Society of American Archivists
Council Meeting
March 17, 2021
Virtual Meeting

Diversity Committee: Feedback and Recommendations Following Black Lives and Archives Forums
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with significant support from Diversity Committee members)

At the request of the Council, the SAA Diversity Committee facilitated two public programs to discuss and solicit feedback on the Black Lives and Archives statement issued by the Council on June 2, 2020. These programs were an open meeting called by Council, open to anyone who wanted to attend (July 24, 2020), and the Diversity Forum during the Annual Meeting, open to registered Annual Meeting attendees (August 7, 2020). This report summarizes the feedback from those sessions and suggests recommendations for next steps.

BACKGROUND

After issuing the Black Lives and Archives statement, the Council charged the Diversity Committee with facilitating a discussion with the objective of generating ideas (from small and practical to huge and revolutionary) for implementing changes and taking actions in support of the statement. The discussions included ideas for reallocating resources and ensuring accountability to reduce harm to Black people in order to begin repairing centuries of violence committed against Black people in our society and in our profession.

Each discussion included brief welcoming remarks and instructions, with the majority of time spent in breakout groups. Participants in each group were prompted to review one of the five paragraphs in the Council's statement with these questions in mind: What actions can you imagine in support of this statement? What resources (time, labor, money) are needed to accomplish change in this area? And what would accountability look like?

Many libraries, archives, and cultural heritage organizations have issued similar statements in response to anti-Black violence in the U.S., but these words must be supported by meaningful actions, sustained work, and significant changes that demonstrate ongoing commitment by leadership to dismantling white supremacy.

In response to the request by the Council, the Diversity Committee submits these recommended actions and strategies based on the many ideas, issues, and questions raised by membership during conversations on Black lives and archives.

DISCUSSION

The Diversity Committee reviewed and compiled the significant amount of data captured during the Black Lives and Archives sessions (full text included as appendices) and identified four overarching and interconnected themes to highlight:

1. **Recruitment and Retention:** Hiring, supporting, and retaining BIPOC archives workers is the highest priority. This includes a wide range of outreach, including for K–12 and undergraduate students as well as at the graduate level. Equity is a concern, and SAA should contribute to transparency in the recruitment process (including requiring pay scales in job postings) and advocating for a living wage for all archivists.

2. **Structural Barriers within SAA:** Themes of representation within SAA arose throughout the discussions, specifically when it comes to leadership, hiring committees, and diverse panelists at our annual meetings.

3. **SAA Participation in and/or Offering of DEI Training:** SAA should develop and offer more DEI training for members (on topics including cultural humility, microaggressions, and ally/bystander training) and should actively incorporate issues of equity and inclusion in all course and certificate offerings.

4. **Archival Practices:** Our collecting and descriptive practices were discussed in regard to representation and re-centering the narrative within our collections by fostering relationships with the communities in which we work, revisiting legacy description, and contextualizing the historical record.

RECOMMENDATIONS

The Diversity Committee has outlined recommended actions and strategies below based on the many ideas, issues, and questions raised by membership during conversations on Black Lives and Archives. With the recently announced retirement of its executive director and initiation of a new strategic planning process, the Society is entering a well-placed moment for a critical review of the organization. This is a time for bold action and investment by SAA. The Diversity Committee recommends that SAA undertake a comprehensive independent audit of its services and structures with regard to diversity, equity, inclusion, and anti-racist practices in order to demonstrate that Black lives, Black archives, and Black archives workers matter.

The aforementioned themes are broken out again below with associated action items proposed by the Diversity Committee for the SAA Council to review and prioritize. The Diversity Committee acknowledges that other entities within SAA, such as the Committee on Education or the Nominating Committee, may be better able to address a number of these items and asks the Council to also identify what group should proceed in furthering any prioritized work. The Diversity Committee recognizes that some of the action items identified below are not fully attainable by SAA as an organization. In bringing such items to the Council's attention, the Diversity Committee is passing on concerns voiced by the membership that it feels SAA should take a formal position on or be involved in fomenting dialog around.

1. **Recruitment and Retention**

   1.1. Require salary reporting in job postings shared via SAA's job board; develop and distribute guidelines for creating inclusive job ads.

   1.2. Review and adopt recommendations regarding contingent labor based on existing documentation (such as the "'Do Better' -Love(,) Us: Guidelines for Developing and Supporting Grant-Funded Positions in Digital Libraries, Archives, and Museums" https://dobetterlabor.com/); Develop guidelines and best practices for making diversity fellowships a pathway to a secure career.

   1.3. SAA should commit to conducting A*CENSUS on a regular schedule (at a minimum every 10 years). The census should include a gathering of salary information so the Society can better advocate for salary equity and a living wage for all archivists; should include data on demographics within the profession and report on changes over time. Metrics help boost accountability.

   1.4. Increase funding for Mosaic scholarships and other financial support for BIPOC archives workers, including funding for graduate education. Specifically, increase the amount of financial support per Mosaic Scholarship recipient, as well as increasing the number of recipients.

   1.5. Work more closely with graduate/undergraduate programs and high schools to recruit diverse students into the profession; develop effective outreach programs for these audiences.

2. **Examine Structural Barriers within SAA**

   2.1. Include consideration of race and inclusion when determining membership costs. (We are aware that the dues structure is currently being reviewed.)

   2.2. Research and implement models from other organizations that address the issue of predominantly white leadership.

   2.3. Revise calls for participation in conferences and publishing opportunities to be more inclusive. (See DLF example: https://forum2020.diglib.org/call-for-proposals/.)

   2.4. Continue to support the significant work of the Membership Committee to identify inclusive and supportive services for members such as the Career Center, Mentor, Navigator, and Key Contact programs. (This is also essential for retention.)

   2.5. Ensure the strategic planning process and general leadership structure of the Society are inclusive and transparent.

3. **Create and Support DEI Training and Education for Archives Workers**

    3.1. Review SAA's educational offerings, and ensure that courses and certificates cover issues of diversity, equity, inclusion, accessibility, anti-racism, and trauma-informed archival practice. NOTE: This is a first step and the Diversity Committee would also suggest partnering with graduate educators to ensure these elements are incorporated into the graduate education curriculum.

    3.2. Hire an outside reviewer to evaluate current SAA educational offerings and establish courses that address cultural humility. Offer at least two free webinars a year that advance cultural humility and walk members through evolving professional standards.

    3.3. Provide easy access to existing resources for archivists on these issues, for example: creating a core reading list and facilitated reading group(s) or community of learning; developing anti-racism toolkits with specialized resources such as guidelines for lone-arrangers.

4. **Archival Practice**

    4.1. Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.

    4.2. Build and sustain relationships with BIPOC communities to better support community archives.

    4.3. Support post-custodialism, radical empathy, communication, and ethics in collecting.

    4.4. Create a statement that addresses the shortcomings of archival description and the presence of bias. Encourage archives to use a version of the statement publicly along with their finding aids.

Support Statement: Diversity is one of the core values expressed by SAA, and the recommendations in this report offer the opportunity to enact those values based on ideas and feedback from membership. From the SAA Code of Ethics:

> "Archival education programs, professional organizations, and hiring institutions must work to develop practices and policies that center the recruitment, retention, and ongoing support of inclusive communities of practice. It is not enough to collect the history of diverse peoples—the archives profession must constantly work toward creating anti-oppressive environments that encourage participation from people across the spectrum of experience."

The themes of recruitment and retention, structural barriers within SAA, DEI training, and archival practice all address legitimate concerns voiced by the SAA membership regarding challenges to diversity, equity, and inclusion within the profession. Addressing these themes as issues of significance to the Council and beginning to identify and prioritize action items to

move forward will result in our membership seeing that SAA is indeed committed to effecting change and fostering a more inclusive environment.

Impact on Strategic Priorities: These recommendations support the following goals from the SAA Strategic Plan 2020-2022: 1.3. Provide leadership in ensuring the completeness, diversity, and accessibility of the historical record; 2.1. Mentor and support the career development of members to assist them in achieving their goals; 4.3. Foster an inclusive association and profession through educational and leadership opportunities; 4.4. Ensure that leaders are accessible and that their work is transparent.

