

## WMA 2022 Program Committee Survey Results

### PURPOSE

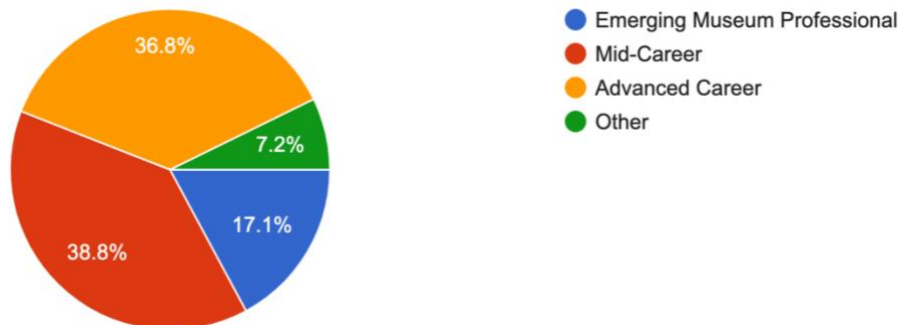
As the Western Museums Association (WMA) prepares for its first in-person Annual Meeting since the pandemic, WMA's Program Committee conducted a survey to gain public insight that will help the Committee design an inclusive, participatory, co-created professional development experience, and the safest 2022 Annual Meeting experience for everyone.

### ABOUT THE PARTICIPANTS

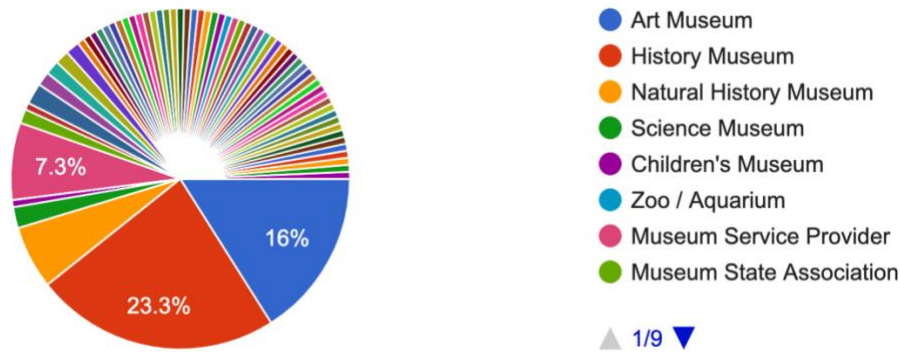
WMA collected 152 survey responses from online users.

### QUESTIONS AND COMMENTS

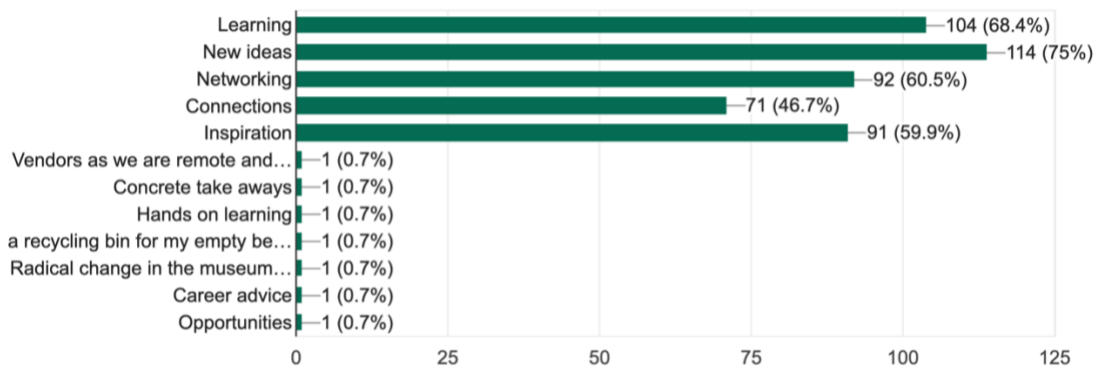
1. We started the survey off by asking a few introductory questions to learn about the many respondents – the first of which was “At what stage are you in your current career path?” All participants answered, revealing that 59 (39%) individuals are in their mid-career and 56 (37%) are advanced. These made up the majority with only 26 (17%) being and emerging museum professional, and 11 (7%) at a “other” level.



2. The second question to help us gauge who the respondents are, was “Where do you work?” Of the participants, 150 people answered, showing that 35 (23%) work in a history museum, 24 (16%) work in an art museum, 11 (7%) are a museum service provider, 9 (6%) work in a natural history museum, and the rest work in a variety of unique institutions. Some of the additional responses included independent consultants, tribal museums, botanical gardens, historical centers, universities, and more.



- The third more generalized question was “Where do you live?” Everyone but one person responded with their home city, state/territory, and country. Majority of people are from Washington, Oregon, California, and Arizona. Many other states include Utah, Hawaii, Nevada, and Alaska.
- To begin the more conference-focused questions, we asked “What are the top three things you need/want out of a conference? Please select all that apply.” All survey participants gave an answer, or multiple answers. The top five things people need/want from a conference are “new ideas” (75%), “learning opportunities” (68%), “networking opportunities” (61%), “inspiration” (60%), and “connections” (46%). More information can be found in the chart below.

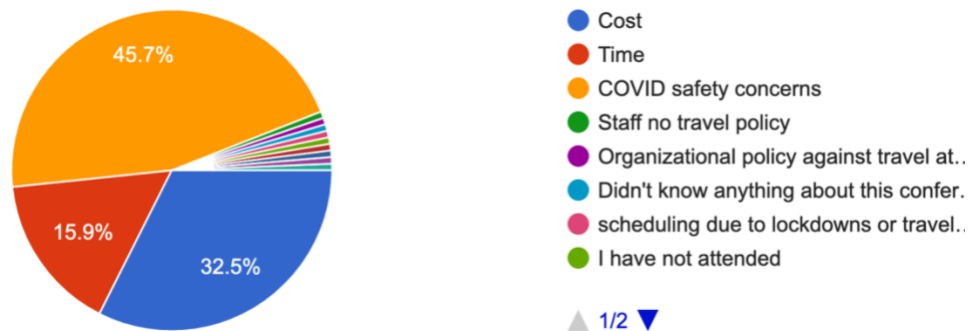


- To get an idea for why people may not attend a conference in 2022, we asked “What is the biggest hurdle you perceive in attending a conference this year?” 151 people responded revealing that 69 individuals (46%) consider COVID-19 safety concerns to be their top hurdle. This was followed by 49 (33%) selecting “cost” as a hurdle, and 24 (16%) selecting “time.”

