“It’s been a tough time for a long time in arts and heritage, but the Summit addressed that with positive pragmatism.” - Attendee

“I was impressed with the professionalism and the fact that Fair Museums stayed completely true to their vision and ethos.” - Speaker

“It was an incredible experience and unlike any conference I have ever attended. It brought together genuine support, honest conversations, case studies and inspiration.” - Attendee

By Ashleigh Hibbins and Louise McAward-White,

Fair Museum Jobs Collective

March 2021
**Introduction**

**Intended project outcomes**

**#FMJSummit Overview**
- Programming and Administration
- Representation Statement
- Code of Conduct

**Finance**

**Evaluation Methodology**
- A note on sample sizes

**Key facts and figures**
- Attendance
- Speakers
- Demographic profile of speakers

**Findings by outcome**
- Combat the stereotypes of the range of jobs museum workers do and widen perspectives about who does those jobs, enabling discussion of key skills and career paths.
- Help individuals understand their power in the sector, make values-led choices, and grasp their agency in a challenging and complex time
- Support employers in knowing how to put their desire for recruitment change into real, actionable steps
- Empower those at all stages of their careers to think about themselves and their current and future options
- Provide practical tips for navigating a range of working life situations across the workforce, with lasting resources available as a result of the event
- Raise the profile of the Fair Museum Jobs ethos and encourage people to sign up to make the future of the sector more transparent and equitable.

**Recommendations and considerations**
- Consider hosting future events online, even after Covid restrictions lift
- Continue with free-of-charge admission and paying speakers in future events
- Longer sessions
- Time for panellists to debrief after sessions
- Streamline event registration
- More content around working internationally and remotely
- Better promotion communication in certain areas
- Shorter but more focused programmes
Suggestions for future FMJ and/or GEM events, content, and activities  40

Appendix  42
  Session List with attendee numbers  42
  Speaker expression of interest form  45
  Speaker survey  54
  Attendee survey  57
Introduction

**Fair Museum Jobs** (FMJ) is a grassroots, collective movement. Our objective is to establish a better standard for museum job recruitment that is based on the principles of fairness, transparency, equity and inclusivity. This standard is guided by our [FMJ Manifesto](#). We believe recruitment based on these principles is fundamental to creating a museum sector that is resilient, relevant and representative of all society. FMJ takes collective action to urge employers to improve their recruitment practices when they fall short of the established standard. We also celebrate best practice, and champion examples as models for emulation. We increasingly provide resources and advice to people across the sector on recruitment and job related issues.

Our focus is on the museums, heritage, cultural and allied sectors. However, we welcome interest and support from all quarters. Our movement is, like we aspire our sector workforce to be, open to everyone.

![Fair Museum Jobs Team on the final night of the #FMJSummit](#)

FMJ is not a formally constituted organisation; we intentionally define as a collective. We have a volunteer steering group of 5 people: Tom Hopkins, Louise McAward-White, Catriona Wilson, Lucy Moore and Ashleigh Hibbins. We have no funding as the majority of our activities do not require money, only time. Rather than members, we have people who have signed up support our manifesto, as well as our network of Twitter and Instagram followers.

In November 2020, FMJ partnered with [Group for Education in Museums](#) (GEM) to produce the inaugural FMJ Careers Summit (referred to as #FMJSummit) online, thanks to an Art Fund Professional Network Grant. FMJ led the development and delivery of the Summit, and GEM provided administrative and marketing support, and contributed to
some panels and events. The purpose of the Summit was to help the workforce regain agency during a complicated period of change, and support everyone to make sustainable change in recruitment and workforce practices.

Summit events consisted of panel discussions, individual speakers, and interactive workshops, and were structured by the following broad strands:

- What jobs exist in museums?
- Managing your career
- Real talk
- Sector support
**Intended project outcomes**

1. Combat the stereotypes of the range of jobs museum workers do and widen perspectives about who does those jobs, enabling discussion of key skills and career paths.
2. Help individuals understand their power in the sector, make values-led choices, and grasp their agency in a challenging and complex time.
3. Support employers in knowing how to put their desire for recruitment change into real, actionable steps.
4. Empower those at all stages of their careers to think about themselves and their current and future options.
5. Provide practical tips for navigating a range of working life situations across the workforce, with lasting resources available as a result of the event.
6. Raise the profile of the Fair Museum Jobs ethos and encourage people to sign up to make the future of the sector more transparent and equitable.
#FMJSummit Overview

Programming and Administration

The programme for the event was built around the expressions of interest we received via an open call for participants. To help guide potential applicants we outlined the 4 broad strands as described in the Introduction, with a range of session ideas under each strand. This document was publicly available here: Fair Museum Jobs Careers Summit 2020 - Potential Session Topics List. Participants were welcome to express an interest in particular topics either on the list or in other areas.

The 61 sessions offered during the event broke down into the strands as follows:

<table>
<thead>
<tr>
<th>Strand</th>
<th>No. of sessions</th>
<th>Example sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>What jobs exist in museums?</td>
<td>21</td>
<td>What’s it like to be a museum curator? What’s it like to work in small museums? What’s it like to be a freelancer?</td>
</tr>
<tr>
<td>Managing your career</td>
<td>20</td>
<td>Breakfast: Mentoring Writing job applications and covering letters</td>
</tr>
<tr>
<td>Real talk</td>
<td>12</td>
<td>Anti-racism in recruitment Tales from the Job Centre</td>
</tr>
<tr>
<td>Sector Support</td>
<td>5</td>
<td>Sector Support Showcases</td>
</tr>
</tbody>
</table>

Note: where sessions might fit in more than one strand, best fit has been used. Opening and closing sessions are omitted from the count.

Sessions were scheduled across a 7-day period from 7:30am to 8pm each day; scheduled to accommodate the availability of speakers as far as possible. Most Summit events will be made freely available online for those who could not attend live.

A full list of sessions, with attendance numbers can be viewed in the appendix to this report.

The programme was released in 3 batches in the lead up to the Summit week. Although we had initially planned to release the full programme in one go, this was not possible due to the complexity of organising so many speakers. However, this worked fairly well as we were able to maintain interest through publicising new sessions weekly in the run
up to the Summit.

The programme was listed on our website, and publicised through our social media pages; and other heritage sector newsletters, mailing lists and networks. EventBrite was selected to manage bookings as it is free to use for free events; and we felt that choosing a platform people would already be familiar with was an advantage.

We held optional briefings for speakers before the summit; with the choice of either an evening or a Saturday session to try and be accessible. These sessions gave us the opportunity to ensure all speakers understood the process for the summit events in advance, present the Code of Conduct and answer any queries from speakers. We also circulated the same information by email to all speakers to ensure no-one missed out. Pre-session communication for each session varied depending on the complexity of the session, but all panels had questions circulated in advance and were introduced virtually to the other panellists where relevant.

All sessions had 2 Fair Museum Jobs representatives present - 1 who was either chairing the panel or introducing the speaker; and a second to manage Zoom, subtitling and the chat.

**Representation Statement**

As part of the Fair Museum Jobs commitment to transparency; we felt it was important to publish how we attempted to remove barriers to participation for people from marginalised groups for the summit; and what result this had on the demographics of the speakers.

In summary, we took the following actions to attempt to remove barriers to participation:

1. The Summit was free to attend, removing the significant financial barrier associated with many conferences
2. Sessions were scheduled based on speaker availability stated in the expression of interest
3. Art Fund grant allowed us to offer financial compensation to speakers, to acknowledge the value of their contributions and remove some of the economic barriers to participating in conferences.
4. Open submission process, including demographic monitoring, to encourage the widest possible range of speakers and panellists.
5. Where we identified gaps in the representation of certain demographics amongst speakers, we have worked to the best of our ability to rectify these by reaching out
directly to individuals and groups to offer speaking opportunities.

6. Almost all sessions were subtitled live using Rev

7. The majority of conference sessions were also recorded, subtitled, and made freely available on YouTube after the summit.

