

A global network

Afghanistan, Armenia,
Azerbaijan, Bhutan, Brazil,
Cambodia, Chile (Rapa Nui),
China, Colombia, Croatia,
Egypt, Ethiopia, Georgia, Ghana,
Greece, Guatemala, Hong Kong,
India, Indonesia, Iran, Iraq,
Kenya, Kurdistan, Lebanon,
Lesotho, Libya, Malaysia,
Mexico, Mozambique, Myanmar
(Burma), Nepal, New Zealand,
Nigeria, North Macedonia,
Oman, Pakistan, Palestine,
Philippines, Romania, Rwanda,
Saudi Arabia, South Africa,
Sri Lanka, Sudan, Tajikistan,
Tanzania, Tunisia, Turkey,
Uganda, United Arab Emirates,
United States of America,
Uzbekistan, Yemen, Zimbabwe.

International
Training
Programme
Annual Report 2021



Introduction

In March 2020, in response to the Covid-19 pandemic, the British Museum took the very difficult decision to postpone the 2020 summer programme and participants were invited to join a rescheduled programme in 2021. Due to the continued uncertainty regarding travel, testing and vaccination regimes, both in the UK and our cohort countries, the ITP team reimaged the annual programme into a blended learning experience of online e-Learning delivered through three months in 2021 and an onsite programme which took place in March/April 2022.

The programme

The annual programme is at the core of the International Training Programme (ITP). Here, fellows are introduced to a global network of colleagues and exposed to a variety of museum practices. In 2021 the British Museum delivered e-Learning to 21 fellows from 18 countries and for the onsite visit, the Museum partnered with eight UK museums to welcome 16 fellows from 14 countries to the UK from 14 March – 8 April 2022.

Our network

The 15th ITP annual programme saw the addition of six countries to our growing global network, which now totals 320 fellows from 54 countries. This year we were joined by fellows from Bhutan, Cambodia, Chile (Rapa Nui), North Macedonia, Tunisia and USA – new connections that we hope will develop into long term, sustainable and rewarding partnerships.

Our fellows

ITP fellows come from countries that have identified themselves as needing support to develop their museum services. Fellows tend to be in the early stages of their careers or in positions of influence to develop others. They are passionate about collaboration, working internationally and pursuing careers in the museum and cultural sectors. See Appendix 1 for a full list of fellows, departments, UK Partners and supporters from 2021.

Our mission

Through sharing knowledge, skills and experiences, the ITP is working to create and promote a sustainable global network of museum and heritage professionals. While the scope and range of the ITP has grown and developed over the past 16 years, the aims and motivations for the programme remain the same.

Our supporters

The British Museum's International Training Programme is entirely externally funded through the generosity of individuals, companies, trusts and foundations. Their support allows the Museum to cover the costs of travel, visas, accommodation and subsistence as well as resources for fellows' personal research and their institutions' libraries. It also provides future opportunities for our fellows to join additional development and sustainability projects that aim to ensure the continued development of our alumni and their institutions.

Aleksandra Chevreska
taking part in a session on
collections documentation.

Annual Programme

In 2021, the e-learning and onsite programme featured sessions designed to provide an insight into the workings of museums across the UK. Fellows took part in sessions, workshops, working groups, behind-the-scenes tours and study visits, all designed to give a broad overview of museums and cultural heritage in the UK. Sessions ranged from audiences and archives to photography and temporary exhibitions.

An important part of the programme are the social events for the fellows which give an opportunity to spend more time as a group and with the ITP team. Evening and weekend events provide an informal setting and a memorable experience that the fellows can enjoy together, while promoting friendships and collaboration.

ITP Annual Programme 2021

ITP Annual Programme 2021

This year's annual programme of just four weeks focused on subject-specific sessions which enabled fellows to work together with colleagues in the 2021 cohort who had similar projects, programmes and personal interests. Smaller groups increased opportunities to discuss, debate and deal directly with personal and institutional challenges.

Working groups looked at:

- Access and inclusion
- Archaeology and the UK
- Archival collections
- Audience engagement
- British Museum Friends and museum membership schemes
- Collection documentation
- Communities and audience engagement
- Conservation
- Fundraising
- International engagement and touring exhibitions
- Leadership and management in the cultural sector
- Making the most of social media
- Marketing and press
- Permanent galleries and display
- Photography and imaging
- Reimagining the British Museum
- Retail, hospitality, licensing, online sales and trade/external sales
- Special exhibitions
- Volunteer programmes

Fellows also took part in a Museum Project Day with the aim of giving the cohort an opportunity to visit museums around London and use their experiences of the ITP and as a heritage profession to consider its visitor offering. We asked the fellows to visit six museums across the capital to look at how they are using their collections to highlight and reflect current issues facing the world. See Appendix 2 for the fellow's feedback.

There was also fellow-led time in the programme for members of the cohort to share their skills, knowledge and experiences with their colleagues on the ITP and at the British Museum.

Sessions included:

Go mMAD (Make Museums Accessible Digitally) with Siddhant Shah which focused on how the current situation of Covid-19 is an opportunity for public spaces, including museums, to be more inclusive and accessible in a digital way.

The classification of miniatures by Abdullah II with Uktamali Ravshanov who shared his research on books, miniatures and calligraphy schools in Bukhara, Uzbekistan.

Towards making Sudan National Museum more accessible with Nosiba Mahgoub Osman Ali who led a discussion, for input from the ITP cohort, on how to achieve her main goal of making the Sudan National Museum more accessible and inclusive for all visitors.

Collections and working practices at Rapa Nui Museum where Mario Tuki shared the various challenges of his work environment and how personal skills help in his role.

'I have been to many other training programmes, but with ITP what stood out was that you encourage us to stay connected, undertake projects and think of projects that will keep this relationship going longer, and not be a FIREWORK programme, one that shines brightest for few moments and then disappears.'
Siddhant Shah,
Museum Access
Consultant, Access
For ALL, India

New for 2021

‘The ITP is a programme that brings many people from around the world of museums together. It gives us a platform to share, advise and also network on projects of common interest. The British Museum team has come up with this programme in the most unique way which does not feel like a formal training but gets the best of everyone involved.’
Choki Tshomo, Chief Research Officer, Privy Council of Bhutan



An online distance e-Learning course was developed through the first six months of 2021 and was delivered for the cohort over three months, August to October. All sessions were recorded in advance as live group sessions were not possible due to time differences of this year’s cohort. However, the benefit of recorded sessions meant that the fellows were given the time and space to watch, engage and respond at a time and place that worked best for them.

The e-Learning opened with contextual sessions which introduced our fellows to the programme, the British Museum, culture and heritage in the UK and our cohort 2021. Our BM and UK Partner colleagues also recorded introductions to give fellows the opportunity to ‘meet’ and get to know them before they met online and in person.

The ITP team then shared a series of eight core museum skills sessions which were released weekly. Each session was a series of 20–30 minute modules totalling approximately two hours. The modules sat alongside a coursebook, session guidelines, facilitators biographies and course resources (PPTs, films, documents and further reading links). Each session ended with a short feedback questionnaire and a series of post-session engagement activities to reflect on the theme of the week and to encourage knowledge exchange.

The team also shared eight ‘in conversation’ videos which introduced current issues in the culture and heritage sector relating to the theme of the week. See Appendix 3 for an overview of the ITP annual programme e-Learning 2021 and Appendix 4 for a list of the ‘in conversations’.

Alongside these modules, the ITP team arranged online ‘meet and greets’ for the fellows to connect with the ITP team and our BM and UK Partner colleagues who would be working with them throughout the onsite programme.

In 2021 we saw the addition of six new countries to our global network – Bhutan, Cambodia, Chile (Rapa Nui), North Macedonia, Tunisia and United States of America – new relationships we hope will continue and develop in the future.

For the onsite visit, ITP Fellows were joined for some sessions by Aimée Bou Rizk, Museum Assistant, AUB Archaeological Museum in Lebanon. Aimée was at the British Museum for the Beirut Glass Project, which focused on the restoration of eight objects that have travelled to the British Museum following the devastating explosion at Beirut port on 4 August 2020. Aimée’s placement was funded by The Radcliffe Trust, The Leche Trust, The Thriplow Charitable Trust and The Wakefield Trust. The Museum also remains grateful to TEFAF Museum Restoration Fund, HENI, The Charlotte Bonham-Carter Charitable Trust and the Friends of the Middle East Department for their support of the Beirut Glass Project.

Each year fellows are asked to plan and propose a temporary exhibition, drawing on their existing museum experience and the skills learnt during the programme. This year some changes were needed as fellows only had four weeks to complete the project, so an e-Learning module was shared in advance with the fellows, as were details of their working groups, their object and research materials.

The *Object in focus* exhibition was designed around an object from the Museum’s collection selected by the fellow’s project mentors, working within the theme of journeys. Fellows were asked to work in partnership with colleagues from another country and work together with an object from outside their areas of expertise. These continued developments of the project aim to encourage fellows to go beyond methods of research and the history of the object and consider concepts, interpretation, audiences, marketing, merchandising and events. Working on an object from another country and culture also meant that the fellows worked together as a group to help and support each other.

Working on the project proposal in small groups provided another excellent opportunity to build strong working relationships. It demonstrated the benefits and challenges of working collaboratively and helped to enhance the ITP global network.