Fiscal Impact: In order to invest in Black lives and archives, a taskforce may be needed to assess the costs of reparative work and allocation of resources to sustainably support this work. There may be fiscal implications for implementing many of these recommendations (such as adjusting membership fees or offering new educational courses), but the complexity and wide range of opportunities would require individual assessment. We acknowledge the volunteer labor costs and emotional labor costs of diversity and inclusion work, particularly by BIPOC members.

QUESTIONS FOR DISCUSSION

- Can this work be incorporated into the next strategic planning process?
- What is the best way to move forward with these recommendations?
- Can the Council create a framework for accountability and transparency in implementing recommendations?
- How can this work be delegated appropriately?

APPENDICES

Appendix A: Summaries of feedback
Appendix B: Full text of comments from both programs (lightly edited for consistency and duplication)

Black Lives & Archives Feedback Summaries

January 14, 2021

Context: Members of the SAA Diversity Committee reviewed all the feedback and comments from the 2 Black Lives and Archives listening sessions. This document includes summaries and priorities based on that review, organized by paragraphs that correlate to the [SAA Council Statement on Black Lives and Archives](#) (June 2, 2020).

Paragraph 1

Question 1: What actions can you imagine in support of this statement?
- Promote further study of the history of archives/the archives profession, both within SAA and in graduate programs. Acknowledge how archives in general, and SAA in particular, have promoted policies and practices that have harmed BIPOC communities and upheld white supremacy.
- Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.
- Build and sustain relationships with BIPOC communities to better support community archives. Recognize the expertise of all archives and memory workers, not just those with credentials who work at traditional archival institutions.
- Work more closely with graduate/undergraduate programs and high schools to recruit diverse students into the profession.
- Examine structural barriers within SAA that discourage greater involvement from BIPOC communities (e.g., expensive dues, hierarchical decision-making, lack of diversity within leadership ranks).

Question 2: What resources (time, labor, money) are needed to accomplish change in this area?
- Additional funding to support free membership for new BIPOC members and additional scholarship for BIPOC students
- Additional funding to make educational resources (webinars, training) more financially accessible
- Additional funding/staff to support training in DEI, anti-racism, etc.
- Additional funding to ensure that volunteers and community members are paid for their work

- Greater collaboration with archival educators to recruit more BIPOC students and with regional archives to connect with more community archives

Question 3: What would accountability look like?
- Greater transparency about funds spent on accessibility, DEI, etc. This could come in the form of a report or a website that lists progress made toward goals. Reports should be issued regularly and/or the website should be updated regularly.
- Regular opportunities to provide qualitative feedback on progress toward DEI goals
- Regular conversations about racism/the need for culture change, framed not as "difficult" but as "joyful and rewarding"

List 5–10 top priorities to address (these can be action items, suggestions, questions, comments that are mentioned more than once or otherwise draw your attention). **For each item, please suggest who/what group could address this** (Council, a particular Section or Committee, other unit of SAA, other institutions/organizations, etc.).

- Promote further study of archives/archivists' role in maintaining white supremacy.
  - Archival History Section
  - Archival Educators Section
  - Perhaps sections for specific repository types (e.g., Government Archives Section, Business Archives Section)—could examine this issue within the context of their repository type
  - American Archivist Editorial Board
  - Publications Board

- Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.
  - Description Section
  - Encoded Archival Standards Section
  - Metadata and Digital Object Section
  - Reference, Access and Outreach Section
  - Standards Committee

- Build and sustain relationships with BIPOC communities to better support community archives.
  - Archivists and Archives of Color Section
  - Human Rights Archives Section
  - Latin American & Caribbean Cultural Heritage Section

- - Native American Archives Section
    - Oral History Section
    - Reference, Access and Outreach Section

- Work more closely with graduate/undergraduate programs and high schools to recruit diverse students into the profession.
    - Students and New Archives Professionals (SNAP) Section
    - Archival Educators Section
    - All of the sections listed under bullet #3
    - Membership Committee
        - Mentoring Program Subcommittee
    - Education Committee

- Examine structural barriers within SAA that discourage greater involvement from BIPOC communities.
    - SAA Council
    - Issues & Advocacy Section
    - Membership Committee
    - All of the sections listed under bullet #3

Paragraph 2

Question 1: What actions can you imagine in support of this statement?
- SAA had an important role in professional leadership and community to address this issue. The profession needs leadership from the top to leverage action at individual repositories and individual hearts and minds. Specifically, we need
    - Modeling behavior and emphasis which centers the voices of BIPOC
    - Resources and training to learn evolving standards for ethics of care in archival description, conflict resolution, and cultural competency
    - Community and mentorship to allow members to learn from each other safely and to support in particular BIPOC members network and rise in the profession

Question 2: What resources (time, labor, money) are needed to accomplish change in this area?
- SAA should provide training on trauma-informed archival practice, management and supervision, cultural competency, and bystander intervention

- SAA should consider sponsoring a reading group or community of learning to address anti-racism
- SAA should compile a list of Black-owned businesses to support and encourage membership to support

Question 3: What would accountability look like?
- SAA should support salary reporting in job postings and actively discourage limited term positions
- 1 year out, establish a task force that addresses cultural competency for archival standards, there should be at least 2 free webinars a year that advance cultural competency and walk members through evolving professional standards. OR do we hold other sections accountable to do some of this work? Ask each section to propose recommendations (based on their section's interest) to move this work forward? Establish a reward that encourages sections to do this (counterpoint: we should do this without reward because it's the right thing to do and needs to be an organizational/personal/professional imperative)
- SAA could create a strategic goal that aligns with this and then require that sections do something that works towards that strategic goal

List 5–10 top priorities to address (these can be action items, suggestions, questions, comments that are mentioned more than once or otherwise draw your attention). **For each item, please suggest who/what group could address this** (Council, a particular Section or Committee, other unit of SAA, other institutions/organizations, etc.).

1. The barrier to entry in the profession is so high. The ability to get a bachelors in order to get the masters degree to be qualified for the job is a privilege that not everyone has. Can there be a 5-year bachelor's degree? Committee on Education/higher education?
2. The membership needs resources on ethics of care for archival description, bystander intervention, and anti-racism. Helen Wong Smith's Cultural Competency course is free, which is great, but perhaps approaching the Archives for Black Lives group to do a webinar on archival description, etc, would be also great. If there is a small exam and certificate, this would be even better for accountability and incentive for people's institutions. SAA Education/Committee on Education
3. SAA could explore models for communities of learning. The Mentoring Program will be piloting a mentoring cohort model. One of the cohorts will be dedicated for BIPOC. Should there be an anti-racism one for non-BIPOC? Does the Mentoring Program need to add this to their portfolio or should this be another group?

4. There needs to specifically be a strategic plan element about anti-racism. It's currently not spelled out but needs to be. Once that's there, SAA components need to all actively address it.
5. SAA should consider how to amplify the voices and expertise of BIPOC. Whether it's showcasing them in Archives in Context, creating directories of BIPOC repositories and BIPOC-owned businesses.

Paragraph 3

Overall, there was a demand that DEI should be at the center of all we do - every project, every initiative, and every action item. With respect to the profession at large, there were comments about token statements and passive action that does not generate meaningful change. As for SAA, comments centered on calls for DEI to be included in decision-making, and the setting of goals and priorities organization-wide, from Council to the Sections. Lastly, there was an emphasis placed on accountability.

The following words or phrases were repeated in the two notes documents, and informed the list of priorities: accountable, community archives, description, ethical collecting, funding, gatekeeping, mental health, resources, statements, training, trauma, post-custodial, and don't reinvent the wheel.

List 5-10 top priorities to address (these can be action items, suggestions, questions, comments that are mentioned more than once or otherwise draw your attention). For each item, please suggest who/what group could address this (Council, a particular Section or Committee, other unit of SAA, other institutions/organizations, etc.).

