

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

FULL STAFF SURVEY INTRODUCTORY LANGUAGE

Hello and welcome! We appreciate your participation in this survey. This survey is a part of [Museums Moving Forward](#)'s (MMF) efforts to support greater equity and accountability in museum workplaces through coalition-building, research, and advocacy. Your museum is participating in this initiative and encouraging all staff to share their thoughts and experiences to provide a picture of the overall organizational culture.

Your responses to this survey will be encrypted and kept completely anonymous, and all reporting to the leadership team of your museum will be done in aggregate. Every staff member who completes the survey will also be provided with a passcode to access the aggregate data for your institution.

Your responses will also contribute to a fieldwide picture of workplace equity and organizational culture that will be publicly available in the Spring of 2023. Please check out [this FAQ page](#) to read more about the confidentiality of your responses and how this encrypted data will be used.

Your participation and honest answers will help us get a complete picture of your experiences and insights. The survey takes an average of 7-10 minutes to fill out. Please complete this survey only once.

Thank you for your time and willingness to share your experiences.

SECTION 1: JOB POSITION DETAILS

To begin, we have a few questions about your current museum position, tenure with this museum, and your career.

- 1) **Approximately how long have you been working in the art museum field?**
 - a) ____ years ____ months

- 2) **And how long have you been working at your current museum (this could be the same as the previous question)?**
 - a) ____ years ____ months

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

3) Which of the following best describes your current position level in the museum?

- a) Voluntary (including unpaid internship)
- b) Entry-level
- c) Associate/Experienced (non-manager)
- d) Manager (with one/more direct reports)
- e) Director
- f) Executive/Museum Leadership
- g) Prefer not to answer

4) What type of position do you have at the museum?

- a) Full-time/ Permanent employee
- b) Part-time employee
- c) Temporary employee
- d) Seasonal employee
- e) Paid intern
- f) Unpaid intern
- g) Apprentice / Fellow
- h) Prefer not to answer

5) Which of the following categories does your current museum position fall into? Select all that apply.

- a) Administration
- b) Conservation
- c) Collections Information and Management
- d) Curatorial
- e) Digital Strategy/Web Development (e.g., graphic design)
- f) Diversity/Equity/Inclusion (e.g., in job title/position description)
- g) Education
- h) Exhibition Design and Construction (includes Fabrication)
- i) Facilities / Operations
- j) Finance / Accounting
- k) Food services/Café
- l) Gardens/Grounds
- m) Human Resources
- n) Information Systems and Technology
- o) Janitorial

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- p) Library
- q) Marketing/Public Relations/Communications
- r) Membership/Development (includes Event Planning)
- s) Museum Leadership (includes executive positions)
- t) Preparators/Art Handlers
- u) Public Engagement
- v) Publication/Editorial
- w) Registration
- x) Research and Evaluation
- y) Retail / Museum Store
- z) Rights/Reproduction (includes Photography)
- aa) Security
- bb) Visitor Services
- cc) None of the above

6) Are you employed directly by your museum?

- a) Yes
- b) No, I'm employed by a government agency (e.g., city, county, state)
- c) No, I'm employed by a university or college

7) Is your position endowed?

- a) Yes
- b) No
- c) I don't know

8) Are you a member, or do you have the option of being a member, of a union as part of your museum job?

- a) Yes, I am a union member for my museum job
- b) No, I have the option to be a union member for my museum job but have not chosen to join
- c) No, a union is not available for my museum job

9) How are you compensated in this position?

- a) Annual salary
- b) Hourly wage
- c) Stipend
- d) I have a voluntary (unpaid) position *[Skip to Section 2]*

Next, we have a few questions about how you think about your salary relative to others in your institution and across the field. If you feel unsure about how much others make,

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

please make your best guess.

10) Compared to people at similar position levels (e.g., entry level, associate, manager, executive) in my institution, I think my salary is:

- a) Above others
- b) About the same as others
- c) Below others
- d) N/A, there aren't others in my institution with a similar position level

11) Compared to people at other art museums with comparable position levels (e.g., entry level, associate, manager, director, executive), I think my salary is:

- a) Above others
- b) About the same as others
- c) Below others

We have just a few more questions about salary and promotions at your institution.