8. Introduced a Code of Conduct for all Summit participants and attendees.

You can read the published statement here: FMJSummit Representation Statement.

The statement was well received on social media when published in advance of the summit, with comments including:

- “Not sure there's an emoji happy enough to express how positive I feel about this statement!! Huge congratulations and thank you to @fair_jobs for being clear from the outset and transparent with your stats. You're hopefully changing the landscape for others. #inclusion @ the core”

- “@fair_jobs is leading by example. This is something we in HE need to be doing with our course materials, symposiums, and conferences.”

- “We really rate this transparency from @fair_jobs (and the effort into removing barriers for marginalised groups to participate) Don't think we've ever seen another organisation make a statement on diversity of their conference speakers or participants…”

- “Honest, open, transparent. This is wonderful to see. I wish more orgs would take similar time and care.”

Code of Conduct

It was important to us that the summit was an open environment for people to feel equally able to share experiences in a safe space. To set this tone from the outset, we published a Code of Conduct for all participants; both speakers and attendees.

The Code of Conduct was publicised through the website, and on all Eventbrite booking pages. It was sent to speakers and discussed with them at the pre-summit meetings. At the start of each session, we reminded participants of the code, and linked to it in full in the chat.

The Code of Conduct was also well received: “This is how to value everyone involved & I look forward to playing a small part :D”

Full text of the Code of Conduct follows below.

People come here from lots of different walks of life, with different histories and knowledge. It’s important that everyone feels able to contribute and that everyone’s contributions are taken seriously. This is a space in which we encourage debate, but bigotry of any kind will be challenged. We are all here to learn - both from the speakers, and from each other - and we must be kind to each other as we do so.

With this in mind we - participants, organisers and speakers - agree to the following principles of action:

- We expect everyone to treat each other with respect, understanding and decency.
- We approach each other with a caring and considerate attitude.
- We look after one another.
- We value each and every person’s contribution to the Summit equally, however large or small.
- We do not tolerate behaviour which is discriminatory, aggressive, exclusionary or abusive.
- We respect each other’s privacy.
- We recognise that all of us are on a journey and won’t get everything right all the time. We work together to create a supportive environment in which people can learn and grow from mistakes.
- We acknowledge that, due to the pandemic, all of us are having to adjust to digital forms of organising and meeting. We are patient with each other as we navigate this new context.
- We’ll be having zero “This is more of a comment …” responses. Question words include: Who? What? Where? When? How? Why?

Fair Museum Jobs reserves the right to reprimand and, if necessary, expel anyone who violates the above Code of Conduct.

If you would like to make a complaint related to the above code of conduct please email: fairmuseumjobs@gmail.com

Finance
We received £4951.99 from an Art Fund Professional Network Grant to host the summit.

The funding was spent as follows:

<table>
<thead>
<tr>
<th>Area of spend</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEM Administration and Support fee</td>
<td>£625</td>
</tr>
<tr>
<td>FMJ Fee</td>
<td>£675</td>
</tr>
<tr>
<td>Zoom Pro with Large Meeting add-on</td>
<td>£62.39</td>
</tr>
<tr>
<td>Speaker fees (40 speakers received honorariums)</td>
<td>£3555.90</td>
</tr>
<tr>
<td><strong>Total Spent</strong></td>
<td><strong>£4946.17</strong></td>
</tr>
</tbody>
</table>

Just over 70% of the funding was spent on speakers fees, which allowed us to ensure that no-one was left financially disadvantaged by contributing to the event; and allowed participants who may otherwise not have taken part to be involved.

Payments were managed by GEM, predominantly via invoicing after the fact, with the Zoom payment made in advance.

**Evaluation Methodology**
We used a robust mixed methodology approach to collect both quantitative and qualitative data from attendees and speakers. Evaluation methods included:

- Pre-event collection of demographic and career data from speakers Expression of Interest form
- Anonymous post-event survey for all Summit speakers (70 responses)
- Anonymous post-event survey for all Summit attendees (226 responses)
- Collection and analysis of event registration and attendance rates
- Collection and analysis of anecdotal feedback via social media, e-mail, and Zoom event chat logs
- Collection and analysis of questions and desired learning outcomes submitted by attendees via pre-event registration forms
- Post-event reflections from the FMJ team.

With support from the wider team, data collection and analysis was primarily carried out by FMJ member Ashleigh Hibbins, who is a professional evaluator and researcher for the arts and cultural sector.

Please see the Appendix for a list of all survey questions.

**A note on sample sizes**

Both the Speaker and Attendee surveys achieved robust sample sizes which have allowed us to draw reliable conclusions about both groups as a whole.

The Speaker survey had 70 responses out of a total 146 Summit speaker population, which represents an 8% margin of error at the 95% confidence level.\(^1\)

The Attendee survey had 226 responses out of a total Summit audience population of 4300, which represents a 6% margin of error at the 95% confidence level.

Generally speaking, a margin of error under 10% is considered accurate.\(^2\)

Percentages throughout this report may not add up to exactly 100% due to rounding.

### Key facts and figures

\(^1\) This means that if we were to ask any of the Summit speakers the same survey questions, we can be 95% certain that they would give the same responses as the results presented here, within an 8% margin of error.

Attendance

Overall the Summit far exceeded expectations in terms of attendance numbers, attracting 4300 attendees over 61 sessions. The average number of attendees per session was 70. The most-attended session was ‘Doing Well at Interviews’ with 293 attendees, followed by ‘CV Advice’ with 202 attendees. The least-attended sessions were Sector Support Showcases 4 and 5, with 10 attendees each.

The average conversion rate of event registrations to those who actually attended was 55%\(^3\). This rate is on par with the average conversion rate for free webinars\(^4\). The session with the highest conversion rate was ‘What’s it like to work in Social Media and Marketing?’ with an 85% conversion rate, followed by ‘The Pros and Cons of Museum Studies’ with a 78% conversion rate. The sessions with the lowest conversion rates were Sector Support Showcase 4 (22%) and ‘Rethinking Museum Recruitment with Kids in Museums’ (23%).

In general, conversion rates tended to drop later into the conference week - perhaps reflecting people who had signed up for many events at the beginning of the week but found they weren’t able to attend all of them. This may also indicate that a 7-day conference was too long to sustain audience interest and momentum.

Speakers

The vast majority of speakers at the Summit (97%) spoke as part of a panel discussion. This reflects a conscious decision on behalf of FMJ to include as many different voices and perspectives as possible at the Summit.

\(^3\) This means that if an average 100 people registered for each event, 55 of those people would actually attend on the day.
Speakers were motivated to take part in the summit for a wide variety of reasons, but the most commonly reported ones were:

- To share knowledge and experience (90% of respondents)
- To support the work of Fair Museum Jobs (86% of respondents)
- To improve fairness, equity, and/or representation in the museum sector (69% of respondents)

Demographic profile of speakers

*Ethnic identity*

- 5% Asian, compared to 8% of England and Wales \(^5\)
- 3% Black, compared to 3% of England and Wales
- 4% Mixed/Multiple ethnic groups, compared to 2% of England and Wales
- 76% White, compared to 86% of England and Wales.

*Class identity*

- 26% self-identified as working class or similar

*Disability*

- 17% stated they have a disability, compared to 16% of working age adults in Great Britain

---

\(^5\) All benchmark population statistics from gov.uk.
Age
- 22% were under 30 years of age
- 62% were between 30 and 50 years of age
- 6% were over 50 years of age

Care responsibilities
- 29% have some caring responsibilities either primary or secondary

Sex
- 16% were male

Sexual orientation
- 27% identify as LGBTQ+

Region
- 72% live in England (27% of total in London), 2% in Wales, 10% in Scotland, 7% live outside the UK

Career stage
- 29% Experienced (non-manager)
- 16% Management (responsible for managing people)
- 12% Early career (first few jobs)
- 10% Freelance
- 10% Senior Manager (responsible for a department/division)
- 8% Unknown
- 5% Director/CEO
- 5% Trustee
- 1% Volunteer

21% of Speakers had multiple museum jobs or roles.
Main areas of work for Summit Speakers

The most commonly stated areas of work for speakers were Management (87 responses), Collections (64 responses), Learning, Engagement, and Education (57 responses each). The least common responses were Finance and HR (13 each), followed by Shop (5) and Cafe (4).

