



**National Survey *of*
History Practitioners**
Initial Findings Report
Appendices

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PREPARED BY

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FOR

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(AASLH)

DATE

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National Survey of History Practitioners *Initial Findings Report* *Appendices*



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01 Survey Instrument





National Survey of History Practitioners

Help us learn about the people who work in our field.

Thank you for participating in the National Survey of History Practitioners. This study, conducted by the Public History Research Lab of the American Association for State and Local History (AASLH), seeks to better understand the roles, demographics, compensation, and perspectives of the people working or volunteering at history organizations, including history museums, historic sites, historical societies, and related organizations. *This survey is intended only for practitioners at history organizations.*

Your responses will help build the most comprehensive picture to date of those who work and volunteer at history organizations across the United States. The study's findings will contribute to advocacy efforts, institutional planning, and to a stronger, more sustainable field.

The survey should take approximately 10 minutes to complete. Thank you for helping us better understand and support the people who power public history.

Confidentiality notice

Your participation in this survey is voluntary and confidential. Your individual responses will be anonymous and seen only by AASLH research staff and our contracted data analyst. Your responses will never be shared with your institution. Data gathered from this survey will only ever be reported in aggregate form. Categories with few responses that could potentially be individually identifiable will not be included in public reports.

This project is supported in part by



National Survey of History Practitioners

Tell us about you

In this section, we want to know more about you as an individual to help us better understand the demographics of the history workforce.

*** 1. What is your gender identity?**

- Man
- Woman
- Non-binary or other gender
- Prefer not to identify
- Prefer to self-describe (please specify)

*** 2. How would you describe your race or ethnicity? Select all that apply.**

- Asian or Asian American
- Black or African American
- Latino/Latina/Latinx or Hispanic
- Middle Eastern or North African
- Native American, American Indian, or Alaska Native
- Native Hawaiian or Other Pacific Islander
- White
- I identify another way (please specify)

*** 3. In which year range were you born?**

- Before 1946
- 1946-1964
- 1965-1980
- 1981-1996
- 1997-2012

*** 4. What is the highest education level you have completed?**

- High school diploma or equivalent
- Some college, no degree
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctorate (Ph.D., Ed.D, etc.)

*** 5. In what field is your highest degree?**

- History
- Public History
- Museum Studies
- Arts Administration
- Library and Information Science
- Other field (please specify)

- Not applicable

*** 6. Do you have student loan debt?**

- Yes, I have federal loans
- Yes, I have private loans
- Yes, I converted my federal loans into a private loan (e.g., refinanced)
- Yes, I have both federal and private loans
- No, my loans have been paid off or forgiven
- No, I never had loans

*** 7. Do you have a disability?**

- Yes
- No
- I prefer not to say

*** 8. Do you identify as a member of the LGBTQ+ community?**

- Yes
- No
- I'm not sure
- I prefer not to say
- I prefer to answer a different way (please specify)

National Survey of History Practitioners

Tell us about your work for history organizations.

This section asks about your specific job and the institution(s) you work for. This will help us better understand who works in which types of roles and how they correlate with compensation and views about the field.

*** 9. Which of the following best describes your current role with a history organization?**

- Full-time staff
- Part-time, temporary, or seasonal staff
- Independent contractor
- Volunteer

*** 10. In which state or territory is the history organization you work for?**

*** 11. Which best describes the annual budget for the history organization you are affiliated with?**

- Less than \$50,000
- \$50,000-\$249,999
- \$250,000-\$499,999
- \$500,000-\$999,999
- \$1,000,000-\$2,499,999
- \$2,500,000-\$4,999,999
- \$5,000,000-\$9,999,999
- \$10,000,000 or more
- Not applicable to my situation
- I'm not sure

*** 12. Which of the following categories does your current position fall into? Select all that apply.**

- Leadership and Administration (e.g. CEO/Director, Board, CFO or finance manager, human resources, administrative or executive support, office manager, government relations/advocacy)
- Collections and Research (e.g. curator, historian, researcher, archivist, registrar, conservator, historic preservation, archaeology, editor)
- Education and Interpretation (e.g. K-12 educators, exhibition developer, interpretive planner, exhibition designer, youth and family programs, public programs)
- Visitor Experience and Community Engagement (e.g. visitor services/guest relations, docents, community outreach/engagement, volunteers, accessibility, DEAL-related role)
- Membership and Development (e.g. grant writer, fundraising, membership development, space rentals, partnerships)
- Marketing and Communications (e.g. public relations, digital/social media, communications)
- Operations and Facilities (e.g. facilities manager, security, IT, retail)
- Field Services (e.g. program officer, professional development and trainings)
- Other (please specify)

*** 13. Which of the following best describes the level your current position?**

- Entry level
- Mid-level (non-manager)
- Manager (1+ direct report)
- Director, VP, department head, or other executive
- CEO, Executive Director, or other primary director
- Principal, Consultant, or Independent Contractor

*** 14. How long have you worked in the history field?**

- Fewer than 5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-30 years
- 31 or more years

*** 15. Are you a member of a union, or is your position part of a collective bargaining unit?**

- Yes
- No, but it's an option
- No, it's not an option
- Not sure

*** 16. Are you able to work remotely?**

- No, I work in-person full-time at my institution
- Yes, I work a hybrid schedule where I choose when to be in-person
- Yes, I work a hybrid schedule with mandatory in-person days
- Yes, I work remotely full-time
- I have a different remote work arrangement (please specify)

*** 17. At the history organization where you currently work, have you received any of the following? Select all that apply.**

- Full Promotion (title change and pay increase beyond cost-of-living adjustment)
- Pay Promotion (pay increase beyond cost-of-living adjustment but without title change)
- Title Promotion (promotion with title change but no pay increase beyond cost-of-living adjustment)
- Not applicable to my situation
- None of the above
- Other (please specify)

National Survey of History Practitioners

Tell us about your compensation.

This section asks about your compensation. This will help us understand how history practitioners are paid and analyze how compensation aligns with the other questions we've asked.

*** 18. How are you compensated?**

- Hourly
- Annual salary
- Negotiated contract rate
- Combination of salary and contract work
- Other (please specify)

*** 19. As accurately as possible, please select the range for your pre-tax ANNUAL SALARY from the list below.**

If you are paid hourly, multiply your hourly wage by your number of annual hours worked.

If you are an independent contractor, estimate your income from history-related work last year.

*** 20. Compared with people in similar roles at other institutions in areas with a similar cost of living, I think my compensation is:**

- Above others
- About the same
- Below others
- Not sure

*** 21. Rate your level of agreement with the following statement: "I am paid fairly for the work I do."**

- Agree
- Neither Agree nor Disagree
- Disagree

*** 22. How well does your current compensation cover your essential living expenses? (e.g., food, housing, childcare)**

- Always enough to cover essential living expenses
- Usually enough
- Sometimes enough
- Rarely enough
- Never enough
- I'm not sure

*** 23. Which of the following benefits are available to you at your workplace? Select all that apply.**

- Paid time off
- Paid sick leave
- Health insurance (covered at least partially by employer)
- Life insurance
- 401k, 403b, or other retirement funds with employer match or contribution
- Funding for professional development
- Dental insurance (covered at least partially by employer)
- Vision insurance (covered at least partially by employer)
- Paid family leave (beyond what is required by law)
- Paid bereavement leave
- Paid mental health leave
- Ability to work remotely at least some of the time
- This question does not apply to my situation*
- None of the above



National Survey of History Practitioners

Tell us how you feel about your work.