Due to Covid-19 guidelines, a Supporters’ Reception wasn’t possible this year so the decision was made to film the fellows and their projects instead. This created a wonderful opportunity for the participants to share their ideas more widely and provide a lasting tribute to the work and creativity that went into every proposal.

See Appendix 5 for a full list of *Object in focus* projects.

Aimée Bou Rizk taking part in a session on leadership and management.

At the British Museum

One of the key elements of the ITP, and a particular highlight for the fellows, is the allocated departmental time. During this time the fellows can work closely with staff and collections relevant to their professional specialisms. Departmental time allows fellows to tour galleries and storerooms with specialists, learn more about curators' current projects and programmes and share skills and expertise on the Museum's collections. Fellows are often given the opportunity to see objects from the collection that they expressed a desire to see in their pre-programme paperwork.

Departmental time for fellows is spent in smaller groups enabling closer relationships between museum colleagues. These relationships can lead to future collaborations such as fieldwork and excavation support, publications, collections research projects, loans and exhibitions.

Departmental colleagues also participate in the *Object in focus* project. Working in their UK partner museum groups, they mentored fellows to plan a temporary exhibition around a British Museum object to present at a reception on the penultimate night of the annual programme.

Departments for 2021 were Africa, Oceania and the Americas, Asia, Coins and Medals, Egypt and Sudan, Greece and Rome and Middle East.



Africa, Oceania and the Americas

The department hosted three ITP Fellows this year: William Nsuiban Gmayi from Ghana, Osaru Obaseki from Nigeria, and Mario Tuki from Rapa Nui. The departmental time for the Africa delegates was an opportunity to build upon the expertise and professional backgrounds of William and Osaru, as well as learning from their own experiences and knowledge of African collections.

We put on tours and discussions around storage facilities in the WCEC, issues around care and access, new acquisitions, planning and implementation. We undertook a tour of the Pictorial Collections and our historical photographic collections and the importance and use of photographs in our displays, as well as a tour of the Anthropology Library and Research Centre to study and document the collections.

Julie Hudson facilitated a trip to The Wellcome Collection with a focus on their Ghanaian and Nigerian collections. In light of our forthcoming gallery refreshes and current debates and responses around objects in conflict, we saw this as a valuable opportunity for William and Osaru to give us feedback on the display and interpretation strategies in Africa galleries. This provided some very useful insights, discussions and ideas to be taken forward.

Mario Tuki working on the Museum's Pacific collection.



Departmental time with Mario Tuki was spent reviewing the display of Pacific collections and brainstorming ideas for the redisplay. Time was also spent examining the storage facilities for Pacific collections and discussing strategies for moving objects. We spent time examining digital access to collections and recording systems. We explored functionalities of the museum's database and considered the relationship between internal systems and external needs, learning from each other's data recording practices and purposes. We arranged meetings with the audio guide team to organise the recording of a new entry stop for an important object from Rapa Nui, following Mario's guidance with regards to cultural sensitivity. An additional meeting was scheduled with the Reimagining the British Museum team and led to Mario being invited to join the redisplay project as an international advisor.

Outside of London, a day trip to Cambridge was arranged to visit the Fitzwilliam Museum and the Museum of Archaeology and Anthropology, during which the Director Nicholas Thomas provided an informative introduction to the Museum and the nature of the collections. The final visit of the day was to the Heong Gallery at Downing College. The day was made even better by a lunch spent punting on the river courtesy of John MacGinnis from the Middle East Dept.

We hosted an additional three fellows from other departments for their *Object in focus* project: Aleksandra (Sandra) Chevreska from North Macedonia, Nosiba Mahgoub Osman Ali from Sudan and Durakhshona Boboeva from Tajikistan. Their selected object was a piece of rock art from the site of Wildebeest Kuil in South Africa and the theme of their presentation was 'journeys'. Having provided some reading material to familiarise them with the object prior to their arrival, we visited the WCEC stores to view the object before engaging in a number of sessions discussing the historical and cultural context of the rock art and in what ways it fitted into the theme of journeys. These stimulating discussions informed their final panel text and label. The delegates initiated some very interesting display ideas and incorporating video and associated objects relating to the subject matter of the rock art. The Object in focus element of the programme is always a challenging one, but the final result was very well conceived and executed. In addition, the experience stimulated Nosiba to think about incorporating rock art into the Museum in Sudan and we look forward to collaborating with her on this. This was a very stimulating and engaging programme and we look forward to maintaining links with the delegates for future collaborations.

Osaru Obaseki and William Nsuiban Gmayi at the filming of the Object in focus project.

Lozenge-shaped Andesite block with engraving of a quagga or a zebra, Af1886,1123.1.





Asia

This year's ITP saw four fellows come from Asia: Sopheara Chap, Chief of Education and Publication Office, National Museum of Cambodia, Sanpiseh Kim, Conservator, National Museum of Cambodia, Choki Tshomo, Chief Research Officer, Privy Council of Bhutan and Siddhant Shah, Museum Access Consultant, Access For ALL, India. The departmental programme was arranged to provide a broad view of the collections and the types of work that we do at the British Museum. The fellows were given an introduction to the Chinese, South Asian and Japanese galleries, and a talk on Stamford Raffles in the Enlightenment gallery. The objects were not only introduced - the ideas, planning and rationales used in the construction of the gallery spaces were also discussed. To share knowledge and consider collaborations around specific bodies of material, these sessions were followed by tours of the Chinese, South Asian and Southeast Asian collections in storage to provide a sense of the types of objects held at the museum. The fellows were also introduced to the library holdings and systems and a long session was spent on the British Museum database. For the latter, the fellows were introduced to how the museum documents its holdings. This included object records, types of information that are recorded, the thesauruses that provide a framework for the records and structured searches and online collections.

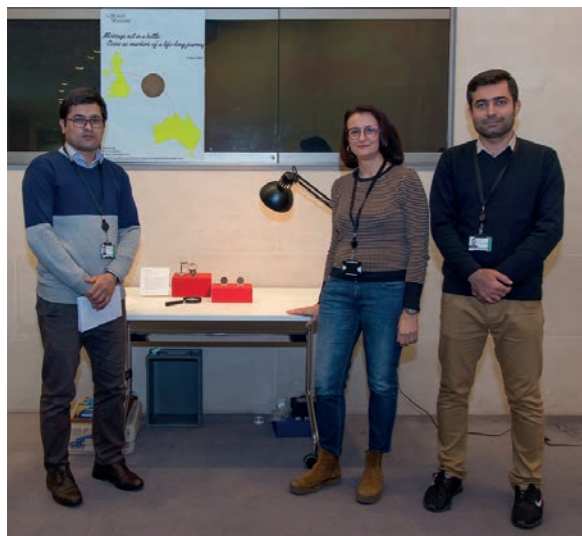
In conjunction with fellows from the Africa, Oceania and Americas department, the Asia fellows visited Lincoln's Inn Fields and the Sir John Soanes Museum to explore the topic of histories of collecting. This generated discussions about different methods of collecting and display and how these have changed over time and how they vary between institutions. Although Blythe House is now closed in preparation for the movement of the collections, Imogen Laing kindly hosted a textile session that explored how to pack, prepare and care for textiles in storage to prevent damage and ensure long-term survival. The fellows also got to practice rolling and wrapping textiles and were given extensive information sheets to take away. Some fellows from the AOA and Middle East departments also participated in the textile session.

Jessica Harrison-Hall and I both gave presentations on our current exhibition projects: 19th century China and Myanmar respectively. The information about exhibition structuring and research work, as well as the grant writing that accompanied the exhibition development, generated a lot of interest. This year only one Asia object was chosen as an object in focus and Jessica worked with two fellows who produced a very successful display of a Chinese carved ivory box. The year, as always, went very quickly, but we hope to work with the fellows again in the future.

Alexandra Green
Henry Ginsburg Curator for Southeast Asia

Carved ivory casket,
2018,3005.475.

Sopheara Chap,
Sanpiseh Kim and
Siddhant Shah on a
tour of the China and
South Asia gallery.



Coins and Medals

It was delightful to work with the three ITP Fellows assigned to Coins and Medals. Meropi Ziogana, Greece, Salah Salimi, Iran and Uktamali Ravshanov, Uzbekistan had 'Love Tokens' as their *Object in focus* that were originally used by sailors and then by convicts who gave them to their loved ones before their final transportation to faraway destinations. 'Message not in a bottle: Coins as markers of a life-long journey' was the title of their project. After a certain degree of initial scepticism about three copper coins with engraved inscriptions, they took this as a challenge. They soon realised that these plain looking objects had a fascinating and sad story to tell. The final outcome of their presentation was well thought through and well received.

Unfortunately, I caught Covid-19 just as the three fellows returned to London and I was not able to share the final days at the BM with them. Fortunately, they had prepared and finalised their panel, poster and label before their departure to Lincoln and Nottingham, so that everything was ready well in advance.

I am grateful to my colleagues in Coins and Medals for their help and support, especially during my absence.

Vesta Sarkhosh Curtis
Curator of Middle Eastern Coins



Meropi Ziogana,
Salah Salimi and
Uktamali Ravshanov
with their Object in
focus project.

Love Token,
1952,0904.236.



Wooden ba-bird
statue, EA66683.