For more information about diversity and representation amongst Summit speakers, please see our published Representation Statement from November 2020.

How many events did attendees go to?

How many separate events did you attend at the Summit?

226 responses

- 1-5 events: 16.8%
- 6-10 events: 9.3%
- 11-20 events: 21.3%
- 21-30 events: 10.0%
- 31-40 events: 8.5%
- 41-50 events: 1.3%
- More than 50 events: 0.4%
Most respondents (68%) attended 1-5 Summit events ‘live’, but a significant minority attended more - likely due in part to the fact events were free of charge and open to all. Nearly 17% attended 6-10 events, and 9% attended 11-20 events. 6% of respondents attended 21-50 events. Most of the events were recorded and published on YouTube, so it is likely that some attendees will engage with more Summit content in the coming weeks and months.

Attendees were motivated to register for Summit events for a range of reasons, but the most common motivations were:

- To learn something (86% of respondents)
- The event/Summit looked interesting (78% of respondents)
- To gain or improve skills (75% of respondents)
- For professional development reasons (64% of respondents)
- Because it was free to attend (61% of respondents)

We were not able to collect demographic information about attendees.

Findings by outcome

Findings are structured by the 6 overall project outcomes for the Summit.

Combat the stereotypes of the range of jobs museum workers do and widen perspectives about who does those jobs, enabling discussion of key skills and career paths.

Demographic data and feedback from both speakers and attendees demonstrates the Summit provided a platform for new voices and perspectives in the sector, and increased awareness about the range of jobs and workers in the museum sector.

68% of attendees said the Summit increased their awareness of the sector, especially around under-discussed topics such as freelancing, social class, disabled workers, and less-recognised areas of work.

“Learning about other areas of the sector that I am not usually exposed to.” - Attendee

“I learnt more about becoming a freelancer and the panel were very honest about the advantages and disadvantages of this.” - Attendee
“The session on disability in museums was great in raising awareness and improving my knowledge of the experiences of disabled people in the sector and ways we can improve the working environment.” - Attendee

“A better understanding of disability within the museum workforce and what accommodating different disabilities might look like in practice.” - Attendee

“I learnt a huge amount about freelancing, and the logistics of going freelance. It was completely invaluable, and my confidence really increased.” - Attendee

“The panel on social class. I cried afterwards because I felt like I understood a lot more of my experiences in museums! It was liberating to realise that some of those embarrassing moments in my career was class disparity and not just me being inept...Hearing the panelist’s speak made me feel so full of fire, and definitely inspired me to carry on” - Attendee

Attendees also appreciated the honesty and transparency of the speakers and Summit ethos as a whole.

“The genuine transparency and honesty was so refreshing.” - Attendee

“Hearing people speak boldly and honestly, and not apologising for it!” - Attendee

“Brilliant work on an accessible, transparent and accountable summit.” - Attendee

Motivations for going freelance

- Flexibility and freedom: 43%
- Work-life balance: 42%
- To be my own boss: 40%
- To fit work around personal family circumstances (children/adult carer duties): 39%
- To have a portfolio career/variety of work or clients: 35%
- Another reason provided: 35%
- I wasn’t enjoying my job: 27%
- I saw a gap in the market for my skillset: 25%
- I was unable to find employed work: 19%
- I was made redundant: 10%

Screenshot from the Freelancing in Museums workshop at the FMJ Summit
The Summit provided a rare opportunity to platform new voices and perspectives from across the full spectrum of museum careers. 12% of speakers were early in their career and 10% were freelancers, both of which are underrepresented in more traditional museum conferences. The Summit was particularly successful at platforming youth voices; more than 1 in 5 speakers (22%) were under the age of 30, and the programme included sessions led by young people from Our Shared Cultural Heritage and Kids in Museums.

“I liked that you had such a wide range of speakers, not just the usual suspects.” - Attendee

“FMJ had clearly done a lot of work around panel diversity.” - Attendee

“I enjoyed the mix of voices on the panels, not just people who are well established in their careers, but members who are still in the early stages.” - Attendee

“You have gone further than most by putting a commitment to equality and fairness into practice. It has really made such a difference to me and I’m sure to many other junior museum professionals.” - Attendee

“Thank you for putting on such a diverse and transparent summit.” - Attendee

Many attendees said they learned more about the wide range of jobs available, and appreciated hearing from new voices who are not often platformed at industry conferences. This supported attendees to be able to discuss and make informed decisions about their future career paths - even if this meant choosing not to pursue something.

“I learned more about the different roles in museums, about professional development and routes into the sector. I also learned which jobs I am more or less drawn to working in.” - Attendee

“It was so comprehensive that I could have a peek into many different aspects of the trade, and having seen/heard actual people talking about real life events made me way more confident.” - Attendee

“Knowledge on specific jobs within the museum sector and what skills are needed for these jobs (e.g. marketing, collection management).” - Attendee

“The youth engagement talk as that cemented that area of the sector as the one I want to move into.” - Attendee
“I have gained a new perspective in understanding the careers available and how to apply them, as well as the understanding to the sector overall.” - Attendee

“I gained a better insight into different roles within the museum sector.” - Attendee

“I realised Freelancing is not for me.” - Attendee

Help individuals understand their power in the sector, make values-led choices, and grasp their agency in a challenging and complex time

Responses from both the speaker and audience surveys indicate that the Summit successfully empowered participants to make values-led choices, and provided an important boost to inspiration and confidence after a year of Covid-related challenges.

87% of speakers said the Summit gave them an opportunity to share their knowledge and experience, which was an empowering and gratifying experience for many. 64% of speakers and 71% of attendees said they were inspired by the Summit, and a further 59% of attendees said their confidence had increased as a result.

“This was the first time I have been part of a panel, it gave me confidence to do something like this again in the future.” - Speaker

“I’ll try to stand by my beliefs more.” - Speaker
“The last year or so has made me feel very negative and a bit lost...The Summit helped re-energise me and give me a confidence boost. It reminded me that there are plenty of achievable actions that I can do to help myself and make a positive difference to others.” - Attendee

Some speakers and attendees reported feeling inspired to action because of their experience, in areas such as leadership style, making changes to their career path, or adopting a more positive attitude.

“The sessions I attended were inspiring and made me think differently about my leadership style and my career path as a whole.” - Speaker

“It consolidated and reinforced the value and worth of the work I’ve been doing for the past 6 years and brought me to understand that I have legitimate skills and experience which I can bring to bear in my current and roles. Participation will enable me to continue with more confidence and take my role in new directions that perhaps I’d have been wary of before.” - Attendee

“Unlike other career and museum webinars I’ve attended recently, FMJ’s were not disheartening...I’ve attended some talks that were unintentionally discouraging and made me feel like there was no point in continuing to look in this sector. But FMJ’s didn’t make me feel like that, it was hopeful and warm. The speakers were honest but gave the impression that it was all possible, and that there were even new things to look forward to.” - Attendee

Support employers in knowing how to put their desire for recruitment change into real, actionable steps

As noted above, both speakers and attendees reported being inspired to action because of their Summit experience. Given the core mission of Fair Museum Jobs, it comes as no surprise that much of this inspiration was clustered around improvements to recruitment practices in individual organisations and the sector as a whole.

“It’s made me more determined to improve our practice and push for change” - Speaker

“Reflect and consider more how to make our work more accessible and inclusive.” - Speaker

“Advocate for fairer recruiting practices within my organisation.” - Attendee
Many respondents appreciated the practical tips and actions provided across many Summit events, to help them put real plans for improved accessibility and equity in place. Plans to make changes to application, interview, and feedback processes were the most common.