12) **[ASK ONLY TO THOSE WHO ARE PAID WORKERS, Exclude Q3=a OR Q4=f OR Q9=d]** Have you ever received any of the following combinations of promotions and pay increases while at your current museum? Select all that apply.

- a) A simultaneous promotion with title change and a pay increase beyond cost of living*
- b) A promotion with title change **but no** accompanying pay increase beyond cost of living*
- c) A pay increase beyond cost of living* **without** a change in title
- d) None of the above

* Please consider ONLY pay increases beyond cost of living or inflation adjustment (typically 2-3% per year)

13) **[IF Q13=a]** How many times have you received a promotion (with title change and pay increase beyond cost of living) while at your current

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

museum?

a) Please specify: _____

14) **[IF Q13=b]** How many times have you received a promotion (with title change but no accompanying pay increase beyond cost of living) while at your current museum?

a) Please specify: _____

15) **[IF Q13=c]** How many times have you received a pay increase (beyond cost of living) without a change in title while at your current museum?

a) Please specify: _____

16) How well does your current compensation from the museum cover your living expenses (e.g., rent, utilities, food, childcare)? My salary is

...

- a) Always enough to cover living expenses
- b) Usually enough to cover expenses
- c) Sometimes enough to cover expenses
- d) Rarely or never enough to cover expenses

SECTION 2: WORKPLACE CLIMATE

In this next section, we will ask you some questions about your museum's workplace conditions and organizational culture. Some of these questions might touch on sensitive topics such as discrimination or other negative experiences. If you don't feel comfortable answering any of these questions, please select "prefer not to answer."

17) Which of the following statements best represent your museum's post-COVID return-to-work policy, as it applies to you? Select all that apply.

- a) I am/will be working in-person only
- b) I am/will be working in a hybrid setup where the museum chooses how many and which days to work from home and which days to work from

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

the museum

- c) I am/will be working in a hybrid setup where I get to choose how many and which days to work from home and which days to work in the museum
- d) I am/will be working in a hybrid setup where the museum chooses how many days to work from home and how many days to work from the museum and I get to choose which days
- e) I am/will be working from home only
- f) I don't know much about the museum's return-to-work plans
- g) Prefer not to answer

18) Please rate how much you agree or disagree with the following statements in relation to the culture of your current museum workplace. [5-Point Likert from Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree]

- a) I believe that I can learn and grow in this organization
- b) I feel burned out in this organization
- c) My manager supports me
- d) I believe performance reviews contribute to growth and/or advancement in my institution
- e) Diversity and difference are not celebrated in this organization
- f) I believe that what I do here is meaningful
- g) The culture of my workplace negatively affects my mental and/or physical health
- h) Mistakes are held against staff members in this organization
- i) I would recommend this workplace to friends and family
- j) I don't feel that I have a voice in decision making in this organization
- k) My institution provides management and/or leadership training for all supervisors
- l) People in my organization are held accountable for discrimination and harassment
- m) I feel like I have to hide some of who I am working in this organization

19) Which of the following statements best reflect the salary sharing

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

practices of your museum workplace? Select all that apply.

- a) My workplace shares the specific salaries of all employees publicly
- b) My union handbook lists salary levels for each job
- c) My workplace shares salary ranges for all positions or levels with employees
- d) My workplace posts salary ranges for each open position
- e) My workplace actively discourages employees from discussing their salaries
- f) None of the above
- g) I don't know

20) In the past 12 months, have you experienced any of the following in your museum workplace? Select all that apply.

- a) My major accomplishments have been acknowledged or recognized
- b) I wasn't given appropriate resources, materials, or time to execute a job task or responsibility
- c) I was given opportunities to do work that will likely help me advance
- d) Someone took credit for my accomplishment
- e) I developed positive relationships with my coworkers
- f) Someone I work with was unfairly blamed or criticized for something
- g) I was unfairly blamed or criticized for something
- h) Another employee yelled, raised their voice, or spoke to me in an unprofessional manner
- i) None of these

21) Have you ever considered leaving your current museum workplace for another art museum?