Nosiba Mahgoub
Osman Ali and
Siham Elsadiq
Ebdelsalam Algadi in
the Museum stores.



Egypt and Sudan

The Department of Egypt and Sudan hosted two ITP Fellows as part of the 2022 programme – Siham Elsadiq Ebdelsalam Algadi from the Jebel Barkal Museum and Nosiba Mahgoub Osman Ali from the National Museum Khartoum.

During their time with us over six departmental days, the fellows met the curatorial team and were given tours of the galleries and storerooms in order to get a sense of the breadth and diversity of the collection. It was particularly valuable to share information and knowledge about material from key archaeological sites of Sudan across these museums. We held a number of sessions that homed in on the research being done by specific curators, including hearing about the complexities of running international exhibitions, best practice working with human remains and behind-the-scenes efforts protecting sites from looting. The delegates also visited the Sir John Soane's Museum and the Petrie Museum, which allowed them to compare the different methods in which history and artefacts can be presented to the public.

We also hosted three further fellows as part of the *Object in focus* project, Osaru Obaseki, Mario Tuki, and Haneen Saleh Mukho. They worked with a wooden Ba-bird statue dating to the Third Intermediate Period (c. 1069 – 664 BC) thought to be from the site of Lahun in Middle Egypt. The group presented an enlightening and creative exhibition entitled 'Deciphering the Ba-bird', focusing on the features of the statue and its meaning in ancient Egyptian funerary culture. Having fellows from a background unfamiliar with the material meant that the project provided a fascinating and unique perspective on the object.

The fellows this year were a pleasure to work with and our time with them during the programme led to some very positive collaborative discussions on the collection. We wish them well in their future endeavours and look forward to meeting again in the near future!

Loretta Kilroe
Project Curator: Sudan and Nubia

Jen Turner
Project Curator: Egyptian Statues



Greece and Rome

The Department of Greece and Rome (G&R) hosted three ITP Fellows this year: Aleksandra Chevreska from the republic of North Macedonia, Emrah Kahraman from Turkey and Meropi Ziogana from Greece.

The fellows were welcomed and introduced to the Department of Greece and Rome by Acting Keeper Peter Higgs at the start of the first departmental day. This was followed by a tour of the department and then a tour of the reserve collection and the basements by Peter Higgs and Ross Thomas, to give fellows an impression of the range and scale of the objects. After lunch, a session led by Thomas Kiely on Eastern Mediterranean Archaeology, Architecture and Display was held in the A. G. Leventis Gallery of Ancient Cyprus (Room 72) followed by a discussion within the Room 3 space where a temporary gallery on the architecture of the Parthenon, curated by Thomas, was held.

The second departmental day was dedicated to G&R research, with a session with Alexandra Villing on the development of the Naukratis project 'from documenting sherds to a major collaborative research project'. The third departmental day comprised a tour of the galleries focusing on the Greek sculpture and architecture collection, acquisitions and research, with Peter Higgs. This was followed in the afternoon by a presentation on Archive research and the Roman collections with curator Thorsten Opper. The fourth departmental day was based within the Department of Britain, Europe and Prehistory and Egypt and Sudan, with a focus on the Byzantine world collections with Byzantine world curator Elisabeth O'Connell.

The fifth and sixth departmental days were tailored to the delegates specific interests. Some delegates joined Middle East Department presentations on Ashurbanipal's library or textiles from the Middle East and Asia. Other delegates preferred to access the Greece and Rome departments reserve collection to study artefacts that were relevant to their research interests. Aleksandra Cevreska studied Iron Age jewellery and discussed research with the Iron Age curator, Sophia Adams, in the department of Britain, Europe and Prehistory. Emrah Kahraman studied architectural fragments, terracotta figurine moulds and Roman glass gems. Meropi Ziogana looked for parallels and representations on sculpture of Roman distaffs.

This year's *Object in focus* project meant that the Greece and Rome team assisted ITP Fellows from different regions who had been assigned an object from our department, in order to discuss object journeys. Siham Gadi, Sudan and Sanpiseh Kim, Cambodia worked with a tridacna shell that had been carved in a Phoenician workshop depicting a female head, two winged sphinxes and lotus flowers. It was found within a rich Etruscan tomb at Vulci, a rare example of the long distance trade between the Red Sea and Italy via Phoenicia around 600 BC.

ITP 2021 was enjoyed by all involved in the Department of Greece and Rome. The discussions we had with the delegates were both stimulating and inspiring. The International Training Programme continues to have a positive impact on maintaining good relations with delegates, their museums, and various antiquities services across the world.

Ross Thomas
Curator

Emrah Kahraman,
Meropi Ziogana
and Aleksandra
Chevreska on
the steps of the
British Museum.

Carved Red sea
shell, 1852.0112.3.





Turkish shadow puppet depicting two men (Karagöz and Hacivat) in a rowing boat, As1969,03.282.

Choki Tshomo and Sopheara Chap preparing their Object in focus project.



Middle East

A nice sense of normality accompanied welcoming ITP participants back at the British Museum after two very strange years ruled by the dictates of the Covid-19 pandemic. Admittedly this onsite session was shorter than usual and was preceded by a period of online sessions, making the onsite time particularly intense.

The Middle East department hosted four ITP participants this year: Haneen Saleh, Palestine, Durakhshona Boboeva, Tajikistan, Salah Salimi, Iran, and Uktamali Ravshanov, Uzbekistan. They were joined for the onsite program by Aimée Bou Rizk from Lebanon, who was at the British Museum as part of the Beirut Glass project focusing on the conservation of several glass vessels destroyed at the Archaeology Museum of the American University of Beirut during the massive explosion that destroyed a large part of Beirut on 4 August 2020.

The participants showed active interest in all sessions and activities and engaged enthusiastically with curators in the Middle East department in discussions on aspects of the collection of particular interest to them. As part of their departmental program, they were given introductions and tours of the collections at the BM enabling them to gain an insight into the breadth of the department's holdings. They met a number of curators, both within the Middle East department and beyond who discussed with them at length specific objects, projects, exhibitions and acquisitions. Some, like participants in previous years, seemed to appreciate the hands-on sessions and practical activities, while others enjoyed visiting other museums to see how collections are presented differently. They all appreciated however, having some time in the library to do a bit of independent research, time spent with collection managers discussing collection care and having the opportunity to share their knowledge about objects under their care at their institutions back home and that relate to objects in the BM collections.

The *Object in focus* projects enabled participants from Bhutan and Cambodia to work with an object from the Middle East. Although slightly apprehensive at first, Choki Tshomo, Bhutan and Sopheara Chap, Cambodia, approached their project with great enthusiasm, overcoming the challenges of working with an unfamiliar object with a narrative that was not within their comfort zone. Throughout their time at the BM and at their partner museum, they researched their project extensively, exploring different concepts related to the overall theme of journeys and came up with a number of interesting accompanying activities. Although uncomfortable at the idea of being filmed presenting their project, Choki and Sopheara did brilliantly and seemed to enjoy interacting with those who took the time to talk to them, presenting their ideas with clarity and great humour.

It was a pleasure to work with Aimée, Choki, Durakhshona, Haneen, Salah, Sopheara and Uktamali. I look forward to our continued contact as we find ways of cooperating on future projects, engaging as part of different institutions and continuing to exchange information. Thank you to all the ITP team for facilitating such a successful programme in such unusual circumstances.

Zeina Klink-Hoppe
Project Curator for the Modern Middle East

UK partner institutions

Seven days of the ITP were spent at UK partner institutions this year, allowing fellows to explore regional museums across the UK. Time away from the British Museum and London presents fellows with a very different set of benefits and challenges as museum professionals. Fellows often find regional museums more relevant to their home institutions, holding strong local – as well as international – collections and having to be constantly creative in their approach to developing and engaging with their audiences.

Placements are decided in consultation with our UK partners, ensuring that suitable partnerships are made and that fellows can make the most of their experience. As with departmental time at the British Museum, partners deliver programmes to smaller groups which enables them to tailor their programmes and be reactive to the needs of individual fellows. As demonstrated in the reflections by our UK partner museum colleagues, these placements provide valuable skill and knowledge sharing opportunities for our fellows and partners and will ensure that the ground is laid for potential future collaborations.



Belfast

We were eager to welcome Emrah, Siddhant and William to Northern Ireland as part of this year's ITP. Whilst the schedule was not always what we expected due to ongoing restrictions, we were keen to give the fellows a feel for National Museums NI. Not just what we do, but how we do it and why. During their time with us they:

- Explored Belfast on a guided walking tour and on a taxi tour, gaining a context of our culture, history and operating environment.
- Visited our stores.
- Met with staff at each of our sites to understand the sites and collections, as well as bring to light areas of interest related to their specialisms.
- Attended events and exhibitions – Archaeological Conference; Titanic Belfast; Social Prescribing Workshop; gallery opening.

It was fortuitous timing for us and the fellows that they were able to join us for the opening of our Inclusive Global Histories Exhibition. The exhibition is the start of the journey National Museums NI is taking towards decolonisation, diversity and inclusion. We welcomed the perspective the fellows brought as they experienced the exhibition and met with staff from National Museums NI, as well as partners and community groups we have been working with.

We enjoyed making connections with the fellows - sharing experiences, learning and interests. We look forward to developing and continuing those relationships in the future.