This final section asks how you feel about working for a history organization. Your answers will help us better understand the perspectives of history practitioners.

*** 24. Please rate how much you agree or disagree with the following statements about the culture of your current workplace. Please select "N/A" if this question does not apply to your current work situation.**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I believe that I can learn and grow in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager supports me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that what I do here is meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this workplace to friends and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my organization are held accountable for discrimination and harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace values a wide range of identities and perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel burned out in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity and difference are not celebrated in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture of my workplace negatively affects my mental and/or physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mistakes are held against you in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel that I have a voice in decision making in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I have to hide some of who I am in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 25. Over the past five years, have you considered leaving the history field?**

- Yes
- No

*** 26. Do you anticipate leaving the history field in the next five years?**

- Yes
- Yes, because I plan to retire
- No
- Not sure

*** 27. If applicable, which of the following reasons have made you consider leaving the field? Select all that apply.**

- Pay is too low
- Other fields have more flexible work hours or remote work policies
- More interested in other fields
- Full-time work is unavailable to me at most history organizations
- Experiences of discrimination or harassment at history organizations
- Lack of opportunities for growth and/or advancement at history organizations
- Unsafe working conditions at history organizations
- Burnout in the history field
- Exciting opportunities in other fields
- Interpersonal issues with other staff members are common at history organizations
- Poor management at history organizations
- I don't believe history organizations can change for the better
- Personal reasons unrelated to history organizations and/or history field
- I am not able to or cannot afford to live where I want to live
- Challenges related to the current political climate
- I have not considered leaving the field*

*** 28. Have you experienced discrimination and/or harassment in your work with history organizations?**

- Yes, from others at the history organization (e.g., employees, board members, and/or volunteers)
- Yes, from members of the public
- Yes, from both
- No I have not

*** 29. If applicable, which of the following forms of discrimination and/or harassment have you experienced at history organizations? Select all that apply.**

- Gender
- Age
- Race or ethnicity
- Social/economic circumstances
- Disability
- Sexual orientation
- Religion
- National origin
- Immigration status
- None of the above
- Not applicable to my situation
- Another form (please specify)

*** 30. In your current employment situation, to what extent do you agree or disagree with the following statements? Please select "N/A" if this question does not apply to your current work situation.**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I feel valued by my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am excited about the work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my current compensation/salary (including benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 31. Thinking about your past 12 months of work (or total tenure if less than 12 months), which of the following three emotions do you most associate with working for history organizations? Select up to three.**

- Content
- Worried
- Excited
- Sad
- Connected to others
- Bored
- Angry
- Hopeful
- Disappointed
- Inspired
- Frustrated

02 Statistically Significant Relationships



The following shows a comprehensive list of statistically significant relationships for all analyses run.

Participant Characteristics

Gender

No relationships.

Race or Ethnicity

- **Gender identity:** Latino/a/x or Hispanic participants were **less likely** to identify as men and **more likely** to identify as non-binary or another gender identity.

Age

- **Gender identity:**
 - **Men** were more likely to be age 61-79 and less likely to be under 45.
 - **Women** were more likely to be age 29-44 and less likely to be 61-79.
 - Participants who identify as **non-binary or another gender identity** were more likely to be under 45 and less likely to be age 45-79.
- **Race/ethnicity:** Latino/a/x or Hispanic participants were **more likely** to be under 45 and **less likely** to be age 61-79.

LGBTQ+ Community

- **Gender identity:** Participants who identify as non-binary or another gender identity were **more likely** to identify as LGBTQ+.
- **Race/ethnicity:** Latino/a/x or Hispanic participants were **more likely** to identify as LGBTQ+.
- **Age:** Participants under 45 years old were **more likely** to identify as LGBTQ+.

Disability

- **Gender identity:** Participants who identify as non-binary or another gender identity were **more likely** to report having a disability.
- **Age:** Participants under 45 were **more likely** to report having a disability. Participants age 61-79 were **less likely** to report having a disability.
- **LGBTQ+:** Participants who identify as LGBTQ+ were **more likely** to report having a disability.

Highest Level of Education

- **Gender identity:**
 - Women are **more likely** to have a master's degree and **less likely** to have a doctorate.
 - Men are **less likely** to have a master's degree and **more likely** to have a doctorate.
- **Race/ethnicity:** Native American, American Indian, or Alaska Native participants were **more likely** to have an associate's degree or below.
- **Age:**
 - Participants aged 13-28 were **more likely** to have a bachelor's degree and **less likely** to have a master's degree or doctorate.
 - Participants aged 29-44 were **less likely** to have an associate's degree or below, a bachelor's degree, or a doctorate and **more likely** to have a master's degree.
 - Participants aged 45-60 were **less likely** to have a bachelor's degree and more likely to have a doctorate.
 - Participants aged 61-79 were **more likely** to have a bachelor's degree or below or a doctorate and **less likely** to have a master's degree.
 - Participants over 80 were **more likely** to have an associate's degree or below and **less likely** to have a master's degree.
- **LGBTQ+:** Participants who identify as LGBTQ+ were **less likely** to have an associate's degree or below and more likely to have a bachelor's degrees.

Field of Highest Degree

- **Gender identity:**
 - Women were **more likely** to have a degree in Library and Information Science or Museum Studies. They were **less likely** to have a degree in History.
 - Men were **more likely** to have a degree in History. They were **less likely** to have a degree in Library and Information Science or Museum Studies.
- **Age:**
 - Participants aged 13-28 were **more likely** to have a degree in Public History or History
 - Participants aged 29-44 were **more likely** to have a degree in Library and Information Science or Museum Studies or Public History
 - Participants aged 61-79 were **less likely** to have a degree in Museum Studies or Public History or History
 - Participants aged 80 or older were **less likely** to have a degree in Museum Studies or Public History
- **LGBTQ+:** Participants who identify as LGBTQ+ were more likely to have a degree in Public History
- **Education level:**

- Participants with an associate’s degree or below were **less likely** to have a degree in Library and Information Science or Museum Studies or Public History or History
- Participants with a bachelor’s degree were **more likely** to have a degree in History and **less likely** to have a degree in Library and Information Science or Museum Studies or Public History
- Participants with a master’s degree were **more likely** to have a degree in Library and Information Science or Museum Studies or Public History. They were **less likely** to have a degree in History.
- Participants with a doctorate degree were **more likely** to have a degree in History and **less likely** to have a degree in Library and Information Science or Museum Studies or Public History