“I will consider releasing questions to candidates upfront for interviews.” - Speaker

“I will think differently about looking at job applications, having seen how many people don't know the tricks of how to bump them up the list” - Speaker

“Some fantastic tips on interviews which - though I'm not new to the sector - I just didn't realise.” - Attendee

“I would like to advocate more strongly for good practice in recruitment, fair pay too. As a fundraiser...this is something I can ensure I do.” - Speaker

“Things came up in the ‘Making applications fairer and more accessible panel’ that I sat on which resonated with me...will be useful to feed into my current recruitment work.” - Speaker

“We are implementing a full HR review to look at all our policies and procedures. I will be taking all my notes from the Summit with me into these discussions.” - Attendee
“Structure job ads to encourage applications from candidates of diverse backgrounds (e.g. experience rather than mandatory degree requirement); structure job applications using job specification bullet points, rather than essay format...consider and encourage trainee/internship applications from candidates of all backgrounds (including older applicants wanting to retrain).” - Attendee

“Confidence in my own achievements and an understanding of how to utilise my experience in interviews and when going for managerial roles.” - Attendee

Empower those at all stages of their careers to think about themselves and their current and future options

As mentioned above, 64% of speakers and 71% of attendees reported feeling inspired by the Summit. Building on findings in a previous section, both speakers and attendees reported increased confidence, career awareness, and motivation because of their Summit experience.

Some respondents attributed this to the fact that the Summit prioritised speaking opportunities to new voices, whilst others highlighted the transparency and honesty of the panels and workshops.

“My confidence and self-esteem improved as I had previously thought that I wouldn't be able to be part of a panel because I wasn't enough of an expert and the thought of doing it was really daunting but having done it, I feel confident I could do something similar again.” - Speaker

“Listening to others on the panel gave me new ideas on how I could change and improve my own practice. It also gave me confidence.” - Speaker

“I increased my confidence at speaking publicly, as I had previously had little opportunity to do so.” - Speaker

“I felt such a feeling of success and completion after the first panel after being nervous beforehand. It was great to be given the chance to push myself, but in safe and friendly environment.” - Speaker

“Reassuring to feel like I do have experience and knowledge that is useful to others. (Being made redundant completely takes that away).” - Speaker

“Empowered to speak truth to power.” - Attendee
Other respondents emphasised the uniquely safe and supportive environment created during the Summit.

“*The overall atmosphere of the Summit. It was like everyone was friends and everyone was there because the sessions were set up in a professional but friendly manner and believed in the work of FMJ. The code of conduct was really reassuring.*” - Attendee

“I never felt like my questions were stupid as the panels were so open and welcoming.” - Attendee

“It was an incredible experience and unlike any conference I have ever attended. It brought together genuine support, honest conversations, case studies and inspiration.” - Attendee
Provide practical tips for navigating a range of working life situations across the workforce, with lasting resources available as a result of the event

Both speakers and attendees reported gaining practical knowledge and skills during the Summit in a wide range of work-related areas. 54% of speakers reported increasing their professional networks or making new contacts because of the Summit. 82% of attendees said they learned something new at the Summit, and 51% said they gained or improved skills.

Speaker Survey: “Did you develop any knowledge or skills from taking part in the summit?”

Speakers reported gaining a wide range of knowledge and skills during the Summit, as this word cloud above illustrates with frequently-mentioned terms such as ‘Confident’, ‘Knowledge’, ‘Skill’, and ‘Learn/t’. Reported learnings from Speakers were often related to practical, technical skills and confidence such as presenting on Zoom and communicating with others.

“Improving my technical use of PowerPoint on Zoom!” - Speaker

“Helping people with job application tips - seeing how many people needed the tricks I know and use.” - Speaker
“Getting so much practical information and knowledge.” - Speaker

“I think this filled a real gap in the conference world. Realistic information being shared openly within the industry.” - Speaker

Attendee Survey: “Did you develop any knowledge or skills from taking part in the summit?”

Attendees also reported gaining a range of practical skills and knowledge from the Summit. The word cloud above illustrates that these were often clustered around the themes of the museum sector, jobs, interviews, applications, networking, confidence, and job-specific skills. These are illustrated in more detail with the selection of quotations below.

“How to write a cover letter/job application. The information in this session was so helpful and useful!” - Attendee

“Job applications, interview tips, understanding of the museum and heritage sector, information about specific jobs that interest me (collections management, curatorship, etc.), presenting transferable skills.” - Attendee

“The stand-out one for me was the one on ‘how to do well at interviews’. I hadn’t realised how bad I was at them! The clear explanations of how to succeed at interviews was so helpful. A real demystification of a scary process and I can’t thank you enough.” - Attendee
“I attended the parental leave session. It was hugely valuable hearing about the lived experience of those in the sector who have recently had parental leave.” - Attendee

“I found the sessions on interviews and writing cover letters so good! I wish I’d had them ages ago, there were so many helpful tips.” - Attendee

“As someone who volunteers in the sector looking to move into it as a career it improved my knowledge about the sector, trends, different roles and support organisations.” - Attendee

Attendees also said they would implement real changes to their work or job search because of the practical information they gained.

“I changed the layout of my CV in line with the advice given at the session I attended.” - Attendee

“The summit made me think differently about to approach applications for the sector (and it must have worked because I got my first interview and job as a result!)” - Attendee

“The volunteer managing [session] especially was great and I will take the panel’s experience and knowledge to help me in the future with setting up a volunteering
The vast majority of Summit panel and workshop recordings will be made available for free on the new Fair Museum Jobs YouTube channel (excepting sessions where speakers did not give permission for this), and links have been shared on the FMJ Twitter account and website. As of 12 March 2021, Summit videos have already been viewed over 1400 times and the FMJ channel has attracted 77 subscribers. These lasting free resources will continue to benefit the museum sector in the UK and beyond in the years ahead.

Raise the profile of the Fair Museum Jobs ethos and encourage people to sign up to make the future of the sector more transparent and equitable.

69% of speakers and 70% of attendees reported learning more about the work of FMJ because of the Summit. Moreover, nearly 99% of speakers and 97% of attendees said they would consider taking part in future FMJ events. This is evidence for new and strengthened relationships between FMJ and professionals across the museum sector, raising the profile of our collective, ethos, and future events. Overall, the findings in this area demonstrate speakers and attendees alike thought the Summit was of high quality, and met or exceeded their expectations in most cases.

From Speaker Survey

Would you consider taking part in other Fair Museum Job events in future?

70 responses

98.6% Yes

No

Maybe
From Attendee Survey

Only one person out of 294 total respondents across both surveys would not consider participating in more FMJ events. The reason given was they disliked the casual language and presenting style of one of the panellists, and felt the discussion was too negative. The respondent did not identify which panel event they attended, so further investigation is not possible. Although it is important to consider outlier responses, it should be noted this theme is not reflected in any of the other feedback collected from attendees.

Speakers and attendees reported the Summit increased awareness of FMJ, and said the event highlighted the importance of the collective and its work.

“I’ve talked to others about Fair Museum Jobs more.” - Speaker

“Increased knowledge of Fair Museums group.” - Attendee

“I’m going to be following the work FMJ does more closely.” - Speaker

“I was just impressed with the professionalism and the fact that Fair Museums stayed completely true to their vision and ethos.” - Speaker

“It’s shown that Fair Museum Jobs absolutely has a reason to exist!” - Speaker

“I am really impressed with the work Fair Museum Jobs do, and I hope that their profile continues to grow. After 15 years in the sector, I grow increasingly frustrated with the lack of progress in promoting diversity in the workforce and with pay...Fair Museum Jobs can help bring attention to these discrepancies and improve our sector for the future generations of museum workers.” - Attendee
There were also calls for the Summit to become a regular annual event in future.