Louise Smyth
HR Business Partner (L&D)
National Museums NI

Emrah Kahraman,
Siddhant Shah and
William Nsuiban
Gmayi - the
'Belfast Boys'.



Glasgow Museums

This year Glasgow Museums was delighted to host three fellows, Haneen Saleh Mukho, Mario Tuki, and Osaru Obaseki.

Having settled into their accommodation in Glasgow, the group began their visit with an evening tour of the city led by Glasgow Museums' Collections Manager, Celine Blair. The following morning the programme started with a visit to Kelvingrove Art Gallery and Museum, where Martin Bellamy, Research and Curatorial Manager, introduced the fellows to Glasgow Museums and led a guided tour of the Kelvingrove galleries. In the afternoon, Shahana Khaliq-Lyon, Project Co-Ordinator for the 'Our Shared Cultural Heritage Project', introduced the work she has been doing with young people of South Asian heritage, to explore South Asian identity in the heritage sector. Anthony Lewis, Curator of Scottish History, then led the fellows in a discussion of the role of community curation in displays relating to Glasgow and Scottish history. The day ended in conversation with Miles Greenwood, Curator of Legacies of Slavery and Empire.

Tuesday saw the group take the short walk from their accommodation to the Gallery of Modern Art (GoMA), where curator, Katie Bruce, met the fellows and introduced the history, work and ambitions of GoMA. Brief tours were given of the current exhibitions, including *Revisiting the Work of Black Artists in Scotland through New Collecting, Taste!, Stones Steeped in History and Domestic Bliss*. The work of the Learning and Access team at the venue was then explored before the fellows spent the afternoon at The People's Palace with Curator of Social History, Fiona Hayes. Fiona led a tour of the social history collections at 'The Palace' and finished the day with a discussion of the building's history, the museum's role in telling the story of Glasgow and representing the people of the city.

Haneen Saleh Mukho, Mario Tuki, and Osaru Obaseki in Glasgow.

Day three of the placement began at the Riverside Museum, Glasgow's museum of transport, where Heather Robertson, Curator of Transport and Technology, led a general tour of the museum with particular emphasis on the community co-curated displays found throughout the galleries. This was followed by an enthusiastically received session with Tracey MacDonald, Digital Curator, who provided an introduction to creating digital content for Glasgow Museums, with a focus on the Smartify app at Kelvingrove, the Podcast channel and the new Glasgow Museums Online Exhibitions site which was produced in direct response to the pandemic. In the afternoon, the fellows were joined by Patricia Allan, Curator of World Cultures, and Ed Johnson, Curator of Medieval and Renaissance Art, as they boarded the train to Blantyre to visit the David Livingstone Birthplace museum where they met Natalie Milor, Curator, and Rachael Smith, Collections Manager. Visiting the day before the sites official re-opening, the group were fortunate to spend an afternoon exploring the new galleries and get a look behind the scenes at the bespoke storage facilities.

The following day the group visited the Burrell Collection which had just opened its doors after six years. The day began with a tour of the site led by Helen Hughes, Textiles Conservator, focusing on the display methods, considerations and installation processes for textiles across the galleries. This was followed by a tour with Ralph Moffat, Curator of Arms and Armour, and Yupin Chung, Curator of Chinese and Far Eastern Civilisations, who introduced their collections and discussed the new interpretation and display techniques seen in the revamped galleries. Ed Johnson then led the group around the surrounding Pollok Park where the fellows were met with Highland Cattle, snow, sun and hail!

On the final day, the fellows were invited to travel with Ed Johnson to Edinburgh, where they explored the Scottish National Gallery, The Royal Scottish Academy, The National Museum of Scotland and Edinburgh Castle, as well as walking the historic streets and taking the opportunity to explore the city. As always, we at Glasgow Museums thoroughly enjoyed hosting our ITP Fellows. It was a pleasure to get to know Haneen, Osaru and Mario and we would have loved for them to stay longer!

Ed Johnson
Curator of Medieval and Renaissance Art
Burrell Collection

Pat Allen
Curator of World Cultures
Glasgow Life

'The ITP gives me a large stream of network from around the world, creates avenues and opportunities for projects and collaborations between the fellows, the BM, the UK partners and the ITP network at large. I think that's something you can't find easily with other programmes, with ITP the possibilities are endless.'
Osaru Obaseki, Studio Artist, Edo Global Art Foundation, Nigeria



Lincoln and Nottingham

This year we hosted three fellows, Meropi Ziogana, Salah Salimi and Uktamali Ravshanov.

We were able to condense our programme of work but still give our fellows an introduction to our Museum and Heritage Service, the work we undertake and our programming. Following on from our introduction via Zoom, we were able to direct activity toward specific elements and interests including digital and new technologies. The programme covered collections development, exhibitions and interpretation and education. We worked with colleagues both internally and externally to provide a diverse set of activities to share and exchange knowledge and skills around these topics led by a variety of The Collection's curatorial staff and the County's Finds Liaison Officer. As ever the sessions prompted interesting discussions on universal approaches to interpretation, display and caring for historic and artistic collections.

As with every year it has been of great benefit to the staff in Lincoln to hear about museums in other countries and share both common museum ground as well as learn from the different approaches and experiences.

Dawn Heywood
Senior Collections Officer

Andrea Martin
Exhibitions and Interpretation Manager

Following the last two years it has been extra special to be able to welcome ITP Fellows Meropi Ziogana, Archaeological Museum of Thessaloniki, Salah Salimi, Institute of Archaeology of the University of Tehran, and Uktamali Ravshanov, Bukhara State Museum Reserve, to the University of Nottingham Museum this year. The fellows always visit the Museum for a couple of days following on from their time at The Collection in Lincoln.

Along with the Museum, Meropi, Salah and Uktamali also visited the departments of Manuscripts and Special Collections, Classics and Archaeology and Computer Sciences at the University. Ann Insker, Curator of Human History at Nottingham Cities Museums and Galleries, also provided a tour of their collections and stores. The University Museum is also currently displaying the British Museum travelling exhibition Ancient Iraq: New Discoveries and the fellows arrived just in time for the opening.

It is a privilege to be part of the ITP which provides the incredible opportunity, space and support to meet, discuss and share with international colleagues. It is enjoyable, inspiring and thought provoking and friendships are built. It is also wonderful to build our relationships with our regional colleagues Andrea Martin and Dawn Heywood at The Collections as well as other partnership venues.

A big thank you to Claire, Anna and George and all the supporters of the ITP!

Clare Pickersgill
Museum Keeper
University of Nottingham Museum

'I was given the opportunity to have a closer gaze on how heritage institutions and museums work in the UK - compare to the ones in my country, learn from their expertise and probably apply a part of my learning in my own institution.'

**Meropi Ziogana,
Archaeologist,
Archaeological Museum
of Thessaloniki, Greece**



Manchester

Durukhshona, Sandra and Nosiba arrived in Manchester and visited Manchester Art Gallery on a busy Sunday afternoon. They experienced the Derek Jarman exhibition Protest! and got an insight into the gallery's new approach to displaying and making more of the historic public collections. They followed up with a meeting with the head curator and then spent half a day at Platt Hall, MAG's satellite site where we're pioneering new ways of collaborative working with local communities.

Although closed to visitors, Manchester Museum was delighted to host Sandra, Nosiba and Durukhshona for two days. Starting off with a chance to talk to our Director, Esme Ward, the three met a range of Museum staff at an informal tea party. Our Building Manager gave a tour of our spaces, new and old, as construction activities allowed – including our BM Partnership gallery on South Asia – before we visited individual collections stores and our retail team. The fellows spent the rest of the afternoon at Old Trafford before returning the following day to meet our Learning and Engagement Team, a debriefing lunch at a local Indian (the culinary highlight of the trip despite a long wait) and a final afternoon with our conservation and workshop teams. Despite missing the chance to see more 'in action' had we been open, each of the fellows were impressed with how different Manchester was in terms of its mixture of nature and culture and its ambitions for the future.

A day visit to Liverpool, including the Tate and World Museum, gave a contrasting picture of a northern English city, and given the fine weather was a definite highlight!

Campbell Price
Curator of Egypt and Sudan
Manchester Museum

Ronan Brindley
Head of Learning and Engagement
Manchester Art Gallery

Meropi Ziogana, Salah Salimi and Uktamali Ravshanov in Lincoln.

Aleksandra Chevreska, Durakhshona Boboeva and Nosiba Mahgoub Osman Ali on a day trip to Liverpool.



Choki Tshomo and Sopheara Chap working on the Norwich Tapestry.

Siham Elsadig Ebdelsalam Algadi and Sanpiseth Kim at Tyne and Wear Archives and Museums.

Norwich

Our main focus for this year's International Training Programme was for our week to be as full and coherent as ever, in spite of the ITP Fellows' shorter stay in Norwich. We wanted Sopheara and Choki to know they'd visited the city of Norwich as well as Norfolk Museums, so we started Monday morning with a tour of the city. Our fellows may not have been acquainted with flint before they came here but I was able to show them the kind of examples of very fine and somewhat cruder flint work that one can only find in Norwich. We were treated to coffee and cakes in the Lord Mayor's Parlour at our beautiful 1930s City Hall, followed by lunch in the Refectory at the most complete Norman Cathedral in England.