Student Loan Debt

- Participants who **currently have student loans** are:
 - More likely to be women or identify as non-binary or another gender identity, and less likely to be men
 - More likely to be Black or African American, Latino/a/x or Hispanic, or Native American, American Indian, or Alaska Native and less likely to be White
 - More likely to be aged 13-44 and less likely to be aged 45 or older.
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
 - More likely to have a master’s degree and less likely to have an associate’s degree or below or bachelor’s degree
 - More likely to have their highest degree in Museum Studies, Library and Information Sciences, or Public History.
- Participants whose **student loans have been paid off or forgiven** are:
 - Less likely to identify as non-binary or another gender identity
 - More likely to be 45 or older and less likely to be aged 13-44
 - More likely to be White and less likely to be Black or African American or Latino/a/x or Hispanic
 - Less likely to identify as LGBTQ+
 - Less likely to report having a disability
 - More likely to have a master’s degree and less likely to have an associate’s degree or below or bachelor’s degree
 - More likely to have their highest degree in Museum Studies or Library and Information Science
- Participants who have **never had student loans** are:
 - More likely to be men and less likely to be women
 - More likely to be aged 60 or older and less likely to be aged 29-60

- More likely to have an associate's degree or below or bachelor's degree and less likely to have a master's degree
- Less likely to have their highest degree in Museum Studies, Library and Information Science, or Public History
- Less likely to identify as LGBTQ+

History Organization Location

- Participants who work at an organization located in the **South** are:
 - More likely to be Black or African American and less likely to be White
 - More likely to be aged 29-44 and less likely to be over 60 years old.
 - More likely to have a bachelor's degree or higher
 - More likely to have their highest degree in Public History or History
 - More likely to have current student loans and less likely to have their student loans paid off or forgiven
- Participants who work at an organization located in the **Midwest** are:
 - More likely to be White and less likely to be Black or African American
 - More likely to be aged 13-28
 - Less likely to have a doctorate degree
- Participants who work at an organization located in the **Northeast** are:
 - More likely to be White and less likely to be Latino/a/x or Hispanic, or Native American, American Indian, or Alaska Native
 - More likely to be over 60 years old and less likely to be under 45 years old
 - Less likely to have a degree in Public History
 - More likely to have their student loans paid off or forgiven and less likely to currently have student loans.
- Participants who work at an organization located in the **West** are:
 - More likely to be women and less likely to be men.
 - More likely to be Asian or Asian American, Latino/a/x or Hispanic, or Native American, American Indian, or Alaska Native and less likely to be White
 - More likely to have an associate's degree or below

History Organization Annual Budget

- Participants who work at an organization with a budget of **under \$50,000** are:
 - More likely to be Native American, American Indian, or Alaska Native
 - More likely to be aged 60 or older and less likely to be aged 29-60
 - Less likely to identify as LGBTQ+
 - More likely to have an associate's degree or below and less likely to have a master's degree

- Less likely to have their highest degree in Museum Studies, Public History, or History
- More likely to have never had student loans and less likely to have their student loans paid off or forgiven or currently have student loans
- More likely to work at an organization located in the Northeast and less likely to work at an organization located in the South
- Participants who work at an organization with a budget of **\$50,000-\$249,999** are:
 - More likely to be aged 61-79 and less likely to be aged 29-44
 - More likely to have a bachelor's degree
 - Less likely to have their highest degree in Public History
- Participants who work at an organization with a budget of **\$250,000 - \$999,999** are:
 - More likely to be aged 29-44 and less likely to be over 60 years old
 - More likely to have their highest degree in Public History
- Participants who work at an organization with a budget of **\$1,000,000 or more** are:
 - More likely to be aged 29-60 and less likely to be over 60 years old
 - More likely to identify as LGBTQ+
 - More likely to have a master's degree and less likely to have a bachelor's degree or below
 - More likely to have their highest degree in Museum Studies or Public History
 - More likely to have their student loans paid off or forgiven and less likely to have never had student loans.
 - More likely to work at an organization located in the South and less likely to work at an organization in the Northeast

Work Context

Years in History Field

- Participants who have worked in the history field for **fewer than 5 years** are:
 - More likely to identify as non-binary or another gender identity and less likely to be men
 - More likely to be Black or African American or Latino/a/x or Hispanic
 - More likely to be aged 13-28 and less likely to be aged 45 or older
 - More likely to report having a disability
 - More likely to identify as LGBTQ+
 - More likely to have a bachelor's degree and less likely to have a master's or doctorate degree
 - Less likely to have their highest degree in Museum Studies or History
 - More likely to currently have student loans and less likely to have their student loans paid off or forgiven

- Participants who have worked in the history field for **6-10 years** are:
 - More likely to be aged 29-44 and less likely to be aged 45 or older
 - More likely to identify as LGBTQ+
 - Less likely to have a doctorate degree
 - More likely to have their highest degree in Library and Information Science or Public History and less likely to have their highest degree in History
 - More likely to currently have student loans and less likely to have their student loans paid off or forgiven
- Participants who have worked in the history field for **11-20 years** are:
 - More likely to be aged 29-44 and less likely to be aged 13-28 or 61-79
 - Less likely to report having a disability
 - Less likely to identify as LGBTQ+
 - Less likely to have a bachelor's degree
 - More likely to have their student loans paid off or forgiven and less likely to currently have loans
- Participants who have worked in the history field for **21-30 years** are:
 - Less likely to identify as non-binary or another gender identity
 - More likely to be White and less likely to be Asian or Asian American or Latino/a/x or Hispanic
 - More likely to be aged 45-60
 - Less likely to identify as LGBTQ+
 - Less likely to have a bachelor's degree
 - More likely to have their highest degree in Museum Studies
 - More likely to have their student loans paid off or forgiven and less likely to currently have student loans
- Participants who have worked in the history field for **over 30 years** are:
 - More likely to be men and less likely to be women or identify as non-binary or another gender identity
 - More likely to be over 60 years old
 - Less likely to identify as LGBTQ+
 - More likely to have a doctorate degree and less likely to have a bachelor's degree
 - More likely to have their highest degree in History and less likely to have their highest degree in Public History
 - More likely to have their student loans paid off or forgiven or to have never had student loans and less likely to currently have student loans.
 - More likely to work at an organization in the Northeast and less likely to work at an organization in the West

Work Status

- Participants who are **full-time staff** are:
 - More likely to be women
 - More likely to be aged 29-60 and less likely to be over 60 years old
 - More likely to identify as LGBTQ+
 - More likely to have a master's degree and less likely to have an associate's degree or below or a bachelor's degree
 - More likely to have their highest degree in Library and Information Science, Museum Studies, Public History, or History
 - More likely to currently have student loans and less likely to have never had loans
 - More likely to work at an organization located in the South and less likely to work at an organization located in the Northeast
- Participants who are **volunteers** are:
 - More likely to be men and less likely to be women or identify as non-binary or another gender
 - Less likely to identify as Latino/a/x or Hispanic
 - More likely to be over 60 years old
 - Less likely to be LGBTQ+
 - More likely to have an bachelor's degree or below and less likely to have a master's degree
 - Less likely to have their highest degree in Library and Information Science, Museum Studies, Public History, or History
 - More likely to have never had student loans and less likely to have their student loans paid off or forgiven or currently have student loans
 - More likely to volunteer at an organization in the West or Northeast and less likely to volunteer at an organization in the South
- Participants who are **part-time staff** are:
 - More likely to be women or identify as non-binary or another gender identity and less likely to be men
 - More likely to be aged 13-28 and less likely to be aged 29-44
 - More likely to report having a disability
 - More likely to have an a bachelor's degree or below and less likely to have a master's or doctorate degree.
 - Less likely to have their highest degree in Public History
- Participants who are **independent contractors** are:
 - More likely to be men and less likely to be women
 - More likely to be over 60 years old and less likely to be aged 29-44
 - Less likely to identify as LGBTQ+
 - More likely to have a doctorate degree and less likely to have a bachelor's degree