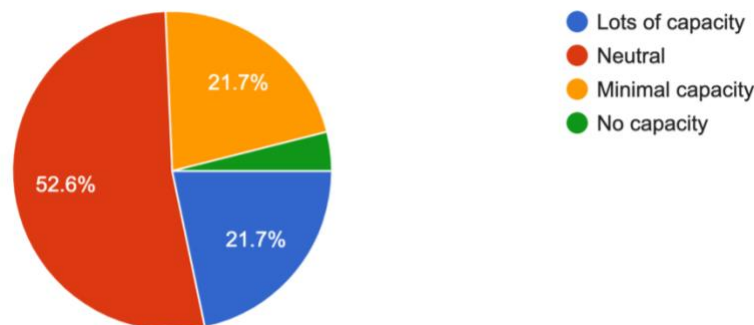
Others expressed these hurdles:

- *Staff no travel policy*
- *Organizational policy against travel at the moment*
- *Didn't know anything about this conference*
- *Scheduling due to lockdowns or travel restrictions*

- *Reluctance of venues and organizers (generally, not WMA specifically), to impose up-to-date vaccination requirements*
- *All of the above. I also have concerns that the theme/topic may not be a good fit for me and my work right now as well.*
- *Institutional support*



6. Considering that there were not many in-person conferences held over the past two-years due to COVID-19, we asked people “What is your capacity for pursuing a learning opportunity right now?” All 152 respondents answered. Majority, or 80 (53%) respondents are “neutral” on the matter, while 33 (22%) are both open for either “lots of capacity” or “minimal capacity.” Only 6 (4%) stated that they are not open to any learning capacity right now.

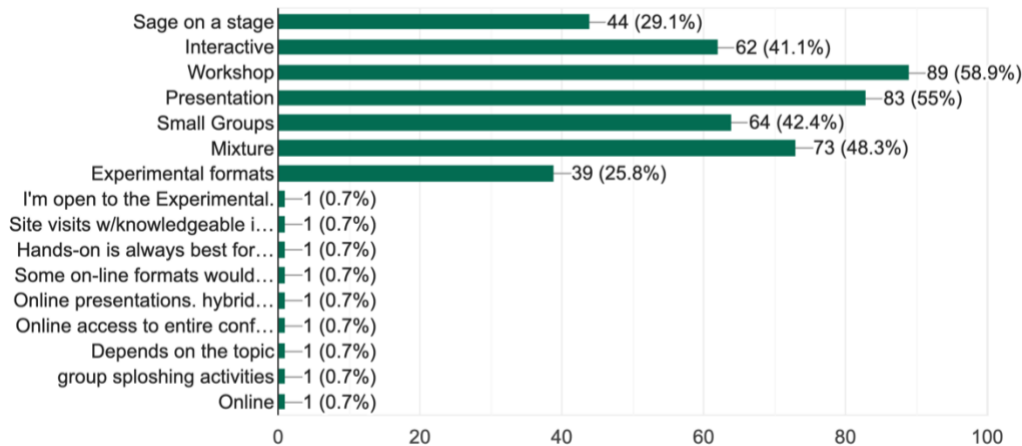


7. To help the Program Committee determine how to best format WMA2022, we asked “What type of conference format would allow you to learn the best? Please select all that apply.” 151 people replied, with majority expressing interest in either a “workshop” format (59%) or a “presentation” format (55%). Others are interested in a “mixture” (48%) of formats, having “small groups” (42%), and an “interactive” (41%) format.

Others wrote that they would be interested in:

- *Site visits with knowledgeable insiders*
- *Hands-on is always best for me, so an intro talk followed by hands-on practice to implement what I've learned with coaching to solve problems in situ*

- *Some online formats would help me, and reach those who cannot attend in person*
- *Online presentations, hybrid format, online format*
- *Online access to entire conference sessions/breakouts/lunch/talks/keynotes, etc.*
- *Depends on the topic*
- *Online*



8. To better understand what types of challenges people are and have been facing, we asked “What’s your biggest challenge right now?” 126 people shared with us:

- *Staffing*
- *feeling like I am trying to address new problems with old tools. what are the new tools museum service providers should be employing.*
- *Overburdened with projects*
- *Doing everything with only 2 people*
- *Being on the job market without becoming a cynic*
- *Attendance and engagement*
- *Too much to do, not enough time*
- *Pandemic*
- *COVID*
- *Staff support*
- *Staffing, covid, inability to rely on past numbers for attendance (and budgeting), feeling exhausted and depleted, staff feeling the same.*
- *department/museum losing income due to covid = less funds for prof. dev*
- *not many job opportunities in my interest area*
- *lack of inspiration and risk adverse organization*
- *Time*
- *Connecting with audiences*
- *Technology*
- *Connecting with others*

- *leadership support*
- *time and money*
- *Inspiration-- imagining the future*
- *Connecting in person with other museum professionals*
- *building capacity in such uncertainty*
- *the national climate*
- *staffing, funding*
- *COVID limits travel and in-person gatherings*
- *Challenges with maintaining exhibits.*
- *Restarting Edu programs following Pandemic, learning middle management skills*
- *safe travel and employer restrictions*
- *Responding to changing demands*
- *staying connected*
- *low staffing*
- *Maintaining flexibility as things continue to change around COVID-19*
- *Time. Never enough time - it's impossible to continue to meet deadlines and complete the range of tasks/projects and ALSO find time for learning and practicing new software, developing new skills, and reading and attending webinars or classes for continued skill development.*
- *Limited physical mobility*
- *Getting it all done*
- *Lack of staff capacity for expected workload/burnout*
- *Project management and keeping up with institutional changes in the industry*
- *Oversized expectations of a very tiny staff*
- *COVID*
- *Paying bills*
- *Being new to the organization*
- *steeping the program in antiracist and equitable practices*
- *Being the youngest on a museum board, wanting to enact change but to be stopped at every interval*
- *Covid restrictions*
- *Cost; registration, travel, and housing to go to a conference. Working for a minimum wage makes it challenging to go anywhere right now.*
- *staffing shortages*
- *As a new member in the field, I think something I'm thinking a lot about right now is my career trajectory and sustainability. It's been more difficult than I expected to balance my time and to set boundaries in the workplace.*
- *Finding/making time for anything beyond the parameters of my regular job/place of work. Secondly, concerns over Covid-related safety and logistical challenges makes planning into the future difficulty.*
- *Staffing with volunteers*
- *I would like to begin working in a museum field, but there are not a lot of opportunities where I am in terms of jobs, and if there are, most are unpaid internships, and I feel I am over qualified for that, but would like more mentorship when it comes to emerging in a museum setting. I don't*