“The FMJ team did an amazing job! Thanks to them all. I hope this becomes an annual event as it was much needed having the space to discuss these issues.” - Speaker

“I hope it becomes a fixture of the museum calendar for years to come.” - Speaker

“Absolutely fantastic job, looking forward to other FMJ events in the future.” - Attendee

“I wish you will do it again in 2021, 2022...” - Speaker

One respondent suggested giving a short introduction to Fair Museum Jobs at the beginning of every event, to further increase our profile and the work we do:

“An introduction to who FMJ are and what they do and a link to sign up to more information or become a member.” - Attendee

This is a useful point to consider, but would need to be balanced with the other time demands of hosting an in-depth panel discussion.
Recommendations and considerations

Although feedback on the Summit from both speakers and attendees was overwhelmingly positive, survey respondents from both groups did have some key suggestions to improve future FMJ events.

Audience Survey: “What could have been done to improve the summit?”

Speaker Survey: “What could have been done to improve the summit?”
Analysis of survey results and observations from the FMJ team have highlighted the following recommendations and considerations for future events:

- **Consider hosting future events online, even after Covid restrictions lift**

  Most attendees preferred that the Summit was online, as it made the event more physically and financially accessible than an in-person event, and encouraged those who dislike traditional ‘networking’ to actively participate in a more inclusive way.

  “Being online (I have very low level social skills) being able to attend and not have to network and smile at strangers was great.” - Attendee

  “Networking is easier than at conferences where you might not know who people are or who seem more daunting in the flesh than they do in a square on a screen.” - Attendee

  “Having the opportunity to ask questions and comment in the chat box was great, I would not have had the confidence to input in a face to face conference.” - Attendee

  “Being online meant that it could be more accessible as people did not have to travel and pay to attend events and it allowed people to fit in sessions around other commitments.” - Attendee

  “It was great that it was online. Really accessible and easy to join.” - Attendee

  “As someone with limited resources at present, I would definitely be interested in attending another FMJ Summit online via Zoom.” - Attendee

  “If this had been a location based paid event I wouldn’t have been able to attend.” - Attendee

  “Doing it online was really good - while possibly driven by Covid it meant that travel expenses and travel time wasn’t an issue.” - Attendee

However, some respondents would also appreciate in-person meetups and events once Covid restrictions allow. One option could be smaller on-site events and larger online ones, in order to keep costs manageable.

  “In person event would be lovely...maybe local meet-ups for supporters?” - Attendee
• Continue with free-of-charge admission and paying speakers in future events

These policies fill an important financial accessibility gap in the museum conference circuit.

“I think keeping it free was fantastic” - Attendee

“LOVED that it was online and free, truly accessible.” - Attendee

“Making it free meant that it was very accessible to all which I loved.” - Attendee

“Thank you for your hard work and for your fundraising to provide it all free of charge!” - Attendee

“Great that it could be free for people who wouldn’t otherwise be able to participate.” - Attendee

“Thank you for making it free and so easy to participate.” - Attendee

“It was refreshing to be part of a series of talks where the panellists were reimbursed for their time so that anyone can join.” - Attendee

• Longer sessions

Most Summit sessions were 60 minutes in length, and a small number were 30 minutes. Many speakers and attendees agreed that the Summit would have benefitted from slightly longer sessions - perhaps 75 or 90 minutes in length - to ensure enough time for discussion and more audience questions. Some respondents also suggested alternative
formats to allow for more interaction, such as breakout rooms or using platforms such as Discord.

“I would have liked the panel on Museum Academia to have been longer than half an hour.” - Speaker

“The length of the session I spoke at was too short” - Speaker at a Sector Support session

“Could maybe have done with just 15mins more.” - Speaker

“Meetings could have been longer, most sessions I attended didn't address all questions.” - Attendee

“Some sessions could have been longer, particularly those with direct applications e.g. interview skills, CVs.” - Attendee

“Longer sessions, breakout rooms for further discussions, maybe a big Discord group!” - Attendee

“The sessions could have been a bit longer as a long of questions from the attendees weren't addressed. The panelists/hosts did a really good job of trying to answer most of the questions, but it would have been nice to have a little more time so as not to feel rushed during the session to move on because of time restrictions.” - Attendee

“There wasn't enough time to cover the many topics that came up or to answer all the questions from the audience, so either a longer Q&A session or a platform for outstanding or follow up questions would be great.” - Speaker

However, a small number of respondents thought the shorter sessions were more convenient.

"Loved the short, sharp sessions - felt like I could fit them around my work” - Attendee

The FMJ team has reflected on this feedback and may experiment with scheduling 75 minute sessions in future Summits to allow time for more questions and discussion if needed.

- **Time for panellists to debrief after sessions**

Related to the point above, many speakers would have liked extra time to debrief and reflect with the chair and fellow panellists after each event, as would normally happen at
an in-person event.

“Time to debrief with fellow panellists afterwards” - Speaker

“The one thing I wasn’t expecting was that I’d be emotionally drained after the first slot I did, and it brought back a lot of difficult feelings and memories - so maybe a sort of debrief after, or a continuation of the conversation somehow with the panellists, just to ‘close’.” - Speaker

“The chance for the panel to discuss the session a bit straight after would have been useful.” - Speaker

The FMJ team recognised this was an unfortunate gap in fostering a positive and supportive environment for speakers, who were often sharing personal and difficult stories. Unfortunately, it was not possible to accommodate this within the Summit primarily for technical and financial reasons; FMJ only had enough resources for one professional Zoom account, and with 60+ sessions scheduled across the Summit week it was not possible to accommodate additional post-event reflection time for panellists without clashing with the next talk.

Solutions to this problem in future could include scheduling fewer sessions to allow for more buffer time between each, and acquiring additional funds to invest in multiple professional Zoom accounts.

One speaker suggested organising dedicated networking sessions, which could also
address this issue to some extent:

“More chance for networking with attendees to make more connections would have been a great add on.” - Speaker

“Networking or social events” - Attendee

“More networking/informal support” - Attendee

- **Streamline event registration**

The Summit used EventBrite to manage session registration. This platform was chosen primarily because it was free for both organisers and attendees (saving more grant funds to pay speakers and invest in accessibility software such as captioning), and is familiar and recognised around the world.

“It was very easy to sign up via Eventbrite, get links via e-mail, sign into the talk etc.” - Attendee

However, the FMJ team recognised EventBrite also has significant drawbacks for a conference-style event, as it did not have an easy option to register for a full day or week of events, meaning attendees must go through the laborious process of signing up for each individual event they want to attend. The work of putting each event on EventBrite was also very time intensive for the FMJ team.

These observations are also reflected in speaker and attendee feedback. Respondents suggested alternative platforms such as Hopin.

“Consider another booking system other than Eventbrite (having to register for each event was a bit clunky and if I could have just dipped in I probably would have attended more events) - or use a conferencing platform like Hopin which might be better for networking and easier to use.” - Speaker

“The individual signing up for each session was tedious.” - Attendee

“Improved booking/conf system - hopin for example.” - Attendee

“Perhaps a more streamlined sign up? My inbox was full of eventbrite receipts.” - Attendee

“It could have been made easier/quicker to sign up for multiple events.” - Attendee

The FMJ team also reflected that a different type of event structure with fewer individual
sessions could also alleviate some of these issues without having to invest in more expensive conference platforms.

- **More content around working internationally and remotely**

Although the focus of the Summit, along with FMJ’s work generally, is very focused on the UK museum sector, a minority of speakers and audiences came from outside the UK, particularly the US. Some would have liked the Summit, and future FMJ events, to have a more international focus.

