India.

## Waed Awesat

	<b>Country</b>	Palestine
	<b>Institution</b>	University of Paris 1 Sorbonne
	<b>Job title</b>	PhD student
	<b>ITP year</b>	2014
	<b>Contact details</b>	<a href="mailto:waed.awisat@hotmail.com">waed.awisat@hotmail.com</a>
	<b>Professional profiles</b>	

In 2017 Waed started her PhD at the University of Paris 1 Sorbonne, in archaeology under the East and Mediterranean research laboratory with the Semitic world team. Her PhD is on *Achaemenid and Hellenistic Tyr (5th century BC - 1st century AD): history and currency*.

<http://www.orient-mediterranee.com/spip.php?article638&lang=fr>

Her work objective is to create the first complete database and catalogue of coins from the city of Tyre / Lebanon, starting from the 5th century BC and working up until 1st century AD.

The database will include and will update records of all currencies available in major museums public collections, and their published catalogues. As a result, Waed will be organising a series of museum visits throughout the next year. Other sources used to collect this data include online publications of sales and coins found through treasure cases and excavations.

Waed is also interested in collection management of currencies; coin handling, cleaning, identifying, description, weight / diameter measurement, photography.

Her next project will be a collaboration with the American university of Beirut. Waed has been invited to work directly on objects from Tyre and to participate in the conference *Numismatic Research in Lebanon: Past, Present and Future*, to be held on March 23-24, 2018.

### *At the British Museum*

During her time on the International Training Programme in 2014, Waed was based in the Middle East department and her partner placement was spent at The Collection in Lincoln and University of Nottingham Museum.

<https://www.thecollectionmuseum.com/>

<https://www.lakesidearts.org.uk/whats-on/museum-of-archaeology.html>

Waed's exhibition project proposal was entitled *Alexander the Great and the Gold of Babylon*.

## Appendix 2

### The Programme

Monday 13 <sup>th</sup> November	Tuesday 14 <sup>th</sup> November	Wednesday 15 <sup>th</sup> November
<p><b>09:00</b> ITP team meet Fellows at the Bedford Hotel</p> <p><b>10:00 – 12:04</b> Train from Euston to Manchester Piccadilly</p> <p><b>13:00 – 14:15</b> Lunch</p> <p><b>14:30</b> Guided tour of Manchester with Jonathan Schofield (<i>journalist, historian and Blue Badge Guide</i>)</p> <p><b>After tour</b> . Walk to Manchester Central Convention Complex to see where the conference will be held . Check in to hotel and free time</p> <p><b>17:30</b> Meet at the Jury's Inn Reception to discuss the programme</p> <p><b>18:00</b> Dinner</p>	<p><b>09:30</b> All meet at the Jury's Inn reception</p> <p><b>10:00 – 13:00</b> Meet Ronan Brindley (<i>Head of Learning, Manchester Art Gallery</i>) at Manchester Art Gallery . Tour of the galleries . Discussion, over coffee, on public programming around the galleries and exhibitions.</p> <p><b>13:00 – 13:45</b> Lunch</p> <p><b>13:45 – 14:00</b> Walk to the People's History Museum</p> <p><b>1400 – 1700</b> Meet Adam Jaffer (<i>Collections Officer, Peoples History Museum</i>) . Tour of the galleries . Tour of <i>Savage Ink</i> . Discussion on displaying contested histories and political activism in UK museums</p> <p><b>17:00 – 18:45</b> Free time</p> <p><b>18:45</b> Dinner with colleagues Ronan, Adam and Campbell</p>	<p><i>We will be joined by Jackie Bland, (Training and Governance Officer, Tyne &amp; Wear Archives &amp; Museums)</i></p> <p><b>09:30</b> All meet at the Jury's Inn reception</p> <p><b>10:00 – 17:00</b> Meet Campbell Price (<i>Curator of Egypt and Sudan, Manchester Museum</i>) at Manchester Museum . Visit to <i>Celebrating Ganesha</i> (ITP Room 3 show by Manisha Nene, India, ITP 2010) . Discussion on plans for the new South Asia gallery . Catch up with colleagues at Manchester Museum and time to explore the galleries</p> <p><b>19:00 – 21:00</b> MA Conference registration and welcome reception The Whitworth</p> <p><b>21:00 – 23:00</b> MA Conference networking drinks</p>

Thursday 16 <sup>th</sup> November	Friday 17 <sup>th</sup> November
<p>MA Conference, <i>Audiences, Collections, Workforce</i> – <b>see link below.</b></p> <p><i>Sessions starting from 07:30 and running until 18:45..</i></p> <p>Pick and choose the sessions you would like to attend.</p> <p><b>13:00 – 14:15</b>            ICOM UK networking lunch            Exchange 4 &amp; 5</p> <p><i>Conference party running until 21:00 at the Science Museum</i></p>	<p>MA Conference, <i>Audiences, Collections, Workforce</i> – <b>see link below</b></p> <p>Pick and choose the sessions you would like to attend.</p> <p><b>17:35 – 19:41</b>            Train from Manchester Piccadilly to London Euston.</p> <p><b>20:00</b>            Check back into the Bedford Hotel.</p>

***Useful links***

Manchester Art Gallery, <http://manchesterartgallery.org/>

People's History Museum, <http://www.phm.org.uk/>

Manchester Museum, <http://www.museum.manchester.ac.uk/>

MA Conference, <http://www.museumsassociation.org/download?id=1221903>