- Make ethical record keeping and documentation of social movements part of collection development policies as standard best practice.
  - Support post-custodialism, radical empathy, communication, and ethics in collecting.
  - Focus on building/strengthening relationships with activists/community organizers and supporting Black-led or community-led initiatives and supporting Black-led documentation efforts
  - Follow the lead of successful public library initiatives.
  - Suggestion on who/what group to address: SAA Committee on Ethics and Professional Conduct, SAA Standards Committee

- Archivists must earn a living wage.
  - Ensure BIPOC archivists, grad students, and interns are getting paid for their labor.
  - Any job posting listed through SAA must include a salary.
  - Develop a salary structure and accountability rubric.
  - Further, advocate that MLIS not be a requirement for job postings. Professionalization was an intentional barrier to keep certain people out of the profession. Lobby the ACA to not require a master's degree to sit for the CA exam.
  - Suggestion on who/what group to address: SAA Archival Compensation Task Force
- Archivists need support for mental health wellness.
  - Develop funding source for archivists dealing with trauma-informed collections [define]
  - Develop resource list for administrators to assist archivists dealing with these types of collections.
  - Suggestion on who/what group to address: SAA Council, SAA Foundation, Crisis, Disaster, and Tragedy Response Working Group

- Address outdated descriptive standards.
  - Create a statement that addresses the shortcomings of archival description and the presence of bias. Encourage archives to use a version of the statement publicly along with their finding aids.
  - Explore alternatives to LOC subject headings and/or advocate for changes with LOC.
  - Establish shared vocabularies on issues like race.
  - Fund projects to correct legacy finding aids by adding warnings or modifying the description.
  - Suggestion on who/what group to address: SAA Standards Committee (SAA Foundation for funding portion)

- Education regarding the profession's systemic racism. "Self reflection and training need to be done on the historical role of archives and how they've traditionally upheld white supremacy and oppression – maybe address this in grad course work or professional development activities – need to be up front about the role of archives in racism in the past and how that might make BIPOC individuals feel that archives are not a safe space – need an explicit acknowledgment of the role archives have played."

  - Similarly: "Remove the gatekeeping and protection certain collections and creators have benefitted from historically."

- ○ Provide easy access to existing resources for archivists on these issues. Action and literature in these areas have been produced for years; do not reinvent the wheel. Create a reading list, make it visible on SAA's website, and keep it updated. Specific suggestions in the notes.
- ○ Create and share checklists of DEI considerations for lone arrangers
- ○ Suggestion on who/what group to address: SAA Council, SAA Education Committee, Archivists and Archives of Color Section

Acknowledgement. Promote, cite, and give credit to the works of BIPOC archivists and memory-workers, with a broad view of who is considered an "archivist" (not necessarily conforming to specific professional backgrounds, pathways)
- ○ Updated directory of Black-led efforts and organizations, such as The Blackivists and Doc Now (Archivists Supporting Activists). Include ways to donate money or labor. Build coalitions.
- ○ Suggestion on who/what group to address: SAA Council, SAA Education Committee, Archivists and Archives of Color Section

- ● Gather data on demographics within the profession and report on changes over time. (Perhaps based on SAA membership?) Metrics help boost accountability.
  - ○ Suggestion on who/what group to address: SAA Executive Director and Council.

Paragraph 4

For this section of the statement, most of the responses focused on ways to build a more inclusive profession and "to positioning SAA as an organization welcoming of, built by, and led by persons of color." Suggestions included reducing barriers to joining the profession such as costs of education and SAA membership, prevalence of unpaid or low-paid internships, and credential requirements. Many comments highlight the need for more effective ways to retain and support the professional development of BIPOC archives workers, including mentorship. Accountability will include clear communication about goals and strategies that are being pursued, clear timeframes for objectives, and transparency about what is and isn't accomplished.

List 5-10 top priorities to address (these can be action items, suggestions, questions, comments that are mentioned more than once or otherwise draw your attention). **For each item, please suggest who/what group could address this** (Council, a particular Section or Committee, other unit of SAA, other institutions/organizations, etc.).

SAA can serve as a model for institutional change by adopting guidelines for compensation across the wide range of archival employment opportunities, such as requiring salary ranges in job postings.

SAA will review the current dues structure with a lens toward balancing fiscal responsibility of the organization with equity across membership levels. SAA will create ways for mutual aid between members to help subsidize costs for lower-income members.

SAA could devote more budget funding toward projects that support BIPOC members, such as scholarship and internship programs.

SAA can examine models for conference participation, publishing, and volunteer engagement with various groups across the organization to incorporate more inclusive and accessible ways for people to feel like they can be a valued member, even with limitations such as lack of funding for travel.

The Membership Committee could (further) develop resources for new members, inclusive practices within recruitment efforts, anti-racism-informed guidelines for all programs under their leadership, and solicit feedback from current (new and long-time) and former SAA members about inclusion-related issues.

Volunteer leaders in roles such as co-chairs of committees and sections will have the opportunity to learn more about cultivating and recruiting future leaders. Better documentation about expectations for volunteer positions, tangible benefits of participation, etc.

Committees including Membership, Education, and Publications can review the many comments related to training and mentoring needs to identify areas to develop or emphasize: such as salary/contract negotiation; how to write, review, and publish; as well as developing more anti-racist/cultural compentency offerings.

The Diversity Committee (or other group/subcommittee) could review the SAA website to bring together existing resources that might be the basis for an "anti-racism toolkit" such as Tools for inclusive description; Tools for appropriate community outreach and engagement; SAA's cultural competency trainings; etc.

Paragraph 5

There seems to be a clear interest in SAA participating in/ offering DEI training (cultural competency, microaggressions, ally/bystander training) and actively covering issues of equity and inclusion in course and certificate offerings. Themes of outreach, recruitment and retention also come through in discussions of education at all levels (K-12, undergrad and grad) as well as a specific need to create more direct pipelines for recruitment of BIPOC students to librarianship. Themes of representation when it comes to SAA and our institutions in the form of a BIPOC ED, diverse hiring committees, diverse panelists at annual meeting. Themes of representation and re-centering the narrative within our collections by fostering relationships with the communities in which we work, revisiting legacy description and contextualizing the historical record. Interest in ensuring these issues are addressed in graduate education, would SAA be able to affect change in this regard by either offering accreditation or partnering with ALA in the accreditation process? Importance of institutions, organizations, etc. funding this work. Interest in measuring progress via surveys or external audit.

List 5-10 top priorities to address (these can be action items, suggestions, questions, comments that are mentioned more than once or otherwise draw your attention). **For each item, please suggest who/what group could address this** (Council, a particular Section or Committee, other unit of SAA, other institutions/organizations, etc.).

1. Revisiting SAA's educational offerings, and ensure that all courses and certificates cover issues of equity and inclusion and use a critical race theory lens: **SAA Education Office/ Education Committee/ Committee on Ethics and Professional Conduct (?)**
2. Recruitment/ Mentorship of BIPOC students/ new professionals: **Membership Committee -- Mentoring Program Subcommittee/ AAC Section/ Education Committee**
3. Representation in Leadership: **Council/ Nominating Committee/ Program Committee/ Appointments Committee/ Committee on the Selection of SAA Fellows**
4. Inclusion of critical race theory in graduate education: **SAA Education Office/ Education Committee/ Archival Educators Section**
5. Representation in Collections/ Re-centering the Narrative: **Description Section/ Acquisitions & Appraisal Section (?)/ Archival History/ Reference Access and Outreach Section/ Standards Committee (?)**
6. Ensure that meeting times for sections such as AAC and LAACHA are not in direct conflict with each other: **AGM Program Committee**

7. Develop a system for internal/external audit of SAA's implementation of its strategic plan: **SAA Council(?)**

SAA Council Statement on Black Lives and Archives (June 2, 2020)

https://www2.archivists.org/statements/saa-council-statement-on-black-lives-and-archives

Paragraph 1:

We, the Council of the Society of American Archivists, unanimously condemn harassment and violence against the Black community. **As archivists, we learn from history that this country was founded on genocide and slavery.** We continue to witness the legacy of this history with systemic and structural racism that lead to marginalization, disenfranchisement, and death. The murder of George Floyd, and countless others, at the hands of the police manifest the continuing atrocities faced by Black Americans today. **As a profession, we stand by our community and acknowledge, unequivocally, that Black Lives Matter.**

What actions can you imagine in support of this statement?
- Invite speakers who are experts on founding of USA and who uses archival sources
- Understand archival history better - Archival History section has begun working on bibliography of articles about history of our own institutions and archives. This work is fairly sparse - Make a call for more people to do this type of historical reflection re: history of archives. History of founding of SAA, times its held conferences in places that are not inclusive (i.e. Austin, TX).
- "We learn from History" —> what is the current framework that supports this type of learning? SAA events and continuing ed, but also a big facet are graduate programs. How can SAA push these formal educational

programs to address the history of the profession but also the colonial system many archives exist in.