“Curious if you could add an international component? How challenges in the UK and elsewhere intersect and what lessons learned can be shared.” - Attendee

“Include more international information so the data isn’t all UK-based.” - Attendee

“Introduce a section Working internationally or remote jobs experiences” - Attendee

“Have a section for working internationally if people want to move to other countries to develop their careers both for internships & job positions...Talking about remote jobs.” - Speaker

“Interested in seeing a more US perspective along with the UK perspective as I am...looking for jobs in either location.” - Attendee

Although this is an interesting avenue for FMJ to consider in future, it also highlights a need to be clearer in our general and event-specific messaging that we are a UK-focused organisation, and exist primarily to support fairness and equity in the UK museums sector. We encourage and stand in solidarity with adjacent organisations doing similar work internationally, but have neither the capacity, nor the labour market-specific expertise, to incorporate a significant focus on other countries. We as a collective also feel that, instead of speaking on behalf of others around the world, it is important to empower local people with in-depth knowledge of their regional or national contexts to organise the collective action that is right for their sector and community. The FMJ team has further reflected that this appetite for a more international focus indicates the need for similar organisations like ours in other parts of the world.

One topic within FMJ’s geographical remit which could partially address this demand is future events or content about migrant workers in UK museums, and those working remotely for UK museums from abroad. This was suggested by a survey respondent:

“I would like to see a session of expats who work in the museum sector. I am an
Better promotion/communication in certain areas

Attendees offered a range of suggestions and requests broadly related to communications, but interestingly many of the points raised were addressed by FMJ during the summit. These included:

- **More general promotion of the Summit**, as some respondents said it was under-advertised
- Disappointment over missing certain sessions, and a general lack of awareness that sessions would be recorded and made available online for catch-up. Panel chairs did inform the audience of this at the beginning of each session, but greater emphasis on this is clearly needed. More transparency about how the event scheduling was devised (i.e. primarily based on speaker availability) would likely also have addressed frustrations around events being at undesirable times for some audiences.
- **Options to submit questions in advance, and to submit questions anonymously via Zoom**. As above, both of these options were available at the Summit, which indicates better communication and guidance is needed for more attendees to be able to access them.
Shorter but more focused programmes

Continuing the theme of timing and scheduling, many speakers and attendees would have preferred a shorter but more focused Summit programme, perhaps exploring one particular theme or area. This is certainly an area FMJ will explore in future.

“It might be better to condense this slightly into a shorter period of time. Though on the other hand, it was admittedly really beneficial to cover as many topics as you did.” - Speaker

“Theme future events so they can be shorter. Felt this took too much on and maybe shorter, more focused events would be more impactful.” - Speaker

“There were so many sessions across the week (maybe too many?)” - Speaker

“Perhaps slightly fewer sessions.” - Attendee

This would also give more time to offer repeats of popular sessions, as was requested by some survey respondents.

“Repeating some of the popular events/content on different days, for those that are fully booked, or who can't make a particular time.” - Attendee
“Multiple opportunities to attend limited number events” - Attendee

“I wanted to attend the talk/workshop on building confidence, but it was fully booked. Therefore, maybe running that again for everyone who couldn’t get a space?” - Attendee

Some respondents pointed out this would also reduce the workload on the volunteer committee organising the event.

“The committee gave themselves a lot to do, as two members were at each session, so I was concerned about their own welfare, given the aim of the summit.” - Attendee

“It seems like you may need more people to help out in order to spread the burden of admin across the week as there were so many sessions.” - Speaker

“I am worried that the organisers didn’t get enough time off! Must have been a huge undertaking but overall it went really smoothly from my end.” - Attendee

However, whilst shorter and more focused programmes may be beneficial to some, it is also important not to lose either accessibility of having events across a wide range of times, and the richness of a varied programme. Future events will need to strike a delicate balance.

“Great that there were events across 7 days and morning to night” - Attendee

“The range of sessions and variety of speakers was exceptional.” - Attendee

“I liked that there was a variety of topics people could find out about.” - Attendee

“Absolutely the best museums conference line up I have ever seen.” - Attendee

“Really wide range of topics and themes were addressed throughout the summit, which was amazing.” - Attendee
Suggestions for future FMJ and/or GEM events, content, and activities

The following suggestions were submitted through the Speaker and Attendee surveys.

- More involvement from large national museums and their associated youth groups/projects
- Costumed Interpreters in museums and education
- Lobbying arm and membership scheme
- Working with families and young people
- Training on how to go from operations/visitor experience roles into other departments
- Discussions tailored to specific types of museums, such as comparing natural history museums to art museums
- Online training events to develop the museum skills that are harder to gain via volunteering, notably the back of house procedures such as; conservation, archiving, pest control etc.
- How to turn a volunteer role into a paid position
- Professional courses organiseddesigned by the two groups, a linked in group to share advice/content, skills-based sessions
- Interview technique workshops
- Covid-secure practices
- Free workshops
- Panels with more visual stimuli than just questions and answers
- Staff wellbeing at work
- How managers can support their teams to develop
- More resources and advice for early career professionals
- More interactive/action-focused online events such as ‘how-to’ workshops
- FMJ Podcast
- Hopping between different types of jobs within the sector
- More about applications, CVs, and cover letters
- Working in HR
- How to chair a meeting
- Project starter packs: outlines for projects, events, ideas generation
- Fundraising application tips
- Sessions with high profile museum professionals, including difficult questions
- More summits and career talks
• More sessions from non-white people
• Working in conservation
• Sessions with funders and sector leaders
• An in-depth series of leadership conversations
• Peer support groups
• Joining and starting unions
• Continuing your career after maternity/parental/adoption leave
• Resources on combating discrimination of all kinds
• Resources such as exemplar CVs
• Sessions about/for museum technicians (for exhibitions etc)
• Commercial and business roles within the museum
## Appendix

