PROGRAM

9:00 AM **BREAKFAST AND EXHIBIT HALL**
Breakfast coffee generously sponsored by The Found Object Art Conservation

9:30 AM **WELCOME AND INTRODUCTIONS**
PRESENTATION OF THE *AWARDS FOR EXCELLENCE*
Awards for Excellence generously sponsored by A.M.Art Conservation

10:15 AM **SPEAKER BLOCK 1**
10 minute speaker presentations

THE PRACTICE OF MINDFUL LEADERSHIP
Dan Yaeger, Museum Search & Reference
Stress. Self-doubt. Burnout. Cultural leadership can be an emotional roller-coaster. But take heart. There's a better way: mindful leadership. Through mindfulness, you can learn how to focus your thoughts, listen attentively, and decide compassionately. You'll become a more confident, effective leader and bring a culture of positivity to your organization -- and yourself.

WHY WAIT FOR THE FUTURE: ADDRESSING THE NOW IN MUSEUMS
Sierra Van Ryck DeGroot, Museum Hue
We often see talks about the future of museums and the future of museum workers, but rarely do we discuss the current issues facing the sector's workforce. Join Sierra Van Ryck deGroot, Deputy Director of Museum Hue, as she highlights some of the issues facing the field and the need for reinvestment in the sector. Museum Hue supports these critical discussions about salaries, wages, benefits, time off, etc. through conversations with funders and earned income to combat these issues. How can workers at all levels advocate for themselves and their colleagues as opposed to just waiting for the future?

THOUGHTS ON SELF-CARE WHEN WORKING WITH TRAUMATIC COLLECTIONS
Jan Ramirez, The National September 11 Memorial and Museum
How do we care for ourselves while caring for collections related to traumatic events? How well were the ideas of "urgent collecting" and self-care understood 22 years ago when New York's museum community rallied to respond to the unprecedented events of 9/11? As Chief Curator of the National September 11 Memorial and Museum, Jan Ramirez has been immersed in the aftermath of September 11: testimonies of personal loss, terror, courage & resilience; memories of 2,983 victims; and the human stories framing countless artifacts, images and audio records that now define this transformative day and the global geopolitics it set in motion. Involved in the Museum's collecting efforts from its inception, hear Jan's reflections on the emerging recognition of self-care as an indispensable "practice" while working with such collections.

CULTIVATING A WELCOMING WORKPLACE (AND RETAINING GOOD STAFF)
Mary Zawacki, Schenectady County Historical Society
Our industry has seen big changes in the last few years, and many institutions are having a difficult time hiring and retaining good staff including curators, educators, librarians, and more. Is it that skilled museum workers are a rarity or is it that our institutions are not prepared to offer employees an attractive, inclusive, and well-paid environment? How many of these challenges are culture-driven? In this presentation, I'll draw on 10 years of experience in leading a small museum to discuss concrete examples of what has worked -- and what HAS NOT worked -- in the search to hire and retain excellent museum workers.

THE MANDALA LAB: CREATING A TRANSFORMATIVE MUSEUM EXPERIENCE
Tim McHenry, The Rubin Museum of Art
Based on Buddhist teachings, the Rubin Museum's interactive Mandala Lab encourages participants to engage with art experiences in order to understand how they can convert the energy that they expend on difficult feelings into insights and wisdom that help manage their lives with greater calm and greater connection. Tim McHenry, Deputy Executive Director of the Rubin Museum, will share his enthusiasm for creating museum encounters to promote self-awareness and well-being for visitors and staff alike.

11:10 AM **FOLLOW THE SPEAKER**
Want to learn more about the topics and projects you just heard about? Pick a speaker to follow for in-depth conversations. Each speaker will host a space.

EXHIBIT HALL AND COFFEE BREAK
Coffee Break generously sponsored by Aria Strategies

OFFICE HOURS (ADVANCE SIGN UP REQUIRED)
5 minute appointment slots

11:45 AM **WELL-BEING ACTIVITY STATIONS**
Take a break and explore our well-being activity stations! Information about available stations and their locations is in your Conference folder.

12:15 PM **LUNCHEON**
Generously sponsored by Humanities New York and the Robert David Lion Gardiner Foundation

12:40 PM **OFFICE HOURS (ADVANCE SIGN UP REQUIRED)**
5 minute appointment slots during Luncheon beginning at 12:40

1:00 PM **SPEAKER BLOCK 2**
10 minute speaker presentations

STAFF, STRESS, AND A MASSIVE WAVE OF UNION ORGANIZING: THE NEW MUSEUM LABOR MOVEMENT
Deborah Schwartz, Deborah F. Schwartz Consulting
Over the past several years workers in over 30 major museums have voted to become unionized, and many others are in the midst of similar efforts. What is prompting this remarkable trend, and how is museum leadership responding? If museum staff has begun to find value in labor organizing how might this be seen as bold and energizing, rather than dangerous and financially threatening? Is it possible there is a win-win in this recent phenomenon? Don't workers deserve a living wage and affordable health care? These questions will fuel our discussion as we talk about the new museum labor movement.