- How do minority groups save/archive their own history? Look outside of our professional boundaries - think of ways archivists can work with the community as "guides on the side" - or VICE VERSA, we learn from them. How they set up their archives are just as valuable to our profession.
  - https://medium.com/community-archives/graveyards-of-exclusion-a rchives-prisons-and-the-bounds-of-belonging-c40c85ff1663
  - Think about these origins and examine them
  - "agree build off of platforms that are already are in swing...partner with them and continue to collect extensively oral histories"
  - Be mindful when we support community archives don't approach with a condescending tone (by claiming they are not professional practice)
  - Be trauma informed.
- Continue to examine language we use for description, narratives, and exhibits
- Diversity committee could help centralize networks/lists/training that already exist to support this work
  - https://archivesforblacklives.files.wordpress.com/2019/10/ardr_fina l. pdf Language and redescription resource
- Think outside the box of how we define the historical record - not stick to a rigid definition of "this is what archives are" - reconsider what an archive is, what an archival object is
- Thin line between supporting community archives and being "white saviors"
- Work with graduate schools and high schools for recruitment
  - one reason for low % of ppl of color in archives is they do not have the same opportunities for education. Would a scholarship to a university of library and archival work?
  - BIPOC students need to be aware that there is space for them in the profession
  - Plant the seed of a career in archives early - how can we reach younger people?
  - Session 1B was a great example of leadership and mentorship, giving undergrad student workers in special collections agency to make meaning of the work. Cal State LA is a great leader when thinking about recruiting + mentorship

- Embrace change and flexibility within our rules-based structures
- "I like this video discussion asking discussing the lack of BIPOC Librarians: https://www.youtube.com/watch?v=wZrFGkOpCoU "
- Question about documenting BLM. Who is doing this? -- perhaps a national database? A collective resource for researchers
  - Minnesota Historical Society -- starting now to think about what collecting might look like. "History at Heart" -- prompts for people to refer to everything that's happening today. Curatorial staff there to talk to people and offer option to record audio/video response.
- What can SAA Sections do? How do we structurally ensure diversity through sections, sessions, programming? Can Sections dedicate time for discussions of diversity?
  - Digital Library Federation -- banned "mannel" (all-male panel) for forum and NDSA conference.
    - Suggestion: encouraging statement in CFP for annual meeting to consider diversity in forming a panel. Including diversity of institution (ie, all university panels).
      - Business Archives -- lack diversity within industry, institutional history. So, consciously thinking about "how do we celebrate Black lives and Black joy?" and making that part of the mission.
  - Sections to reconsider their history of racist practices. Who did you collect? How did you describe?
    - Design Records Section discussed descriptive practices for architecture. Description of architecture as a "benign thing." How do we consider beyond the building itself -- who built it, what land is it on, what inequities exist? How do we create an inclusive Section to create inclusive practice? How can we scale initiatives up to the whole Section?
- How do we reach and gain trust of communities? Especially in the COVID era when we can't physically go out into the public.
- DEI position created in January
- Thinking critically about descriptive language. Example re: costuming - "flesh toned" vs specific color.
- Rethinking overall mission with a formal statement that values positive relationships over acquisition and outlines key action items. Also commitment to reviewing and revising on a frequent schedule based on feedback.
- Events like Archives in the Movies --- building inclusion across all SAA, events.
- Small ways can make a big impact for people accessing materials online - ex.

Inclusive description practices
● SAA Council trying to hold more open forums/discussions. This will be the backbone of their vision.
  ○ How to make elections more focused on diversity, candidates creating DEI statements
  ○ Focus of strategic planning
● Mandating diverse candidate slates with the SAA
● Training for how we interact with patrons
● Police divestment (recent RBMS conversation: 7-23-20 Reading Discussion: Ethics of Policing, Security, and Surveillance in Special Collections) ○ Reexamining how we survail and vet patrons
  ○ Security vs policing

What resources (time, labor, money) are needed to accomplish change in this area?
● courses on community relations and community archives seem like they would be very helpful in graduate programs
● create workshops that train US/archivists to effectively talk to communities in a respectful way without reinscribing the colonial relationship that exists.
● secondary trauma resources for archivists
● SAA could prioritize/reallocate funding for community archives, training membership to do this work ethically and sensitive
● Leadership recruitment into positions of leadership. PWI should take a step back from being in SAA leadership - SAA should reach out to community led archives and invite them into leadership
● Mentorship of BIPOC archivists
● Scholarships for BIPOC students for graduate school
● Free first year membership for BIPOC folks - or the first 3 or 5 i. Expand leadership opportunities. The number of members of Council has been the same for years. I think that is true for other groups as well.
● Need to strategize about DEI as an organization -- what are sections doing? How do we get Sections to talk to one another? Have more impactful programming? Going to be tied in to the second part of the Leadership Forum -- crossover between groups and DEI as a central, uniting focus
● Connecting with community archives -- challenge for SAA because of a national scale, but could SAA collaborate with regionals for this?
● Working with educators to include SAA within the curriculum
  ○ MLIS programs without an archives track
● Free SAA membership for a year or two for BIPOC new members with a

special mentoring/onboarding program to introduce them to SAA i. How to get involved
- ○ Centralized Internship opportunities with BIPOC collections

What would accountability look like?
- SAA should require salaries for job postings
- Statistics at end of fiscal year
- Looking at the budget and reallocate funds
  - ○ Security in person
  - ○ Infusing resources into action items
  - ○ How much are we spending on accessibility

Paragraph 2:

During this time of dramatic and traumatic historical significance, the Society of American Archivists remains committed to its core organizational value of social responsibility, including equity and safety for Black archives workers and archives of Black Lives. A truly open, inclusive, and collaborative environment for all members of the Society cannot exist without justice for those affected by anti-Black violence. **We acknowledge the trauma Black archives workers face, in particular.** The labor of dismantling white supremacy and structural racism in archives, and beyond, does not rest solely upon our Black membership and other people of color. **White archivists, who comprise a vast majority of the field, have a responsibility to disavow racism daily in society and in our profession.**

What actions can you imagine in support of this statement?

SAA/Profession-wide role

Community

- Structures in place for directing SAA members to address racist behaviors by other SAA members or the venues in which we meet.
- Lone arrangers may not have co-worker allies. Look for partners in the broader organization. Find voices within the organization and POC voices in current or historical population of the organization.

- Could SAA create discussion spaces for institutions to share and learn from each other on what they are doing to address thorny issues in archival practice that pertain to specific topics, like anti-racist descriptive practices (as noted by someone else above), anti-racist research room practices, anti-racist collection practices, etc.
- Profession-wide continuing discussion about "neutrality" in finding aids, language we can provide in finding aids for racist records in collections, orienting staff and patrons to what materials can be found in our collections (Seconded—really great action to take)
- Could SAA create discussion spaces for institutions to share and learn from each other on what they are doing to address thorny issues in archival practice that pertain to specific topics, like anti-racist descriptive practices (as noted by someone else above), anti-racist research room practices, anti-racist collection practices, etc.
- The fact that we write our finding aids from this weird 3rd person/Archivist voice rather than acknowledging our own biases. We could stand to have a conversation about professionalism and the insistence on that.

