



NASAA Assembly 2022 Evaluation Summary

The National Assembly of State Arts Agencies (NASAA) convened Assembly 2022 in Kansas City, Missouri, September 22 – 24. 357 participants attended the meeting, out of which 260 were NASAA members. 17% of all peer group session registrants were executive directors, 16% were grants or fiscal officers, 12% were chairs or council members, 13% were arts education managers, 13% were community development managers, 11% were folk and traditional arts managers, 9% were communications managers/PIOs and 8% were deputy directors.

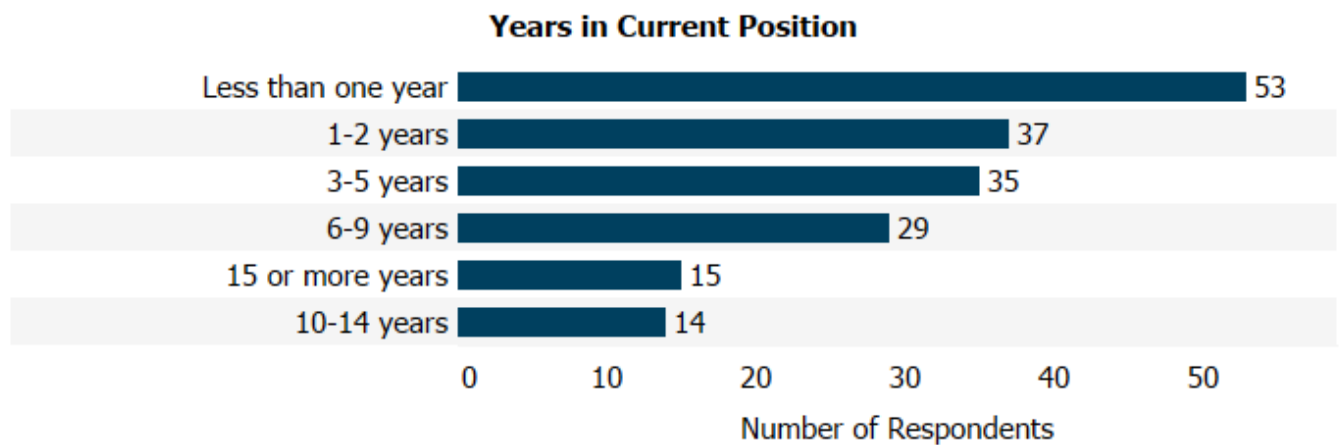
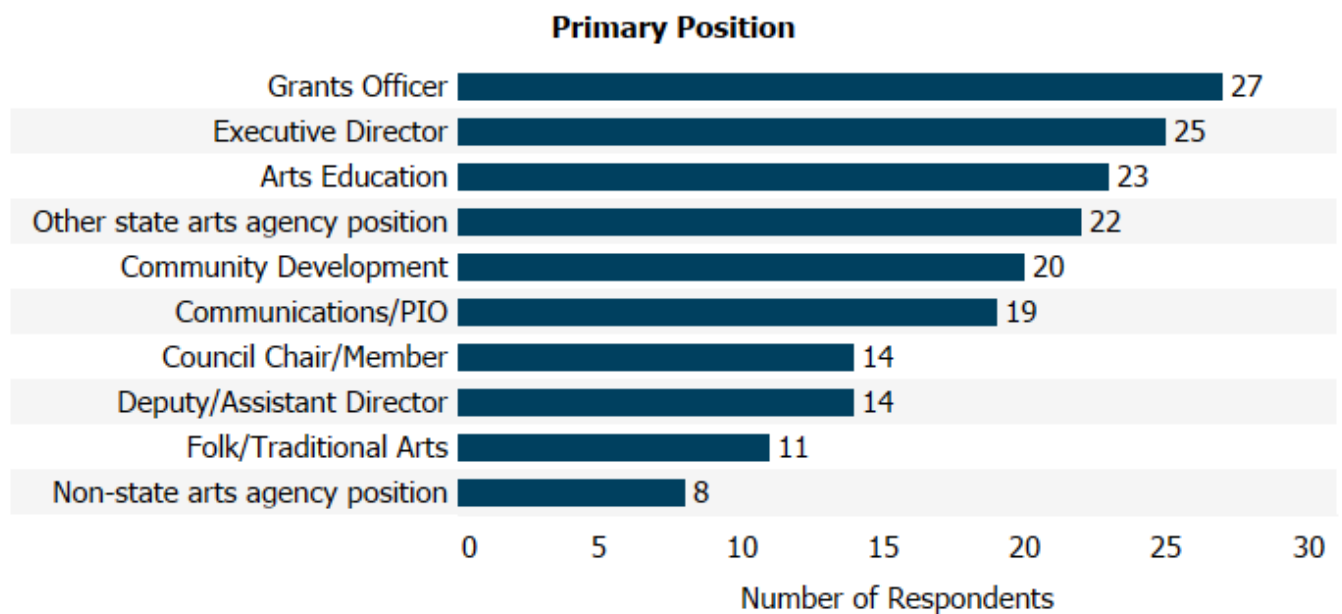
To better plan future meetings, NASAA distributed electronic versions of an evaluation questionnaire to participants. A total of 184 questionnaires were completed, with 176 of the respondents identifying themselves as members. This yielded an overall response rate of 52%, which increases to 68% when considering only NASAA members.

This report contains the key results of the evaluation in tabulations, as well as a complete list of all comments.

Table of Contents

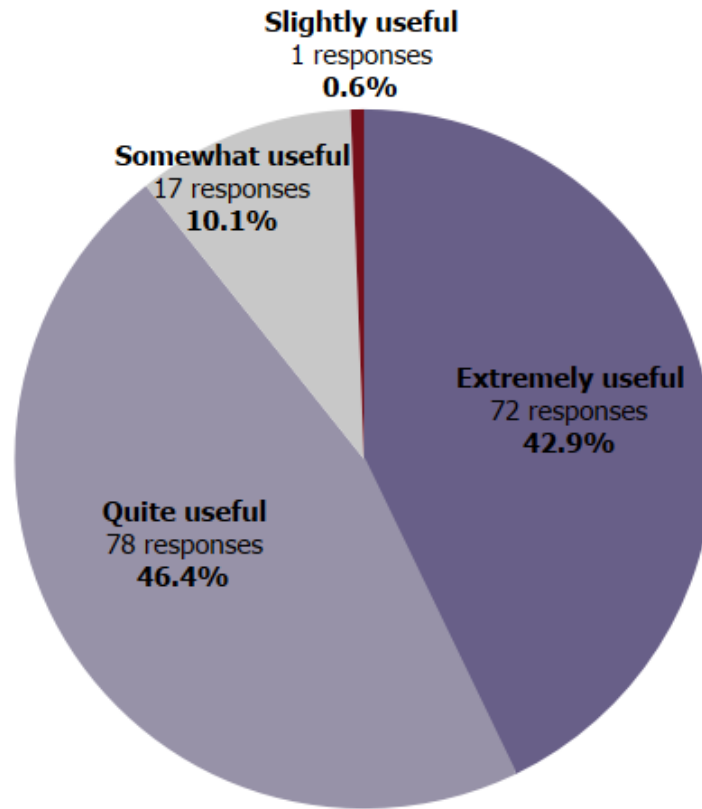
About the Respondents	2
Overall Ratings of NASAA Assembly 2022.....	3
Impact on Participants	4
Session Ratings	5

About the Respondents



The largest group of survey respondents was grants officers, followed by executive directors. A significant portion of respondents were in their positions for less than one year. Almost half of respondents had been with their arts councils for two years or fewer.