*feel comfortable attending large events, so would like online formats or at least access via livestream. I am interested in everything that comes with working in a museum, that I don't want to narrow down my interests into one aspect, I would like to work somewhere where plural practices can be taken in.*

- *Failure of industry leaders to understand that the shift in importance from in-person to online visitation is not temporary, combined with their failure to adequately value staff expertise, experience, and workload in deciding what services to deliver.*
- *Disconnected staff decisions (specifically leadership)*
- *Balancing working from home with the schedule and needs of museum and COVID*
- *Navigating bureaucracy*
- *Finding employment, followed by COVID*
- *Wages*
- *Staffing and making historic site relevant.*
- *Fighting burnout and seeking a new position*
- *Funding - I'm an unaffiliated service provider that works with different museums, and because their funding has been cut, they cannot use me at this time.*
- *It is very difficult to plan ahead right now because of the unpredictable nature of the pandemic. I am trying to be cautious, but do want to be out in the world. It's just hard to know more than a week or so before what feels safe.*
- *Identifying how to help museums in a non-employee capacity once I retire later this year.*
- *Dealing with a difficult board*
- *Planning for a post-pandemic recovery.*
- *As far as attending the conference, finances are my biggest challenge.*
- *Staff shortage and continued COVID impacts on gathering people*
- *Funding/attendance*
- *Capacity Building*
- *Keep design and capital campaigns on target*
- *Finding a job in the museum industry.*
- *Mental capacity for balancing personal and professional lives*
- *How to work with abusive leadership*
- *Finding motivation, energy, and focus in midst of the ongoing pandemic*
- *Social isolation*
- *Going beyond maintaining, even if at a high standard*
- *Organization's survival (loss of \$ and volunteers)*
- *time and covid*
- *financial instability*
- *Being motivated*
- *making exhibits into online format*
- *funding*
- *Minimal budget*
- *Not being considered a viable resource/participant/asset to the field/source of knowledge*
- *safe, in-person programming (audience desire to return to physical space, but want to be safe)*
- *Predicting the future*

- *Getting back into a normal groove and routines since the pandemic started*
- *Patience, and the unknown path forward*
- *Professional growth in uncertain times*
- *Enough projects in balance with covid concerns.*
- *Time and staffing*
- *Staying inspired in the midst of existential challenges (climate change, eroding of democracy, attacks on people of color, global pandemic, etc.)*
- *Finding new formats for professional development*
- *Exhaustion*
- *Burnout and financials*
- *Feeling overwhelmed*
- *Time management for a lot of projects that need to get done.*
- *Focusing what little time I have to manage all my projects.*
- *lack of budget to attend conferences*
- *Finding time and making connections*

9. Expanding on the previous question, we wanted to find out how WMA2022 could help address these various challenges. We asked “How could a conference help?” 119 people wrote in and this what they had to say:

- *Networking*
- *breaking up the daily grind and hearing of other models, ideas, and inspirations. hearing about new needs and innovative ways to address them*
- *A break away from routines*
- *Connections with others who have had the same experiences*
- *Networking, figuring out how to pitch myself for a job I want and know I can succeed at*
- *Develop strategies to attract visitors*
- *Learn some better techniques for delegation and collaboration*
- *Connections*
- *Possible sessions on leadership or labor, how to get the board more engaged and deal with more fundraising opportunities -- and advocate in the community for more support of our institution which would hopefully fund more positions*
- *Inspire me to keep going! Share tips on how my staff and I can weather this period - because it is NOT going away. Let me connect with others in the region.*
- *I'd love to learn more about how people are monetizing programs for all ages during this time.*
- *new ideas; workshops or training if offered*
- *stimulate ways to engage new audiences and suggestions on how to move to being more open to try new things*
- *Improve efficiency; provide insights into project management to minimize time-consuming sidebars.*
- *New ideas and networking*
- *Learning what systems other institutions use and the pros and cons.*