Benchmarking across allied professions

- Look at how other fields have approached issues of racial injustice in their professions/organizations

Action
- "The labor of dismantling white supremacy and structural racism in archives, and beyond, does not rest solely upon our Black membership and other people of color." This sticks out to me as an area that SAA can support, to amplify work BIPOC have been doing
- Support BIPOC-owned businesses in our contracts and spending
- SAA actively also seek vendors that are BIPOC-owned in their budget
- Listing of trade organizations of black businesses, e.g. https://usblackchambers.org/, also some specific to archive industry?

Education, Training, Resource needs
- Re-evaluating past DEI trainings - "why diversity trainings fail"
- Bystander training. Anti-bias training may give archivists tools to defend so that speaking up doesn't always fall on people of color. Teaching individuals how to safely intervene when witnessing aggression/racist action
- Provide training opportunities and support networks for trauma-informed archival

practice, make this available to assist archives staff in managing the psychological and emotional effects of working with distressing archival materials
- SAA should create an education/workshop series that provides further frameworks on how to have such conversations and truly address trauma in our work environments and in our work
- We need workshops addressing trauma, identifying how laws can be used to abuse BIPOC -- e.g., DAS copyright class[?]
- Ongoing regularly meetings of reading group / trainings
- One institution is doing an internal collaborative anti-racism study group with two archival institutions in the city. They will be doing the #dothework 30 day challenge by Rachel Cargle - https://www.rachelcargle.com/ https://us18.campaign-archive.com/?u=e7528b5266e654d0ce83c211d&id =5221547120
- In terms of not having this labor rest solely on Black archivists, could SAA compile or curate a list of anti-racist resources that white archivists can use to educate themselves without asking their POC colleagues?
- List of best places to work for BIPOC archivists & cultural heritage professionals - perhaps a project for We Here?

Institutional roles

- The whole idea of supporting and advocating for Black archives workers, during these times of the epidemic and other world events, institutions don't recognize how this is affecting their workers
- Avoid re-traumatizing Black staff by making them participate/share their trauma or inflict further injury at department/institution-wide DEI trainings
- Representations in our collections (analog and digital), collection
- development policies -- collecting less hegemonic material
- Actively train, support, and promote Black staff members to archives positions at all levels - especially leadership positions
- Recruitment and retention of BIPOC -- past statements of not being able to find them are fallacies, or not feel welcome to come forward. Question statements like this and work harder. There isn't a history of fully supporting archivists of color, lack of a welcoming environment.
- Need people of color at the table, on committees, at presentations, opportunities to meet with candidates
- In Univ Archives setting, learning about faculty or other student groups who are "standing in the gap" to help add to voices of current experiences and content in the archives.
- Actions at individuals' workplaces, such as in strategic planning, discussing with management, working groups for diversity, equity, and inclusion - external-facing for students when working at an educational institution
- A day of healing, reflection, and learning - Dean of Libraries asked folks to take

the day to learn, professional development, in relation to racism in the US/DEI/cultural competency

- Higher education is embedded in white supremacy/racism.
- Bringing up your own institutions history of racist actions
- Examine existing policies with an eye to ensure they are antiracist and foster a sense of belonging for those who have been marginalized
- Changing legacy descriptions that may be offensive or outdated
- Examine career pathways to the profession and how to encourage more diverse students and professionals
- Discontinue project positions in favor of permanent, full-time positions
- Doing more work with diverse local communities socially, culturally, geographically
- Develop trusting relationships with historically marginalized communities
- Looking at how reading room hours (when most folks are working) and security (often uniformed in a police style) alienate and other Black and Indigenous, and People of Color
- Another institution does an anti-racism working group, talk about anti-Blackness within their community (specifically the one they serve in their collections of Japanese Americans), thinking about alternatives to calling their own police force as an organization, how to foster anti-racism conversations within the Japanese-American community in their city

Career Path and Credentials

- Undergrad HBCU student -- direct assistance in grad school, internship, fellowship recruitment for arch'l work -- some org'ns have internships for A-A descent students -- before enter grad school to help introduce them to field
- Indigenous Archivist at Arizona university, MLIS student, works at Native American collections department -- intersectional response centered on Black voices, have a workflow with community-driven archives group -- led by Black and Chicano archivists -- connect solidarity with Native voices -- land statement -- university to advocate for Native people, this should be a priority -- advocacy -- but can be generic -- but it's good to have it in writing -- student workers called "student archivists" -- they are undergrads but are leading programs -- statement that has an area to build on but I'm at a predominantly white institution, but we have something to start from https://lib.asu.edu/communityarchives/news/Black-Lives-Matter-ASU-Library-Statement
- https://asunow.asu.edu/20200702-asu-news-more-words-acknowledging-indigen
- Ous-land
- Reconsider job requirements, advanced degrees, how can we evaluate

applicants based on their skills rather than their degrees?

- Why isn't there a bachelor's in LS or LIS or AS? Unlike engineering -- where you can get bachelor's degree and start working; start working on creating something at that level.
- Perhaps an undergrad/grad 5-year program? https://www.uma.edu/academics/programs/ils/
- Maybe start making young people aware that this is a career path that is possible. Most children of color are not aware that librarianship/archiving is a career.
- Making student workers aware that this is a career that exists and can be pursued
- Making an effort to mentor and provide professional development opportunities for new archivists who are people of color
- Ensure portfolios of Black team members are not limited to work pertaining to Black history, culture, etc. Avoid tokenism and assigning unreasonable levels of responsibility to Black employees.
- Push to create full-time, permanent positions
- Paid internships for Black MLIS/archives/history/etc. students and recent graduates
- Ensure that job postings are communicated via a variety of platforms (college/university job boards, archival/library/museum organizations, social media, websites, etc.) to reach the greatest number of interested candidates
- Things I see this paragraph not addressing: systemic exclusion from the profession and systemic exclusion from higher levels of the profession; downstream effects of the archives profession in exploiting black archivists as contract workers and other types of disposable roles.
- Making sure intro level work is paid fair wages and doesn't leave out those who can't afford to work uncompensated
- Re internships, etc., recruitment - creating job opportunities that don't require masters degrees -- in academia a lot of jobs require MLS -- hard requirement, big financial barrier to get one -- don't think you need one, personally, would create more diversity, don't require a degree in order to move up or get a higher salary removing the MLIS requirement. Would that be perceived as lowering standards by academia/the field? master degrees have to lead better consistent standards in the field, but then people now need the masters or be a student to really get into the field in a lot of cases (not all).
- Maybe creating archivist and librarian programs at the bachelors level instead of only at the graduate level?

