One thing that really surprised me about museums was...

- how quickly everyone pivoted (we're not known for being that!)
- there's such a strong team mentality/environment in museums, not as slidoed as expected
- how incredibly resistant to change they were
- the level of sharing of processes, documents, models, etc.
- can be more nimble, make work happen more quickly with smaller teams and more direct conversations with stakeholders
- more museums that hadn't taken an active role in civic issues are now doing so, that group has grown
- for those willing to make change, the process is messy
- increased level of transparency and cross-pollination, less private about how our orgs are run
- partnering on authority, museums let go of the authority over their collections, sharing with community representatives and owners
- that we didn't realize how insular we were, that we didn't have networks available when the pandemic hit

One thing I think we will always struggle with as a profession is...

- perception of intellectual elitism that hangs over museums, external and within the profession (that general interest topics aren't good enough, etc.)
- leadership training - leadership expertise needs to match the level of visibility our institutions
- finding a diverse staff, to bring enough perspectives to the table
- the role and makeup of their boards

- access to resources, funding
- helping others understand what jobs exist in museums
- filling open positions/hiring workers
- helping others understand what it is museums do

- space
- money
- staff
- pay
- a flood of overqualified applicants (museum studies programs churning out new potential employees)
- getting our profession respected like libraries, etc.
In an ideal world, museums would be accessible anytime, anywhere, for any reason.

They would not have to charge admission.

They would have unlimited space.

They would have unlimited revenue and funding, allowing them to operate without strings.

Funding for operations, more than for projects.

They would be the center of the community, a hub for community dialogue.

They would be a place everyone thinks of as a fun and interesting destination.

They would incorporate more humor!

They would have leaders who lead with humanity, live mission at every level.

They would have great leaders that aren’t afraid to fail, experiment, take risks.

TRULY open their ears, listen to the communities that have been forgotten.

Build up a pipeline of qualified museum staff members and leaders that would make succession easier, filling positions easier.

They would have federated search across museum collections as a community, and be able to curate what they find into something they own.

They would be able to interpret challenging topics from multiple perspectives without backlash from audience(s).

More integration into public school curriculum.

They would have more accountability structures.

They would pay students and interns, collaborators, etc.

Incorporate more humor.

SLOW DOWN!

In an ideal world, museums would no longer be so stuffy, elitist! (or perceived as such, don’t feel welcoming).

They would feel tension between board and staff roles and responsibilities.

They would have to let funders and their priorities drive the focus of programming, etc.

They would have to justify their existence, and that the staff don’t have to justify their roles.

They would have to worry about funding sources.

They would be afraid of imagining new board forms and practices - change it up!

They would prioritize types of experiences - every experience a visitor has is a valid one.

They would be risk-adverse.

They would have more representative of all in their communities.

They would be a place where all visitors feel safe, a trusted place.

They would make progress on points of division, in a real way.

They would build up a pipeline of qualified museum staff members and leaders that would make succession easier, filling positions easier.

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