- a) Yes
- b) No

22) [IF Q22=a] Which of the following reasons made you consider leaving your current museum workplace for another art museum? Select all that apply.

- a) Pay is too low

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- b) Other institutions have more flexible work hours
- c) No full-time work is available in this institution
- d) Opportunities for growth at the other museum
- e) Experiences of discrimination or harassment
- f) Lack of opportunities for growth at my museum
- g) Unsafe working conditions
- h) Positive reputation of the other museum
- i) Burnout
- j) Desire to live in a different town or city
- k) Interpersonal issues with other staff members
- l) Poor management
- m) I don't believe my institution can change for the better
- n) Personal reasons unrelated to my current museum workplace
- o) None of the above

23) Have you considered leaving the art museum field in the past five years?

- a) Yes
- b) No

24) [IF Q24=a] Which of the following reasons made you consider leaving the art museum field? Select all that apply.

- a) Pay is too low in art museums
- b) Other fields have more flexible work hours
- c) More interested in other fields
- d) Full-time work is unavailable to me in most art museums
- e) Experiences of discrimination or harassment in art museums
- f) Lack of opportunities for growth in art museums
- g) Unsafe working conditions in art museums
- h) Burnout in the art museum field
- i) Exciting opportunities in other fields
- j) Interpersonal issues with other staff members are common in art museums
- k) Poor management in art museums

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- l) I don't believe art museums can change for the better
- m) Personal reasons unrelated to art and/or museums
- n) None of the above

The next few questions may be distressing for some staff members. We'll be asking about experiences of discrimination or harassment in your current workplace.

25) Have you felt discriminated against or harassed on the basis your gender, sexual orientation, racial or ethnic background, social or economic status, religion, age, or disability while working in your current museum workplace?

- a) Yes
- b) No [skip to Q32]
- c) Prefer not to answer [skip to Q32]

26) [IF Q26=a] How often have you felt discriminated against and/or harassed while working in your current museum workplace?

- a) Very frequently (e.g., daily or almost daily)
- b) Often (e.g., a few times a month)
- c) Sometimes (e.g., a few times a year)
- d) Rarely (e.g., one or two times total)

27) [IF Q26=a] Which of the following forms of discrimination and/or harassment, have you experienced in your current museum workplace? Select all that apply.

- a) Discrimination and/or harassment based on gender (including pregnancy, gender expression, gender identity, etc.)
- b) Discrimination and/or harassment based on sexual orientation
- c) Discrimination and/or harassment based on race and/or ethnicity
- d) Discrimination and/or harassment based on social or economic status
- e) Discrimination and/or harassment based on religion
- f) Discrimination and/or harassment based on age
- g) Discrimination and/or harassment based on disability
- h) Another form of discrimination and/or harassment
- i) I don't know

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

28) [IF Q26=a] Have you taken any of the following actions in response to discrimination and/or harassment in your current museum workplace? Select all that apply.

- a) I filed an HR complaint form (i.e., in-person or online)
- b) I talked to an HR staff member who is available to employees
- c) I used an anonymous reporting mechanism
- d) I used an employee complaint hotline
- e) I talked to a neutral employee or manager who can communicate the issues to HR
- f) I used a third-party reporting process (e.g., use of an ombudsman)
- g) I used another reporting mechanism
- h) I followed a union-provided grievance process for reporting
- i) I did something else
- j) I haven't done anything in response

29) [IF Q29=a-g] How satisfied are you with how HR and /or the museum resolved your complaint(s) overall?

- a) Not at all satisfied
- b) Somewhat satisfied
- c) Very satisfied

30) If you have experienced any discrimination or harassment and decided NOT to take action in response, what were your reasons? Select all that apply.

