

**Society of American Archivists
Council Meeting
February 16, 18, 2022
Virtual Meeting**

**Fiscal Year 2022 Budget for DEIA Work Plan
(Prepared by Courtney Chartier)**

BACKGROUND

In March 2021, SAA President Rachel Vagts and Vice President Courtney Chartier charged the Council Working Group on Diversity, Equity, Inclusion, and Accessibility (WG-DEIA) to draft a work plan for incorporating DEIA and cultural competency into all aspects of SAA's work.

In June 2021 Council approved the FY22 budget to include \$40,000 in the Governance Program budget for "A paid consultant/facilitator to assist the Council as needed with development and implementation of a DEIA/cultural competency work plan."

In November 2021, Council approved the DEIA Work Plan and created a strategic plan. Activities from the DEIA Work Plan have been incorporated into the strategic plan. Council must now decide how to spend the DEIA budget funds before the start of the new budget cycle.

DISCUSSION

Based on member input, the following areas were identified as priorities (the highlighted entries were identified as the most important by the Diversity Committee):

- Contingent labor and pathways to secure career for BIPOC, LGBTQIA+, and disabled archival workers [1.2]
- Provide archives workers and archival organizations resources for community building [1.6]
- Include consideration of equity and inclusion when determining membership costs [2.1]
- Revise calls for participation in conferences and publishing opportunities to be more inclusive [2.3]*
- With the Membership Committee, identify inclusive and supportive services for members [2.4]
- Ensure physical and digital spaces and services are inclusive and accessible, considering learning styles and abilities, physical/sensory and cognitive abilities, and lived experiences [2.7]*

- Review SAA’s educational offerings, and ensure that courses and certificates cover issues of diversity, equity, inclusion, accessibility, community building, anti-racism, and trauma-informed archival practice [3.1]
- Provide easy access to existing resources for archivists on anti-racism and DEIA topics [3.2]
- DEIA foundations training for SAA staff and leadership (Executive Committee and Council) [3.3]
- Ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices, and standards [Subtask of 4.1]

**In progress.*

The allocated funds are not enough to fund all of these activities. However, a considered use of the funds can move SAA forward in implementing priorities of the work plan that cannot be accomplished relying solely on volunteer labor or staff time.

QUESTIONS FOR DISCUSSION

1. The Society has spent the past few months developing; socializing, engagement membership, and imploding the DEIA Work Plan in the Strategic Plan, which of the above items can be accomplished by the end of the FY22.
2. Given the current landscape and the needs of the profession, which of the above items will have greater impact on SAA’s membership vs. the profession?
3. When prioritizing the above items, Council should consider items assigned to committees and sections along with timeliness, should these items be moved to FY23?
4. When prioritizing, Council should consider the given timeframe for items that require outside resources/input/involvement.

RECOMMENDATION(S)

THAT the SAA Council designate the allocated \$40,000 in the current budget to support implementing [X item] from the Work Plan on DEIA within FY 2022.

Support Statement: The DEAI Work Plan is based on recommendations of the Diversity Committee, WG-DEIA discussions, and members’ comments and feedback. It is Council’s responsibility to determine priorities and fund them. The allocation of \$40,000 in the FY22 budget for DEIA is an opportunity to determine a priority that requires funds and move forward with the Work Plan.

Impact on Strategic Priorities: The Council has identified DEIA initiatives as a top priority for SAA. Careful use of the funds would move the work plan forward, and could address strategic priorities within all four goals of the SAA Strategic Plan.

Fiscal Impact: Using FY22 budget funds as allocated is good fiscal stewardship.