Overall Ratings of NASAA Assembly 2022



Ratings by position and tenure

1 = Not useful 5 = Extremely useful

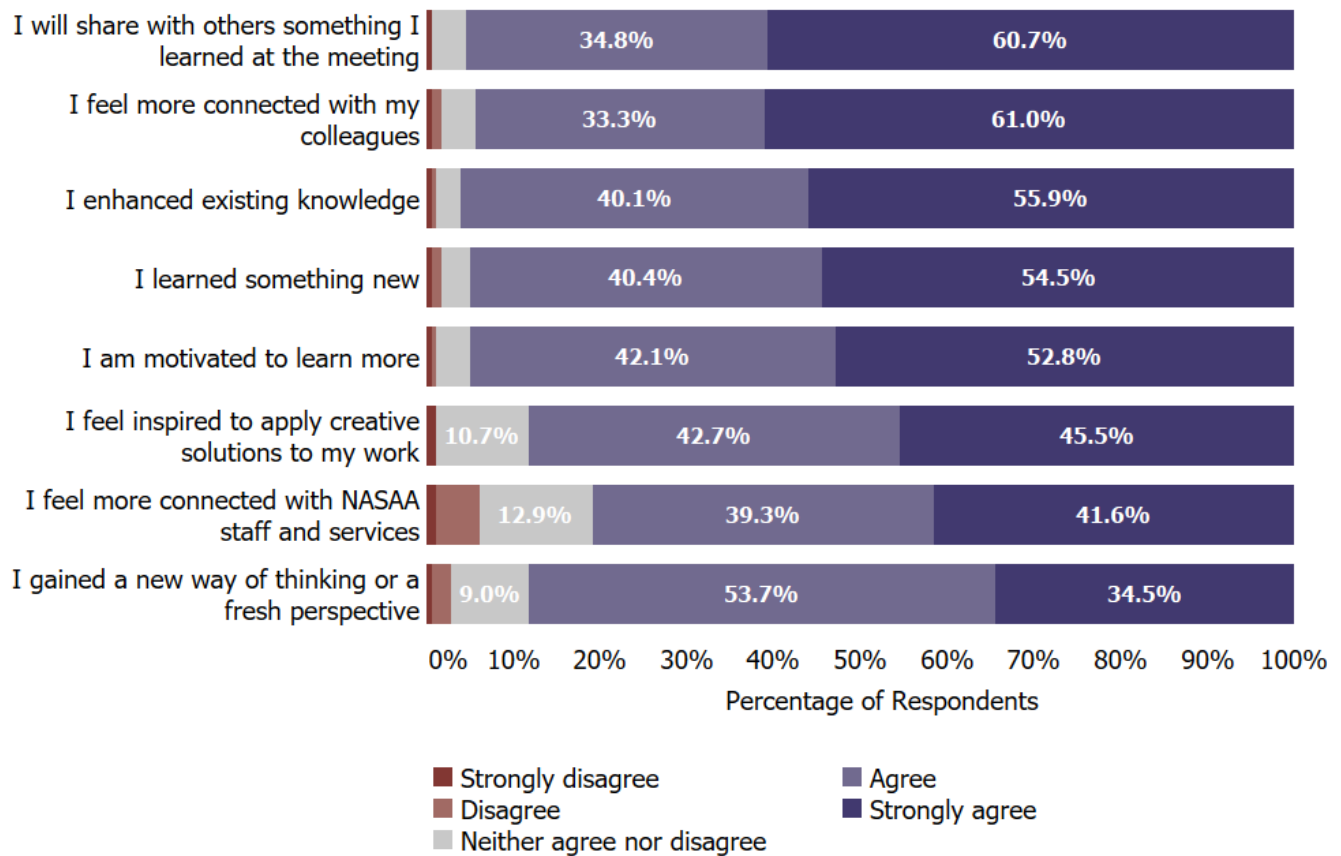
What is your primary position?	Rating	Number of Responses
Arts Education	4.3	20
Communications/PIO	4.1	18
Community Development	4.5	20
Council Chair/Member	4.5	13
Deputy/Assistant Director	4.3	14
Executive Director	4.6	21
Folk/Traditional Arts	4.2	10
Grants Officer	4.2	25
Non-state arts agency position	4.6	8
Other state arts agency position	3.9	19
Grand Total	4.3	168

How many years have you served in the above capacity?	Rating	Number of Responses
1-2 years	4.3	34
3-5 years	4.5	33
6-9 years	4.4	26
10-14 years	3.9	12
15 or more years	4.5	12
Less than one year	4.2	51
Grand Total	4.3	168

Eighty-nine percent of respondents found the Assembly quite or extremely useful. Compared to Assembly 2018, more respondents (+3%) found the conference extremely useful. When using a numerical scale for the overall rating (from 1 = not at all useful to 5 = extremely useful), the average rating of the Assembly was 4.3, which is higher than the overall average of 3.8 from the Assembly 2018 evaluation. Respondents by position and length of tenure all reported relatively similar levels of satisfaction.