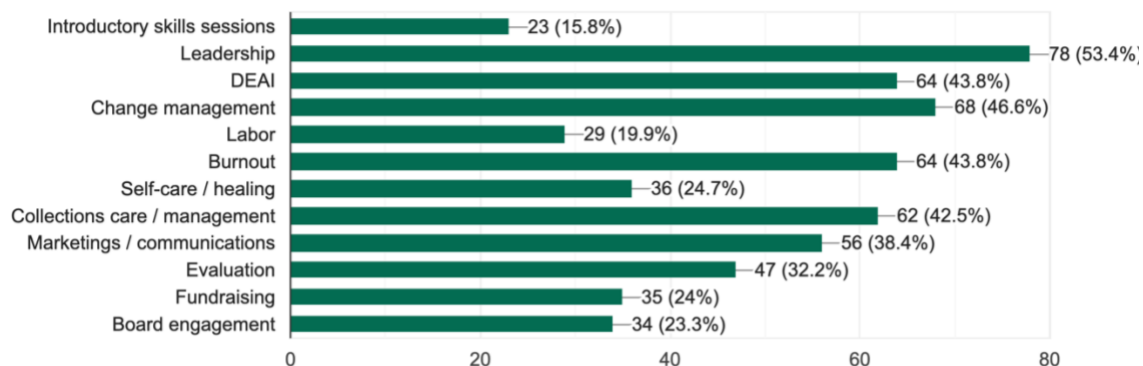
- *People are more open to connecting at a conference/gathering*
- *Not likely to help with staffing; ways website does jobs no longer on staff (e.g., education)*
- *to take best practice back to leadership to support decision-making, new ideas, creativity and inspiration*
- *networking and inspiring new ideas*
- *inspiration, idea generation, education*
- *making it possible to obtain a broader point of view*
- *connections and inspiration*
- *Hybrid or all-virtual sessions and virtual narrated tours*
- *By addressing best practices for exhibit maintenance, funding options, and creative approaches.*
- *Fostering a network of contacts that could provide advice.*
- *Return to normal!!!!*
- *A break from the routine to get new ideas*
- *price considerations for attending*
- *management inspiration*
- *Time for collective support/grief as well as sessions around maintaining flexibility while also maintaining morale and capacity*
- *Build in actual hands-on learning and implementation with a prep unit online (e.g., this is what this workshop covers, bring a project to work or bring your laptop with the new software downloaded etc. as we'll be doing in-workshop practice), longer workshops and in-situ problem solving.*
- *Meeting ADA requirements*
- *Sharing creative solutions to common challenges*
- *Refresh / hear from others in the same boat*
- *Skills to help with project management; hands-on tips for DEAI and decolonization*
- *support, connections*
- *Stay green*
- *Force me to network and learn things to apply to another job*
- *identifying a community of practice outside of just volunteer engagement*
- *New ideas and approaches. Networking.*
- *Possibly having a virtual component for those who cannot travel. Having talks available online.*
- *Scholarships, discounted hotel rooms or ways to connect with people to split a room/housing.*
- *Advertise our internships with a stipend included*
- *I think connecting with other museum professionals would be helpful to hear about their career paths. So much of what I see in online forums about the field is negative and I think it would help to hear advice and anecdotes of people who have made a museum career work for them. Also, we have been talking a lot about self-care in the National Emerging Museum Professionals Network and I think presenting about time management and self-care on a larger stage might help to make it more acceptable and acknowledged in the workplace.*
- *Just the opportunity to SEE PEOPLE IN PERSON... to catch up and talk and laugh and chat together is honestly what I look forward to more than anything. The specific programming, to be honest, feels secondary, to the opportunity to just reconnect with people.*
- *New ideas and approaches*



- *To gain networking, inspiration, learning more about DEI initiatives and practical advancements in the museum career field.*
- *Anything that helps industry leaders understand recent changes, and help staff to deliver in that changed environment, will help. Plus, the morale boost from networking with colleagues experiencing similar challenges.*
- *training courses for leadership/management of museum staff*
- *It would be a bit of a personal and professional escape for inspiration*
- *commiseration/wisdom*
- *Networking, finding opportunities*
- *Union information*
- *Finding out what other institutions are addressing their challenges.*
- *developing my interviewing prowess*
- *With opportunities for networking and connection in the hopes that people could hear of my work and possibly be interested in working with me.*
- *I went to a hybrid conference in December. I attended in person, but others did so online. It was nice to have a choice. That said, I know it was a lot more work for the organizers.*
- *Connect with independent contractors, others, helping museums.*
- *networking with other small museum professionals; workshop/lecture on board management*
- *Hearing knowledgeable projections about Covid, travel, etc., that will help forecast the future. Hearing from peers about their strategies for recovery.*
- *Inspire and inform. Would be nice to reconnect with other museum professionals.*
- *re-fuel inspiration for dedication to the field*
- *New ideas for marketing, partnerships, etc.*
- *Networking for younger staff; stimulation for board members*
- *Provide ideas for innovation and productivity of organization and staff*
- *Hopefully make connections and discover opportunities for finding a job and actually getting hired.*
- *A conference would be a great way to meet people in person, outside of the Zoom and Teams settings.*
- *Perhaps by providing (or having peer-offered sessions) some workshops or ideas or opportunities to share or engage with any mindfulness or strategies that others have found successful for continuing to work during a pandemic, whether it be remote or in-person or a hybrid.*
- *Engaging networking opportunities with colleagues*
- *Provide new ideas that can be implemented quickly*
- *Examples of successful programs*
- *actual action plans - not just "digital is great because...)*
- *virtual*
- *networking*
- *new ideas*
- *Presentation about successes/failures in online exhibit development*
- *opportunities for developing collaborations based on shared goals*
- *Developing professional skills*

- *Heighten the visibility/involvement of retired professionals; show that our contributions are valuable and valued.*
- *Learning about how others have approached this in-between time, how they are connecting and encouraging old and new audiences to engage with their programs/sites.*
- *Sharing of experiences and visioning for future*
- *Inspiration, chance to focus back on what it is we do and look forward (instead of responding to the current COVID crisis)*
- *Shed light on the industry's pulse, and reveal new orientations, and focus*
- *Opportunities for connection and inspiration*
- *Networking, learning new ways of working*
- *The chance to recharge & be inspired at how others are responding to today's challenges*
- *Offering innovative ideas*
- *Provide a break with other professionals in the field*
- *Learning how to self-advocate, prioritize, and streamline programming*
- *Have something to re-energize*
- *It couldn't, but after all the projects are done it would be nice to connect with other museum professionals.*
- *inspiring me to focus on specific projects*
- *Providing appropriate settings for networking and making connections*
- *Networking and making connections*
- *Hybrid is preferred; in person and online opportunities*
- *Advance my career in its early stages*
- *Draw more opportunities for BIPOC professionals to participate such as fee waiver and virtual sessions and sessions organized by BIPOC professionals*

10. For our next question we asked “What conference topics would you find most useful? Please select all that apply.” Not all people responded, but many that did, selected multiple topics. Out of 146 responses, the top five topics included: “leadership” (53%), “change management” (47%), “DEAI” (44%), “burnout” (44%), and “collections care/management” (43%). Not far behind was “marketing/communications (38%) and “evaluation” (32%).