- a) I worried about retaliation from people in leadership at the institution
- b) I worried about retaliation from the person who discriminated against/harassed me
- c) I didn't think anything would be done about it
- d) I didn't think anything could be done about it because the person who discriminated against/harassed me is not an employee of the museum (e.g., visitor, board member, artist...)
- e) I didn't know about what actions I could take
- f) My workplace doesn't provide any mechanisms to report discrimination

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

and/or harassment

- g) I always reported my experiences of discrimination and harassment
- h) I haven't experienced discrimination or harassment

31) In your current employment situation, how satisfied are you with each of the following characteristics? [5-pt Likert from 1="not at all satisfied" to 5="extremely satisfied" with no labels for points 2-4 to be comparable to a previous study]

- a) Level of pay
- b) Stable and predictable pay
- c) Stable and predictable hours
- d) Control over hours and/or location (e.g., ability to work flexible hours, work remotely)
- e) Job security
- f) Employee benefits (e.g., health care, retirement)
- g) Career advancement opportunities (e.g., promotion path, learning new skills)
- h) Enjoying your day-to-day work (e.g., good coworkers/managers, pleasant work environment, manageable stress level)
- i) Having a sense of purpose and dignity in your work
- j) Having the power to change things about your job that you're not satisfied with

32) Thinking about the past 12 months in your workplace (or your total tenure if less than 12 months), which of the following 3 emotions do you most associate with working at your museum? Select up to THREE.

- a) Content
- b) Worried
- c) Excited
- d) Sad
- e) Connected to others
- f) Bored
- g) Angry
- h) Hopeful

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- i) Disappointed
- j) Inspired
- k) None of the above

33) What kind of role, if any, do you have in your museum's diversity, equity, and inclusion efforts? Select all that apply.

- a) I personally incorporate principles of diversity, equity, and inclusion in my overall work
- b) I am currently a member of a diversity, equity, and inclusion committee at work
- c) I was previously a member of a diversity, equity, and inclusion committee at work
- d) My position specifically focuses on diversity, equity, and inclusion
- e) None of the above – I am not involved in my museum's diversity, equity, and inclusion efforts
- f) None of the above – I am not clear about how to get involved in my museum's diversity, equity, and inclusion efforts
- g) Not applicable – my museum does not have any efforts towards diversity, equity, and inclusion

34) To your knowledge, has your museum measured the composition of any of the following groups with respect to gender, race, and ethnicity within the last 3 years? Select all that apply.

- a) Artists in the collection
- b) Board and/or trustee members
- c) Staff members
- d) Volunteers
- e) None of the above
- f) I don't know

35) What/Who do you believe has a large impact on your museum leadership's decisions? Please select all that apply.

- g) The museum's mission, vision, and/or values
- h) The museum board's priorities

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- i) Input from museum staff members
- j) The interests of current museum visitors
- k) The interests of the communities around the museum
- l) None of the above/ I don't know

SECTION 3: DEMOGRAPHICS

In this section, we will ask you some personal questions about who you are. We are asking these questions to make sure a diverse group of people participate in this survey. As a reminder, your responses to this survey, including all personal information, will be kept anonymous.

36) In what year were you born? _ _ _ _

37) What is your gender?

- a) Woman
- b) Man
- c) Non-binary/genderqueer/third gender
- d) Another gender
- e) Prefer not to answer

38) How would you define your sexual orientation?

- a) Heterosexual
- b) Lesbian
- c) Gay
- d) Bisexual
- e) Pansexual
- f) Asexual
- g) I don't label myself as anything
- h) Another sexual orientation
- i) Prefer not to answer

39) With which of the following racial and ethnic groups do you identify?

Select all that apply.

- a) African American or Black
- b) East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese)

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- c) Hispanic, Latina, Latino, or Latinx
- d) Middle Eastern or North African
- e) Native American/Alaska Native/First Nations
- f) Native Hawaiian or other Pacific Islander
- g) South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)
- h) Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese)
- i) White
- j) Another race or ethnicity
- k) Prefer not to answer

40) What is the highest level of education that you have completed?