### Session List with attendee numbers

<table>
<thead>
<tr>
<th>Event title</th>
<th>Percent present</th>
<th>Registered</th>
<th>Attended</th>
<th>Panellists/ FMJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast with Fair Museum Jobs</td>
<td>23.68%</td>
<td>38</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>When Museums Don't Love You Back</td>
<td>75.00%</td>
<td>68</td>
<td>58</td>
<td>7</td>
</tr>
<tr>
<td>Pros and Cons of Museum Studies</td>
<td>78.35%</td>
<td>97</td>
<td>82</td>
<td>6</td>
</tr>
<tr>
<td>How to Successfully Manage Museum Trainees and Apprentices</td>
<td>65.56%</td>
<td>90</td>
<td>65</td>
<td>6</td>
</tr>
<tr>
<td>What's it like to be a museum curator?</td>
<td>68.12%</td>
<td>229</td>
<td>162</td>
<td>6</td>
</tr>
<tr>
<td>Doing well at interviews</td>
<td>75.46%</td>
<td>379</td>
<td>293</td>
<td>7</td>
</tr>
<tr>
<td>Things No-one tells you about parental leave</td>
<td>64.91%</td>
<td>57</td>
<td>43</td>
<td>6</td>
</tr>
<tr>
<td>Sector Support Showcase 1</td>
<td>51.61%</td>
<td>31</td>
<td>20</td>
<td>4</td>
</tr>
<tr>
<td>Say Yes to Failure</td>
<td>56.67%</td>
<td>120</td>
<td>74</td>
<td>6</td>
</tr>
<tr>
<td>Breakfast: What counts as professional development?</td>
<td>61.25%</td>
<td>80</td>
<td>51</td>
<td>2</td>
</tr>
<tr>
<td>What's it like to work in small museums?</td>
<td>66.94%</td>
<td>121</td>
<td>87</td>
<td>6</td>
</tr>
<tr>
<td>What's it like to work in volunteer management?</td>
<td>62.12%</td>
<td>66</td>
<td>46</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in heritage operations?</td>
<td>58.75%</td>
<td>80</td>
<td>54</td>
<td>7</td>
</tr>
<tr>
<td>Sector Support Showcase 2</td>
<td>66.67%</td>
<td>21</td>
<td>18</td>
<td>4</td>
</tr>
<tr>
<td>Unions in the Heritage Sector</td>
<td>71.08%</td>
<td>83</td>
<td>63</td>
<td>4</td>
</tr>
<tr>
<td>Moving into Leadership</td>
<td>61.36%</td>
<td>220</td>
<td>141</td>
<td>6</td>
</tr>
<tr>
<td>CV Advice</td>
<td>70.36%</td>
<td>280</td>
<td>202</td>
<td>5</td>
</tr>
<tr>
<td>Our Shared Cultural Heritage</td>
<td>50.00%</td>
<td>64</td>
<td>39</td>
<td>7</td>
</tr>
<tr>
<td>Sector Support Showcase 3</td>
<td>35.00%</td>
<td>20</td>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in museum social media and marketing?</td>
<td>85.45%</td>
<td>110</td>
<td>100</td>
<td>6</td>
</tr>
<tr>
<td>Giving and getting feedback</td>
<td>68.66%</td>
<td>67</td>
<td>51</td>
<td>5</td>
</tr>
<tr>
<td>MGS Skills for Success Scheme</td>
<td>62.96%</td>
<td>27</td>
<td>22</td>
<td>5</td>
</tr>
<tr>
<td>Doing Exhibitions</td>
<td>66.29%</td>
<td>178</td>
<td>124</td>
<td>6</td>
</tr>
<tr>
<td>What is museum academia and could it be a career for me?</td>
<td>62.75%</td>
<td>153</td>
<td>101</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in collections management?</td>
<td>63.69%</td>
<td>168</td>
<td>114</td>
<td>7</td>
</tr>
<tr>
<td>Topic</td>
<td>Percentage</td>
<td>Yes</td>
<td>No</td>
<td>NA</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------</td>
<td>-----</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Being a trustee</td>
<td>63.08%</td>
<td>65</td>
<td>46</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to be a museum director or manager?</td>
<td>43.70%</td>
<td>135</td>
<td>66</td>
<td>7</td>
</tr>
<tr>
<td>Breakfast: How to research an org</td>
<td>48.53%</td>
<td>68</td>
<td>35</td>
<td>2</td>
</tr>
<tr>
<td>How to make your application process fairer</td>
<td>54.05%</td>
<td>74</td>
<td>46</td>
<td>6</td>
</tr>
<tr>
<td>Disabled peoples’ experiences of navigating museum careers</td>
<td>73.61%</td>
<td>72</td>
<td>59</td>
<td>6</td>
</tr>
<tr>
<td>What's it like to work in museum learning?</td>
<td>68.93%</td>
<td>103</td>
<td>77</td>
<td>6</td>
</tr>
<tr>
<td>What's it like to be a freelancer?</td>
<td>58.06%</td>
<td>155</td>
<td>96</td>
<td>6</td>
</tr>
<tr>
<td>Tales from the Job Centre</td>
<td>60.00%</td>
<td>50</td>
<td>32</td>
<td>2</td>
</tr>
<tr>
<td>Being an advocate: working for the sector</td>
<td>50.72%</td>
<td>69</td>
<td>40</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in youth engagement?</td>
<td>50.00%</td>
<td>70</td>
<td>42</td>
<td>7</td>
</tr>
<tr>
<td>Museum jobs you never considered</td>
<td>48.92%</td>
<td>186</td>
<td>97</td>
<td>6</td>
</tr>
<tr>
<td>Breakfast: Mentoring</td>
<td>46.43%</td>
<td>56</td>
<td>31</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in fundraising?</td>
<td>52.38%</td>
<td>42</td>
<td>24</td>
<td>2</td>
</tr>
<tr>
<td>Writing job apps and cover letters</td>
<td>60.46%</td>
<td>306</td>
<td>191</td>
<td>6</td>
</tr>
<tr>
<td>Anti-racism in recruitment</td>
<td>56.98%</td>
<td>179</td>
<td>107</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in visitor experience and FOH?</td>
<td>46.05%</td>
<td>76</td>
<td>40</td>
<td>5</td>
</tr>
<tr>
<td>What's it like to work in conservation and collections care?</td>
<td>61.79%</td>
<td>123</td>
<td>84</td>
<td>8</td>
</tr>
<tr>
<td>Heritage traineeships</td>
<td>45.36%</td>
<td>97</td>
<td>48</td>
<td>4</td>
</tr>
<tr>
<td>Sector Support Showcase 4</td>
<td>21.74%</td>
<td>23</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>How to read a job description</td>
<td>51.10%</td>
<td>182</td>
<td>98</td>
<td>5</td>
</tr>
<tr>
<td>Breakfast: Keeping track of your career</td>
<td>36.59%</td>
<td>82</td>
<td>33</td>
<td>3</td>
</tr>
<tr>
<td>Sector Support Showcase 5</td>
<td>28.57%</td>
<td>21</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>Building professional confidence</td>
<td>53.33%</td>
<td>45</td>
<td>27</td>
<td>3</td>
</tr>
<tr>
<td>Pay and contracts</td>
<td>48.48%</td>
<td>66</td>
<td>39</td>
<td>7</td>
</tr>
<tr>
<td>Volunteering in museums</td>
<td>57.33%</td>
<td>75</td>
<td>49</td>
<td>6</td>
</tr>
<tr>
<td>Journeys in and Out of the Sector</td>
<td>55.79%</td>
<td>95</td>
<td>60</td>
<td>7</td>
</tr>
<tr>
<td>Rethinking Museum Recruitment with KiM</td>
<td>22.86%</td>
<td>35</td>
<td>15</td>
<td>7</td>
</tr>
<tr>
<td>Your Personal Values</td>
<td>38.76%</td>
<td>129</td>
<td>54</td>
<td>4</td>
</tr>
<tr>
<td>What's it like to work in archives?</td>
<td>34.71%</td>
<td>121</td>
<td>48</td>
<td>6</td>
</tr>
<tr>
<td>Social class and museums</td>
<td>46.53%</td>
<td>101</td>
<td>52</td>
<td>5</td>
</tr>
<tr>
<td>Finding your creative why</td>
<td>37.04%</td>
<td>108</td>
<td>42</td>
<td>2</td>
</tr>
<tr>
<td>Title</td>
<td>Percentage</td>
<td>Downloads</td>
<td>Views</td>
<td>Comments</td>
</tr>
<tr>
<td>------------------------------------------------------------</td>
<td>------------</td>
<td>-----------</td>
<td>-------</td>
<td>----------</td>
</tr>
<tr>
<td>Social media and LinkedIn for development and networking</td>
<td>48.13%</td>
<td>187</td>
<td>96</td>
<td>6</td>
</tr>
<tr>
<td>A guide to networking</td>
<td>48.44%</td>
<td>192</td>
<td>95</td>
<td>2</td>
</tr>
<tr>
<td>Freelancing in museums by the numbers</td>
<td>41.57%</td>
<td>89</td>
<td>39</td>
<td>2</td>
</tr>
<tr>
<td>Where do we go from here?</td>
<td>40.32%</td>
<td>62</td>
<td>30</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6386</td>
<td>3992</td>
<td>308</td>
</tr>
</tbody>
</table>
# Speaker expression of interest form

**Name**

Short answer text

<table>
<thead>
<tr>
<th>Email address *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short answer text</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What is your current job role? If the title isn't obvious, please describe briefly what you do! *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long answer text</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If applicable – where do you work? If you have more than one place of work, please list both. If you are a freelancer or business owner, please specify. *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short answer text</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What topics would you be interested in contributing on? A list of our current ideas for sessions is available here: <a href="https://bit.ly/2RDElix">https://bit.ly/2RDElix</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Long answer text</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What type of sessions would you be most interested in contributing to? *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Panel discussion participant</td>
</tr>
<tr>
<td>Presentation</td>
</tr>
<tr>
<td>Workshop</td>
</tr>
<tr>
<td>Discussion Group</td>
</tr>
<tr>
<td>Unstructured session</td>
</tr>
</tbody>
</table>
Please indicate your preferred days/times to participate

<table>
<thead>
<tr>
<th>Days</th>
<th>Early morning</th>
<th>Morning (9am-12pm)</th>
<th>Afternoon (12-5pm)</th>
<th>Early evening (5-8pm)</th>
<th>Evening (6-8pm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Would your organisation support you in participating in the summit? *

- Yes
- No
- Not applicable
- Unsure

With the support of Art Fund, we are able to pay a limited number of honorariums to individual speakers (£200)/panellists (£50) who would be financially disadvantaged by taking part in the summit, with preference given to those who are not supported by their organisation to take part. Please indicate here if this would apply to you.