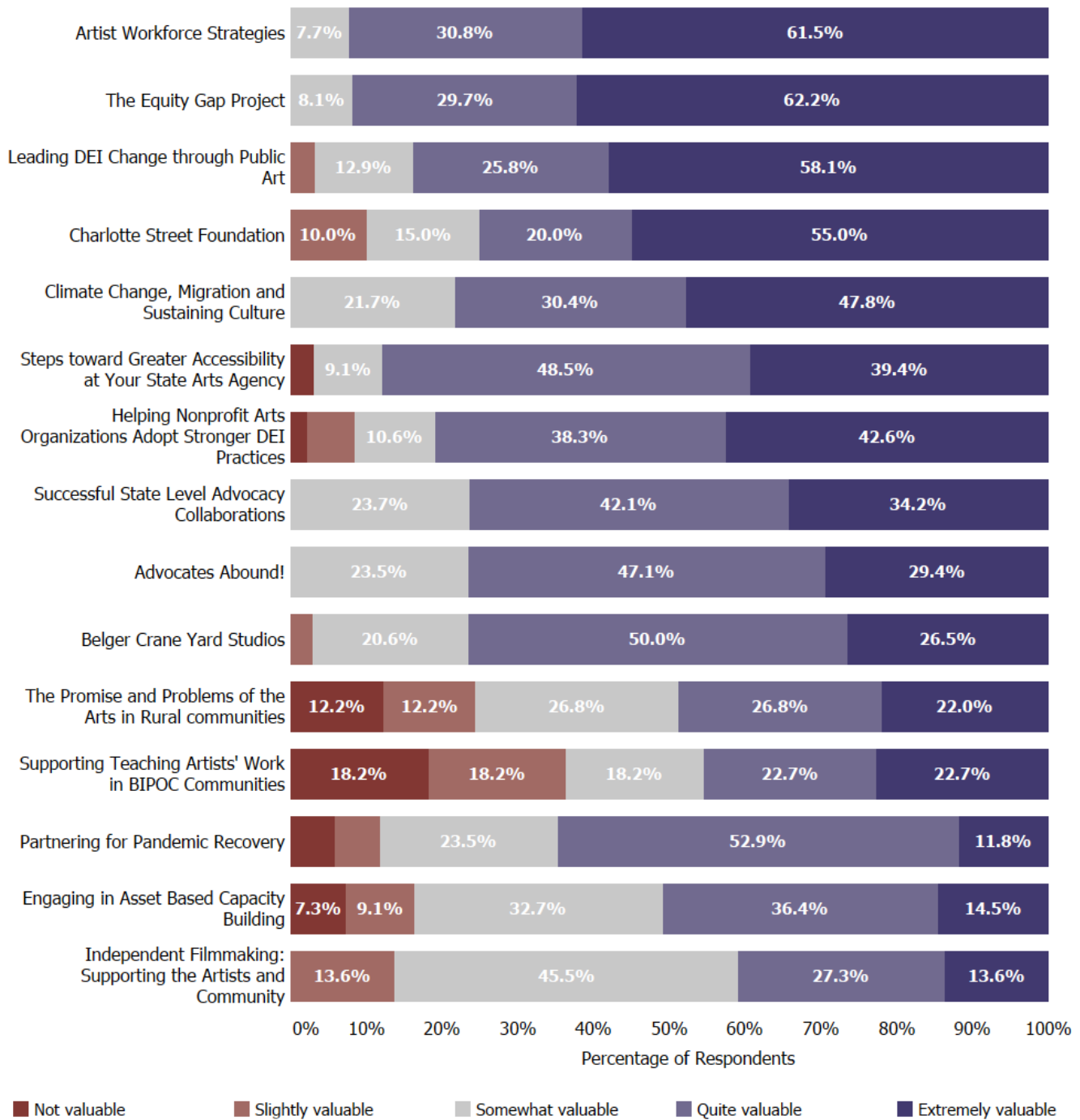
Impact on Participants

Personal statements included in the questionnaire help gauge participants' self-perceptions, knowledge attainment and changes in motivation.



More than 90% of respondents indicated that they somewhat or strongly agreed with five of the eight statements. The statement, "I feel more connected with NASAA staff and services" received a lower agreement rating, at 81%. This year's results are an improvement from the 2018 and 2016 results.

Session Ratings



The bars in the charts above display the ratings as percentages for each session. The lowest average response rating for a session was 4.1, which corresponds to "quite valuable." Most respondents felt sessions were "very valuable" or "extremely valuable." The Verbatim Comments section below provides more detailed session feedback and is consistent with this chart's findings.

Verbatim Comments

The following are verbatim comments from submitted surveys. Respondents were prompted to answer three write-in questions related to sessions and overall experience at the meeting.

Please share any comments you have about specific sessions.

- None
- The sessions were good, but the true value is the peer sessions.
- Had to leave early on Saturday morning. Good conference!
- I LOVE the camaraderie and support at the General Assembly! It was fantastic to connect with my peers in person, meet and chat with NASAA staff, and absorb the art experiences. For the Grants and Fiscal Officers peer session, it would've been helpful to have a bigger room. There were a lot of us and the way the room was set up was not accessible. I know that was a constriction of the space, but just wanted to pass that along. Also, we definitely needed more than 3 hours for our session. :)
- Sessions, keynotes, events were good and valuable. The Supporting Teaching Artists' Work in BIPOC Communities was a bit disappointing as it did not match the description -- it focused on the work of Butler University and its community.
- A little disconnect between what was offered and who was speaking.
- The peer sessions were very insightful for my colleagues and me. While we walked away with new ideas and ways to consider our work, we were also hoping for very specific conversations on grants specifically: allocating grants, conducting grant panels, organizing and streamlining grants, updating questions on grant apps, etc. This was tangentially discussed at each session, but a deeper dive as everyone considers this would be super beneficial!
- The BIPOC teaching artist session didn't address the topic of working with and supporting BIPOC teaching artists. It was a good introduction to a teaching artist's practice, but I didn't need that.
- I was disappointed by the structure of the rural community's session on Saturday. It lacked substance and would have been much better with presentations from our peers. The presenter didn't seem to understand she was talking to knowledgeable SAA professionals.
- Everything I attended was amazing from the topics to the moderators to the panels/speakers; so very timely.
- It would be useful to continue having session for public art program managers and/or a peer session.
- I found some conversations hard to hear and read and would encourage everyone to use the mic. Also encourage presenters to have slides with large font.
- Wish there had been more time for both Thursday and Saturday.
- Live convening was a GREAT way to reconnect with people in the field, and colleagues given it's been so long since we could gather.
- Well run event. Great staff.
- Friday morning grants & fiscal managers was excellent. more chairs! maybe get people to sign up to plan size of room.
- Would have liked to see more networking opportunities not connected with sessions or meals. Would love more tangible hands-on sessions than panel after panels. Would like to see pre-conference for grants officers (and those that manage grants), and artist services. Would like to see a DEI/equity affinity group (like POC). Please coordinate general resources

like food, transportation, and Cultural activities for the benefit of the entire conference. Each pre-conference had its own recs which varied in quality.

- I felt like the conference opportunities for PIO's was lacking this year. I attended for the opportunity to meet others in the sector - but I don't feel like I left learning anything new about my specific job tasks.
- The closing session could use some love. Other than the cool stop-motion video, my SAA felt like we didn't need to be there.
- Beautifully organized conference.
- Survey needs a place to comment about peer sessions Grants Managers needed more room space & a microphone. Also, rooms too close together as you could hear other rooms conversations and couldn't hear your own. They need more time in schedule to discuss topics perhaps the day before. Lots to cover in a short time.
- Disappointed that there was no Public Art peer session.
- Thank you for organizing a Public Art session, I would love to see more opportunities for public art administrators through NASAA. As the only person working with public art administration in my state, it would be very valuable to me to have that cohort. All the sessions I attended were very interesting and I took a lot away from them.
- "I really wanted to attend the ""Artist Workforce Strategies"" session but sticking around another day for a one-hour session didn't seem worth my time. Maybe have longer sessions or workshops on Saturday to encourage people to stick around?"
- While I did not find the Charlotte Street Foundation session to be particularly valuable in terms of new knowledge or professional growth, it was a fantastic and rewarding site visit.
- "I was disappointed by the sessions ""Supporting teaching artists' work in BIPOC communities"" I thought the description of the session was not in line with what was discussed or not discussed during the session. "
- The Promise and Problem of the Arts in Rural Communities could have been more developed. With only 1 hour, I understand there are limitations, but I walked away feeling like I didn't get any tools or strategies or new information.
- I wish there would have been more examples or recommendations for working with rural communities, specifically in the public art realm.
- The rooms that Saturday sessions were held in as well as the Friday peer groups (third floor) were incredibly small. Each one I attended violated the room's fire code for maximum people in attendance. For instance, the Saturday Equity Gap had over 50 participants in session, despite a sign in the room saying the room had a maximum occupancy of 45.
- The Charlotte Street Foundation visit was superb. I was amazed. I always appreciate advocacy sessions
- The Equity Gap Project had the room excited with idea sharing, questions, and everyone appeared to really want to learn more about the project so they could implement some or all the ideas for their organization.
- Great to hear from colleagues!
- Capacity Building had some nice stories, but they did not provide transferrable tools for those of us who cannot participate in the Engage program. Unfortunately, due to travel schedule I could not attend Friday or Saturday sessions.
- This isn't listed as a session, but it was great to have the Friday morning sessions devoted to conversations among my peers. I have never spoken with that much depth to a group of other council board members. It was great to hear we all deal with similar issues and hear some new strategies for success.
- "The session, ""Helping Nonprofit Arts Organizations Adopt Stronger DEI Practices,"" missed the mark in terms of what was described in the title + description vs. what it actually was. I

did not walk away with any new info on how to help non-profit orgs adopt stronger DEI practices. The session wasn't more than three SAAs talking about how they've created DEI plans. The facilitator for that session, however, was fabulous --- I almost wish she would have done the entire session herself!"