- a) Some high school
- b) High school graduate (high school diploma or the equivalent GED)
- c) Some college/Associates degree
- d) Bachelor's degree
- e) Master's degree
- f) Professional or doctorate degree
- g) Prefer not to answer

41) Do you identify as a person with a disability and/or as neuroatypical/neurodivergent?

- a) Yes
- b) No
- c) Prefer not to answer

Thank you so much for your time and your trust in completing this survey. We'll include details here about how & when to log back in to view your institution's aggregate results.

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

HUMAN RESOURCES OFFICER SURVEY INTRODUCTORY LANGUAGE

Hello and welcome! We appreciate your participation in this survey. This survey is a part of [Museums Moving Forward](#)'s (MMF) efforts to support greater equity and accountability in museum workplaces through coalition-building, research, and advocacy. The [\[Name of Museum\]](#) is participating in this initiative with three parts — a survey with just a few questions for the director, a brief survey for the HR officer, and a survey for all staff about their personal experiences and perceptions of the institution. We would greatly appreciate your participation in both surveys. **This survey is the HR survey about your organization as a whole.**

Your institution will receive a benchmarking report for this survey comparing your answers to the answers provided by your peers in other art museums (in aggregate). Your institution's response will be shared back with you along with a benchmark of the average of all responses; MMF and our research partners will only see these aggregate responses. The information you provide will contribute to a fieldwide picture of workplace equity that will be publicly available in the Spring of 2023. Please check out [this FAQ page](#) to read more about the confidentiality of the responses and how this data will be used.

We expect that the survey will take HR officers an average of 1-2 hours to find all the relevant information for this 18-question survey. To help make this process easier, we are also providing an excel sheet that you can complete at your leisure and then submit [available HERE](#). Please complete this survey only once.

Thank you for your time and willingness to participate in this study.

1) How many people are currently employed by your organization in each of the following categories? Please choose the best single category for each employee if more than one could apply.

- a) Full-Time employee: ____
- b) Part-time: ____
- c) Temporary: ____
- d) Seasonal employee: ____
- e) Paid intern: ____
- f) Unpaid intern: ____

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

In the next few questions, we will ask you to fill-in information about the past calendar year. **Please consider the “past calendar year” to be the recently completed calendar year (2021).**

2) In the past calendar year, how many full-time staff in your organization received an annual salary/compensation of...

- a) Less than \$25,000: _____
- b) \$25,000 – 49,999: _____
- c) \$50,000 – 74,999: _____
- d) \$75,000 – 99,999: _____
- e) \$100,000 – 149,999: _____
- f) \$150,000 – 199,000: _____
- g) \$200,000 – 299,999: _____
- h) More than \$300,000: _____

3) In the past calendar year, how many part-time staff, seasonal staff, temporary staff, and paid interns in your organization received an annual salary/compensation of...

- a) Less than \$25,000: _____
- b) \$25,000 – 49,999: _____
- c) \$50,000 – 74,999: _____
- d) \$75,000 – 99,999: _____
- e) \$100,000 – 149,999: _____
- f) \$150,000 – 199,000: _____
- g) \$200,000 – 299,999: _____
- h) More than \$300,000: _____

4) In the past calendar year, how many staff received a promotion (with title change and pay increase beyond cost of living) that resulted in a salary within each of the following pay levels? ...

- a) Less than \$25,000: _____
- b) \$25,000 – 49,999: _____
- c) \$50,000 – 74,999: _____
- d) \$75,000 – 99,999: _____

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- e) \$100,000 – 149,999: _____
- f) \$150,000 – 199,000: _____
- g) \$200,000 – 299,999: _____
- h) More than \$300,000: _____

5) Over the past calendar year, how many staff members were hired by your organization at pay level:

- a) Less than \$25,000: _____
- b) \$25,000 – 49,999: _____
- c) \$50,000 – 74,999: _____
- d) \$75,000 – 99,999: _____
- e) \$100,000 – 149,999: _____
- f) \$150,000 – 199,000: _____
- g) \$200,000 – 299,999: _____
- h) More than \$300,000: _____

6) In the past TWO calendar years (2020 and 2021), how many full-time regular employees have been hired by your organization? _____

[If zero, skip the next question]

7) How many of those full-time regular employees you hired in the past TWO calendar years (mentioned in the previous question) still work for your organization? _____

8) Are new employees required to sign binding arbitration or confidentiality agreements during their onboarding process (e.g., in an employment letter, employee handbook)?