The particular areas of interest expressed by our fellows were varied as usual, so I had the freedom to put together a programme which I expected would suit their needs. I was keen to make the most of them being here and also include as many trainees and other colleagues in the sessions as I could. A highlight for me was an entire day spent with our Keep Redevelopment Team. Norwich Castle Keep is currently undergoing a major NLHF supported project which will reinstate the medieval floors and original rooms in the Keep. The finished project will also include the British Museum's first Medieval gallery outside of London and bring treasures of international importance to Norwich. In the morning we had presentations from Hannah Jackson, Project Manager, before donning hard hats, boots and high-visibility jackets and going on a tour of the site. Back in the meeting room we had presentations from Agata Gomolka, Project Curator, about some of the interpretations we are going to be treated to in the new spaces. Later in the day we had the chance to add some stitches to the magnificent Norwich Tapestry which is an ambitious volunteer project to create a tapestry telling the story of Norwich Castle in the style of the Bayeux Tapestry, using a very particular Bayeux stitch. Choki and Sopheara had full training from one of our embroidery volunteers and have now made their mark on the tapestry which will hang in the new keep for years to come.

Sopheara and Choki told me that their Project in focus object was a puppet so I was delighted to be able to connect them with colleagues at Norwich Puppet Theatre. We found some time in the schedule one afternoon, so they found their way there through pouring rain to see some of their puppet collections and get inspiration for the interactivity they were planning for their presentation.

With sessions about a recent acquisition of teapots, recruitment, decolonisation tours, conservation, deep cleaning and portable antiquities along the way, our week was rounded off at County Hall and a meeting of the Joint Museums Committee. JMC is a really important part of NMS' governance so it was useful for fellows and trainees to see how our work is overseen at county level. The meeting included a presentation about Collections Management as well as an update on the Keep which consolidated much of what had been covered in the course of the week.

Sarah Gore
Teaching Museum Manager
Norfolk Museums Service



Tyne & Wear Archives and Museums

Tyne & Wear Archives and Museums (TWAM) had the pleasure of hosting two fellows in 2022: Sanpiseth Kim from Cambodia and Siham Elsadig Ebdelsalam Algadi from Sudan.

TWAM is made up of six museums, three art galleries and one archive service. Discovery Museum in Newcastle upon Tyne tells the history of Newcastle and Tyneside through permanent displays and temporary exhibitions focusing on the area's maritime, scientific and technological importance to Britain and the rest of the world.

Discovery Museum is the headquarters of TWAM, which is where the fellows visit began. Bill Griffiths, Head of Programmes & Collections, started the programme with an overview of TWAM by explaining how the service is managed and delivered. From there we discussed the programme for the rest of the week. We took a leisurely walk along Newcastle Quayside taking in the sites of the Tyne including the Millennium Bridge, Tyne Bridge and BALTIC Art Gallery. As many of the art galleries are closed on Monday's, we made our way back through Newcastle to visit the Castle Keep.

The fellows met with Helen Vasey, Assistant Keeper of History, who delivered the maritime and costume store tours. After a quick coffee break, we met with Keith Merrin, Director, who spoke about the different kinds of collections we look after across TWAM. After this intimate conversation, we made the lengthy trip across the water to Arbeia in South Shields where colleagues Richard Thompson and August Fenwick, Customer Service Assistants, demonstrated their Roman knowledge. The fellows explored the outdoor Roman site before venturing onto South Shields Museum & Art Gallery. A self-led tour, we explored the *Tyne & Tide: John Peace* exhibition.

A visit Sanpiseth was very much looking forward to was thankfully not affected by the onset of sudden snow. The fellows visited Segedunum Roman Fort & Museum in Wallsend and were given a site tour by Daniel Swinney, Customer Service Assistant, and Alex Croom, Keeper of Archaeology. The fellows were also given a tour of the large object store and shown the inner workings of the collection management system, KE EMu. From there, the fellows travelled back to Newcastle and had a gallery tour from Andrew Parking, Keeper of Archaeology, at the Great North Museum: Hancock. Another important coffee break before heading to the Hatton Gallery across the road where we took in the sites of the exhibitions, The Ignorant Art School and the Fine Arts Graduate Show from Newcastle University.

The fellows met with members of the Communities team, including Nicola Maxwell, Project Co-ordinator for the Multaka project, who works with refugees and asylum seekers. The fellows also met Anne Fountain, the Learning Officer for the Laing Art Gallery and Alina Trewhiitt, the Project Co-ordinator for the Lindisfarne Gospels Public Engagement and Community Programme. The fellows then travelled back to Discovery Museum and met with Clare Smith the Learning and Engagement Manager.

The fellows enjoyed a halal meal at local restaurant Ottoman's the evening before their departure.

Karen Johnston
Volunteer Coordinator
Discovery Museum

'ITP like a great house for us as museum scholars, conservators and curators. We have learnt alot about museum work and museum strategy. The Programme made it easy for us to understand museum work and it is very practical. It is a very significant model where we can decide which is very appropriate in our institution.'

Sanpiseth Kim,
Conservator,
National Museum
of Cambodia

Our programme partners

Key to the success of the ITP is the inclusion of a wide range of voices that share their knowledge and experiences with each year's cohort. As always we invited a number of external speakers and session facilitators such as Sara Kayser, a museum consultant from Kultur IT. She led a session on museum documentation which aimed to help fellows broaden their understanding of how to develop, manage and deliver a documentation system to help manage their collections.

Janet Vitmayer, Former CEO, Horniman Museum & Gardens, also met the group to discuss leadership and management in the cultural sector for a session that looked at current practices and challenges.

The ITP day trips are a regular fixture in the annual programme and they give our fellows the opportunity to spend more time as a group and with the ITP team, ensuring more opportunities to exchange ideas, knowledge and motivations.

At some of the institutions we visit, the fellows meet specialist colleagues who talk to them about specific areas of their collections and displays. They also have the opportunity for self-guided general tours allowing them to decide for themselves what aspect of the museum or gallery they would like to focus on.

The day trips may not be designed to cover specific areas of interest for our fellows but they offer an insight into display, storage, visitor experience and exhibitions, allowing them to compare and contrast with the museums in their own countries. Day trips also give fellows the opportunity to meet contacts in other museums to enhance their global networks and return to London with a wealth of new ideas to take forward.

For this programme we split the fellows into two groups to visit colleagues, collections and spaces in Cambridge and Oxford.

In Cambridge, the fellows met with Anastasia Christophilopoulou, Curator of Greece, Rome and Cyprus at the Department of Antiquities of the Fitzwilliam Museum. Anastasia gave the group a fascinating introduction to the history of the Fitzwilliam and a tour of the permanent displays of the museum's Greek, Cypriot and Roman collections. She also shared the museum's ongoing research project *'Being an Islander' Art and Identity of the Large Mediterranean Islands* which aims to re-examine the concept of island life through material culture using Crete, Cyprus and Sardinia as examples. The project will culminate in a major exhibition at the Fitzwilliam in 2023.

At the Museum of Archaeology and Anthropology (MAA), Nick Thomas, Director, introduced the group to the archaeological collection and projects at the museum. This included a fascinating exhibition called *[Re:]Entanglements: Colonial collections in decolonial times*, which displayed a collection of African artwork collected during British anthropological surveys of West Africa in the early 20th century.

'I was impressed with the positive energy in all the museums that I visited in the U.K, which motivates me to do what needs to be done in my country.'
Siham Elsadig Ebdelsalam Algadi, Director, Gebal Barkal Museum, National Corporation for Antiquities and Museums (NCAM), Sudan



The day finished with a visit to the Heong Gallery at Downing College, Cambridge, where the group met Prerona Prasad, Curator. Heong Gallery is a relatively new space which opened in 2016 as a new gallery for exhibitions of modern and contemporary art.

While at the Bodleian Library in Oxford, our fellows met former BM colleagues Richard Parkinson, Professor of Egyptology, University of Oxford, and Daniela Rosenow, Project Officer, The Oriental Institute, University of Oxford. They introduced our group to Madeline Slaven, Head of Exhibitions, and Andrew Wheale, Exhibitions Administrator, who guided us through how they work with researchers around the University of Oxford to create, develop and deliver their exhibitions programme. The session focused mainly on their new project, *Tutankhamun: Excavating the Archive* currently on display in the Treasury at the Weston Library.

At the Griffith Institute, University of Oxford the group were introduced to the wonderful and diverse collections by Francisco Bosch-Puche and Elizabeth Fleming, Assistants to the Editor of the Topographical Bibliography. The session had several wow moments as archive material was revealed and explained.

The day trip finished with a trip to the Ashmolean Museum where the fellows were kindly welcomed by Liam McNamara, Curator for Ancient Egypt and Sudan, and introduced to the museum's world famous collections ranging from Egyptian mummies to contemporary art.

A continuing dialogue

Further engagement projects are essential to the core objectives of the ITP. Finding ways to give our fellows the widest possible opportunities for further training and development is fundamental.

Legacy projects inspire a lifelong commitment to our network from ITP partners and fellows, supported by the British Museum.

Fadzai Muchemwa
(Zimbabwe, ITP Fellow
2017) researching her
project Uambembe's
Border War and
the Search for Home.