11. To help the Program Committee make WMA2022 fun for everyone, we asked “What are the activities that you find most fun these days?” Out of 152 people, 110 gave a reply. Here’s what they said:

- *Being around people with a mixed bag of interests and backgrounds*
- *making stationary*
- *Just talking to new people :)*
- *Crochet*
- *Cornhole, touring interesting places, distilleries and brewing companies, and hiking*
- *Attending webinars, reading, movies*
- *Hiking, reading*
- *engaging with visitors*
- *Connection with colleagues*
- *Reading, watching television*
- *Hands-on projects that are low risk and outdoors*
- *Gardening, yoga, hiking*
- *visiting new places and seeing new things*
- *Engaging with tour groups. Sharing the joy & beauty* 🍷🌿
- *Exploring new places.*
- *Helping others make art/ express themselves*
- *Being outdoors and traveling.*
- *Art making*
- *Being outside with friends, meals, drinks together*
- *actual research and reading*
- *trips and experiences to new places, outdoor activities, good food, making / creating, reading recommendations, self-care*
- *interpersonal when they can happen*
- *Leaving my house :)*
- *Gathering outside*
- *writing, painting, volunteering, playing soccer, reflecting*
- *riding my horse/dressage*
- *Nature walks, visiting public gardens and parks*
- *Walks, attending tastings, exploring new destinations.*
- *Going on trip excursions where possible to break out of pandemic ruts*
- *Checking in with friends and colleagues, even remotely*
- *mixing with others working together*
- *being outdoors*
- *Outdoor collaborative activities*
- *Everything needs to be outside - so nature walks/hikes. If it were warmer, an outdoor art-making or craft project would be fun.*
- *Outdoors*
- *Socializing with friends, casual entertainment (food, drinks, movies, games, etc)*
- *Hiking, museums, reading*

- *quilting, gardening, collage making, being in nature, biking, high tea, whale watching*
- *Garden read*
- *Reading and walking*
- *learning and laughing, and movement (which I keep pushing to the back burner)*
- *Birding, genealogy, re-connecting*
- *Reading feel-good stories*
- *Anything that is artistic!*
- *Historical research and presentations*
- *Outside of work I have really enjoyed doing yoga and cooking. At work I love leading school tours and getting a break away from the computer.*
- *Anything that doesn't require or ask me to put in a bunch of extra time. I feel maxed out at work... Not burned out yet, but pretty maxed out. I'm not particularly interested in signing up for or committing myself to anything requiring me to stretch too far beyond what I'm already committed to on a weekly basis.*
- *Being outdoors*
- *Activities that get me moving, not sitting for long periods of time, activities that are interactive and bounce ideas off of another individual, those that are practical, and not generalized.*
- *Group cultural activities (music, arts, etc.). Outdoor activities.*
- *soccer, outdoor activities (hiking, etc.), games*
- *Going on walks*
- *Cultural Activities*
- *Cooking, gardening, keeping in touch with industry folks.*
- *Skateboarding*
- *Cooking, baking, book club, and networking with small grass-roots organization.*
- *Open ended ones that socialize promoting friendly, professional dialogue*
- *being in nature, creative "making" activities*
- *Spending time outdoors. Trying to reconnect with people.*
- *Gardening, being outdoors, sewing*
- *Wordle!*
- *Exercise*
- *walking outside*
- *Playing music*
- *Socializing in small groups*
- *Travel, sporting events, museums, national and state parks, historic sites*
- *Being in nature, working in my garden, making art.*
- *Cooking, hands-on making*
- *Anything Outdoors*
- *Gardening & attending small venue concerts*
- *Being outside and discovering new things about where I live, hanging out around outdoor fire pits, puzzles, doing some kind of creative activity with my hands, virtual cooking classes or cook-alongs*
- *Cooking*
- *playing music, martial arts*

- *going out to dinner; exercise*
- *hiking and listening to live music*
- *Crafts*
- *Serving as an advisor on the Sacramento-San Joaquin Delta National Heritage Area Advisory Group (the only NHA in CA!)*
- *Trying new/returning to restaurants, going outside, working on some art projects*
- *Anything that expands experience outside of Zoom meetings.*
- *Outdoor*
- *Being outside, working with artists/community members*
- *Being in nature: hiking, walking, birdwatching. Also, board games. :)*
- *Gardening*
- *Walks outside, puzzles, movies*
- *Program planning and engaging programs*
- *going for a walk*
- *Knitting*
- *Talking with people in a safe setting*
- *On-line Research*
- *Hiking, soccer, golf*
- *Performing research for donors/patrons for certain artifacts*
- *seeing friends and family*
- *Playing games, relaxing*
- *Playing music, choral singing*
- *Getting together with colleagues in person (when possible).*
- *Visual arts activities; movement/dancing; being in nature; board games*
- *Walking and exploring.*
- *reading, teaching, writing, hikes, home exercise, watching films*
- *Kayaking, exploring, in-depth experiences.*

12. Seeking information about the WMA2022 host city, we asked people “How do you want to experience Portland?” 104 people responded. Here’s what they wrote in:

- *Safely*
- *Virtually*
- *Via the host culture*
- *I am a solo explorer; I like to get recommendations and then pick and choose on my own depending on how I am feeling any given moment. Assistance with tips on transportation esp. parking is always appreciated.*
- *I'd love to be able to walk to most locations*
- *With others*
- *Never been, everything would be a worthwhile experience!*
- *Get a sense of the eccentric and eclectic city's personality downtown and beyond*