- a) Yes, for all positions
- b) Yes, but only for specific positions
- c) No

9) Over the past calendar year, how many staff members departed your organization (voluntary or involuntary) at pay level:

- a) Less than \$25,000: _____

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- b) \$25,000 – 49,999: _____
- c) \$50,000 – 74,999: _____
- d) \$75,000 – 99,999: _____
- e) \$100,000 – 149,999: _____
- f) \$150,000 – 199,000: _____
- g) \$200,000 – 299,999: _____
- h) More than \$300,000: _____
- i) *If you don't have this information by salary/pay level, please indicate how many staff in TOTAL departed the organization over the past calendar year: _____*

10) How many of those staff who departed your organization (voluntary or involuntary) over the past calendar year signed NDAs (Non-Disclosure Agreements)? _____

11) Has your organization measured the composition of any of the following groups with respect to gender, race, and ethnicity within the last 3 years? Select all that apply.

- a) Artists in the collection
- b) Board and/or trustee members
- c) Staff members
- d) Volunteers
- e) None of the above
- f) I don't know

12) Which of the following benefits does your organization provide for the following types of employees? Select all that apply.

| | Full-time | Part-time | Temporary/Seasonal |
|---|-----------|-----------|--------------------|
| a. Health insurance (covered 100% by the employer) | | | |
| b. Health insurance (covered partially by the employer) | | | |

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

| | | | |
|--|--|--|--|
| c. Disability insurance (long and short-term) | | | |
| d. Life insurance | | | |
| e. Paid time-off | | | |
| f. Paid sick leave | | | |
| g. Paid family leave (equal to the statutory requirement) | | | |
| h. Paid family leave (beyond the statutory requirement but not including paternal or maternal leave) | | | |
| i. Paid paternal and/or maternal leave beyond any statutory requirement | | | |
| j. Workplace safety protections | | | |
| k. 401k/ 403b/ other retirement funds (with employer contribution) | | | |
| l. 401k/ 403b/ other retirement funds (without employer contribution) | | | |
| m. Mental health coverage (beyond health insurance) | | | |
| n. Employee Assistance Program (other than mental health coverage) | | | |
| o. Dental insurance (fully covered or shared by employer) | | | |

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

| | | | |
|--|--|--|--|
| p. Vision insurance (fully covered or shared by employer) | | | |
| q. Bereavement leave | | | |
| r. Funding for professional development | | | |
| s. Commuter benefits | | | |
| t. Pet insurance (fully covered or shared by employer) | | | |

13) Which of the following statements best reflect the salary sharing practices of your museum? Select all that apply.

- a) The museum shares the specific salaries of all employees publicly
- b) A union handbook lists salary levels for each job at the museum
- c) The museum shares salary ranges for all positions or levels with employees
- d) The museum posts salary ranges for each open position
- e) The museum actively discourages employees from discussing their salaries
- f) None of the above

14) What kind of reporting mechanisms for workplace disputes, harassment, or discrimination are currently in place at your organization? Select all that apply.