'I would like to use this opportunity to thank you again for the privilege to join you in attending the Museums Association Conference this year. It was such a lovely event and brought back many happy memories of the conference in Manchester. Again, I learnt so much and it was good to hear how our colleagues on the other side of the world are handling surviving in the times of Covid.'
Rika Nortjé,
South Africa,
ITP Fellow 2007

Continuing knowledge exchange

Throughout 2021 the ITP team delivered online subject specialist sessions, aiming to continue the sharing of knowledge, skills and experiences. We delivered 12 sessions including virtual discussions, workshops, 'show and tell' tours and presentations led by BM colleagues, UK and programme partners and our ITP Fellows. These sessions covered a broad range of themes from The Silk Road Then and Now: The UNESCO Silk Road Expeditions in the 1990s and their impact and legacy today to Preserving, documenting and 'unlocking' sound archive recordings.

This year's sessions had an average of 24 participants per session. We welcomed 59 ITP Fellows, from every year of the programme, from 29 of our 48 network countries and we were also joined by 18 of our BM, UK and programme partners.

All of the online events were recorded, subtitled and have been made available to view on the ITP website along with any additional resources.

ITP Research and Conference Grants 2021

In response to fellows seeking financial assistance to attend conferences and carry out research, the ITP offers Conference and Research Support Grants. Applications are made via an open application process, demonstrating how a conference or a research project will develop fellow's professional skills and networks in the museum and heritage sector and how they will share this with their institution and the ITP network. The projects are concluded with a report and a short film which is posted to the ITP website and on our social media channels, as well as being shared with ITP friends, partners and supporters.

Grants awarded in 2021:

- *Uambembe's Border War and the Search for Home* - Fadzai Muchemwa, Zimbabwe, ITP Fellow 2017
- *The Effect of Cultural Heritage on Peace Building in Nigeria: A study of National Commission for Museums and Monuments, Nigeria* - Ishaq Mohammed Bello, Nigeria, ITP Fellow 2012
- *Museum Registration Methods* - Xu Yin, China, ITP 2011, and Shi Wanghuan, China, ITP Fellow 2016
- *Muze.X Shaping Museum Futures*, International Conference, 18-20 October 2021, Valletta, Malta - Ioan Oprea, Romania, ITP Fellow 2019





ITP+ course – museums and education

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 it is the largest event for museum and heritage professionals in Europe. By attending the MA Conference and Exhibition we aim to offer our ITP Fellows further platforms to network and gain knowledge beyond the annual programme. Our aim is for fellows to attend a new range of 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 outside of the ITP's usual remit.

In November 2021, the ITP attended the Museums Association Conference 2021: *Brave New World*, online. The conference asked, *How can museums change lives in a post-pandemic world and help society respond to the many challenges it faces?* It looked at how museums have shown how responsive, creative and resourceful they can be and considered how the sector can build on this to emerge stronger and more relevant.

We were joined by six ITP Fellows who successfully applied for an online place and attended remote sessions from different countries around the globe. Critical issues concerning museums were discussed at the conference and the ITP team and fellows wrote blogs about sessions during and after the conference in order to share as much of this learning with the ITP network as possible.

The ITP Fellows who attended the online conference were:

- Xuejing Dai, Educator, Shandong Museum, China, ITP Fellow 2015
- Pankaj Protim Bordoloi, Deputy Director, Art & Museum Division, President House, India, ITP Fellow 2018
- Rika Nortjé, Art collection management specialist, University of Johannesburg Art Gallery, South Africa, ITP Fellow 2007
- Alsu Akhmetzyanova, Head of Education, Arts and Culture Development Foundation, Uzbekistan, ITP Fellow 2019
- Saadu Hashim Rashid, Coordinator & Training Manager, National Museums of Kenya, Kenya, ITP Fellow 2012
- Chantal Umuhoza, Museum Curator, Rwanda Cultural Heritage Academy, Rwanda, ITP Fellow 2018

Sessions included themes around the museum of the future, sustainable and fair participatory practice, curating conflict and emotional collecting, blended museum learning programmes and social justice.

‘This was such a great opportunity to be a part of the international museum society, to acquire new knowledge and accumulate fresh ideas.’
Alsu Akhmetzyanova,
Uzbekistan, ITP
Fellow 2019

‘Thank you again for giving me this priceless opportunity of attending this wonderful conference.’
Chantal Umuhoza,
Rwanda, ITP
Fellow 2018



ITP Newsletter 2021

For our 8th annual newsletter we brought together a group of ITP fellows as guest editors and the theme was responses to Covid-19. The ITP newsletter 2021 reflected the impact of the pandemic on societies and museums, through both tangible and intangible heritage.

The group created the themes and helped to shape the content, tying together the many conversations and submissions from our wider global network.

- Khadijeh Zohreh Baseri, Specialist, Ministry of Cultural Heritage, Iran, ITP Fellow 2007
- Ishaq Mohammad Bello, Assistant Chief Technical Officer: Education, National Museum Kaduna, Nigeria, ITP Fellow 2012
- Shambwaditya Ghosh, PhD Scholar, University of Delhi, India, ITP Fellow 2012 & Senior Fellow 2015
- Solomy Nansubuga Nabukalu, Conservator, Kabale Museum, Uganda, ITP Fellow 2018
- Shreen Mohamed Amin Taher, Director of the Children's Museum, Egyptian Museum, Cairo, Egypt, ITP Fellow 2016
- Siddhant Shah, Museum Access Consultant and Founder, Access For ALL, India, ITP Fellow 2021

This year's issue of the newsletter considered the following Covid-19 related questions and aimed to give professional and personal support to the global network:

- How has the pandemic affected physical and mental health and how have museums been able to support staff and visitors?
- How has the virus affected the relationship between museums and their local communities?
- How can the arts and culture sector remain accessible and inclusive during this time?
- What measures have museums taken around the world to rise to the challenge of Covid-19 and protect their staff and visitors whilst continuing to deliver their projects and programmes?
- What has been the online response to the pandemic – how have museums used digital tools to support and engage both staff and visitors?
- Fellows were also asked to share their stories about their own Covid-19 collecting projects and to focus on objects around the world that tell a 'pandemic story.'

The 8th ITP Annual Newsletter 2021 can be viewed on the ITP website.

Chantal Umuhoza (Rwanda, ITP Fellow 2018) at the British Museum.

Covid-19 controls at the Egyptian Museum, Cairo.



#ITP28, digital engagement and analysis

Throughout 2021, social media has been the perfect place for engagement and conversation, which has been used in conjunction with the ITP blogsite to provide the network with information and resources. The team launched a new social media engagement strategy with the creation of #ITP28, which was a 28 day social media campaign challenging ITP colleagues to share updates every day throughout February. Participants were encouraged to post images and stories about themselves, their work, their experiences of lockdown and working from home and their experiences of the ITP. Each day had its own theme which gave the participants a schedule to follow throughout the month.

The aim of #ITP28 was to help the ITP global network feel connected to their international colleagues, learn more about each other and exchange knowledge and memories. The reaction to #ITP28 was very positive and we saw 50 ITP Fellows participate from 25 different countries. We will run this social media campaign again next year with a new set of daily prompts.

2021 was the most successful year for the ITP blogsite yet with a record number of views and visitors. The team worked tirelessly to ensure the site stayed current and engaging. The addition of e-Learning functionality and ITP films provided new types of resources for the network.

The ITP blogsite recently underwent a redesign in co-operation with the BM's Information Services department and an external web development company. The new design gave the site a modern new look, improved functionality and made it easier to navigate. It has also provided more information about the ITP and ITP Legacy Projects.

ITP Fellows 2016
working online at
the British Museum.

Bilwa Kulkarni (India,
ITP Fellow 2015
and Senior Fellow;
online 2021).

'ITP Futures is important to me in a two-fold manner; one, on a personal and institutional level, participating in the ITP had a tremendous positive impact on my career, which I wish to see continue onto the next generation of museum professionals. Secondly, in its own way, ITP Futures will help shape the museum of the future, through sharing experiences, hopes and dreams of its alumni.'
Eileen Musundi,
Kenya, ITP 2008,
Senior Fellow 2013



ITP Futures 2021

ITP Futures is a co-design project which aims to capture the creativity of the programme's eight ITP Senior Fellows. The Futures team worked on ideas throughout 2021 with the aim of shaping the future of the ITP through a series of online discussions and networking events.

Participants for ITP Futures:

- Eileen Musundi, Kenya, ITP 2008, Senior Fellow 2013, Head of Exhibitions, National Museums of Kenya.
- Jana Alaraj, Palestine, ITP 2011, Senior Fellow 2014, Digital and Social Media specialist, Viennacontemporary International Art Fair.
- Shambwaditya Ghosh, India, ITP 2012, Senior Fellow 2015, PhD Scholar, University of Delhi.
- Rebecca Njeri Gachihi, Kenya, ITP 2010, Senior Fellow 2016, Medical Anthropologist, National Museums of Kenya.
- Hayk Mkrtchyan, Armenia, ITP 2014, Senior Fellow 2017, Director, Association of Museum Workers and Friends NGO and Assistant to the Deputy Minister of Education, Science, Culture and Sport of Armenia.
- Andrea Terrón Gomez, Guatemala, ITP 2017, Senior Fellow 2018, Museum Specialist and Independent Consultant, freelance, based in Canada.
- Mohamed Mokhtar, Egypt, ITP 2015, Senior Fellow 2019, Curator, Abdeen Palace Museums.
- Bilwa Kulkarni, India, ITP 2015, upcoming Senior Fellow 2021, Education and Programme Coordinator Consultant, Museum of Solutions.