- It was a great first experience!
- I'd love to continue to learn more about the Equity GAP Project and how the research plays out for OAC over the coming years.
- The accessibility session was by far the best session I attended for the NASAA portion of the conference. I really wanted to gain a lot from the Supporting Teaching Artists going into BIPOC communities, but it felt like the name and description did not match up with what the panelists were told to prepare (and what Butler does, as they bus students in and onto campus, rather than going to the communities themselves). It felt more like a conversation around what Teaching Artistry looks like, rather than the specifics of what the description was. They all seemed like lovely panelists, but just didn't focus on what we as participants were given. It is an extremely important topic, and I hope to see this again in the future, with a clear and specific focus on the topic.
- 3 hours for the off-site Friday sessions was too long.
- The Friday field trips could have been an hour shorter. It was fun though! Saturday session on Rural Arts was really a storytelling activity, it was not informational at all.
- I found the chairs and members session on Friday to be extremely valuable. It was my first experience with a world cafe.... questions and conversations.
- The filmmaking session was useful but felt a little thin in content.
- Very well organized, I learned a lot.
- The conferenced exceeded my expectations. I greatly enjoyed attending and participating. I feel inspired and strongly connected to my peers. I hope that NASAA will continue to support public art and arts in the built environment in future programming and peer sessions!
- "The Session ""Helping Nonprofits Adopt Stronger DEI Practices"" was very useful, but not really on topic. It mostly focused on ways SAA's were doing the DEI work themselves; of course this helps the sector, too. Just sayin -- didn't hear examples of actually helping an arts 501c3 do this work. "
- Rural Communities. Being new to my Agency I appreciated the information about the Action guide by the Governors Assoc. I was very disappointed that the largest part of the session was spent on listening skills and how to share stories. There was no mention of best practices, success stories or lesson's learned.
- The Equity Gap Project session was incredibly useful and informative! I was part of the DEI in Public Art panel on Friday, so my rating might be a bit biased. :)
- While I had scheduling conflicts from the very exciting NASAA sessions, I did appreciate the opportunities to connect with SAA/RAO from across the country during the week, and I was excited to hear the keynote from NEA Chair Jackson. Thank you.
- "The Thursday session about ""Asset-Based Community Building"" was *specifically* about the Engage program offered by the M-AAA, and I would have loved to know more about that, but the presentation was halfway over before I figured out what they were talking about. I felt like I'd come in on the middle of a session - not starting from the beginning."
- "The ""Supporting Teaching Artists' Work in BIPOC Communities"" session truly missed the mark. I sat through almost an hour and a half of the session, and it was entirely NOT focused on what the title indicated. The focus seemed to be on the sustainability of the careers of the TAs on the panel, and the two TAs that were most vocal were not BIPOC, nor did they ever speak about working in BIPOC communities. "

- I wanted to love the BIPOC teaching artist session, but it was unclear what the arc of the three-hour session would be, and I didn't feel that the presentation, and the talking to the TAs was particularly valuable. Didn't know what I was supposed to get from the session, so I left and went to the Nelson Atkins Museum. I thought the Equity Gap project was amazing, and could have DEFINITELY used a three-hour session, where after the presentation, we could have done break out groups, brain storming, sharing, etc.
- Due to budget deadlines back home and scheduling of other meetings I was unable to attend any sessions. My staff participated fully and brought back a lot of useful insights and made contributions to some of the panels.
- I expected something different from the pandemic partnerships presentation but went away with useful information to share about collaborations and our Creative Economy efforts in our state.
- There wasn't time to do both the tour of the facilities AND chat with artists in residence at Charlotte Street Foundation; I would have loved the time to do both.
- "I attended ""The Promise and Problems of the Arts in Rural communities,"" and I wish it had had more detailed information. Midway through the session we did a ""yes, and"" exercise that seemed superfluous. I'd rather have more hard information to apply to my own work."
- Supporting Teaching Artists' Work in BIPOC Communities- Didn't much advice about specifically supporting teachers who are teaching in communities where the artist looks or speaks differently than the people they are working with. The panelists were nice and engaging, but this session really lacked direction. At The Promise and Problems of the Arts in Rural Communities we focused on listening exercises which is certainly a good practice, but not just with rural communities. I wanted to hear case studies and did not.
- I participated fully in the Arts ED PDI, Accessibility Peer Conference, and Friday morning Peer group sessions. It was a GREAT week, but it left little mind space to attend general NASAA sessions.
- Even though each room was equipped with a PA, sound was consistently an issue. Presenters and participants often shrugged off the request to use the mic. Accessibility was an issue in this case, and I witnessed many people express frustration from not being to hear who was speaking in the sessions.
- The tone of the ED session on Polarized Landscape was challenging. I fear that if my chair had been present, my agency would not be in NASAA. I think the discussion is about eight years behind when I needed it, and the handwringing by people afraid of 'them' is disturbing. There was great information, but it was not a good example of building understanding. I'm worried it increased division.

What was the best thing about this meeting?

- Meeting colleagues!
- Being together and finding time to connect with peers, established and new. I appreciated the extra time in the schedule for networking, or just to have a little extra personal downtime to unwind from the higher level of engagement.
- Connecting, networking
- Networking with peers from other states.
- Getting to connect with colleagues that are doing similar work in all the other states. Also being able to pass on knowledge and learn new things!! That knowledge exchange was super valuable!