Individual roles

- Training for allies to speak up when they witness microaggressions
- See something, say something in the moment? Open, honest

- dialogs -- creating space and a culture of openness, empathy
- Us white folks need to get out of our white feelings and listen openly without centering ourselves
- Calling in - white archivists have a responsibility to explain to other
- white archivists
- Proactively volunteering to do committee work at your institutions to make systematic changes in policies/practices
- Make dismantling white supremacy part of our daily activities
- The profession has NOT been welcoming to Black people in the Reading Room/in reference. I absolutely have been to archives where I was treated like my "research question" wasn't worthy, a waste of the reference archivist's time, or otherwise unspecific enough. Even the concept of needing a "research question" to access materials is gatekeeping and unnecessary.
- Independently, or collectively, seeking out anti-racism and anti-oppression learning opportunities as well - as a first step.
- I think one small thing is to simply be more aware of how what we do/say is perceived, so we can avoid accidentally supporting racism. It's not much, but it is something anyone can do regardless of their circumstances.
- White archivists talking more leadership in DEI actions in ways that relieve the stress on Black, Indigenous and other Archivists of Color
    - i. Support interested/engaged DEI worker colleagues instead of
        - forcing other people to join/do the workMore work with outside
- activist groups - be aware of larger contexts
- Embracing our personal discomfort with our own place in racist structures and actions as white people
- Individual efforts to listen, seek understanding, allow vulnerability, value others' views, and changing our views and perceptions
- Centering Black people's experiences and knowledge - don't just read books and other resources by white people about racism/anti-racism

Collections

- Identifying existing collections that contains outdated terminology -
- finding balance between preserving historical context and updating
- to avoid racial stereotyping
- Making records accessible about the ed system -- in college archives, school system -- finding records that relate to history of specific ed system -- make it more personal -- e.g., segregation, busing -- those collections, people who are connected with the schools
- Is there ways to process and make accessible records on the education system and how it affects black students
- Promoting uses of collections that do represent people of color

Additional Comments

- I'd like to note that the statement makes liberal use of the language
- developed by Black Lives Matter, Movement for Black Lives, etc. - "Black Lives" vs.
- "black people," etc. I think using the language of these movements without engaging
- with the substance of their demands - reparations, divesting from police, economic
- justice, community control - is ultimately cosmetic. I recommend we expand "justice" to
- "systemic change and accountability as recommended by Black movement leaders in
- this moment."
-

    - ○
    - ○ Think about your institutional legacy and the role your museum/archive has chosen to play or not play in its history - would SAA be interested in that sort of introspection? Where has SAA gone wrong? Done well? "You have to get your own house in order" Self-assessment report.
    - ○ A southern institution also doing internal reflection - thinking about hiring outside consultants to come in to introduce new ideas

What resources (time, labor, money) are needed to accomplish change in this area?
- Analyzing how we create diversity residencies and making them sustainable in supporting long term careers
- Inclusive social opportunities to get to know one another, ensuring there are ways to connect, particularly archivists of color -- helps with social cohesion and empathy
- "Day in the life" representation in displays: represent all the voices of who your organization represents. Highlight joy, not just oppression and trauma. Look at the community around you - who are you serving and those around you. How can you engage them in your archive?
- There are a lot of reading lists, webinars ... do we need more explicit guidelines, samples of language to use?

- Provide a visual representation - the exhibitors, demonstrators? Where are the POC in
- the employee photographs? Pursue Black-owned businesses as partners of SAA? How
- to mentor, elevate perspectives of colleagues to help them be visible.
- Support the people in the building, when something happens. Be an echo.
- Support people in the moment and calling out the person causing pain. Not just
- afterwards with sympathy to the harmed co-worker or customer.
- Guidance and ethical practices on hiring, advocating for funding and opportunities for
- advancement.
- Encourage institutions re-evaluate priorities (collecting, processing, description,
- outreach, digitization). White donors get a priority.
- Within the year, some things are actionable, some will take trust building—all will take time and long-term commitment
- Buy-in from leadership [whether within SAA or at your individual institution] to take time for providing training/educational opportunities
- So much ambiguity about what resources will be available; but we know we don't do a good job of mentoring BIPOC colleagues (retention, recognition of unique skills and experiences)
- [ability to find/get resources may in part be dependent on where one works--working in an academic environment may give one more opportunity for training and getting resources in DEI/cultural competency/etc. than working in a
- government/nonprofit/corporate/etc. Archives]
- SAA can/should consider impact to public/government colleagues who are required or expected to be "non-partisan" -- what professional development/DEI is available to these colleagues?

    ○ Expanded availability to critical LIS material - get these materials into the workplace and not just EDI general material
        i. Could be free e-publications, could be accessible curriculum
    ○ Time to engage iteratively with collections
        i. Ability to evaluate absences and look at collection development policies to open them up
            1. Could be examples of inclusive collection development, could be case studies from orgs who have done this work well
    ○ SAA funded networking/happy hours for students of color, for Black archivists, for BIPOC (when we are able to be in person again!)

- ○ Special mentoring/writing groups/education courses access to Black archivists, for BIPOC archivists
    - i. Funding professional development to enhance advancement for Black archivists at all stages of their careers
- ○ Guidance for advocating for non-quantifiable (or less easily quantifiable) changes that work towards more comfort/representation for Black patrons and archivists
- ○ Advocacy to funding institutions to require some positive DEI moves as a prerequisite for funding
- ● Reevaluation of diversity residency programs, making this a permanent part of an institution's infrastructure
- ● Resource: time/money. Black archival workers should be compensated for the additional labor expected in times of forming diversity committees, antiracist policy review, mentoring students, etc. Insurance plans should also cover mental health and alternative health resources to help deal with trauma (perhaps paid time off considerations?)
- ● Our library has a diversity committee, but it's usually considered almost like extra curricular work with limited resources or commitment from staff outside of the group. I've found it more useful to try to incorporate DEI principles into my daily practice, through use of resources such as the Archives for Black Lives in Philadelphia's Anti-Racist Description Resources: https://archivesforblacklives.files.wordpress.com/2019/10/a4blipaudit_saadescri p tionsectionmeeting_2019.pdf

- Deescalation training, mental health, what community resources are out there to avoid calling the police - look to public libraries who interface with the public - Institutional buy-in from admins/directors/deans
- Time we are able to commit and put forth towards this work - make it a priority from the top down
- Would like resources for communicating in the workplace why this is an imperative to help archivists get buy-in/support from their leaders - Support a Journal in archival profession regarding equity, inclusion, diversity, access in order to communicate importance and centrality of this work within the field. A few in the library and museum communities - can we start one for archives? (see: Libraries We Here https://www.wehere.space/ who have plans for a journal for/by BIPOC)
    - Can SAA provide training to help expose bias when it comes to cataloging and description? Assemble a Task force assembled to establish a baseline that encompasses other minority groups (BIPOC, disabled, LGBTQ, etc.). Could also be

a charge for some of the other sections or made up of members from multiple sections (Description, MDOS, Diverse Sexuality and Gender Section, Archivists and Archives of Color, etc.)

What would accountability look like?

- Reminders from SAA to think about these issues daily and what we are doing to solve them. (Anti racism daily model?)
- (libguide shared) https://tamu.libguides.com/antiracismlibguide
- Willingness to be called in, not getting defensive about intentions, not
- expecting more labor/grace from people being harmed by microagressions
- Diversity of leadership- willingness to rely on unexpected voices, people with different experience, based on potential rather than experience
- Challenge white supremacist ideas of what leadership and success looks like
- Is there someone at SAA who is a direct line for Diversity Initiatives? Similar to many organizations appointing DEI officers?
- Diversity Committee liaison is on Council; The SAA Strategic Plan has a "Welcoming Environment" emphasis, incorporating inclusion and diversity. But we do not have specifically this role in the org.
- Are there SAA-wide protections for BIPOC if they want to make a complaint or a statement about racism in their workspace? Something that can protect their employment? Would that be effective? How can individuals contact the SAA networks to look for support? Make these networks of trust more visible. There are still risks in Right-to-Work states. Public and government jobs have a lot of restrictions on what they can and can not say.
- SAA can offer higher level advocacy that ultimately supports individual workers who may not have the leverage to effect more systemic change at their institution
- From chat: "A truly open, inclusive, and collaborative environment for all members of the Society cannot exist without justice for those affected by anti-Black violence." This sentence seems vague to me. What does this mean for SAA? Are we ready to be clear about what we mean by "justice?"
- What to do when we confront how our institutions have caused harm?

