

Employer: Montgomery Museum of Fine Arts (MMFA)

Fellowship: **Museums-Empowered Collections Fellow**

The MMFA seeks diverse and dynamic applicants for a 12-month, part-time (20 hrs/week) position as a Museums Empowered Fellow.

The MMFA has been competitively selected by the **Institute of Museums and Library Services** as a recipient of their **Museums Empowered: Professional Development Opportunities for Museum Staff grant**. The Montgomery Museum of Fine Arts (MMFA) faces a new era; entering a time when complacency and silence can no longer be tolerated, a time for action in the face of inaction, a time of reflection and growth, and a time of renewed commitment to our community. This is the time to lean into the hard work of confronting our past while striving for the betterment of our community's future. With this ideal at heart, the MMFA has created a comprehensive program to address diversity, equity, accessibility, and inclusion (DEAI) within our organization. We call this three-year institutional development program our ***Towards Inclusivity and Diversity: Learning with and from each other and ourselves initiative***.

As a part of this initiative, two Fellowships will be offered in 2022–2023 to candidates from underrepresented communities who endeavor to enter the museum profession. The fellowship will engage them in all aspects of MMFA's DEAI efforts along with offering these Fellows the opportunity for academic research and museum program planning experience. This project was made possible in part by the Institute of Museum and Library Services, Award Number ME-249627-OMS-21.

As one of two Museums Empowered Fellows, you will develop experience and skills to be a leader in social justice while contributing to aspects that serve the broader community members of Montgomery. Fellows are required to actively participate in peer-to-peer learning and training delivered by the Museum's various facilitators and partners throughout the year.

As a **Museums Empowered Fellow** you will have the opportunity to transform your passion for diversity and inclusion work into a career.

Fellowship responsibilities will include:

1. Taking part in the creation of the external DEAI plans, the internal DEAI policies, the DEAI training manual, and crafting community partnerships for the Museum.
2. Each Fellow will conceptualize and lead one public program on a topic related to DEAI and museums, and collaborate to create a third program during their tenure.
3. Fellows will be asked to contribute to the creation of DEAI-related articles and presentations.

The related and central goal of the **Collections Fellowship** is to lead an initiative to document and evaluate the representation of artists from marginalized communities in the Museum's permanent collection. The acquired information will help the Museum plan programs that relate to the work of these artists, promote their art and historical importance, and provide information useful to long-term planning for the expansion of the Museum's collection in a way that further diversifies the permanent holdings of the Museum.

Collections Fellowship responsibilities will include:

1. Research Underrepresented Artists in the Collection
  - a. The Collections fellow will research works by artists from marginalized communities chronologically by acquisition date with the goal of further diversifying the collection systematically over time.
  - b. In consultation with the Curatorial staff, the Fellow will evaluate collection works and note any problematic depictions of racial minorities or gender identities in the permanent collection by artists of a different race, ethnicity or gender identity. The Fellow will document the character and degree of that issue and make recommendations as to how or whether the work should be exhibited, and if exhibited, ways to communicate the work's content for the visitor or viewer.
  - c. This Fellow will assess the collection's representation of marginalized communities in terms of subject matter, time period, artists, and style of work, making recommendations as to areas in which this representation could be improved.
2. Create Compelling and Relevant Exhibitions
  - a. Curate exhibitions for Black History Month and Juneteenth for 2023..
  - b. Co-curate an exhibition in 2023, integrating the exhibition into the DEAI program and collaborating with other departments on programming, outreach, and development.
3. Produce Recommendations for Future Museum Practice
  - a. Research how other museums identify artists in their collections, especially regarding gender and sexuality descriptors, disability descriptors, race, and ethnicity.
  - b. Provide insight to the original ways museums identified artists by gender/sexuality/race/ethnicity/disability and identify if and how that is changing.
  - c. Create recommendations or guidelines for the reconsideration of words used to describe artists to be consulted with updating past materials and updating future documentation.

Candidates will possess the following qualifications:

Required:

Recent graduate from a Bachelors program in a related field (Art, Art History, History, Museum Studies, Humanities, etc)

Excellent research and writing skills.

Ability to communicate verbally in a clear, well-organized and concise manner as needed to communicate with a wide range of constituents.

Ability to communicate in writing in a style and tone that is appropriate for the reader.

Proficiency in standard software, to include word processing, database, and spreadsheet programs.

Ability to work independently and collaboratively with others to achieve overall goals and objectives.

Ability to handle multiple tasks simultaneously and independently and prioritize appropriately.

Ability to exercise sound judgment and discretion in the handling of confidential matters.

Preferred:

Graduate degree in Art History, History, Museum Studies or Archival Studies (or another related field)

Experience in researching historical archives.

Experience in program evaluation, including critical analyses and data management.

Please note: Fellows must commit to fulfilling the twelve-month fellowship and will sign a Fellowship Agreement with the MMFA. The Museum will follow all City and State COVID guidelines and protocols.

Salary

The Museums Empowered fellow will receive an annual stipend of \$20,748 through the MMFA. Interested applicants should contact Cassandra Cavness with any follow-up questions. Work is mainly on site with a possibility of some remote work.

Application Instructions:

To apply please send your resume and cover letter along with a writing sample of 7-10 pages that demonstrates research and analytical skills to Cassandra Cavness at [ccavness@mmfa.org](mailto:ccavness@mmfa.org).

The Montgomery Museum of Fine Arts is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or veteran status.

Application Deadline: June 30, 2022, but candidates are encouraged to apply as soon as possible.