- Connecting with peers from all across the country and hearing their similar experiences - helping me feel less isolated.
- Meeting colleagues and learning about best practices happening in other states and territories!
- The best thing about this assembly was reconnecting with colleagues after such a long time. It is inspiring and motivating. Thank you NASAA staff for making this happen and the good hospitality. It was a pleasure to discover Kansas City.
- Camaraderie, sharing and the city
- DEI sessions
- Hearing how others have adapted / refreshed over the last 2 years.
- Dialogue with colleagues
- Seeing and networking with colleagues.
- Meeting peers I've worked with from a distance during Covid.
- Meeting and connecting with colleagues face to face for the first time.
- Meeting state art agency staffs and collaborators in person for the first time! Hearing from Dr. Jackson. The People of Color Affinity Group was extremely valuable.
- Meeting my peers.
- Networking.
- Meeting fellow colleagues and learning what they are working on in their state agencies
- Feeling like I found my tribe.
- With our office being primarily remote, it was actually really nice to be spending time with my colleagues and to learn - and socialize! - together. Having the opportunity to get to know each other on a human level too is so important to our work and overall relationships. The sharing of challenges and ideas amongst various SAAs in the session was really inspiring and really got us all amped and re-energized about our work and opportunities ahead.
- Many opportunities to connect with colleagues.
- Meeting and collaborating with colleagues.
- The opportunity to learn from colleagues.
- Peer sessions.
- The bran trust of people assembled and their unique experiences.
- Meeting people from around the country. Grants Management workshop.
- ideas! Comparing notes with peers at other states.
- The ability to network with peers.
- Meeting with colleagues.
- NEA chair meeting.
- Meeting, hanging out with, & sharing ideas with new colleagues.
- The best thing about The Assembly was engaging with colleagues and learning together.
- Connecting with my peer group and other colleagues in my affinity group.
- Seeing and connecting with people again.
- Nice job getting out of hotel for Charlotte St. Good to see something in the community. Reconnecting in person after an extended time.
- The featured artists.
- NEA updates.
- Connecting with others in State Government.
- Meeting colleagues and learning more about the culture of SAAs (I'm new to the work). I appreciated that there weren't programs over meals. It's nice to talk to colleagues during this time.

- Seeing how equity and intersectionality was a thread throughout the conferencing and intentional part of the discussion in the breakout sessions.
- The Artist Presentation was really wonderful! I could have listened to him for a much longer time.
- Seeing colleagues and reconnecting. The DEI session was wonderful as was the artist showcase.
- The peer sessions.
- New ways of doing old things.
- Getting to meet with my colleagues from other states and learn about their work, pre-conference with CDC.
- Camaraderie among other agencies/staff. The Accessibility Peer Group meeting had a lot of tangible takeaways, and I was able to connect with peers in the field.
- The opportunity to learn more about how other state arts agencies function, what kinds of programs they offer, what challenges they're facing and what creative solutions they're employing.
- Opportunities to connect with colleagues.
- Networking and knowing the issues I'm dealing with are similar to other states. My state is not alone...I am not alone! As one with gluten and dairy allergies - a special and huge thank you for labeling the provided foods with the allergies and making an effort to provide options!
- Connecting with my peer group.
- I deeply valued the greater connection and new skills and ideas I gained by meeting with my peer group.
- Re-affirmation of the NASAA community.
- Networking.
- Getting to meet and network with other agencies was amazing. It broadened my perspective on what other states and jurisdictions are dealing with and how it relates to our state. I also enjoyed the sessions where I got to learn about new topics that relate to our work in arts agencies. I feel like I get to look at my work with a fresh perspective!
- Getting to network with colleagues.
- Building and expanding community.
- Peer session.
- New connections and deeper connections with the people I've met over Zoom.
- Networking - asking questions, getting answers.
- The peer session was incredibly valuable and hearing and learning from people that do the work I do was wonderful. I came away with many ideas and many people that I look forward to following up with.
- Getting to hear and share strategies that have been both successful and unsuccessful in your state.
- EVERYTHING! This was my first assembly 😊
- I liked hearing about what other agencies are doing and the similarities and differences in our processes. The feeling in the room during the roll call (it was my first time) was that of comradery, fun, excitement, pride, and fellowship. Having sessions specifically directed towards positions.
- Engaging with others
- I appreciated the Advocacy session. I also really enjoyed the Community Development Friday morning peer session.
- Seeing people again and networking! It is so vital to our work.

- The peer sessions were amazing in terms of connecting with my network and sharing resources. The CDN peer group is an incredibly valuable and welcoming group. They made the conference for me. I also enjoyed the reception at the Jazz Museum, particularly the live music, and the Chickasaw Classical Composer presentation. Highlighting artists was a strength of this assembly.
- Learning about new things SAAs are implementing.
- Connecting with colleagues and learning of the share experiences. Providing those connections both individual and in groups that allowed for ideas and knowledge to be shared that will help my work with my organization.
- Reconnecting with our peers from the other states as well as the NASSA staff. The plenary sessions were very good. Having a chance for conversation with others to hear about the challenges and successes they have experienced in the last four years.
- This was my first time attending a NASAA gathering, and I did not know what to expect. I found the whole thing really rewarding and I learned a lot (which sometimes doesn't happen at big conferences). I gained a new depth of knowledge about the relationships between arts agencies and advocacy groups that I will carry forward in my work with the board I serve on.
- Sharing with colleagues and networking.
- The meeting was well organized, and the content was valuable.
- Kansas City was an unexpected delight! I wasn't sure what to expect in terms of the location chosen, but the city and its cultural spirit really impressed me. I encourage NASAA to continue this pattern, i.e., selecting host cities and regions that offer something beyond the expected. Easy to say, difficult to do! The pacing and cadence of sessions vs. breaks seemed just right (a major feat!). I enjoyed the downtime between sessions and events. Everything flowed lovely.
- Time to connect with colleagues. I am grateful that there was some level of open structure to the conference.
- The chance to meet and discuss with people who have similar goals and obstacles as me. I particularly loved the peer session.
- Great to reconnect after so many years apart!
- Meeting so many people with like-mindedness and learning and sharing with them. Also, the Chickasaw composer was outstanding!
- Art Education PDI.
- Puerto Rico standing ovation!
- I was a new attendee and appreciated the opportunity to meet in person to connect and learn more from NASAA and colleagues around the country. There were a number of connections I was able to make with individuals doing similar work in other states and I would not have been able to have those connections/conversations in a zoom meeting.
- Connecting with other arts administrators.
- convening with smart, dedicated arts supporters.
- Peer session!
- Meeting with colleagues and peer network.
- There is nothing better than being together in one space with our national colleagues. The energy alone is sustaining! In particular, the peer network sessions were substantially valuable - both for their content, and for the ability to deepen relationships with others engaged in this work. The CDN visit to Englewood was, without doubt, one of the most informative and inspiring site visits I've ever attended. And shout out to the Downtown KC Marriott - the accommodations and the buffet meals were exceptional.