Online sessions took place every four weeks connecting the ITP team, the eight Senior Fellows, ITP UK and programme partners, British Museum departmental representatives and colleagues across the sector. Digital platforms and video communications have become a vital part of collaborative working, particularly for global projects, and the ITP Futures team have taken full advantage of technology in the past 12 months.

In 2022 the Futures team will conclude the project with a five-day discussion, collaboration and networking event, which will take place at the British Museum. The findings of the ITP Futures discussions will be analysed by the Senior Fellows and the ITP team and the results will be communicated to the global network for their thoughts and feedback. The goal of which is to have a wide-reaching and long-term impact on the aims, objectives and delivery of the International Training Programme.

Each year, the International Training Programme's annual programme brings together museum and heritage professionals from around the world to undertake placements at the British Museum and at partner organisations across the UK. The full scope of the programme is privately funded and without the generosity of individuals, companies, trusts and foundations the ITP would not be possible. The generous support of ITP donors enables the Museum to fully cover costs of travel, visas, accommodation, subsistence, resources for the participants' research and a programme of legacy activity that further builds the ITP network its capabilities.

Our supporters

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The Aall Foundation
Altajir Trust
American Friends of the British Museum
The Barakat Trust
British Museum Trust
British Museum Friends
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ITP Fellows 2021
with the Director,
British Museum.

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UK partnership institutions

The Collection: Art and Archaeology in Lincolnshire
University of Nottingham Museum
Glasgow Museums
Manchester Art Gallery
Manchester Museum
National Museums Northern Ireland
Norfolk Museums Service
Tyne & Wear Archives and Museums

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Sara Kayser, museum
consultant, Kultur IT
delivering a session
on collections
documentation.



UK and programme partners

The Collection: Art and Archaeology in Lincolnshire

UK Partner representatives: Dawn Heywood; Andrea Martin
Lisa Brundle; Anita Fox; Laura Garner; Jenny Gleadell;
Michelle Johns; Caroline Ward

University of Nottingham Museum

UK Partner representative: Clare Pickersgill

Glasgow Museums

UK Partner representative: Patricia Allan; Ed Johnson
Martin Bellamy; Celine Blair; Katie Bruce; Yupin Chung; Fiona
Hayes; Helen Hughes; Shahana Khaliq-Lyon; Anthony Lewis;
Tracey MacDonald; Natalie Milor; Ralph Moffat; Heather
Robertson; Rachael Smith

Manchester Art Gallery

UK Partner representative: Ronan Brindley

Manchester Museum

UK Partner representative: Campbell Price

National Museums Northern Ireland

UK Partner representative: Louise Smyth



Norfolk Museums Service

UK Partner representative: Sarah Gore
Jonathan Clark; Gabrielle Copeman; Molly Farley; Alice Forkes;
Michelle Gaskin; Agata Gomolka; Kathryn Goulding-Mountford;
Hannah Jackson; Wayne Kett; Rachel Kidd; Deborah Phipps;
Jan Pitman; Nik Ravenscroft; Jo Warr; Andrew Williams; Jenni
Williams; Francesca Vanke

Tyne & Wear Archives and Museums

UK Partner representative: Bill Griffiths; Karen Johnstone
Alex Croom; Thomas Elwick; August Fenwick; Anne Fountain;
Nicola Maxwell; Sophie Mitchell; Andrew Parkin; Clare Smith;
Daniel Swinney; Richard Thompson; Alina Trehwhitt; Helen Vasey

*‘The community that you
have created with ITP
fellows is amazing as I feel
one could just ASK for it
may find the answer to any
opportunity / query and if
they won’t have an answer,
I am very sure that ITP
will provide a direction!!!’*
Siddhant Shah,
Museum Access
Consultant, Access
For ALL, India

Nosiba Mahgoub
Osman Ali, Aleksandra
Cevreska and
Durakhshona Boboeva
preparing their Object
in focus project.

Choki Tshomo and
Sopheara Chap
at Norwich Castle.

Throughout the six weeks of the ITP, fellows undertake projects and programmes that enable them to work and spend time together. Enduring professional and personal relationships are forged while experiences and skills are shared that we hope will support our fellows into the future.

‘What has the ITP changed? I am more confident in myself and my abilities, and I am more excited to explore the world, there is so much we don’t know.’
Haneen Saleh Mukho, Media and Marketing Officer, The Palestinian Museum

Appendix 1

International Training Programme fellows and sponsors

Bhutan

Choki Tshomo, Chief Research Officer

Privy Council of Bhutan

Marie-Louise von Motesiczky Charitable Trust Fellow

Cambodia

Sanpiseth Kim, Conservator

National Museum of Cambodia

Sopheara Chap, Chief of Education and Publication Office

National Museum of Cambodia

Marie-Louise von Motesiczky Charitable Trust Fellow

Ghana

William Nsuiban Gmayi, Head of Communications and Public Relations

Ghana Museums of Monuments Board

Supported by the Edith Murphy Foundation

Greece

Meropi Ziogana, Archaeologist

Archaeological Museum of Thessaloniki

Supported by the Pears Foundation

India

Siddhant Shah, Museum Access Consultant

Access for ALL

Supported by the Inlaks Shivdasani Foundation and the Charles Wallace India Trust

Iran

Salah Salimi, Supervisor

Institute of Archaeology, University of Tehran

Supported by the Soudavar Memorial Foundation and the Marie-Louise von Motesiczky Charitable Trust

Nigeria

Osaru Obaseki, Studio Artist

Edo Global Art Foundation

Supported by the de Laszlo Foundation

North Macedonia

Aleksandra Chevreska, Senior Curator of Iron Age Collection

National Archaeological Museum of Republic of North Macedonia

Marie-Louise von Motesiczky Charitable Trust Fellow

Palestine

Haneen Saleh Mukho, Media and Marketing Officer

The Palestinian Museum

Supported by the Altajir Trust

Rapa Nui, Chile

Mario Amahiro Tuki Villanueva, Collections Manager

Rapa Nui Museum (MAPSE)

Supported by the Aall Foundation

Sudan

Nosiba Mahgoub Osman Ali, Curator

Sudan National Museum, National Corporation for Antiquities and Museums

Supported by the John S Cohen Foundation

Siham Elsadig Ebdelsalam Algadi, Director

Sudan National Museum, National Corporation for Antiquities and Museums

Supported by the Aall Foundation

Tajikistan

Durakhshona Boboeva, Research Associate, Modern Department

Republican Historical and Regional Study Museum Named After Rudaki

Marie-Louise von Motesiczky Charitable Trust Fellow

Turkey

Emrah Kahraman, Curator

Istanbul Archaeological Museums

Supported by the Pears Foundation

Uzbekistan

Uktamali Ravshanov, Head of History Department

Bukhara State Museum Reserve

Supported by the Thriplow Charitable Trust

After the ITP, I realised that my knowledge and experience in museums was quite limited. The ITP was very useful in order to get out of my understanding of museums within certain limits. It was important to see that there are many concepts related to museology that I had never known before. It was important to see that there are many concepts related to museology that I had never known before. In a way, ITP made me realise that there is much more to learn and see in museology.'

**Emrah Kahraman,
Curator, Istanbul
Archaeological
Museums, Turkey**

International Training Programme fellows and sponsors – e-Learning only

China

Gao Rui, Researcher, International Exchange Department

The Palace Museum

Supported by the Sino-British Fellowship Trust

He Yulei, Section chief of International Cooperation and Exchange Office

Dunhuang Academy

Supported by the Sino-British Fellowship Trust

Pakistan

Iffat Azeem, Research Officer

Lahore Museum

Supported by the Rangoonwala Foundation and the Charles Wallace Pakistan Trust

Tunisia

Lotfi Belhouchet, Director of the Museographic Development Division

The National Institute of Heritage (INP)

Supported by the Barakat Trust

United States of America

Travis Stewart, Curator

Chachalu Museum & Cultural Center

Marie-Louise von Motesiczky Charitable Trust Fellow



Uktamali Ravshanov delivering his 'fellow-led time' presentation.

Appendix 2

Project day: visiting London museums

The aim of museum project day is for fellows to visit other museums around London and use their experiences as heritage professionals and from the ITP to consider their displays and exhibitions.

The project brings the fellows together to engage with a new museum and then to deliver a short presentation on their experiences. Fellows were divided into small groups or pairs and assigned a museum to visit. In the afternoon, the groups returned to the British Museum and presented their findings to colleagues. Below is a list of the institutions visited with a brief overview of what our fellows had to say.

Tate Modern: special exhibition, *Lubiana Himid*

- Overall experience: The space in Tate Modern is very engaging and fulfilling, presenting a wide range of work. The group mentioned the use of colour giving the displays a real energy and helps evoke different emotions. The website has very good links to the exhibitions where you can find out about accessibility before visiting.
- Social issues: Exhibition itself contained lots of work and information to consume, making displays a bit vague. Visual presentations helped with understanding messages of the exhibition.