Job Category

- Participants who are working in **Collections and Research** are:
 - More likely to be women or identify as non-binary or another gender identity and less likely to be men
 - More likely to be aged 13-28
 - More likely to have a master's degree and less likely to have a bachelor's degree
 - More likely to have their highest degree in Library and Information Science or History
 - More likely to work at an organization located in the West and less likely to work at an organization located in the Northeast
 - More likely to have a volunteer position
- Participants who are working in **Leadership and Administration** are:
 - More likely to be men and less likely to be women or identify as non-binary or another gender identity
 - More likely to be 45 years or older and less likely to be aged 13-44
 - Less likely to report having a disability
 - Less likely to identify as LGBTQ+
 - More likely to have an associate's degree or below or a doctorate degree, and less likely to have a master's degree
 - Less likely to have a degree in Library or Information Science or Public History
 - More likely to have their student loans paid off or forgiven or to have never had student loans and less likely to currently have student loans
 - Less likely to work at an organization located in the South
 - More likely to hold a volunteer position and less likely to have a part-time position or contractor position
- Participants who are working in **Education and Interpretation** are:
 - More likely to be aged 13-44 and less likely to be aged 45-60
 - More likely to have their highest degree in History and less likely to have their highest degree in Library and Information Science
 - More likely to have a contractor position
- Participants who are working in **Visitor Experience and Community Engagement** are:
 - More likely to be aged 13-28 or 80 years and older and less likely to be aged 45-60
 - More likely to have a bachelor's degree or below and less likely to have a master's or doctorate degree
 - Less likely to have their highest degree in Library and Information Science or Museum Studies
 - More likely to have never had student loans and less likely to have their student loans paid off or forgiven

- More likely to have a part-time or volunteer position and less likely to have a full-time position
- Participants who are working in **Membership and Development** are:
 - More likely to be women
 - Less likely to be Asian or Asian American
 - More likely to be over 60 years old
 - More likely to have a bachelor's degree or below and less likely to have a master's
 - More likely to have their highest degree in Arts Administration and less likely to have their highest degree in Library and Information Science, Museum Studies, or Public History
 - More likely to have never had student loans
 - Less likely to work at an organization located in the South
 - More likely to have a volunteer position and less likely to have a full-time position
- Participants who are working in **Marketing and Communications** are:
 - More likely to have a bachelor's degree or below and less likely to have a master's or doctorate degree
 - Less likely to have their highest degree in Library and Information Science, Museum Studies, or History
 - More likely to have never had student loans
 - Less likely to work at an organization located in the South
 - More likely to have a volunteer position and less likely to have a full-time position
- Participants who are working in **Operations and Facilities** are:
 - Less likely to be Black or African American
 - More likely to be aged 61-79 and less likely to be aged 29-44
 - More likely to have a bachelor's degree or below and less likely to have a master's degree or above
 - Less likely to have their highest degree in Library and Information Science or Public History
 - More likely to have never had student loans
 - More likely to have a volunteer or contractor position
- Participants who are working in **Field Services** are:
 - More likely to have a contractor position

Position Level

- Participants who are working in **entry level positions** are:
 - More likely to identify as non-binary or another gender identity
 - More likely to be Asian or Asian American
 - More likely to be aged 13-28 and less likely to be aged 29-79
 - More likely to report having a disability

- More likely to identify as LGBTQ+
- More likely to have a bachelor's degree and less likely to have a master's or doctorate degree
- More likely to currently have loans and less likely to have their student loans paid off or forgiven
- Participants who are working in **mid-level positions** are:
 - More likely to be women and less likely to be men
 - More likely to be aged 29-44 and less likely to be aged 45-79
 - More likely to identify as LGBTQ+
 - More likely to have their highest degree in Library and Information Science or Public History
 - More likely to currently have student loans and less likely to have their student loans paid off or forgiven
- Participants who are working as **managers** are:
 - More likely to be women and less likely to be men
 - Less likely to be aged 13-28 or over 60 years old and more likely to be aged 29-60
 - Less likely to have a doctorate degree
 - More likely to have their highest degree in Library or Information Sciences
- Participants who are working as **directors, VPs, department heads, or other executives** are:
 - Less likely to be aged 13-28 and more likely to be aged 45-60
 - More likely to have their student loans paid off or forgiven and less likely to currently have student loans
 - Less likely to report having a disability
 - Less likely to identify as LGBTQ+
- Participants who are working as **CEOs, executive directors or other primary directors** are:
 - More likely to be men and less likely to be women or identify as non-binary or another gender identity
 - More likely to be aged 61-79 and less likely to be aged 13-44
 - Less likely to report having a disability
 - Less likely to identify as LGBTQ+
 - More likely to have a doctorate degree and less likely to have a master's degree
 - More likely to have their highest degree in Arts Administration and less likely to have their highest degree in Library and Information Sciences or History
 - More likely to have their loans paid off or forgiven and less likely to currently have student loans
 - More likely to work at an organization located in the Northeast and less likely to work at an organization located in the South
- Participants who are working as **principals, consultants, or independent contractors** are:
 - More likely to be men and less likely to be women

- More likely to be over 60 years old and less likely to be aged 13-44
- Less likely to identify as LGBTQ+
- More likely to have a doctorate degree and less likely to have a bachelor's degree
- More likely to have their highest degree in History
- More likely to have never had student loans and less likely to currently have student loans
- Less likely to work at an organization located in the Midwest

Promotion History

- **Gender identity:** Participants who identify as non-binary or another gender identity were **more likely** to get a title promotion.
- **Race/ethnicity:** White participants were more likely to get a full promotion.
- **Age:**
 - Participants aged 13-28 were **less likely** to get a pay promotion and **more likely** to indicate no type of promotion.
 - Participants aged 29-44 were **more likely** to get a full promotion, pay promotion, title promotion, or no type of promotion.
 - Participants aged 45-60 were **more likely** to get a full promotion or a pay promotion.
 - Participants over 60 years old were **less likely** to get a full promotion, pay promotion, or title promotion, and **more likely** to indicate no type of promotion.
- **LGBTQ+ community:** Participants who identify as LGBTQ+ were **more likely** to get a title promotion or indicate no type of promotion
- **Disability:** Participants who reported having a disability were **more likely** to indicate no type of promotion
- **Education level**
 - Participants with an associate's degree or below were **less likely** to get a full promotion or a pay promotion
 - Participants with a bachelor's degree were **more likely** to get a title promotion.
 - Participants with a master's degree were **more likely** to get a full promotion.
- **Education field**
 - Participants with their highest degree in Public History or History were more likely to get a full promotion.
 - Participants with their highest degree in Museum Studies were **more likely** to indicate no type of promotion.
- **Student loan debt:**
 - Participants who received a full promotion or pay promotion were **more likely** have their student loans paid off or forgiven. They were **less likely** to have never had loans.

- Participants who got no type of promotion were **more likely** to currently have student loans.
- **Organization location:** Participants working at an organization located in the South were **more likely** to get a full promotion or pay promotion. Participants working at an organization located in the Northeast were **less likely** to get a full promotion or pay promotion.