- The amount of time we were able to mingle-- I feel like I got to know so many people because of the open times to chat and discuss. I also am just obsessed with the presentation of Art Access-- it had just the right amount of background information and question and answer time. It truly felt like a dialogue with the presenters, as opposed to a lecture, which I really found valuable.
- Seeing colleagues, including my own agency's staff!
- Collaborating with colleagues.
- Seeing colleagues
- Seeing everyone in person and networking.
- Friday's three-hour session with other board chairs. Invaluable gathering and the reason I would ALWAYS recommend we are in attendance.
- Reconnecting with my colleagues. Arts Ed - we had a good discussion about grants, & panelists and accessibility (online grant applications) and would like to cover this more since we all do it.
- This was my 1st NASAA Assembly thus gaining a much better understanding of how the organization works to promote the arts is extremely beneficial. Sharing ideas, what has worked and what didn't excellent. We are not alone.
- The affinity meetings
- Just being together as a whole, in smaller breakouts, or one-on-ones.
- The people I met.
- Great location. Opportunities to network with peers.
- Connection with my arts education peers.
- Reconnecting with everyone and recharging my batteries!
- Connecting with other professionals in person, especially those working on public art commissions at the state level.
- Being together, learning about inspiring work from around the country despite the barriers/parameters, especially DEI work. Hanging with my own people, connecting with others in our region. Hotel room was excellent.
- The opportunity to see other agencies and listen to their struggles and successes. Overall positive vibe. Very well organized from the venue to the events. The food was fantastic and yet a little different.
- The energy of all the people.
- Seeing the EDs I already knew again and meeting many for the first time in-person. Also, having my staff there and them experiencing for themselves the fact that SAAs across the country are all talking about how to do more equitable grantmaking.
- Having a chance to talk with others in my position at other SAAs.
- Some of the downtime between sessions. I was able to have lunch on Friday with someone from NY and from MT, and we had an amazing conversation.
- The POC Affinity meeting was resourceful and really engaging. Excellent content and framing. I felt deeply connected to a strong community of brilliant peers.
- Discussions on DEIA/IDEA.
- Connecting with colleagues after 4 years!!
- I really appreciated the opportunity to connect with colleagues during this conference. The informal networking opportunities and networking luncheon were valuable to ask specific questions and have more individualized conversations.
- Getting to meet people at NASAA and Mid-America Arts Alliance with whom I've worked virtually for years
- Getting to meet and connect with staff from M-AAA, NASAA, NEA.

- The whole experience - I feel recharged
- The ability to see the wide breadth of individuals engaged in this work throughout the nation.
- It was great to be back together again in person - and I was so glad to see so many new people in attendance. As always, NASAA created a space for people to connect and learn. I am so thankful to the NASAA staff for all you do for the state arts agencies across the country!
- Chair Jackson talk.
- Understanding that I'm not the only person doing this work--a heavy lift across the entire nation.
- Meeting NASAA staff!
- Meeting people in the same position as me from agencies around the country. I hope to have a chat again to continue our discussions from the peer groups.
- I enjoyed learning more about arts programming in other places. We seemed to have similar struggles, triumphs, needs, etc. So, it was great hearing from other attendees as much as I loved the presenters' content.
- Meeting folks in person and finding colleagues that face similar challenges and opportunities.
- Getting to ask questions to our job-alikes in person! Exploring the creative spaces in Kansas City. Networking, inspiration, shared purpose. Making life-long connections with others around the purpose of connecting the arts with living.
- The peer group sessions.
- Being with other grants officers and artist services people.
- Getting to connect again in person with colleagues and sharing ideas as well as frustrations.
- The opportunities to connect with, and learn from, other arts administrators across the country.
- Meeting folks in similar roles around the country.
- Meeting with and connecting with peers.
- Creative, fresh programming.
- My peer session (Communications Managers/PIOs) was excellent. The session, tailored to the work I do, allowed me to meet with my peers and learn what they're doing to meet our common challenges. I'd love a preconference session with this group next time.
- Networking and meeting other state agencies.
- The times we have to simply BE with our colleagues from across the country and compare and contrast our work is HUGELY valuable. I always leave our NASAA assembly with new ideas and ways to push my work forward.
- The food! Jk, though I did enjoy that part very much. The best part was meeting my colleagues from across the States for the first time. Very inspiring to hear from the leaders who have been engaged in this work for many years.
- Connecting with colleagues in similar roles.
- Peer-group meetings.
- Reconnecting with colleagues.
- It's great seeing everyone together and exchanging ideas. The deputy/assistant director gathering was incredibly valuable and well organized. Great exchange of ideas and perspectives, decent-sized group.
- Connecting with colleagues and learning how they are addressing the same issues we have. It was also so nice to feel like I was a part of a community.
- Being together again. The peer session.

- The time to connect with colleagues and hear about experiences. The composer session was extraordinary.

What about this meeting could have been improved?

- The folk arts sessions I attended were fantastic, but the general sessions were not quite as informative.
- Other than my peer session and the rural session, I struggled this year to find content that felt as relevant to my work. More time for networking and idea sharing would have been helpful. Also I appreciated sessions that were engaging versus those that felt more like a lecture/panel. More of these types of opportunities for engagement would be greatly appreciated!
- More time between sessions.
- Definitely the space setup. There were a lot of us and the room was cramped and small. Unfortunately, the setup wasn't accessible either.
- There were not enough seats in every session. Considering COVID, it would have been nice to see a lot more gaps and chairs. The Peer Grant session was in a room way too small. Considering that most of us are ADA officers, it was unsettling to be in a room where we were over capacity. I suggest in future years making sure all peer sessions are in larger rooms, or asking at registration for people to select their peer group so the rooms are rightsized for that.
- Nothing besides comments re: session.
- Busses.
- Every session can be listed / included in the booklet (noting by invitation only, if applicable). This supports planning without toggling between the booklet and emails / calendars.
- Center BIPOC organizations and teaching artists in the conversation.
- List speakers for sessions in the program.
- More artist presentations during plenaries! I would have liked a better session on how states are serving rural communities.
- Less time overlap between some of the off-site sessions and on-site sessions. Also offering some of the topics on multiple days as many of us wear multiple hats and would like development in each area instead of having to choose.
- Perfect!
- I did feel we were packed in very tightly and would encourage set ups that have tables and chairs to accommodate laptop note takers.
- Lobby signage in the hotel. A more accessible hotel.
- The hotel related issues. Insufficient space or seating in many of the sessions.
- More informational sessions and trainings.
- Longer amount of time for sessions- especially peer sessions.
- Need more intense conversations about difficult subject matter that's aimed at the truth of our stark realities.
- Organize events for people who are new to NASAA. Or for specific focus - like grants, programming to meet and network.
- Public art peer group! peer group small cocktail parties or coffees so you can meet others working in the field? survey everyone ahead of time for dietary needs (vegetarian, vegan, kosher, dairy free gluten free allergies) then give those results to caterer so that food

reflects people's needs. be sure food is then labelled so folks don't get sick. name tags need bigger text. someone suggested a ADA p man to be sure conference is accessible. Thank you!

- Coordinated resources for staying in KCMO (things to do outside of conference hours).
- Area of meeting could have been more accommodating, and workshops geared towards the territories.
- More programming. I feel like this was more just an opportunity to look at local arts orgs and speak to a few leaders. I didn't feel like I learned much of anything new at the conference.
- Light snacks available in between meals. And some more variety with the coffee cart.
- Safer pandemic-times seating should have been provided. All meeting rooms were too crowded. Some sessions were over capacity, some peer sessions were so crowded furniture had to be removed from the room.
- Reception - Negro Leagues Baseball Museum was not open, American Jazz did not have gift shop open, only one bar, and not realizing where the Blue Room was located. Some rooms did not work well - too loud. See notes on prior page about Grants Managers sessions. Would have liked to see the film after breakfast instead of waiting until later in day when individuals had left.
- Not being crammed together! Especially, now.
- Develop more peer groups.
- There were some sessions that I wanted to attend that were at the same time, but this is always the issue with conferences.
- I would love electronic copies of the presentation.
- I think these meetings are beneficial even to people who don't have cohorts, and especially to people who are new to state arts agencies to understand the larger scope. And I still was able to meet a few peers in public art or artist services since they were there to present. It might be nice to have a more concerted effort to connect people in those fields specifically during those meetings, especially since there are fewer national wide meetings for those fields and definitely not anything else for individuals providing public art services on the state level. It's a very specific field and it seems like it could be very beneficial to the work we are trying to accomplish. Thank you so much!!
- Shuttles to the opening reception did not run constantly as noted in the schedule materials. The vegan offering for food need to include some proteins.
- More social activities to promote networking/ getting to know peers. More sessions that are valuable to Comms/PIO people.
- Longer programming on Saturday to encourage people to stick around; not worth it for only a 1-hour session. Friday had a big chunk of time with peer sessions, but since Accessibility isn't recognized, I had three hours with no programming.
- Communication about shuttle buses (destination signs on buses on Friday).
- I thought it was a great conference!
- Shorten the length of the site visits. Although I enjoyed getting out into Kansas City, the site visits were at the tail end of busy days.
- Perhaps a more contextual approach to programming around the overall relationship of the intersectionality of our current landscape.
- A Public Art Peer Group would have been extremely useful.
- I know my colleagues in my agency had talked about how they had wished we would have been able to have a meeting with the states in our area (i.e., Indiana getting to have a meeting with all of the Arts Midwest states).
- Overscheduled. Not enough peer groups. Not enough time for socializing. More roundtables on current issues.