- a) An HR complaint form (i.e., in-person or online)
- b) An HR staff member who is available to employees
- c) A union-provided grievance process for reporting
- d) An anonymous reporting mechanism
- e) An employee complaint hotline
- f) A neutral employee or manager who can communicate the issues to HR
- g) A third-party reporting process (e.g., use of an ombudsman)

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- h) Another reporting mechanism
- i) My organization doesn't have any reporting mechanisms

15) In the past calendar year, how many staff (please consider ALL staff members, including Full-Time and Part-Time) have formally and/or informally expressed concern or dissatisfaction related to the following topics:

If you don't track informal complaints, please make your best estimate.

| | Formal complaints (e.g., filing a report or complaint form) | Informal complaints |
|--|---|------------------------|
| a. Workplace culture (e.g., being welcomed/included) | | |
| b. Compensation/Salary | | |
| c. Title/Promotion/Advancement | | |
| d. Racism, race-based discrimination, microaggressions | | |
| e. Gender, sexual orientation, gender expression, gender-based discrimination | | |

16) In the previous question, you reported how many staff members made formal and/or informal complaints about various workplace issues in the past calendar year. How many of these complaints resulted in the following

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

outcomes?

| | Complaints resulted in legal action | Complaints resulted in internal investigation | Complaints resulted in external investigation | Complaints resulted in disciplinary action |
|--|--|--|--|---|
| a. Workplace culture (e.g., being welcomed/included) | | | | |
| b. Compensation/Salary | | | | |
| c. Title/Promotion/Advancement | | | | |
| d. Racism, race-based discrimination, microaggressions | | | | |
| e. Gender, sexual orientation, gender expression, gender-based discrimination | | | | |

17) How many claims were filed with the EEOC (Equal Employment Opportunity Commission) last calendar year?

a) Please specify: _____

18) How many claims were filed with your city or state municipality in the last

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

calendar year?

a) Please specify:_____

Thank you so much for your time and your trust in completing this survey. We'll include details here about how & when to log back in to view your institution's results compared to all HR responses.

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

MUSEUM DIRECTOR SURVEY INTRODUCTORY LANGUAGE

Hello and welcome! We appreciate your participation in this survey. This survey is a part of [Museums Moving Forward](#)'s (MMF) efforts to support greater equity and accountability in museum workplaces through coalition-building, research, and advocacy. As you likely know, your Museum is participating in this initiative with three parts — a survey with just a few questions for the director, a survey of the HR officer, and a survey for all staff about their personal experiences and perceptions of the institution. We would greatly appreciate your participation in both surveys. **This survey is the director survey.**

Your institution will receive a benchmarking report for this survey comparing your answers to the answers provided by your peers in other art museums (in aggregate). MMF and our research partners will only see aggregate responses for this survey across all museum directors. The information you provide will contribute to a fieldwide picture of workplace equity that will be publicly available in the Spring of 2023. Please check out [this FAQ page](#) to read more about the confidentiality of the responses and how this data will be used.

We expect that the survey will take directors an average of 5-15 minutes to find the relevant information for this 3-5 question survey. Please complete this survey only once.

Thank you for your time and willingness to participate in this study.

- 1) **Through what group or fund is your salary as a museum director predominantly (or wholly) paid?**
 - a) The general budget of my museum
 - b) An endowment for a named position
 - c) Another form of endowment
 - d) A municipality
 - e) A university
 - f) Other

- 2) **In your last complete fiscal year, approximately what proportion of your annual budget was allocated to staff compensation and benefits?**
_____ %

MUSEUMS MOVING FORWARD

2022 Survey Instruments for Data Study
designed in partnership with Slover Linett Audience Research and Boston University

- 3) For your last complete fiscal year, approximately what proportion of your organization's revenue was directly contributed by board members?

_____ %

- 4) Do you know the gender, race, and ethnicity of each of your board members?

a) Yes

b) No [skip to end]

- 5) Keeping in mind just your board members who are on the Finance and/or Executive committees, how many members of each gender do you have?

___ Women

___ Men

___ Non-binary/genderqueer/third gender

___ Another gender

- 6) Is your museum part of a college or university?

a) Yes

b) No

- 7) **Display [IF Q6=a]** What's the governance structure of your museum?

a) My museum has an independent governance board

b) My museum has the same board as the university

Thank you for completing the survey! We are grateful for your time and for your contribution to this fieldwide initiative.

We'll include details here about how & when to log back in to view your institution's results compared to all HR responses.