Union Membership

- **Age:**
 - Participants aged 13-44 were **less likely** to say being a member of a union or collective bargaining unit was not an option.
 - Participants aged 29-44 were **more likely** to be a member of a union or collective bargaining unit.
 - Participants over 60 years old were **less likely** to be a member of a union or collective bargaining unit.
 - Participants aged 61-79 were **more likely** to say being a member of a union or collective bargaining unit was not an option.
- **LGBTQ+ community:**
 - Participants who identify as LGBTQ+ are **more likely** to be a member of a union or collective bargaining unit and **less likely** to say being a member of a union or collective bargaining unit was not an option.
- **Disability**
 - Participants who reported having a disability were **less likely** to say being a member of a union or collective bargaining unit was not an option.
- **Education level:**
 - Participants with a bachelor's degree are **less likely** to be a member of a union or collective bargaining unit.
 - Participants with a master's degree are **more likely** to be a member of a union or collective bargaining unit.
- **Education field:**
 - Participants with their highest degree in Library and Information Science are **more likely** to be a member of a union or collective bargaining unit and less likely to say being a member of a union or collective bargaining unit was not an option.
- **Student loan debt:**
 - Participants whose student loans have been paid off or forgiven are **more likely** to be a member of a union or collective bargaining unit.
 - Participants who never had student loans are **less likely** to be a member of a union or collective bargaining unit.
- **Organization location:**

- Participants who work at an organization located in the West are **more likely** to be a member of a union or collective bargaining unit and **less likely** to say being a member of a union or collective bargaining unit was not an option.
- Participants who work at an organization located in the South are **less likely** to be a member of a union or collective bargaining unit. They are also **more likely** to say being a member of a union or collective bargaining unit is an option, but that they are not members.
- Participants who live in the Northeast are **less likely** to say being a member of a union or collective bargaining unit is an option, but that they are not members.

Compensation

Compensation Type

- **Gender identity:**
 - Participants who identify as non-binary or another gender identity are **more likely** to be paid hourly and **less likely** to be paid through an annual salary.
 - Men were more likely to be paid a negotiated contract rate and women were less likely to be paid a negotiated contract rate.
- **Age:**
 - Participants aged 13-28 are **more likely** to be paid hourly and **less likely** to be paid through an annual salary.
 - Participants older than 60 years were **more likely** to be paid a negotiated contract rate and **less likely** to be paid through an annual salary
 - Participants aged 45-60 are **less likely** to be paid hourly.
 - Participants aged 29-44 were **less likely** to be paid a negotiated contracted rate.
 - Participants aged 29-60 are **more likely** to be paid through an annual salary.
 -
- **LGBTQ+ community:**
 - Participants who identify as LGBTQ+ were **more likely** to be paid hourly and less likely to be paid a negotiated contracted rate.
- **Disability**
 - Participants who reported having a disability were **more likely** to be paid hourly and **less likely** to be paid through an annual salary.
- **Education level:**
 - Participants with a bachelor's degree or below were **more likely** to be paid hourly and **less likely** to be paid through an annual salary.
 - Participants with a master's degree were **more likely** to be paid through an annual salary and **less likely** to be paid hourly.
 - Participants with a doctorate degree were **more likely** to be paid through an annual salary or negotiated contracted rate and less likely to be paid hourly.

- **Education field:**
 - Participants with their highest degree in Public History were **more likely** to be paid through an annual salary.
 - Participants with their highest degree in Library or Information Science are less likely to be paid a negotiated contracted rate.
- **Student loan debt:**
 - Participants paid through an annual salary are **more likely** to have their student loans paid off or forgiven and **less likely** to currently have student loans.
 - Participants paid hourly are **more likely** to currently have student loans and **less likely** to have their student loans paid off or forgiven.
 - Participants who are paid a negotiated contracted rate are **more likely** to have never had student loans and less likely to currently have student loans.
- **Organization location:**
 - Participants working at an organization in the South were **more likely** to be paid by an annual salary and **less likely** to be paid hourly.
 - Participants working at an organization in the Midwest were **more likely** to be paid hourly.
 - Participants working at an organization located in the West were **more likely** to be paid hourly and **less likely** to be paid by an annual salary.

Annual Pre-Tax Earnings

- Participants who report being paid **less than \$40,000** were more likely to:
 - Identify as non-binary or another gender identity
 - Be aged 13-28 years
 - Have a high school diploma, some college, associate's or bachelor's degree
- Participants who report being paid **\$40,000-\$59,999** were more likely to:
 - Identify as women
 - Be younger than 45 years
 - Identify as LGBTQ+
 - Report having a disability
 - Have a bachelor's degree
 - Work at an organization located in the Midwest
- Participants who report being paid **\$60,000-\$79,999** were more likely to:
 - Be aged 29-44 years
 - Have a master's degree
- Participants who report being paid **\$80,000 or \$99,999** were more likely to:
 - Be aged 45-79
 - *Less likely to identify as LGBTQ+*
 - Have a doctorate degree

- Work at an organization located in the West
- Participants who report being paid **\$100,000 or more** were more likely to:
 - Identify as men
 - Be aged 45-79
 - *Less likely to identify as LGBTQ+*
 - Have a doctorate degree

Benefits

- **Age:**
 - Participants aged 29-60 reported a **higher** number of benefits compared to other ages.
 - Participants aged 13-28 and over 60 years old reported a **lower** number of benefits compared to other ages.
- **LGBTQ+ community:** Participants who identify as LGBTQ+ reported a **higher** number of benefits compared participants who do not identify as LGBTQ+.
- **Disability:** Participants who reported having a disability reported a **lower** number of benefits compared to participants who do not have a disability.
- **Education level:** Participants with a bachelor's degree or below reported a **lower** number of benefits, and participants with a master's degree reported a **higher** number of benefits.
- **Education field:** Participants with their highest degree in Library and Information Science, Museum Studies, and Public History reported a **higher** number of benefits than other degree fields
- **Organization location:** Participants who work at an organization located in the South reported a **higher** number of benefits compared to other regions, and participants who work at an organization located in the Northeast reported a **lower** number of benefits .

Perception of Compensation Compared to Others in Similar Roles

- **Disability:**
 - Participants who reported having a disability were **more likely** to feel they are compensated below others in similar roles.
- **Student loan debt:** Participants who currently have student loans were **more likely** to feel they are compensated below others in similar roles.