- More interactive sessions.
- More time for conversation.
- Encouragement for stretch breaks in the longer sessions!
- I did not feel very connected with NASAA staff. Not enough bathrooms and snacks. I was always trying to find food and the hotel was so expensive!
- The Friday afternoon session was very long. While not a major issue, I would be interested in spending that time in two different sessions to continue to hear different perspectives.
- The formality of the sessions. They were more conversant in nature. I only had one session where I could follow along with presentations and walked away with handouts.
- Slightly more about how we can partner together as individual states/regions
- I was in the grants admin session. The session should have been in a larger room. I am not sure why it wasn't counted / estimated after registration that there would be too many people for that size room. We had to spend a lot of time at the beginning just arranging the room so we could fit. It was definitely not accessible which as the National Assembly for State Arts Agencies this should be a priority, and I do believe it is. I was really looking forward to this session, and feel like the presenters were prepared. It felt like the room was way too small for that many people and did not have enough time for this group to really get deep into discussion / solution time.
- NA
- I attended the F&T Arts peer group pre-conference and I wish we would have been off site more and including more information about programming.
- The printed program was a little confusing to find information.
- The general assembly sessions need improvement. I tend to seek useable resources at conference sessions and the session I attended was more about sharing stories of success, with no real breakdown of the program in a transferrable way. I also would have liked more resources, maybe a handout, from Chair Jackson's plenary. She's always inspiring when she speaks but I see a plenary as providing new, insightful information, that I didn't glean from that speech.
- Longer executive director session.
- The hotel catering was pretty bad for me as a vegan. It was impossible with the available choices to get a reasonable amount of calories and I was required to go get additional meal options elsewhere. Even selections that could simply be made vegan like the potatoes were labeled as containing dairy which prevented me from eating them.
- I felt a little underwhelmed by some of the breakout sessions and experiences. The tour of Belger was 3 hours long, and it could have been done in half that time. It was difficult to find certain meeting rooms at the conference center and things like where the buses would pick people up. I thought the shuttles were going to run continuously for the reception but they weren't so I ended up taking an Uber.
- Only minor things - I didn't know which lunches/meals were open to everyone and which I should have signed up for beforehand - I couldn't quite figure out how to go back to my registration and check on what I had actually signed up for. The other thing was the plenary session and the roll call of the states felt a little cramped in the single conference room. I would have been more comfortable in a room where I could have sat less close to all my fellow attendees. Some covid-hangover apprehension about being in large groups, I suppose.
- More free time to bond with colleagues from other agencies and explore the host city.
- Room sizing - it's hard to know how many people will attend a session, but I attended 2 sessions where hotel staff had to bring in more chairs and tables were removed to make more space.

- The amount of extraneous noise happening during almost every session was distracting and, at times, made it difficult to focus on the session at hand. For example, in the plenaries, there were many folks chatting and whispering in the back such that it made focusing on the speaker very difficult. Same goes for the breakouts -- the hallway noise (even with the doors closed) was terribly loud. From an accessibility standpoint, we should encourage our colleagues to take private conversations to private locations and be mindful during breakouts that there are other sessions occurring all around us. The signage for the buses for off-site excursions was difficult to come across --- it wasn't very clear where to catch the buses for the receptions and off-site sessions. I wish the opening night reception could have been longer! The buses seemed to be delayed, and it only allowed me to spend about 1.5 hours at the museum, not nearly enough time to network, eat, drink, view the exhibits, and take in the Blue Room! It would also have been nice to know via the program what events included light vs. heavy h'ordeuvres.
- I think that there were a couple of ADA accommodations that could have been improved. All of the rooms needed microphones, and the staff already knows this, but the grants room needed to accommodate many more people. I would love to see the grants group have a pre-session option.
- More arts activities. The animation sessions were amazing!
- More commitment to accessibility, please! Every speaker should be expected to use a mic, no matter how well they might project their voice. It should be a standard for all moderators, panelists, etc., as well as for Q/A during discussions. I also would have appreciated more intentional down time for connecting/job share conversations -- both during sessions and in the schedules. The Deputy Peer Session was good, but we only had one 15-minute small group meeting to talk w each other and we barely scratched the surface. I would have rather had more time for connecting around shared ideas and less time for the panel/hosted conversation.
- Not sure. Can't think of anything right now!
- Appreciate the social opportunities but I think there could have been more breakout sessions/content. Would have been disappointed if I hadn't attended AE PDI.
- No opinion.
- I'm still processing the conference and do not have an answer at this time.
- It was great. No complaints!
- Extended peer sessions. 3 hours flies by. It would be nice to have more time within our peer session (arts ed gets several extra days!).
- Belger Crane tour was too short for time allotted. More varied session topics.
- I think there is room to grow in terms of presentations that include small group discussion and interaction. I found it incredibly useful whenever sessions included turning to someone near you and learning what they are doing related to the topic, or their thoughts. The way the Arts Ed breakout was structured was truly the best way I think I have ever spent three hours at a conference-- three different topics with 10 minute mini presentations, and 30-40 minutes to discuss that topic with peers. Susan Oetgen is an incredible facilitator and shaper of PD, and I think if more of the sessions were interactive and picked through her brain, it would bring the NASAA conference to the next level!
- More structured opportunities to connect with local arts orgs and artists.
- More conversational experiences.
- Signage and direction help. Getting to the buses was always a little confusing. I didn't know where the live music was at the reception until it was almost over. I didn't think we were allowed to walk past the bar!
- Too new to really comment.