- From chat: "White archivists, who comprise a vast majority of the field, have a responsibility to disavow racism daily in society and in our profession." Could SAA offer guidelines for white archivists to hold themselves accountable? Often times efforts like these feel like lip service and go unchecked in the long-term.
- Individual focus may change, need to see larger systemic racism and need for larger reform. How to advocate for bigger changes at the institution.
- "Confession is the heartbeat of anti-racism" (from *How to be an Anti-Racist*) - recognizing mistakes and doing what we can to rectify
- Institutional efforts to address systemic racism (acknowledge, examine and change policies and programming, etc.)
- Advocacy takes various forms—some of us want to march in the streets while others would rather monetarily support or help in the background—and all have value when directed in a good cause like antiracism
- Statement of recommitment from the Alabama Department of Archives & History: https://archives.alabama.gov/docs/ADAH_Statement_Recommitment_200623.pdf

    - Making sure action is contributing to systemic change, as opposed to one off projects
    - Reporting on results of whatever the project is, with reflection/insight from actual participants
    - Feedback/survey to self-IDed Black archivist community - difficult because it puts responsibility back on the impacted group
    - People over Papers Ethos - integrating an ethos that values [Black] people above pieces of paper, whether that be security, be archival description ○ Sustained development in access, discovery, collecting of materials that related racially/ethnically marginalized peoples material in reportable/quantitative ways
    - Acknowledging that accountability, especially in a major White field, means ceding power and evaluating funding structure

- Institutions have DEIA statements, insisting on reporting out
- Connecting this work to performance reviews
- Mandatory trainings
- SAA-Make membership rates lower for individuals so we are aware of what is going on in our field and have access to the bigger community

- How can SAA help with the issue of temporary positions??
- Some archivists have started to refuse grant money to make a stand against grant-funded positions?
- Some folks feel like they are in bubbles and could benefit from insights and innovations developed by other institutions.
- SAA is only just now requesting/suggesting that employers post salary information for open positions.
- Statements do help? Yes. But do they do much? It's uncertain
- POC were told to assimilate to culture of white men in our places of work
- Clear actions that membership can hold them accountable for.
Statements with actions that have time based goals
- 1 year out, establish a task force that addresses cultural competency for archival standards, there should be at least 2 free webinars a year that advance cultural competency and walk members through evolving professional standards. OR do we hold other sections accountable to do some of this work? Ask each section to propose recommendations (based on their section's interest) to move this work forward? Establish a reward that encourages sections to do this (counterpoint: we should do this without reward because it's the right thing to do and needs to be an organizational/personal/professional imperative)
- Make this work embedded in the organization (e.g. make every person who becomes a member designate some of that money to these initiatives OR SAA designate some of the fees they already have to this work)
  - Perhaps have a fund established which can support DEI initiatives or award/reward/recognize initiatives?
  - Additionally, when one renews their membership, provide a statement reminding members of standards they should be upholding (almost like renewing vows?)
- Helen Wong Smith's cultural competency webinar might still be offered for free?
- SAA could create a strategic goal that aligns with this and then require that sections do something that works towards that strategic goal

4. What isn't addressed by this paragraph:
a. Systemic exclusion from the profession and systemic exclusion from higher levels of the profession; downstream effects of the archives profession in exploiting black archivists as contract workers and other types of disposable roles (outsourced digitization, etc).

Paragraph 3:

As the Council, we are committed to developing and advocating for solutions that contribute to the public good and affirm the importance of Black Lives. **Archives workers should follow current guidance on ethical recordkeeping and archiving of social movements during this time of crisis, with special care taken toward the protection and safety of Black Lives amidst anti-Black violence perpetrated by the police. We particularly center Black-led archival documentation efforts and memory-keeping organizations as we continue our collective effort to repair the legacy of structural racism and acts of state-sanctioned violence.**

What actions can you imagine in support of this statement?
- Sponsor educational programs on ethical record-keeping and archiving activist movements (especially around protecting identities, radical empathy, collection development policies, and building relationships in communities before collecting begins/sustaining them after).
- There is a lot of excitement/interest in capturing information as it is happening, and archivists need to stop and think about the implications of our actions. SAA can share best resources or suggest institutions follow best practices in these efforts, such as Documenting the Now or Project STAND.
    - Remind archivists that they may not be the best to collect these efforts; focus instead on building/strengthening relationships and supporting Black-led or community-led initiatives.
    - Documenting in Times of Crisis: A Resource Kit https://www2.archivists.org/advocacy/documenting-in-times-of-crisis-a-resource-kit
    - Privacy concerns around COVID-19 collecting.
- SAA action: Consider taking down FBI contacts as a first course of action (SAA Security Section) and/or listing an alternative.
- Continue engaging in conversations regarding security and alternatives to traditional methods. A suggestion was made to consult restorative/transformative justice materials when considering this issue (suggestions listed below).
- Provide or facilitate space/forums for collaborative efforts or continued space for discussions, not just as a reaction to current events but as an ongoing initiative and imperative of the society.
- Engage with advisory groups (regional) more readily than in the past.

- Directly support organizations like Documenting the Now, WITNESS, The Blackivists, Archives for Black Lives in Philadelphia (A4BLiP) etc. (i.e. donating time, resources, etc.).
- Provide easy access to existing resources for archivists on these issues; action and literature in these areas have been going on for years (don't reinvent the wheel). Encourage educators to share these with students.
  - The concept of divesting from the police is informed by Black abolitionist tradition and scholarship. In itself, it requires us to critically examine our understanding of harm, how we perceive threat (which is often racialized and a reflection of ableism), and how we conceive of justice. We're not simply looking for an institution or body to replace the police, but to address the conditions that lead us to feel that policing is necessary, to challenge the assumption that it keeps us safe, and to understand harm at a fundamental level within the context of racial capitalism. There are no quick fixes or one-size-fits-all solutions, it requires a long-term commitment to community building.
    - Here are some helpful materials on restorative/transformative justice and abolition:
      - Mariame Kaba and Prison Abolition(Podcast)
        An informative and helpful resource for people who haven't been exposed to abolitionist thought. Also discusses solutions in the form of restorative/transformative justice.
        Abolition and Black Radical Tradition(Interactive Site)
        This interactive presentation was created to be a self-guided workshop for people new to these topics. It includes information about abolition, prisons, police, protest, and transformative justice.
        Are Prisons Obsolete?by Angela Davis (PDF)
        A very short read which examines popular (mis)conceptions of prisons and police, places them into their historical contexts, and ends with suggestions for how to move forward in creating a world without policing.
        International Institute for Restorative Practices
        This is helpful for framing restorative justice in the context of institutions.
        Other names to know: Dr. Ruth Wilson Gilmore, Dr. Robin D.G. Kelley, K Agbebiyi

- Promote, cite, and give credit to the works of BIPOC archivists and memory-workers, with a broad view of who is considered an "archivist" (not necessarily conforming to specific professional backgrounds, pathways)
- Mental health wellness and support for archivists is needed.
  - Secure funds specifically for mental health support for archivists dealing with secondhand trauma.
  - There is no support for archivists dealing with trauma-informed collections, admin do not provide/are not aware of the trauma archivists experience dealing with these types of collections.
  - Grants shouldn't be at the forefront, these funds should be a line in the budget, being that it is a critical aspect of an institution's sustainability.
- Archivists must have a guaranteed living wage.
  - More and more job postings don't really pay a living wage, or don't even list a salary.
  - Is there a way for SAA to impose some kind of structure? A document/accountability page?
  - Notes to be taken back to the SAA Archival Compensation Task Force
  - Archivist Salary Transparency Spreadsheet:https://t.co/Tk5gChljb0?amp=1
- Education sessions (including virtual) about how to get involved to support Black-led documentation efforts
- Updated directory of Black-led efforts and organizations. Include ways to donate money or labor.
- Environmental scan of existing efforts to see where coalitions can be built and where resources could be invested. Not re-inventing the wheel because this work has been happening for decades. Supporting work such as Doc Now (Archivists Supporting Activists), The Blackivists
- Investing in student - archivist pipeline. Cal State LA special collections as an example of investing in undergrad first gen students.
  - Recruitment is major issue. What are barriers to entry - working full time jobs + school, family care, generational wealth. How are we keeping demographic info?
- Not requiring MLIS for job postings. 100,000+ debt is not worth it. Professionalization was an intentional barrier to keep certain people out of the profession. Lobby the ACA to not require a master's degree to sit for the CA exam.
- How does majority White profession not burden Black folx for their expertise in documenting Black led movements?