Perception of Fair Pay

- Participants who **agree** they are paid fairly were:
 - More likely to be men
 - More likely to be aged 61-79
 - More likely to have their student loans paid off or forgiven

- Participants who either **disagree** or **neither agree nor disagree** they are paid fairly were:
 - More likely to be women
 - More likely to be aged 13-44
 - More likely to identify as LGBTQ+
 - More likely to report having a disability

Perceptions of Compensation Relative to Cost-of-Living Expenses

- Participants who said their compensation **usually or always** essential living experiences were:
 - More likely to be men
 - More likely to have their student loans paid off or forgiven
 - More likely to live in the Midwest
- Participants who said their compensation **sometimes, rarely, or never** covers essential living experiences were:
 - More likely to be women
 - More likely to be aged 13-44
 - More likely to have a disability
 - More likely to have an associate's degree or below
 - More likely to currently have student loans
 - More likely to live in the Northeast

Feelings About Working for a History Organization

Workplace Culture

- **I believe what I do here is meaningful**
 - Participants aged 61-79 more likely to agree or strongly agree
- **I believe that I can learn and grow in this organization**
 - *No relationships*
- **My manager supports me**
 - Participants who reported having a disability less likely to agree or strongly agree
- **My workplace values a wide range of identities and perspectives**
 - Men more likely to agree or strongly agree
 - Participants over 60 years more likely (and aged 29-44 less likely) to agree or strongly agree
 - Participants with their highest degree in Museum Studies less likely to agree or strongly agree
 - Participants who work at an organization located in the West more likely to agree or strongly agree
- **I would recommend this workplace to friends and family**

- Men more likely (and women less likely) to agree or strongly agree
- Participants over 60 years more likely (and aged 29-44 less likely) to agree or strongly agree
- Participants who identify as LGBTQ+ less likely to agree or strongly agree
- Participants with an associate's degree or below more likely (and master's degree less likely) to agree or strongly agree
- Participants with their highest degree in Museum Studies or Public History less likely to agree or strongly agree
- Participants who work at an organization located in the West more likely to agree or strongly agree
- **People in my organization are held accountable for discrimination and harassment**
 - Men more likely (and women less likely) to agree or strongly agree
 - Participants aged 61-79 are more likely (and aged 29-44 less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ less likely to agree or strongly agree
- **I feel burned out in this organization**
 - Women and participants who identify as non-binary or another gender identity more likely (and men less likely) to agree or strongly agree
 - Latino/a/x and Hispanic participants more likely to agree or strongly agree
 - Participants aged 29-44 more likely (and over 60 years less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ more likely to agree or strongly agree
 - Participants who reported having a disability more likely to agree or strongly agree
 - Participants with a master's degree more likely (and an associate's degree or below less likely) to agree or strongly agree
 - Participants with their highest degree in Museum Studies or Public History more likely to agree or strongly agree
- **I don't feel that I have a voice in decision-making in this organization**
 - Participants who identify as non-binary or another gender identity more likely (and men less likely) to agree or strongly agree
 - Participants aged 13-44 more likely (and over 60 years less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ more likely to agree or strongly agree
 - Participants who reported having a disability more likely to agree or strongly agree
 - Participants with an associate's degree or below less likely to agree or strongly agree
 - Participants with their highest degree in Library and Information Science more likely to agree or strongly agree

Participants who work at an organization located in the South more likely (and in the West less likely) to agree or strongly agree

- **The culture of my workplace negatively affects my mental and/or physical health**
 - Men less likely to agree or strongly agree
 - Participants aged 29-44 more likely (and over 60 years less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ more likely to agree or strongly agree
 - Participants who reported having a disability more likely to agree or strongly agree
 - Participants with their highest degree in Museum Studies more likely to agree or strongly agree
 - Participants who work at an organization located in the South more likely to agree or strongly agree
- **I feel like I have to hide some of who I am in this organization**
 - Participants who identify as non-binary or another gender identity more likely to agree or strongly agree
 - Black or African American participants more likely (and White participants less likely) to agree or strongly agree
 - Participants aged 13-44 more likely (and over 60 years less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ more likely to agree or strongly agree
 - Participants who reported having a disability more likely to agree or strongly agree
 - Participants with an associate's degree or below less likely to agree or strongly agree
 - Participants with their highest degree in Public History more likely to agree or strongly agree
 - Participants who work at an organization located in the South more likely (and in the Northeast less likely) to agree or strongly agree
- **Mistakes are held against you in this organization**
 - Participants aged 29-44 are more likely (and over 60 years less likely) to agree or strongly agree
 - Participants who work at an organization located in the South more likely to agree or strongly agree
- **Diversity and difference are not celebrated in this organization.**
 - Participants aged 29-44 more likely (and aged 61-79 less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ more likely to agree or strongly agree
 - Participants who reported having a disability more likely to agree or strongly agree

Satisfaction with Work

- **I am excited by the work that I do**
 - Participants aged 61-79 more likely (and aged 29-44 less likely) to agree or strongly agree
 - Participants with their highest degree in Museum Studies less likely to agree or strongly agree
- **I feel valued by my employer**
 - Men more likely to agree or strongly agree
 - Participants over 60 years more likely (and aged 29-44 less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ less likely to agree or strongly agree
 - Participants with their highest degree in Public History less likely to agree or strongly agree
 - Participants who work at an organization located in the West more likely (and in the South less likely) to agree or strongly agree
- **I'm satisfied with my career**
 - Men more likely to agree or strongly agree
 - Participants over 60 years more likely (and aged 13-44 less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ are less likely to agree or strongly agree
 - Participants who reported having a disability less likely to agree or strongly agree
 - Participants with an associate's degree or below more likely to agree or strongly agree
 - Participants with their highest degree in Museum Studies less likely to agree or strongly agree
- **I am satisfied with my current compensation/salary (including benefits)**
 - Men more likely (and women or participants who identify as non-binary or another gender identity less likely) to agree or strongly agree
 - Latino/a/x or Hispanic participants less likely to agree or strongly agree
 - Participants over 60 years more likely (and aged 13-44 less likely) to agree or strongly agree
 - Participants who identify as LGBTQ+ are less likely to agree or strongly agree
 - Participants who reported having a disability less likely to agree or strongly agree
 - Participants with a doctorate degree more likely to agree or strongly agree
 - Participants with their highest degree in Museum Studies less likely to agree or strongly agree

Discrimination and Harassment

- **Participants who have experienced discrimination or harassment from others at their history organization are:**
 - More likely to be women (and less likely to be men)
 - Less likely to be over 80 years
 - More likely to have a master's degree and less likely to have an associate's degree or below
 - More likely to have their highest degree in Museum Studies
- **Participants who have experienced discrimination or harassment from members of the public are:**
 - More likely to be women or identify as non-binary or another gender identity (and less likely to be men)
 - More likely to be Latino/a/x or Hispanic
 - More likely to be aged 13-44
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
 - Less likely to be over 60 years old
 - Less likely to have a bachelor's
- **Participants who have experienced discrimination or harassment from both others at their history organization and members of the public are:**
 - More likely to be women (and less likely to be men)
 - More likely to be Black or African American or Latino/a/x/ or Hispanic (and less likely to be White)
 - More likely to be aged 29-44 (and less likely to be over 60 years old)
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
 - More likely to have their highest degree in Museum Studies or Public History
- **Participants who have not experienced discrimination or harassment are:**
 - More likely to be men
 - More likely to be White (and less likely to be Black or African American or Latino/a/x/ or Hispanic)
 - More likely to be over 60 years old (and less likely to be aged 29-44)
 - Less likely to identify as LGBTQ+
 - Less likely to report having a disability
 - More likely to have an associate's degree or below and less likely to have a master's degree