- Yes
- No
- Maybe
If you require any additional support to fully participate in a session, please let us know here:

Long answer text

Representation Data

The next set of questions might seem a bit personal, but they are really important to help us make sure this event is as inclusive and representative as possible. We will analyse responses received as a collective whole to understand broad overall trends, and will not identify any single individual. Individual responses will be handled with the utmost privacy in accordance with GDPR.

Which of these sounds most like your museum career stage? *

- Just starting out (studying, first job)
- Getting going (within first few jobs)
- Solidly at it (any number of jobs, not a manager)
- Management (responsible for managing other people)
- Senior Manager (responsible for a department, division or team)
- Director/CEO
- Freelance
- Trustee
- Volunteer
What area of the heritage sector do you work in?

☐ Museums

☐ Galleries

☐ Archives

☐ Libraries

☐ Other...
<table>
<thead>
<tr>
<th>What are the main areas of work that you are involved with? Please select all that apply.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Archives</td>
</tr>
<tr>
<td>Cafe</td>
</tr>
<tr>
<td>Conservation/Collections Care</td>
</tr>
<tr>
<td>Curatorial</td>
</tr>
<tr>
<td>Development/Fundraising</td>
</tr>
<tr>
<td>Documentation/ Collections Management/Registration</td>
</tr>
<tr>
<td>Events (including external hire)</td>
</tr>
<tr>
<td>Exhibitions</td>
</tr>
<tr>
<td>Finance</td>
</tr>
<tr>
<td>Governance</td>
</tr>
<tr>
<td>HR</td>
</tr>
<tr>
<td>IT</td>
</tr>
<tr>
<td>Learning/Engagement/Education</td>
</tr>
<tr>
<td>Loans</td>
</tr>
<tr>
<td>Marketing</td>
</tr>
<tr>
<td>Outreach/Community Work</td>
</tr>
<tr>
<td>Shop</td>
</tr>
<tr>
<td>Site Management</td>
</tr>
<tr>
<td>Social Media</td>
</tr>
<tr>
<td>Strategic Planning</td>
</tr>
<tr>
<td>Visitor Experience</td>
</tr>
<tr>
<td>Volunteer Management/Supervision</td>
</tr>
</tbody>
</table>
Where do you live? If outside the UK, please choose other.

- England - East Midlands
- England - East of England
- England - London
- England - North East
- England - North West
- England - South East
- England - South West
- England - West Midlands
- England - Yorkshire and the Humber
- Northern Ireland
- Scotland
- Wales
- Other...

Do you consider yourself to have a disability, impairment, learning difference or long term condition? (The Equality Act 2010 defines disability as 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities'.)

- Yes
- No
- Prefer not to say
Gender

○ Female
○ Non binary
○ Male
○ Prefer not to say
○ If you prefer to use another term please specify below:
○ Other...

Do you identify as trans?

○ Yes
○ No
○ Prefer not to say
○ If you prefer to use another term, please specify below
○ Other...

Sexual Orientation

○ Bisexual
○ Gay Man
○ Gay Woman/Lesbian
○ Straight/Heterosexual
○ Prefer not to say
○ Other...
Ethnic Origin

1. Asian/Asian British - South Asian
2. Asian/Asian British - East Asian
3. Asian/Asian British - South East Asian
4. Asian/Asian British - Any other Asian background
5. Black/African/Caribbean/Black British - African
6. Black/African/Caribbean/Black British - Caribbean
7. Black/African/Caribbean/Black British - Any other Black/African/Caribbean background
8. Mixed/multiple ethnic groups - White & Asian
10. Mixed/multiple ethnic groups - White & Black Caribbean
11. Any other Mixed/multiple ethnic groups background
12. White - British (English, Welsh, Scottish, Northern Irish)
13. White - Gypsy or Irish Traveller
14. White - Irish
15. Any other white background
16. Black / African / Caribbean / Black British - Caribbean
17. Other ethnic group - Arab
18. Other ethnic group - Any other background
19. Prefer not to say
Age

1. Under 18
2. 18-24
3. 25-29
4. 30-34
5. 35-39
6. 40-44
7. 45-49
8. 50-54
9. 55-59
10. 60-64
11. 65-70
12. Over 70

How would you describe your social class?

Short answer text

Do you have caring responsibilities?

1. Primary carer of a child or children (under 18)
2. Primary carer of disabled adult (18 and above)
3. Primary carer of disabled child or children
4. Primary carer of older person (65 and above)
5. Secondary carer
6. None
7. Prefer not to say
Speaker survey

What type(s) of event(s) did you present at during the Summit? Please select all that apply.

☐ Solo speaker event

☐ As part of a panel

☐ Other...

What were your motivations for taking part in the Summit? (Select all that apply)

☐ To network/make new contacts

☐ To increase my professional profile

☐ To increase the profile of my organisation

☐ To gain or improve skills

☐ To improve fairness, equity, and/or representation in the museum sector

☐ To support the work of Fair Museum Jobs in general

☐ To earn money

☐ It looked interesting

☐ To share my knowledge and experience with others

☐ To showcase a specific project

☐ To increase my professional confidence

☐ To learn something

☐ Other...
What did you gain from taking part in the Summit?

- I increased my professional network/made new contacts
- I raised my professional profile
- I raised the profile of my organisation or project
- I gained or improved skills and/or knowledge
- I learned more about the work of Fair Museum Jobs
- I shared my knowledge and experience with others
- I was inspired
- I increased my confidence
- I became more aware of developments and trends in the museum sector
- I didn't gain anything from the Summit
- Other...

Did you develop any knowledge or skills from taking part in the summit? If yes, what were they?

Long answer text

Will you do or think anything differently after taking part in the Summit? If yes, please give details.

Long answer text

What was a highlight for you during the Summit?

Long answer text
What could have been done to improve the Summit?

Long answer text

Do you have anything else to say about the Summit?

Long answer text

Would you consider taking part in other Fair Museum Job events in future?

☐ Yes

☐ No

☐ Maybe
Attendee survey

How many separate events did you attend at the Summit?

- 1-5 events
- 6-10 events
- 11-20 events
- 21-30 events
- 31-40 events
- 41-50 events
- More than 50 events

What were your motivations for attending the Summit? (Select all that apply)

- To network/make new contacts
- To increase my professional profile
- To increase the profile of my organisation
- To gain or improve skills
- To improve fairness, equity, and/or representation in the museum sector
- To support the work of Fair Museum Jobs in general
- It looked interesting
- To share my knowledge and experience with others
- To hear a specific speaker or panel
- To increase my professional confidence
- To learn something
- It was free to attend
- For professional development reasons
- Other...
What did you gain from attending in the Summit?

- [ ] I increased my professional network/made new contacts
- [ ] I raised my professional profile
- [ ] I raised the profile of my organisation or project
- [ ] I gained or improved skills
- [ ] I learned more about the work of Fair Museum Jobs
- [ ] I shared my knowledge and experience with others
- [ ] I was inspired
- [ ] I increased my confidence
- [ ] I became more aware of developments and trends in the museum sector
- [ ] I learned something new
- [ ] I didn’t gain anything from the Summit
- [ ] Other...

Did you develop any knowledge or skills from attending the Summit? If yes, what were they?

Long answer text

Will you do or think anything differently after attending the Summit? If yes, please give details.

Long answer text

What was a highlight for you during the Summit?

Long answer text
What could have been done to improve the Summit?

Long answer text

Do you have anything else to say about the Summit?

Long answer text

Would you consider attending other Fair Museum Job events in future?

- Yes
- No
- Maybe

What types of events or content would you like to see from Fair Museum Jobs and/or Group for Education in Museums?

Long answer text