- *Safely in small groups*
- *My home town lots of History there*
- *In person*
- *Safely -- especially from crime. It would be nice to be engaged with the cultural events and activities going on, but if it means siloed in a hotel or convention center, that's fine.*
- *Never been there, but would love to visit in person*
- *seeing the variety of things on offer*
- *With arranged accommodations for travel, hotel stay and excursions.*
- *Take a couple of extra days and take a curated tour of the city and its environs.*
- *Tours and dining.*
- *safely*
- *On my own - maybe some small groups from the conference*
- *not in large groups/crowds. Passes/access without big night events*
- *see above*
- *in person*
- *Tours and food!*
- *it's my home. I hope attendees can experience people connections.*
- *explore*
- *Exploring the history through visits to local McMenamins pubs/restaurants/hotels. :) Guided walks through historic areas.*
- *See the museums!*
- *in-person, even in smaller groups. happy hour!*
- *See what the local museums have to offer*
- *Evening events at museums*
- *Check out various museums and cultural institutions, and of course food!*
- *Museums, biking, visiting gardens, book store and libraries*
- *Walking*
- *Explore a nice neighborhood*
- *Years ago, I took a river tour at night and loved it; need to revisit Powell Books*
- *Flexibly*
- *Museums*
- *Some additional social events would be great! They could be at the conference site or around the city. Perhaps food-related, art-related, outdoor/fitness-related, etc. Socializing (in a safe way) would be wonderful.*
- *McMenamins*
- *I really haven't been to any Portland museums so having that opportunity would be fun. Also, PNW nature is beautiful so it might be fun to plan a short nature walk/hike meetup.*
- *I want a light-weight, casual agenda that allows me time to visit and catch up with others. From a programming aspect, it might be nice to consider facilitated, open-discussion group sessions - maybe where specific themes/topics can be explored in a more free-form setting. From a covid perspective - I hope that safety measures will be imposed relative to the real-time conditions and recommendations from public health officials. If community spread continues to be high, I may/may not attend. It's too early to tell.*

- *Happy to show people around (and impress upon them that we're not the anarchic hellscape portrayed in the right-wing media).*
- *eating good/unique foods, seeing sights & taking in the local history, outdoor activities, seeing an MLS soccer game, thrift shopping*
- *In person, if possible, but virtually could be fun too*
- *Through connecting with locals who contribute to the DEAI landscape of the city i.e., businesses, nonprofits, festivals, etc.*
- *I'm honestly very concerned about COVID; but I love Portland and look forward to exploring, museums and elsewhere.*
- *At Burnside*
- *Good question, but I don't know. I have not travel since the pandemic.*
- *I want to see the historic underground chambers.*
- *I live here, so I see myself more as an ambassador than visitor. I would love to have more opportunities to visit my museum colleagues and learn from them in their museums, though.*
- *Hope to revisit favorite museums and gardens in the area.*
- *With others, hopefully COVID-free*
- *Walking the neighborhoods, going to Powell's and trying great food.*
- *Visit sites, casual dining, night life if anything is going on. Visit friends from Hawai'i.*
- *safely, could there be a way to offer remote participation as well?*
- *Like a local*
- *Very locally; museum visits, river tour, pedestrian exploration of community*
- *Preferably in person. Wonderful city! But, with COVID, anything online for conference goers would be awesome.*
- *I haven't spent too much time there so would love the opportunity to visit the cultural organizations.*
- *Anything outdoors*
- *Portland is one of my favorite cities, but I would love to see/know what is beyond downtown. Are there local folks that would be interested in taking a group of folks to their favorite hangouts? Are there local folks that have favorite "Only in Portland" activities they'd be willing to host? Are there things happening in Portland that are unique to the city in terms of building/architecture, community-building, sustainability, etc that would fairly easy to show off or engage a small group of folks? Are there women/nonbinary/BIPOC/LGBTQIA+/veteran/disabled-owned businesses that conference attendees should be encouraged to patronize (or better, small groups of folks could be organized to patronize)?*
- *Remotely*
- *Through the eyes of visitors*
- *tours of museums, sampling local cuisine*
- *Visits to local museums and cultural centers*
- *Not sure*
- *Fieldtrips! I would love to have guided experiences and conversations with folks in their environments/museums/orgs.*
- *Tour amenities of community*
- *Visit local museums (field trips), eat good food, meet new people*

- *in person, without the kind of filters Conferences sometimes construct to keep attendees isolated from the inhabitants of the community*
- *not sure - food?*
- *walks outside, music, food/drink*
- *Want to see local museums, experience the diversity of the area, and participate in unique experiences*
- *I'm staying home. No travel.*
- *I would like to visit some old haunts if I have the time.*
- *through all its wonderful museums and food*
- *On foot - walking - outside - restaurants and bars*
- *Hiking*
- *Positively*
- *Virtually - It is concerning at the ableist approach to conference planning. Covid19 is still a risk especially for the disabled and BIPOC communities. Why not create a hybrid event?*
- *Museums and cultural events*
- *No preference*
- *Not intending to attend*
- *Up close and in person!*
- *Quietly. Chinese Garden, Japanese Garden. Small groups. Emphasis on local and self-care*
- *Casually at a slow pace.*
- *interested in learning about the Portland Museum and art galleries scene*
- *No riots, please. Seriously. My family and I travel through Portland at least twice per year. We used to enjoy staying there, but the city has visibly declined in terms of aesthetic over the past several years. Homelessness and drug use, combined with harassment on public transport has been a real turn-off. I want a clean, green, safe city. I love the downtown areas and would like to see events hosted in some of those historic areas.*
- *Culturally*
- *to its fullest capacity*
- *cultural experiences, through food, outdoors, intimately with others*
- *Not sure, I haven't gone anywhere in 2 years!*
- *Time for museums*
- *I would love to get a mix of the local Portland vibe and also see nature in the Portland area.*
- *I don't right now, but if I did, through food!*

13. Wanting to address safety concerns, we asked “What are some ways that we could help you feel safer at an in-person conference? Please select all that apply.” Out of 152 survey takers, this question received 149 responses, with many people selecting multiple options. 120 (81%) would feel most safe with “mask guidelines,” and 118 (79%) would feel safer with “outdoor socializing and food.” Additionally, 89 (60%) indicated that outdoor sessions would help them feel safe, 72 (48%) would feel safer with “guidelines for quarantining,” and 69 (46%) would like there to be “covid exposure notifications.”



Aside from these stated safety precautions, many wrote in other ways that we could help them feel safe at the conference.

