



Frequently Asked Questions

What is the purpose of the museum succession project?

The museum **succession** project, in partnership with museum networks across Ontario, was developed to strengthen Ontario's museum sector. The project has three pillars: 1: enhancing governance to further develop organizational leadership to support succession; 2: supporting and fostering inclusive museums with strengthened relationships with their communities to ensure ongoing support, and 3: working with Emerging Museum Professionals, to foster the development of a strong, connected and empowered emerging workforce.

Why has the OMA decided to do this project?

This project is rooted in meeting needs of museums, including those identified through the 2010 OMA member survey, from stakeholder interviews and sector information gathered in preparation for the strategic plan, 2010 – 2015, *Reinforcing Relevance*. This project follows three strategic directions of enabling organizational capacity building of Ontario's museums, encouraging career and professional development and planning for the sustainability and leadership. In addition, the initial results from the Ministry of Tourism, Culture and Sport's Standards review highlighted the importance of supporting governance and community elements, further defining the project.

What will the project do?

There will be governance training workshops in English and French, delivered in partnership with museum networks in different areas across Ontario. Museums that have participated in governance training can take part in facilitated sessions to reinforce their relationships with their communities, and an Emerging Museum Professionals Advisory Committee has been established to empower, support and connect emerging museum professionals through conference activities, professional development, and online networking. These pillars are supported by online resources that project participants have identified as necessary to support museums to be more sustainable, relevant and inclusive organizations.

Who will the OMA be working with?

All interested museums and museum professionals in Ontario, not-for-profit partners including the United Way, as well as the Ministry of Tourism, Culture and Sport and regional Museum Networks.

What is the definition of an Emerging Museum Professional (EMP)? Why is working with EMPs important?

An emerging museum professional is someone in the first 10 years of their professional career. Supporting a strong, empowered emerging workforce that is equipped to meet the challenges of the future and to ensure leadership transition is important for the future success of both Ontario Museums and the OMA.

**Who is leading the project?**

The project is supported by a Project Advisory Committee, made up of museum professionals from across the province, as well as the OMA Secretariat and OMA Council. The Project has a dedicated Project Manager.

How can museums get involved?

Get in touch! Museums can access workshops, resources, conference events, as well as getting in touch with the [museumsuccession project manager](#), or Mary Collier, [Professional Development Program Manager](#).

Who is funding the project and for how long? What will the legacy be?

The project is funded for three years by the Ontario Trillium Foundation. At the end of the three year project, museums across the province will:

- have stronger relationships with the OMA,
- have increased understanding of governance and have governance structures in place to enhance organizational leadership,
- have access to resources, case studies and opportunities to strengthen their relationships with their communities,
- have access to elements of the project that will continue to be available on a fee for service basis beyond the three year funding period,
- have played a pivotal role in developing a vision for success and succession in Ontario museums.

In addition, the Emerging Museum Professionals Advisory Committee will continue to support emerging museum professionals to be connected to each other, the OMA to build their capacity as leaders in the field.

For more information:

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