- Well planned. No improvement needed. Thank you for the time and effort.
- Longer affinity meeting time with some of that time unstructured
- It is not really about the meeting, but it is so disappointing to have so few people in attendance on Sat.
- "I appreciate the impetus to focus on IDEA but not convinced that the approach NASAA has chosen is the most impactful. I am about workshopped out. Let's talk about relationship building as a shared value. More of that, and less abstraction. Also, there are other pressing issues we are not talking about like technology equity, how social media is changing our culture and workplaces, the widening gap between haves and have-nots in America and how we can serve cross-sector more impactfully. Also, conversations about how program areas are ""siloes"" with focus on building programs and services and initiatives that encourage/promote collaboration between program areas."
- I would have loved to see co-creation and arts making. I think this is a valuable and overlooked way for all of us to connect.
- I really didn't have much of a complaint but I always appreciate more intentional off-site tours to understand the city/region outside of the conference center. I was grateful for a trip to the jazz museum and my session was held at Arts KC but I would have loved a chance to tour some recent projects or spaces and hear from locals.
- Only thing to even remotely say is there could've been more clarity -- bigger signage, map, announcements, etc -- of where the busses were for the outings. Another attendee and I found ourselves circling the entire block. But we found them.
- I am a new business manager for my agency. I realize that the sessions were geared towards specific issues that program staff have to deal with. There was really not a session that speaks to my roll as support in the agency. I am sure that it would be impossible to supply a full program with so few that would be there to attend. I was only allowed to come because it was so close to our state.
- Everything went very smoothly.
- It was my first NASAA and I loved it, so am not sure what could be improved. :)
- Provide more unfacilitated time for us to talk to each other in job-alike sessions.
- Nothing comes to mind.
- More built-in time to explore the city.
- The bussing to the offsite events! With many city busses and shuttles in the area, it was not immediately obvious which busses were there to transport us to NASAA events (opening reception, donor reception, and Belger Studios). It would have been helpful to have NASAA staff outside with signs routing us to the correct busses. . .or have temporary signage on the busses. This was especially confusing with the Belger, etc. visits where there were multiple busses, but they were not all going to the same places.
- I wonder if NASAA has considered a new colleague's orientation or session at the start of the conference? That would have been helpful as a new colleague to a State Arts Agency. Possibly connected to a conference mentorship opportunity? Really great conference overall, though!
- In my Friday peer group session, much less time on presentations and much more time to interact with colleagues
- "I am not sure, honestly. I think that the biggest improvement would have been to make the descriptions of each session more robust. For example (and as I mentioned in my earlier comment), I attended the ""Asset-Based Capacity Building"" session, and it was quite specifically about one program - the Engage program. I didn't know that - and would have loved to come to the session better-prepared to ask questions and engage, but that was not

possible in the session since it wasn't stated clearly that this would be the focus of the session."

- PIO learning opps - As a PIO I didn't feel like there was much for me to learn there. The all conferences were attractive topics but were not topics that directly dealt with something in my purview. Perhaps a pre-conference or an extension of our peer-session would have completed this for me. 2) Networking/Bio Breaks - Some more time built in throughout the day to introduce yourself to someone that you are in a meeting with (or frankly just go to the bathroom) would have been appreciated. 3) Pre-conference schedule available to all - I was there early given the travel disruptions and would have participated in some sessions after my arrival, but I didn't know about them. 4) Was the shuffling between the ballroom and the presentation room necessary? I feel like we spent a lot of time milling around and finding new seats rather than just staying at the round tables to listen to the speakers. 5) Saturday programming was light and led me to depart early due to flight availability.
- "Vet sessions more deeply in advance. As I mentioned previously the ""Supporting Teaching Artists' Work in BIPOC Communities"" session was way off the mark. And honestly so was the pre-conference luncheon about the ""Enhancing Arts Education Through Technology."" The primary presenter dodged questions about equity and open source. "
- The new ED session parking-lotted a challenge to the war-related conceptual framework of the session, a pattern repeated over decades. The remaining group work was not as leaderly as it could have been. It demonstrated a conceptual rigidity that doesn't serve us.
- The Friday afternoon sessions were wonky. The ones in the building were too long, should not have been three hours.
- More variety in group sessions. I noticed several on accessibility, advocacy, but not much on outreach, overcoming challenges, engaging area artists, etc.
- I would have liked more facilitated opportunities to network or speak with fellow attendees.
- In terms of logistics, the Roll Call and Plenary with the NEA Chair should have been in the ballroom. The room that these took place in was too small and felt very uncomfortable. There was clearly not enough seating for everyone, and low ceiling in the back of the room made it worse. The larger room would have been better for covid protocol and just nicer because we could have seen each other better. In terms of the food, there were almost no options for folks with food allergies. I did appreciate the labeling on the meals included at the hotel buffets, but I was relegated to eating salad and fruit for almost every meal. So please do better next time. In terms of content, I think we needed more conversations about burn out and healing from the pandemic. My staff and I debriefed today and they were very disappointed there wasn't more space for these types of conversations. They are concerned that NASAA is just steamrolling over it all and could be playing an important role in supporting staff in healing. I would be happy to talk more about this with NASAA staff, but also will be working on that with my team. I was disappointed there wasn't a training component for leaders in this space. We had a way too short discussion on change leadership in the new ED session but need more.
- Provide an activity for agencies to note what programs they run -- or topics they would like to try to set up an informal meeting around. I'm thinking for Arts/Military, Creative Aging, Youth Leadership in arts programs. Also -- Why no real presence of Arts in Public Places staff?
- I honestly think the conference could be longer -- or maybe it's that the PIOs don't have a special preconference to get us here earlier with our own track? That could be useful. Connecting/networking with my peers at other SAAs is always the best part -- I truly think the Assembly could happen every year (although I realize that would entail a lot -- probably too much! -- work on NASAA staff!)

- The food was rough. Everything had dairy- including almost all of the vegetables. And for the plenary sessions, the room seemed small and didn't have enough chairs. Same for grant officers meeting on Friday. Which felt extra problematic during a pandemic. I also have some bigger thoughts about the impact of the pandemic and missing talking about that.
- I know I am in a minority, but I would have preferred more sessions. Coming down for a day and a half was a little harder than I expected. I did not have any pre-conference events so came down for 1PM Thursday – 5:30 PM on Friday. Due to other obligations, I couldn't attend Saturday.
- There could have been a little more time provided for us to get our jackets and backpacks, after the lunch break and before the off-site experiences.
- The pre-conference sessions could have been tightened up
- Communication - the program and online resources for scheduling were very minimal. I would have liked information on dress code for events. Plus there was no published information on the breakfast served Friday morning; my colleague and I found out by stumbling onto it.
- I thought the main stage content and performers were great. I think offering more short sessions on a wider range of topics might offer more choice, though I don't know what I'd cut to make that happen.
- Time length to be spent at off-site visits should be shortened to roughly an hour, not two hours.
- The sessions I attended lacked adequate set-up. It felt like we jumped in really quickly to specific content and so we had a lot of holes as to how the work applied to us as state arts agencies. It made it hard to apply it in the real world.
- The PDI sessions I attended for Arts Ed were practical, fun, and well organized. I felt the sessions at the general assembly were less specific and more 'vibes' based, with the exception of the Accessibility session I attended. As a newbie, I'm all about the concrete advice. I really enjoyed getting to know everyone at the PDI and I wish the general assembly had more of those personal moments, but I loved the speeches especially Jean from Utah's DEI award acceptance speech.
- Some of the meeting spaces were too small.
- It would have been fantastic to bring together RAO staff as well since our work frequently overlaps.
- Accessibility. More virtual sessions.
- Please consider an Artist Services peer session.
- All very good, and grateful for the opportunity. Thanks.