- *Vaccination or negative test requirements*
- *Vaccine mandate*
- *session size limitations; adequate spacing in rooms; visible & adequate ventilation; hybrid options if rooms are too crowded*
- *mandating vaccines if in attendance*
- *Vaccines, obviously*
- *I feel safe as I have taken the personal precautions to do so.*
- *enforce mask wearing and social distancing; less eating as part of conference where folks disrobe mask*
- *Not concerned*
- *Virtual hybrid sessions*
- *Spacing seating out for social distancing*
- *definitely Mask guidelines*
- *Negative test required for participants within 72 hours of attending, proof of being fully vaccinated including booster.*
- *Careful with outdoors --could be rainy.*
- *Taking temperatures of people when in smaller conference rooms - or vetting the venue of good air circulation*
- *option to join virtually if one day you don't feel up to it*
- *Booster requirement*
- *vaccination status check to all participants attending the conference*
- *All of the above*
- *hybrid opportunities*
- *Requirement that all attendees and staff be up to date on vaccinations!*
- *vaccination requirement as well as masks*
- *Provide N95s and rapid tests*
- *Virtual, Zoom/Teams*
- *Vaccination and booster requirements. Smaller groups/sessions. Virtual conference option.*
- *proof of vaccine or negative test results for attendees*
- *Vax only*
- *Require attendees to be vaccinated and boosted per latest CDC guidelines*
- *Strict mask enforcement*
- *Vaccination and/or Neg COVID test result requirements*
- *small groups with social distancing*
- *Require vaccines or negative tests*
- *Proof of vaccination and booster required*
- *Timely advance notification of Conference cancellation*
- *Vaccination requirement*
- *Virtual hybrid*

- *No major concerns*
- *TBD - It all depends on the status of COVID at the time*
- *Virtual options*
- *Proof of Vaccination and booster*
- *Vaccine mandate*
- *Vaccine required*

14. In looking for possible WMA2022 partnerships, our next question was "Who should we be collaborating with to develop this Annual Meeting?" 76 people wrote in. Any "N/A" responses were omitted.

- *Various organizations within the state*
- *I would love to hear more from Beka Economopoulos, co-founder of The Natural History Museum, who has recently relocated to King County from New York:  
<http://thenaturalhistorymuseum.org/>*
- *BIPOC communities, universities and city government*
- *Any museum, archive, library, or collecting institution, especially local organizations*
- *Portland health professionals; Portland Museum visitors*
- *Museums and small history organizations*
- *Oregon Museums Association, possibly Washington Museum Association*
- *Artist and/or small business*
- *Partners of museums and/or tourism professionals*
- *Lots of other kinds of nonprofit orgs*
- *Oregon and Washington Museum Associations, local venues (American Public Garden Association is planning a Portland based conference for June - maybe they can be a resource?)*
- *Oregon Tribal Museums to arrange welcome and protocols*
- *Museum community*
- *Many wonderful local connections.*
- *I'm not familiar with the museums but possibly the Oregon Zoo or Lewis and Clark National Historic Park.*
- *Oregon Museums Association. Local vendors*
- *All who would attend. I love that you have reached out to ask*
- *Strong local arrangements partners*
- *Change-makers and leaders in the areas of DEAI & decolonization*
- *Portland Japanese Garden, PICA, Five Oaks Museum, Japanese American Museum of Oregon, Portland Chinatown Museum, World Forestry Center*
- *On the job experienced experts*
- *Indigenous communities; <https://novaa.org/>*
- *Local restaurants maybe?*
- *WaMA and CAM*

- *I think you could collaborate with local National Emerging Museum Professional networks in the area. I'm part of the Puget Sound chapter that might include Oregon. I think it could be helpful hearing their perspectives and allowing new professionals a chance to collaborate and be involved in conferences.*
- *Museums that have successfully navigated through COVID*
- *YouTube to livestream it*
- *Lots of us in Portland (including OMA) are happy to help!*
- *Jackie Peterson, independent museum professional*
- *Ohayay (virtual conference platform)*
- *Other regional museum conferences.*
- *Local museums (including science centers and gardens), Confederated Tribes of Grand Ronde*
- *Portland Japanese Garden, Lan Su Chinese Garden*
- *Native Americans, youth empowerment groups*
- *Is there a health group in Portland that could collaborate with us - art and healing? This is something we are pursuing right now with our visitors.*
- *OHS, PAM, PSU, UO (P), S. WA museums, PDX*
- *Museum professional staff in general, local museums, professional museum support organizations*
- *Along with groups related to theme of conference, please work with groups that focus on older adults working or trying to get hired again in the museum industry.*
- *Oregon Black Pioneers, The Vanport Mosaic, any local community builders and activists*
- *Local museums and include historical sites.*
- *OMA, other nonprofit organizations (bring in examples from other fields), nonprofit associations of Oregon*
- *All sizes of institutions*
- *Representation of leadership; expertise that isn't just from museums (i.e., marketing, business)*
- *Not familiar with possibilities. Certainly, Native American museums nearby if possible.*
- *The membership and leadership*
- *Association of Tribal Archives, Libraries, Museums (ATALM); all State Museum Associations, possibly AARP??*
- *MNCH*
- *The Portland community, the historic indigenous people of the area, the entire strata of stakeholders in the museum community (institutional mid-level, corporate, social media)*
- *Local organizations in the Portland area that we may be able to help in some way. Like having folks donate money, patronize Black-owned restaurants, etc.*
- *COSMA*
- *Massage therapists*
- *Local museums, but also local cultural groups and other non-profits*
- *Looks to others planning meetings in PDX - American Public Gardens Assoc in June*
- *Oregon Tribes*
- *Architects, Builders, Museum Owners*
- *Museum association*
- *Oregon Museums Association, smaller local organizations*

- *Broader lens that includes not only BIPOC professionals but also the communities that we are charged with stewarding their cultural heritage. So many conferences position PWI perspectives and credentialed hierarchies. There are knowledge bearers without credentials doing this work as well as being led by the communities whose cultural production make up this field. Broaden the lens and remove the gatekeeping.*
- *Oregon Museum Association, Washington Museum Association*
- *Regional Arts & Culture Council - murals or public art tour; PEAR - art and services for houseless youth; Five Oaks Museum - most radically awesome museum in Oregon in terms of rethinking museums; JSMA at PSU*
- *Exhibit technology vendors, local businesses, collections specialists.*
- *local artists and businesses - the city has endured a lot, I want to hear and learn from them*
- *Local museums and cultural centers, arts nonprofits, teaching artists*
- *Portland area Registrars and the SCHNITZER foundation*
- *OHS, Oregon State Parks, Oregon Cultural Trust*
- *Past attendees*

15. Nearing the end of the survey, we asked "Do you have anything else to share with us?" 43 respondents wrote in. Any "N/A" responses were omitted.

