



Diversity, Equity and Inclusion (DEI)

Pilot Project Grants

This pilot program addresses the dual need to reverse the lack of diversity in FRAME art museums and to reassess the traditional narratives used to interpret our collections. Grant support can be used for projects that run for a period of two months to two years. The projects should have a leveraging effect for all museums and the diverse communities they serve. Grantees are encouraged to publish the results of their work in the FRAMEworks compendium. **All project support proposals must include a transatlantic partnership between two or more French/American FRAME museums. FRAME does not fund salaries but can provide stipends for interns or mentees who are not paid employees of the museum. The Training Program grant assumes that museums are responsible for enlisting interns and mentees.**

1. Training Programs (Museums should decide which age group they prefer to work with).

A. Internship Programs (Stage de formation)

Interns: Professionals newly entering the field and university and graduate students, all from diverse backgrounds (“BIPOC” in North America and “Champ social” in France) who work under the supervision of one museum professional that coordinates the internship program (curator or museum educator).

Goals: To help the beneficiaries gain necessary work experience through a paid internship program developed by two or more FRAME museums. These participatory internships should foster an intercultural dialogue between all stakeholders and help create a pipeline to bring young, diverse professionals into the museum field. These internship programs should establish a template that could be shared with other FRAME museums.

Implementation: Museums can welcome one or more interns from two months to one year.

Scope: Participation in the design and/or the implementation of museum programs under the supervision of the coordinator of the internship; one or more public presentations made by the intern (can include in-person and virtual presentations); and an evaluation plan that measures outcomes.

Transatlantic dialogue: Transatlantic exchanges must be organized between the FRAME member museums involved in the internship program to compare professional similarities and differences and understand the various approaches and points of view, and to adapt programs or

actions as needed. These exchanges will happen through international travel to the corresponding FRAME institution(s) on the other side of the Atlantic, as well as video conferencing. Reasonable travel and living expenses should be included in the grant application budget, and interns should have a minimum proficiency in both English and French. FRAME will not provide any Visas.

Grant: The FRAME grant helps support international travel costs and a living allowance for the intern to ensure a transatlantic experience is part of the collaboration.

The intern and coordinator should send a joint report to FRAME at the conclusion of the funding period.

B. Mentorship Programs (Stage d'initiation)

Mentees: Students (14-21) from diverse backgrounds (“BIPOC” in North America and “Champ social” in France) under the supervision of a museum professional who mentors the student and coordinates the program. Supervisors can include curators, educators, registrars, conservators/restorers, or other museum staff (e.g., communications, administration, etc.).

Goals: Enable young students from diverse backgrounds to discover the wide variety of jobs in the museum field; meet and exchange with museum professionals at different levels within the institution to help students overcome stereotypes; may generate an interest in pursuing a professional museum career. These participatory mentoring programs should establish a template that could be shared with other FRAME museums.

Implementation: Museums can welcome one or more students and can work with partners in community organizations in North American or other organizations in France (e.g., “Ecole de la seconde chance,” “Service civique,” etc.). The duration of the program is between one and two years.

Scope: Visits with and/or shadowing museum professionals to learn about their jobs; creating “behind the scenes” opportunities to understand museum operations; participating in the design or implementation of museum programs under the supervision of the mentor; public presentations; and creating an evaluation plan that measures outcomes.

Transatlantic dialogue: Transatlantic exchanges must be organized between the FRAME member museums involved in the mentoring program through video conferencing, so students can understand the professional similarities and differences between museums on both sides of the Atlantic.

Grant: The FRAME grant would support a share of the expenses with the host museums. Grants can include daily travel costs (from home/school to the museum); domestic travel costs to accompany the mentor on day-visits to other museums in the area; the purchase of resources to the benefit of the mentee; purchase of materials for a project led by the student; costs associated with the organization of public presentations on the results of the program; and cost for producing an evaluation plan to measure outcomes.

A joint report by the mentee and the mentor must be submitted to FRAME at the conclusion of the funding period.

2. Collection Narratives Program

Beneficiaries: Curators and Educators in the FRAME network.

Goals: Address inequities in the presentation and discussion of art; embrace more inclusive histories that reflect a multiplicity of voices and experiences to be more diverse, equitable, accessible, and inclusive in all programming; research and rewrite labels for permanent collections and expand narratives to embrace more inclusive histories; reassess value systems and reflect a diverse range of backgrounds, perspectives, and approaches to understanding art and culture; re-contextualize permanent collections; and offer more diversified, equitable, and inclusive exhibitions, programs and experiences for museum visitors.

Implementation: Encourage museums to adapt more inclusive models of research, interpretation, and collaborative engagement in exhibition planning and development; work in collaboration with scholars, historians, archivists, philosophers, artists, anthropologists, and others in an interdisciplinary approach.

Scope: Research provenance and history to create new narratives; incorporate appropriate terminology (including about slavery, colonization, etc.); rewrite labels and revise audio guides to reflect diverse voices and cultures; reinstallation of permanent collection to incorporate new research and narratives; develop educational programs, symposia, and publications that include new intercultural approaches; and an evaluation plan that measures outcomes.

Transatlantic dialogue: Must include a transatlantic partnership with one or more FRAME museums to share expertise and research with colleagues who have similar collections.

Grant: Will support domestic and international travel for research and convenings; costs for interpreters in English and French during symposia and other convenings; the purchase of documentation and other resources; research expenses; purchase of educational material; cost for graphic design and printing for labels; fees for translation and written materials for catalogs; cost for producing an evaluation plan to measure outcomes. Grant budget can include funds to hire consultants who are specialists in the field.

A final report must be sent to FRAME at the conclusion of the funding period.