Types of Discrimination and/or Harassment

- **Participants who have experienced gender discrimination or harassment are:**
 - More likely to be women or identify as non-binary or another gender identity (and less likely to be men)
 - More likely to be aged 13-44 (and less likely to be over 60 years old)
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
- **Participants who have experienced age discrimination or harassment are:**
 - More likely to be women or identify as non-binary or another gender identity (and less likely to be men)
 - More likely to be Latino/a/x or Hispanic
 - More likely to be aged 13-44 (and less likely to be 45 or older)
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
- **Participants who have experienced discrimination or harassment based on race/ethnicity are:**
 - More likely to be Asian or Asian American, Black or African American, Latino/a/x or Hispanic, or Native American, American Indian, or Alaska Native (and less likely to be White)
 - Less likely to be aged 61-79
 - More likely to report having a disability
 - More likely to work at an organization located in the South (and less likely in the Northeast)
- **Participants who have experienced discrimination or harassment based on social/economic circumstances are:**
 - More likely to be aged 29-60 (and less likely to be aged 61-79)
 - More likely to report having a disability
 - More likely to identify as LGBTQ+
- **Participants who have experienced discrimination or harassment based on disability are:**
 - More likely to identify as non-binary or another gender identity
 - More likely to be Latino/a/x or Hispanic
 - More likely to be aged 29-44
 - More likely to report having a disability
 - More likely to identify as LGBTQ+
- **Participants who have experienced discrimination or harassment based on sexual orientation are:**
 - More likely to identify as non-binary or another gender identity (and less likely to be women)

- More likely to be Latino/a/x or Hispanic
- More likely to be aged 13-44 (and less likely to be aged 61-79)
- More likely to report having a disability
- More likely to identify as LGBTQ+
- **Participants who have experienced religious discrimination or harassment are:**
 - More likely to be aged 29-44 (and less likely to be aged 61-79)
 - More likely to work at an organization located in the West (and less likely in the Midwest)
- **Participants who have experienced discrimination or harassment based on national origin are:**
 - More likely to be Asian or Asian American or Latino/a/x or Hispanic (and less likely to be White)

Considering Leaving the Field

- Participants who have **considered leaving the field in the past 5 years** are:
 - More likely to identify as non-binary or another gender identity (and less likely to be men)
 - More likely to be aged 13-44 (and less likely to be over 60 years old)
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
 - More likely to have a master's degree (and less likely to have an associate's or below or a doctorate degree)
 - More likely to have their highest degree in Arts Administration, Museum Studies, or Public History
 - More likely to currently have student loans (and less likely to have never had student loans)
 - Less likely to work at an organization in the Northeast
- Participants who **anticipate leaving the field in the next 5 years or are not sure** are:
 - More likely to be women (and less likely to be men)
 - More likely to be Latino/a/x or Hispanic
 - More likely to be aged 13-60 (and less likely to be over 60 years old)
 - More likely to identify as LGBTQ+
 - More likely to report having a disability
 - Less likely to have an associate's degree or below or doctorate degree
 - More likely to have their highest degree in Museum Studies
 - More likely to currently have student loans (and less likely to have never had loans)

Reasons for Considering Leaving the Field

Many variables have a statistical relationship to reasons for considering leaving the field:

- **Gender identity:**
 - **Women** were **more likely** to say low pay, other fields having more flexible hours, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, interpersonal issues with other staff members, or poor management was a reason for considering leaving the field.
 - **Men** were **less likely** to say low pay, other fields having more flexible hours, full-time work being unavailable to them at history organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, poor management, or not being able to afford to live where they want was a reason for considering leaving the field.
 - Participants who identify as **non-binary or another gender identity** were **more likely** to say low pay, full-time work being unavailable to them at history

organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, or not being able to afford to live where they want was a reason for considering leaving the field.

- **Race/ethnicity**

- **Latino/a/x or Hispanic** participants were **more likely** to say low pay, other fields having more flexible hours, full-time work being unavailable to them at history organizations, lack of opportunities for growth and/or advancement, unsafe working conditions, or not believing history organization can change was a reason for considering leaving the field.
- **Black or African American** participants were **more likely** to say experiencing discrimination or harassment was a reason for considering leaving the field.
- **White** participants were **less likely** to say experiencing discrimination or harassment or not believing history organization can change is a reason for considering leaving the field

- **Age:**

- Participants **aged 13-44** were **more likely** to say low pay, other fields having more flexible hours, being more interested in other fields, full-time work being unavailable to them at history organizations, exciting opportunities in other fields, or not being able to afford to live where they want was a reason for considering leaving the field.
- Participants **aged 29-44** were **more likely** to say experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, interpersonal issues with other staff members, or poor management is a reason for considering leaving the field.
- Participants **aged 45-60** were **more likely** to say exciting opportunities in other fields or poor management is a reason for considering leaving the field. They were **less likely** to say not being able to afford to live where they want was a reason.
- Participants **over 60 years old** were **less likely** to say low pay, other fields having more flexible hours, being more interested in other fields, full-time work being unavailable to them at history organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, exciting opportunities in other fields, interpersonal issues with other staff members, poor management, or not being able to afford to live where they want is a reason for considering leaving the field.

- **LGBTQ+:**

- Participants who **identify as LGBTQ+** were **more likely** to say low pay, other fields having more flexible hours, being more interested in other fields, full-time work being unavailable to them at history organizations lack of opportunities for growth

and/or advancement, unsafe working conditions, burnout in the history field, or not being able to afford to live where they want is a reason for considering leaving the field.

- **Disability:**
 - Participants who **reported having a disability** were **more likely** to say low pay, other fields having more flexible hours, full-time work being unavailable to them at history organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, or not being able to afford to live where they want is a reason for considering leaving the field.
- **Education level:**
 - Participants with an **associate's degree or below** were **less likely** to say low pay, other fields having more flexible hours, full-time work being unavailable to them at history organizations, lack of opportunities for growth and/or advancement, burnout in the history field, poor management, or not being able to afford to live where they want was a reason for considering leaving the field.
 - Participants with a **bachelor's degree** were **more likely** to say being more interested in other fields was a reason for considering leaving the field. They were **less likely** to say burnout in the history field was a reason.
 - Participants with a **master's degree** were **more likely** to say low pay, other fields having more flexible hours, lack of opportunities for growth and/or advancement, burnout in the history field, or poor management was a reason for considering leaving the field.
 - Participants with a **doctorate degree** or below were **less likely** to say low pay is a reason for considering leaving the field.
- **Degree field:**
 - Participants who have their highest degree in **Library and Information Science** were **more likely** to say other fields having more flexible hours or personal reasons unrelated to history organizations or the field was a reason for considering leaving the field.
 - Participants who have their highest degree in **Arts Administration** were **more likely** to say low pay or other fields having more flexible hours was a reason for considering leaving the field.
 - Participants who have their highest degree in **Museum Studies** were **more likely** to say low pay, other fields having more flexible hours, lack of opportunities for growth and/or advancement, burnout in the history field, or poor management was a reason for considering leaving the field.
 - Participants who have their highest degree in **Public History** were **more likely** to say low pay, other fields having more flexible hours, lack of opportunities for

growth and/or advancement, burnout in the history field, or poor management was a reason for considering leaving the field.

- **Student loan status:**

- Participants who **currently have student loans** were **more likely** to say low pay, other fields having more flexible hours, being more interested in other fields, full-time work being unavailable to them at history organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, burnout in the history field, exciting opportunities in other fields, or poor management was a reason for considering leaving the field. They were **less likely** to say personal reasons unrelated to history organizations or the field were a reason.
- Participants who have **never had student loans** were **less likely** to say low pay, other fields having more flexible hours, full-time work being unavailable to them at history organizations, experiencing discrimination or harassment, lack of opportunities for growth and/or advancement, unsafe working conditions, burnout in the history field, exciting opportunities in other fields, interpersonal issues with other staff members, or poor management is a reason for considering leaving the field.
- Participants whose **student loans are paid off or forgiven** were **more likely** to say burnout in the history field is a reason for considering leaving the field.