QUIET DANGERS IN COLLECTIONS: STAFF HEALTH & TOXIC COLLECTIONS
Eugenie Milroy, A.M. Art Conservation
GHHN's new publication, the *ABCs of Collection Care* devotes the letter Q in their alphabet of issues to "Quiet Dangers". The brief write-up introduces the dangers that certain collection items can potentially pose to museum staff or visitors. Items like firearms and munitions may seem like obvious hazards, but heavy metals and chemicals like lead, mercury, arsenic, and asbestos form intrinsic elements in a wide range of collection items. There is no need to panic though! A. M. Art Conservation principal Eugenie

Milroy will share her learned experiences in working safely with hazardous collections and introduce a range of resources so you can understand how to protect yourself, your staff, and your collections.

WHY WE PAY OUR EDUCATORS, AND WHY YOU SHOULD, TOO: LESSONS FROM THE CENTRAL PARK CONSERVANCY

Hadas Fischer, Central Park Conservancy

They are known by different names – docents, guides, interpreters. They deliver invaluable educational experiences to museum-goers and serve as key agents of engagement with the public. And more often than not, they work for free. In recent years, cultural institutions across the museum and heritage sectors have been rethinking the common reliance on unpaid labor, which has been challenged internally and externally from diversity, equity, and inclusion perspectives. This talk will present the case of New York City's Central Park Conservancy, which has moved from a model of volunteer tour guides to a staff-based tour program. The talk will examine the results of the transition across four core professional benchmarks: accountability, interpretive standards, diversity, and equity, and will argue that the move to paid labor has resulted in great benefits – for the organization, the public it serves, and the staff's wellbeing and belonging. Learn from our experience, and discover why and how your organization can take the leap too!

RETAINING BALANCE IN AN ODDLY STRESSFULJOB

Lavada Nahon, NYS Office of Parks Recreation and Historic Preservation-Bureau of Historic Sites

Though history is not generally considered to be a stressful line of work, the last few years have seen a marked increase in social tensions, heightened by political hype over the inclusion of Black history and the period of enslavement in the American narrative. How do we accept the "is" of New York history and the world in which we work - and maintain our own sanity and balance? How do we tell what we know without making people feel uncomfortable, when they came to look at pretty furniture and gardens? In this presentation, I will share my story of twenty-five years in the field as a Black historian, the questions I continue to grapple with, and the evolving paths I have used to manage annoyance and anger, and find balance, calm, and some semblance of inner peace.

CREATING A LANDSCAPE WELLNESS MASTER PLAN

Stefan Yarabek, Hudson and Pacific Design

As staff at unique museums that provide inspiration and a respite for our visitor's daily routines, we often neglect to take time for ourselves. By identifying the on-site opportunities to support and invigorate the staff's work day, the museum itself can be enlivened through a healthy environment. Creating a Wellness Master Plan helps sites identify key features of the property that may provide private, semi-private, or shared areas that can serve as staff retreats with functional areas for dining, meditation, and/or exercise.

CREATING CONNECTED COMMUNITY

Kimberly Phyfe, Three Village Historical Society

Trust is built over time. In the museum & non-profit world, we are often short on time and resources. What if you could build trust in the first 10 minutes of every workday? This presentation turns team-building on its head through intentionality and improvisation. You will learn 5 key skills of creating a connected community and leave saying "yes, and!"

2:05 PM **FOLLOW THE SPEAKER**
Want to learn more about the topics and projects you just heard about? Pick a speaker to follow for in-depth conversations. Each speaker will host a space.

EXHIBIT HALL AND COFFEE BREAK
Coffee break generously sponsored by Archival Methods

OFFICE HOURS (ADVANCE SIGN UP REQUIRED)
5 minute appointment slots

2:40 PM **WELL-BEING ACTIVITY STATIONS**
Take a break and explore our well-being activity stations! Information about available stations and their locations is in your Conference folder.

3:15 PM **EXHIBIT HALL AND COFFEE BREAK**
Afternoon coffee generously sponsored by Spicer Art Conservation

OFFICE HOURS (ADVANCE SIGN UP REQUIRED)
5 minute appointment slots

POSTER SESSION: *AWARDS FOR EXCELLENCE* RECIPIENTS
Come hear more about the programs and projects we honored this year!

4:00 PM **CLOSING AND THANK YOUS**
RAFFLE ANNOUNCEMENTS
SEND OFF