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 siloed 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

a flood of overqualified applicants (museum studies programs churning out new potential employees) staff pay

getting our profession respected like libraries, etc

money

In an ideal world, museums would...

be accessible anvtime. anywhere, for any reason

> would not have to charge admission

have unlimited space

have unlimited revenue and funding!

> funding without strings

funding for operations. more than for projects

be the center of the community, hub for community dialogue

make

points of

real way

be a place everyone thinks of a fun and interesting destination

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

SLOW DOWN!

progress on division, in a

incorporate more humor! have great leaders that weren't afraid to fail. experiment, take risks

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

be a place where all visitors feel safe, a trusted place

be more representative of all in their communities

have more accountability structures

pay students and interns. collaborators, etc!

be able to interpret challenging topics from multiple perspectives without backlash

from audience(s)

more integration into public school curriculum

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

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

In an ideal world, museums would no longer...

be so stuffy. elitist! (or perceived as such. don't feel welcoming)

be afraid of imagining new board forms and practices -

feel tension

staff roles and

responsibilities

to justify their roles

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

alter every funding request to each source, to tailor requests (all of the priorities vary so much)

change it up!

experiences - every experience a visitor has is a valid one between board and

be

risk-adverse

prioritize types of

have to worry about funding sources

be stuck with aging exhibits and interactives, have to work so hard to update everything all of the time (ongoing challenges of aging facility and tech)

have to justify their existence, and that the staff don't have