

focused on general sustainability - stabilizing revenue, growing attendance, rebuilding ops

is the current model working? trying to figure that out

civic unrest prompted shifts in representation in collection, exhibits, storytelling - more co-creation/curation

reshaping programs to meet community needs

DEAI teams formed

realizing the need for a better digital/mobile presence

trying to figure out how do you deepen relationships with virtual/social media audiences

etiquette of the RSVP has changed

keeping in mind staff work loads now; want to say "yes" to opportunities but really be careful about commitments and expectations

rebuild and rebrand our museums in some ways, "we're still here!"

seeking & finding new community partners, creating & finding new paths to engage in museums' work

renewed attention to community, responsiveness to what communities need

staff turnover gave time to think about deai practices & priorities

amplified existing DEAI efforts

digital programming is awesome, but not everyone has access to it

new level of creativity, reaching new people through hybrid programming

audiences not afraid to cancel

asking ourselves what programs will stick around and how will we sustain them?

some audiences have aged out of programming, we need to re-attract them and new audiences

community advisory groups

consciously tapping into artists, innovators, etc. - problem-solvers - in the community

seeking to expand audiences, to welcome communities that have not historically visited

some organizations still haven't made DEAI a priority; struggle to get buy-in

DEAI - greater urgency, shared by more people, BUT boards are lagging

expanded reach using Zoom programming, but would like to use that kind of programming to generate revenue

shifting priorities have ripples in departments & staffing

trying to figure out new audience behaviors

heightened awareness and sensitivity to communities, representation, misinformation, etc.

restructuring or reorganizing to address continued "more with less" workloads, but even added onto it with digital, etc.

reminder from visitors about importance, how beloved we are

Need new ways to measure the success, beyond attendance

community co-curation and engagement in other processes

learned if you need more voices, expand the size of your board!

grant-makers have asked about more information on impact, DEAI metrics, etc.

now seeking new funding sources for new priorities (DEAI)

not everyone is at the same place with the pandemic right now - the toll on mental health is an ongoing challenge

bringing back volunteers who were sent home during the pandemic has resulted in new rebuilding challenges

role of work in our lives has shifted, everyone is reprioritizing

more advocacy needed, need community of museums to gather together to show impact and that we are struggling

learned to better tell our story to stakeholders

allowing local partners to drive a program, being centered in a community

rethink how we see, welcome, support artists and patrons; change practices and make things more accessible

feeling pressure from board on engagement

adapting to need for competitive salaries, attracting talent, competing with big for-profit companies

generational (date of hire) divisions among staff - those who started since 2020 have experienced a different museum, have a different relationship with it

workplace accessibility - being flexible with time and work schedules

people/coworkers are more compassionate, flexible, and understanding