- *Looking forward to the meeting and would like to see the sessions as soon as possible.*
- *It would be great to attend an in-person regional conference!*
- *Help and connection from up high is becoming overly "bureaucratized" and layered and almost "agencied" at the expense of connections to the front lines.*
- *I'm thrilled that the conference will be in-person. Will there be any hybrid opportunities?*
- *Best of luck as you try and nail Jell-O to the wall!*
- *Would like to attend in person but fearful of careless folks; may have to attend virtually*
- *Not really. Just thanks for all your work!*
- *Please include sessions targeted for museum and informal educators*
- *I've always worried that many potential participants cannot afford to come. Yes, we need a critical mass to fill the room block, but some Zoom sessions -- not just keynotes -- would extend our reach. Also: topics should include Exhibits.*
- *Let's be as inclusive as possible! Can we reach out the Oregon Black Pioneers ? What about Cultural centers (not just Museum folk)? I want to hear about their experiences too and how to work together with cultural centers*
- *I appreciated the Roadshow Collab*
- *Would really appreciate any type of virtual components since I am unsure if I will be able to travel during this time*
- *Thank you for everything you're doing to help bring back WMA in person!*
- *Curious if presentation proposals accepted for the cancelled 2020 conference will be revived or if they have to be recreated and resubmitted from scratch.*

- *I'd be most interested in the creative aspects of museums, which was not an option under the conference topics. If those listed above are the only conference topics, I'd probably not attend as most of those do not seem relevant or interesting.*
- *I love the location! It is very convenient for me.*
- *I would really love OMA to be more open to connecting and learning from people who are not affiliated with museums. I was a member a few years ago, and when I would go people were not warm, open, or friendly at all. It made it hard to connect with people, it did not feel safe for me, and I did not renew my membership after that year was up.*
- *Your list of topics above does not include interpretation or education! Nothing about exhibitions, programs, interpretive planning, etc. That is the CORE of what we do as museums, so it feels strange that there would be nothing about it at a conference.*
- *The museum-wide staffing shortage could have implications for physical attendance at a conference. For instance, I currently do not have enough staff to send anyone to a conference and still have adequate coverage of the museum.*
- *Nearing retirement*
- *Looking forward to Portland "in person"*
- *Add sessions about creative aging, ageism in the workplace specific to museum industry, ways we can work collaboratively and well together in an intergenerational workplace environment.*
- *Would prefer vaccine mandates for in-person sessions and clear expectations for isolating. Museums core audience is high risk.*
- *looking forward to it!*
- *No option for wanting to learn about exhibit topics. These are always interesting to me.*
- *I would love to see more Natural History Museum representation, this has been lacking in many regional museum association conferences. Even one workshop or event related to Natural History would get me to attend. I hope to see better representation of museum disciplines in the future, so many associations are arts and culture focused, us science folks feel left out! Also, some representation of preparators and art handlers, exhibit fabrication, collections care and maintenance (boots on the ground work) would also be very much appreciated.*
- *No thank you*
- *Job currently is under restricted travel and I don't see that lifting anytime soon*
- *Could focus conference specifically on the outdoors and the environment. Turn us inside out and away from navel gazing. Zoos and gardens, outdoor sculpture, memorials, museum exterior interaction with urban environments (way to directly address houselessness), climate considerations, metaphorically museums looking outwards into communities and non-museum partnerships.*
- *Thank you for doing this.*
- *Thank you for this chance to provide input*

16. We rounded out the survey by asking "Would you be willing to participate in an interview or a focus group around our 2022 Annual Meeting?" Out of 141 responses, 74 (53%) said "No" and 67 (48%) said "Yes." From those that answered "yes," we gathered their email addresses.



**Emails collected:**

members@iolanipalace.org

chieko.phillips@4culture.org

jkleven@neonmuseum.org

cscilliankennedy06@gmail.com

Allison.campbell@wshs.wa.gov

ajlinn@alaska.edu

johnshaw98520@gmail.com

director@cchmuseum.org

awilson@franklloydwright.org

ijekimovaite@franklloydwright.org

508lauramarie@gmail.com

nadia@atthowe.com

chuck@lennoxInsites.com

bobbie.conner@tamastslitk.org

rengelhardt@museumofglass.org

trlboss49@comcast.net

patti\_wold@nps.gov

dawhatley@cob.org

scomba@pomona.edu

tricia@madsystems.com

mwilmoth@highdesertmuseum.org

redmondbarnett@nventure.com

jafranklin@berkeley.edu

cschuler@franklloydwright.org

daraujo@exploratorium.edu

Linda.Strong@Northwestmuseum.org

jclark.mcabee@lakecountyca.gov  
bt.girnus@gmail.com  
sonja.lunde@umfa.utah.edu  
jay.cosnett@ohs.org  
rburton@famsf.org  
melodysmith.x2@gmail.com  
frank.m.robert@gmail.com  
Ethanroada@gmail.com  
irene.n.rodriguez@cabotsmuseum.org  
drewcu06@gmail.com  
connect@masonbeellc.com  
rcaragher@yahoo.com  
hallys@uw.eud  
matt@jhchawaii.net  
melanie@boiseartmuseum.org  
blshively@mattconstruction.com  
dkmorgan707@gmail.com  
mcheng@fryemuseum.org  
Jka.meyer@gmail.com  
klmm1@cox.net  
JACKIE.A.PETERSON@GMAIL.COM  
Burnsj503@gmail.com  
alan@alchemyofdesign.com  
adrienne@museum-management.com  
ddditter@arizona.edu  
bjguerrero@plpt.nsn.us  
paulette.hennum@gmail.com  
mdunstan@cityofboise.org

agoode@museumca.org  
linde@mopa.org  
kathryn@kathrynowenconsulting.com  
jkhm116@gmail.com  
apeasley21@gmail.com  
justin.strzelecki@skanska.com  
njackson@wshs.wa.gov  
michael@edxseattle.com  
rubinste@triton.uog.edu  
heck\_j@yahoo.com  
sharan@aclafineart.com  
aliciabthomas@gmail.com  
director@hoodriverhistorymuseum.org  
dena.sedar@state.co.us