- **Organization region:**

- Participants who work at an organization in the **South** were **more likely** to say other fields having more flexible hours or lack of opportunities for growth and/or advancement was a reason for considering leaving the field.
- Participants who work at an organization in the **Northeast** were **less likely** to say lack of opportunities for growth and/or advancement, exciting opportunities in other fields, or interpersonal issues with other staff members was a reason for considering leaving the field.
- Participants who work at organizations located in the **West** were **more likely** to say exciting opportunities in other fields were a reason for considering leaving the field.

Affective Associations with Working in the History Field

- **Gender identity:**
 - **Women** were **more likely** to say they felt **worried** or **frustrated**. They were **less likely** to say they felt **excited**.
 - **Men** were **more likely** to say they felt **excited** or **hopeful**. They were **less likely** to say they felt worried or frustrated.
 - Participants who identify as **non-binary** or **another gender identity** were **more likely** to say they felt **angry**.
- **Race/ethnicity:**
 - **Asian** or **Asian American** participants were **less likely** to say they feel **inspired**.
 - **Native American, American Indian, or Alaska Native** participants were **more likely** to say they felt **hopeful**
- **Age:**
 - Participants **aged 13-38** were more likely to say they felt **bored**
 - Participants aged **29-44** were more likely to say they felt **worried, sad, or frustrated**. They were less likely to say they felt excited, connected to others, hopeful, or inspired.
 - Participants **aged 45-60** were more likely to say they felt **worried or disappointed**. They were less likely to say they felt connected to others.
 - Participants **over 60 years old** were more likely to say they felt **excited or connected to others**. They were less likely to say they felt worried or frustrated.
 - Participants **aged 61-79** were more likely to say they felt **hopeful or inspired**. They were less likely to say they felt disappointed, bored, or angry.
- **LGBTQ+:** Participants who **identify as LGBTQ+** were more likely to say they felt **worried, angry, or frustrated**. They were less likely to say they felt inspired.
- **Disability:** Participants who **reported having a disability** were more likely to say they felt **angry**
- **Education level:**
 - Participants with an **associate's degree or below** were **more likely** to say they felt **excited** or **hopeful**. They were **less likely** to say they felt **worried, sad, angry, or frustrated**.
 - Participants with a **bachelor's degree** were more likely to say they felt connected to others. They were less likely to say they felt frustrated.
 - Participants with a **master's degree** were more likely to say they felt worried or frustrated. They were less likely to say they felt excited, connected to others, hopeful, or inspired.
 - Participants with a **doctorate degree** or below were more likely to say they felt sad or angry.
- **Degree field:**

- Participants who have their highest degree in **Museum Studies** were more likely to say they felt worried, bored, angry, frustrated. They were less likely to say they felt excited or inspired
- Participants who have their highest degree in **Public History** were more likely to say they felt worried, frustrated.
- **Organization region:**
 - Participants who work at an organization in the **South** were more likely to say they felt angry or frustrated.
 - Participants who work at organizations located in the **West** were less likely to say they felt worried
 -

03 Supplementary Charts

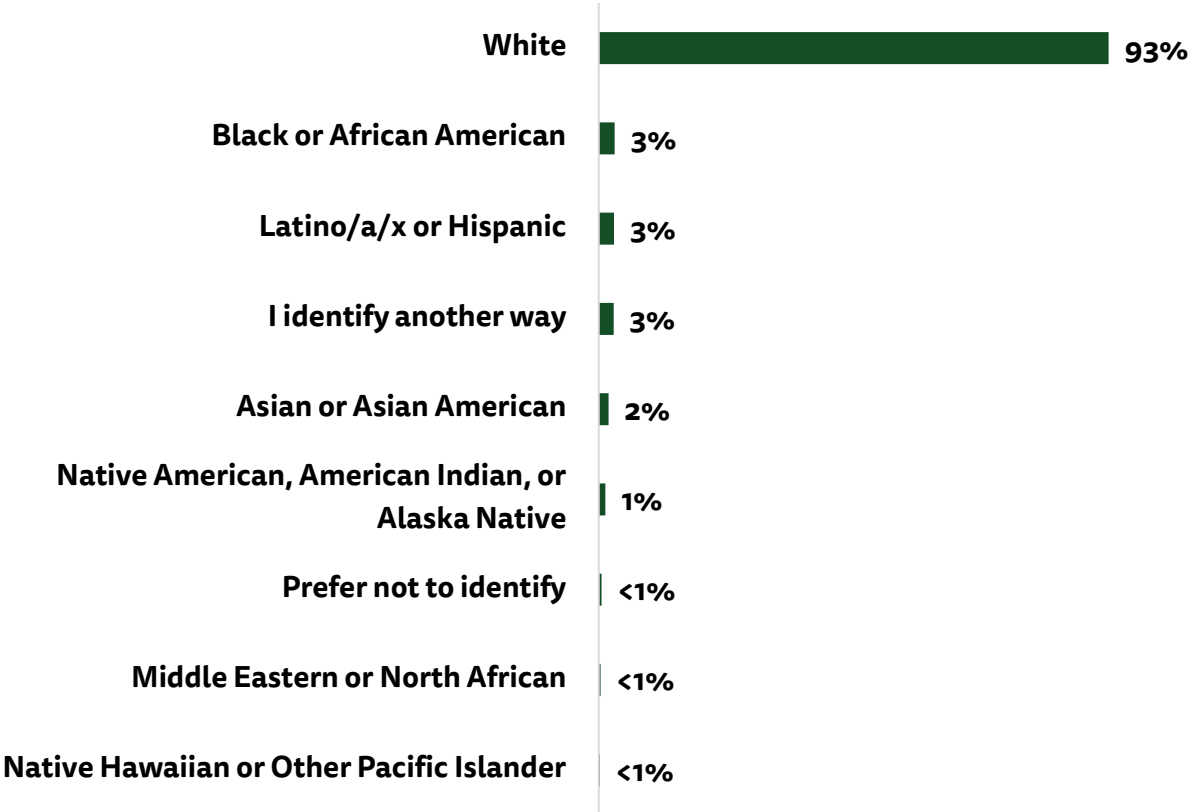


Race/Ethnicity Supplementary Chart

This chart presents data in the original survey question format which instructed participants to select all responses that applied. This means that someone who selected more than one race/ethnicity (e.g., White and Black or African American) is represented in both of those categories, and percentages across categories add up to more than 100 percent. In contrast, in the Initial Findings report, the chart separates out responses who selected more than one race/ethnicity into a new field, "Identify with multiple races/ethnicities" and percentages across categories total to 100 percent.

MOST HISTORY PRACTITIONERS IDENTIFY AS WHITE

(n = 3699)



With gratitude, Kera Collective thanks AASLH for the opportunity to help them understand history practitioners.

Our doors are always open—don't hesitate to reach out with anything that's on your mind!



Kera Collective explores, measures, and furthers the meaning-making that occurs between museums and people.

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