Museum of Brands: special exhibition, *When Brands Take a Stand*

- Overall experience: Through effective storytelling, the display focuses on the development of brands and products from the Victorian day to the present. The group enjoyed the element of nostalgia and being able to see your own history, even for a global audience.
- Social issues: Exhibition effectively covers issues such as LGBTQ+ rights, Covid-19 and consumption. They would have liked to see more political issues covered including colonial aspects of commodity and consumption. There's no chronology and displays could be updated to cover recent years.

Museum of London: gallery, *World City*

- Overall experience: The gallery embraced technology in a very engaging way and had excellent tactile elements which helped increase interactivity.
- Social issues: The displays answered a lot of questions about London and why it is the place it is today. It covers the history of London from a social perspective and covers various social issues.

London Transport Museum: special exhibition, *Legacies: London Transport's Caribbean Workforce*

- Overall experience: Would highly recommend a visit to the museum, especially for families as there are lots of things for children to do. The exhibition space is small but it covers lots of information and includes lots of interactive elements.
- Social issues: The exhibition highlights themes of racism, immigration and community. The stories are told from a personal and human perspective and recordings of people's voices were very effective. The group also liked that the exhibition posed questions and prompted discussion.

Natural History Museum: special exhibition, *Our Broken Planet: How we got here and ways to fix it*

- Overall experience: The exhibition was beautiful and easy to navigate. The aims of the exhibition were very clear and the topics covered were very current. The group questioned how effective an exhibition about climate change would be in other countries where there is less awareness and interest around the topic.
- Social issues: The group liked how the exhibition attempted to address contemporary issues caused by climate change but they noted the exhibition presented problems without offering solutions. The exhibition was very informative with lots of displays aimed at children.

Tate Britain: special exhibition, *Life Between Islands*

- Overall experience: The group enjoyed their visit to Tate Britain and liked how the exhibition was displayed. It was very sensory with sounds and videos to accompany artworks. They thought the labels were too small but the panels were very informative.
- Social issues: The exhibition covered issues of racism, immigration and diaspora communities. While the group thought the exhibition was reflective they found it to be sad and melancholic overall.

'Visiting the United Kingdom had many benefits and created many ideas and experiences. The visit allowed us to meet with different colleagues and to participate in rich scientific lectures and dialogues that included a great deal of information exchanged between colleagues from different places and museums.'

Nosiba Mahgoub
Osman Ali, Curator,
Sudan National
Museum, National
Corporation
for Antiquities
and Museums
(NCAM), Sudan

Appendix 3
ITP Annual Programme e-Learning

Contextual modules included:

- Introduction and welcome to the British Museum – Hartwig Fischer, Director, British Museum
- Culture and heritage in the UK – Mark Bates, Governance and Planning Manager, British Museum
- Introduction and welcome to the ITP – Claire Messenger, Manager, International Training Programme
- ITP legacy projects – Anna Cottle, Coordinator, International Training Programme
- ITP communications – George Peckham, Assistant, International Training Programme
- Introductions to our ITP cohort 2021
- Introductions to our British Museum Departmental and UK Partner representatives

‘Participation in the ITP 2021 has helped expand my scope and knowledge about museums in the UK.

My participation in the International Training Programme 2021 has meant I have gained a family of international museum professionals and a global museum network.’

William Nsuiban
Gmayi, Head of
Communications
and Public Relations,
Ghana Museums
and Monuments
Board, Ghana

Core museum skills included:

Collections management - 30 August

- Documentation
- Storage
- Libraries
- Archives

Audiences - 6 September

- Museum audiences
- Children & schools
- Community engagement
- Families & the Samsung Digital Programme
- Engaging with young adults
- Volunteering in museums

Conservation, Preventative Conservation & Scientific Research - 13 September

- Scientific Research
- Conservation
- Preventative Conservation
- Conservation case study: *Conservation for Exhibitions; Refurbishing the Money Gallery at the British Museum*
- Scientific Research case study: *Dyes along the Silk Roads – a focus on Dunhuang textiles*

Permanent Displays - The Albukhary Foundation Gallery of the Islamic world - 20 September

- Curation and research
- Conservation
- Objects and display
- Interpretation

National and International Loans - 27 September

- BM loans, in theory and in practice
- Loans and couriering

Temporary Exhibitions - Tantra: enlightenment to revolution - 4 October

- Curation and research
- Design
- Objects and display
- Marketing

Museum Management - 11 October

- Management and staff engagement
- Governance at the British Museum
- Staff training and development
- Fundraising for cultural institutions
- Project management in the cultural sector

Going Digital - 18 October

- Online learning
- Online events
- Online exhibitions
- Getting the most from social media

Appendix 4
**ITP Annual Programme – e-Learning
'In conversations'**

'In conversations' focused on a particular theme or current issue in the culture and heritage sector. They worked alongside e-Learning modules and added an extra dimension to the core skills sessions. They were informal discussions with colleagues across the sector and while we couldn't deliver live sessions the ITP team aimed to ask the questions our fellows would be asking if they were in the room.

Condition/record photography - 30 August

In this 'in conversation' Claire Messenger talked to John Williams, Head of Photography and Imaging at the British Museum and learned more about the Museum's photography department and the importance of condition and record photography for documenting and managing collections.

CSMVS Mumbai, Children's Museum; a creative culture lab - 6 September

In this 'in conversation' Claire Messenger talked to Vaidehi Savnal, Assistant Curator; International Relations and In-charge; Education at Chhatrapati Shivaji Maharaj Vastu Sangrahalaya (CSMVS Mumbai) and ITP Fellow 2016 about their Children's Museum.

Subject Specialist Networks; helping you care and share - 13 September

In this 'in conversation' George Peckham talked to Jessica Juckes, Coordinator of the British Art Network at Tate Gallery about subject specialist networks and how they can help you care for and share your collections.

Revealing the Characters behind the Petrie Museum Collection - 20 September

In this 'in conversation' Anna Cottle talked to Anna Garnett, Curator at the Petrie Museum of Egyptian Archaeology about their project Revealing the Characters behind the Petrie Museum Collection.

Cultural heritage and conflict - 27 September

In this 'in conversation' Anna Cottle talked to Jasper Chalcraft, Jean Monnet Fellow at European University Institute about his work around cultural heritage and conflict.

Curating temporary exhibitions - 04 October

In this 'in conversation' Claire Messenger talked to Miriam Lloyd-Evans, former British Museum colleague and now independent curator, about the role of the curator and how she develops her exhibition concept, theme and the story or stories that can be told.

Museum management and leadership - 11 October

In this 'in conversation' Claire Messenger talked to Maria Ragan, Director of St Barbe Museum and Art Gallery about museum management and leadership.

Getting started with social media - 18 October

In this 'in conversation' Anna Cottle talked to George Peckham, ITP Administrator and in-charge of our ITP social media platforms and digital engagement aiming to provide some general hints and tips to getting started on social media, from a non-expert perspective, while giving some examples of recent ITP social media projects.



Appendix 5
Object in focus

Exhibition proposals

The remit

Each year fellows are asked to plan and propose a temporary exhibition, drawing on their existing museum experience and the skills learnt during the programme. This year fellows designed their *Object in focus* exhibition around an object selected by their mentors from the Museum's collection, working within the theme of journeys. Fellows were asked to work with their UK partner museum placement groups to work with an object from outside their areas of expertise.

Working on a project proposal together provided an excellent opportunity to develop strong working relationships, enhancing the ITP global network and demonstrating the benefits and challenges of working collaboratively.

The exhibition proposal project always proves to be a highlight of the programme. It clearly demonstrates the work and imagination that goes into all the participants' proposals and the Reception is an opportunity for our participants to share their ideas. This year each group gave a short video interview about their project which will be compiled into a short film and shared with ITP supporters and the global network.

'Participating in the ITP was my first international training and overall, the ITP has had a huge impact on my work and research. I look forward to working directly with the ITP to participate in the future.'

**Uktamali Ravshanov,
Head of History
Department, Bukhara
State Museum
Reserve, Uzbekistan**

Choki Tshomo with Sopheara Chap and Nosiba Mahgoub
Osman Ali with Sanpiseh Kim and their Object in focus exhibition proposals.

Exhibition titles 2021

**North Macedonia,
Sudan and Tajikistan**

*Beyond Belief: journey
of the rain animals*
Aleksandra Chevreska,
Nosiba Mahgoub Osman Ali
and Durakhshona Boboeva

Ghana, India and Turkey

Journey to the West
William Nsuiban Gmayi,
Siddhant Shah and
Emrah Kahraman

Greece, Iran and Uzbekistan

*Message not in a bottle: Coins as
markers of a lifelong journey*
Meropi Ziogana, Salah Salimi,
Uktamali Ravshanov

**Nigeria, Palestine
and Rapa Nui**

Deciphering the Ba-Bird
Osaru Obasaki, Haneen
Mukho and Mario Tuki

Cambodia and Sudan

*Phoenician bowl: from
the Red Sea to Italy*
Sanpiseth Kim
and Siham Algadi

Bhutan and Cambodia

*Bosphorus boat crossings:
Turkish shadow puppet journeys*
Choki Tshomo and
Sopheara Chap

Choki Tshomo and
Sopheara Chap
in a session on
leadership and
management.