- What can archivists learn from organizing (labor, etc) - take direction from experts not within our institutions. Example: Digitization program at NYPL has historically focused on White and European based. Black collections are highly used but least digitally represented so NYPL is ramping up digitization of Black collections and ceding curation to experts at Schomburg

What resources (time, labor, money) are needed to accomplish change in this area?
- Conflict resolution training (re not using police intervention as first option for difficult patron encounters).
- Trainings to build critical consciousness and establish shared vocabularies on issues like race.
- Money, time, encouragement--particularly from our organizations/employers--to engage in this work.
- Since we recognize that this is a majority White profession, how can we push our institutions to invest in existing Black led documentation efforts? Can we enact post custodial practices on a broader scale so that institutional resources can be re-invested?
  - Re: post-custodial practices, since so much of this documentation is born-digital, perhaps the Black community orgs/initiatives doing the collecting would be open to collaborations where the PWI archives does have custody of versions of it.
  - re: legitimizing post-custodial practices--my institution really looks down on accepting or stewarding materials we don't physically "own", which excludes many populations who justifiably want to keep materials in their own communities.
  - Maybe centering Black-led archival efforts at white-majority institutions can start with reaching out to community archives and offering partnering services, like resource sharing between institutions to give greater discoverability and preservation without physically and legally taking custody of those records from those communities?
  - There were some very good examples of working with local communities in a session yesterday ("Showing Up: Community Engagement Events Toward a Better Cultural Record") that used Scan-a-thons as a method to "bring" new collections in
  - Re: post-custodialism and supporting Black-led documentation efforts, I really think that this is a space where public libraries with archival/special collections programs excel, particularly at a local level. Many PLs have excellent relationships with local Black-led collections and provide support

in the form of materials, digitization, programming, training, etc. The organizational and community benefit seems to be more easily understood at PLs than it is at academic institutions.
  ○ To make collecting and resource-sharing palatable to (explicitly/implicitly) racist PWI archival stakeholders, that public library connection could definitely bridge the gap between Black-led efforts and the PWI's resources

What would accountability look like?
- What does accountability look like at a majority White institution so that it's reparative and not performative?
- How can institutions recognize where it's skewed the historical record and correct it / repair it?
  ○ Institutions need to acknowledge its participation in White supremacy. First step would be not using racist language when doing archival description and making a statement that recognizes the shortcomings of its description.
- Metrics help boost accountability. How are we documenting demographic info and changes over time?
- Checklists of considerations for lone arrangers

Paragraph 4:

We take action in response to our shared outrage and sorrow from continued attacks on the Black community, including archives workers. **We are committed to dismantling structural racism in the interest of a legitimately inclusive profession and to positioning SAA as an organization welcoming of, built by, and led by persons of color.** As archivists, we are not neutral in matters of social justice and politics.

What actions can you imagine in support of this statement?

- Barriers to membership and participation in SAA:
  ○ Reduce cost of membership for certain categories
  ○ AMIA model: AMIA has a fellowship to address that issue of predominantly white leadership, which includes paid internship,

    professional development and mentorship and leadership training.
    https://amianet.org/about/amia-diversity-and-inclusion-fellowship/
    - More intentional recruitment of volunteer leadership positions and committee/section participation- time commitment vs benefit to volunteer

- Outreach to potential future archivists
    - Reach out to BIPOC high school students; more intro to archives in schools
    - College students working in archives- mentorship in the profession

- Recruitment of BIPOC workers (see also: Retention)
    - Inclusive job descriptions/advertisements, include salaries and relocation costs
    - Stop asking candidates for diversity/inclusivity statements (when search committees aren't prepared to evaluate and apply them to their decision process), and instead offer meaningful statements from the hiring body about how they support BIPOC workers and approach anti-racism
    - Recruitment eg. reaching out to HBCUs--how do we diversify recruitment?
    - Sharing resources nationally--how can SAA be a "clearinghouse" of information for recruitment
    - Why are POC are not applying to positions at our institution? What are we doing that creates barriers?
    - Actively Recruit individual from diversity job board

- Retention of BIPOC archives workers
    - training in negotiating contracts and salaries
    - Mentoring opportunities at different stages of career
    - maintain MOSAIC scholarships
    - Prevalence of term/project positions. How to support BIPOC archivists moving on to secure jobs.
    - Internships and project positions need to include networking, opportunities to develop professionally.
    - Review and improve our best practices for internships.
    - Diversity fellowships - Develop guidelines and best practices to making these a pathway to a secure career
    - Pay equity
    - More internships/ mentoring around writing and publishing. making BIPOC more comfortable about that; making them feel more welcomed.
    - Study/interviews with BIPOC people who have left the profession
    - Work with development officers and donors to fund endowments to create permanently funded ongoing positions for BIPOC archives workers
    - Review and analyze A*Census data about demographics of the profession
    - Study how year to year contract work affects POC in the archival field

- ○ Micro-Aggression in the workplace - are there ways SAA can empower their BIPOC members towards alleviating and eliminating experienced racism from specific incidents? Counseling, communication, moderation, education etc. Can diversity education be required?

- Anti-racism toolkits: Create materials that people can use to dismantle racism at their own institutions.
    - ○ Tools for inclusive description. (already created-- more outreach and training about implementation)
    - ○ Tools for appropriate community outreach and engagement
    - ○ SAA's cultural competency trainings: are they effective in addressing management issues, the responsibilities supervisors have?
    - ○ Leveraging SAA's BLM statement to advocate at your own institution- How else can SAA help?

- Advocacy & Systemic Change
    - ○ How do we address entrenched systems, i.e., LCSH
    - ○ REQUIRE SALARIES IN JOB ADS
    - ○ Advocate at the national level for universal health care
    - ○ To go really big, pay the tuition for black, indigenous and poc students.
    - ○ Stronger stand on contract positions

- Archival education
    - ○ Concern about this for graduate education and continuing ed courses
    - ○ The emphasis is generally on technical instruction (incorporate anti-racist principles in all courses, regardless of topic-- develop guidelines for how to do this)
    - ○ Create education and spaces that are by, for the communities who aren't represented
    - ○ Incorporate critical reflection, as used in our teaching with primary sources
    - ○ Research needs to be done about the Black student experience in archives programs. Story shared: completely isolated, fellow students didn't trust her to properly handle documents. When graduated, told she should go work with certain collections that clearly aligned with race.
    - ○ Apprenticeship and mentorship opportunities (paid)
    - ○ Paradigm shifts – time to build something new. Change in degree requirements? Fund pilot programs and see what works.
    - ○ My Faculty of Info is *extremely* white - how do you recruit BIPOC students when they don't see themselves in the faculty?

- Conference participation:
    - ○ DLF's call for proposals is prioritizing submissions by BIPOC people: https://forum2020.diglib.org/call-for-proposals/ *Could a similar approach be applied to volunteer recruitment and publishing opportunities?*

- ○ Collaboration to help pay conference fees. Mutual aid within membership.
- ○ Scholarships for accommodations and other expenses like child care
- ○ Pursue hybrid online/in-person options for people who can't travel
- ○ Capitalize on the location of our annual meetings, wherever they are or if virtual, to add in more mentoring/training opportunities and to welcome new attendees.

- ● Publishing Opportunities
  - ○ Mentorship and education about writing and publishing
  - ○ Prioritize and incentivize submissions by BIPOC authors

What: Ensure that all student workers, project archivists, and diversity fellows have specific mentors and managers who are archivists themselves.

Why: Fully supporting and mentoring student workers, project archivists, and diversity fellows to *do the work of archives* is important. Support is not just providing networking opportunities or an open ear to talk about your experience. It's practical mentorship and training to do the work. These staff members should be managed by an archivist and should have opportunities to get an eye into the work of the whole department even if their hours are limited.

What resources (time, labor, money) are needed to accomplish change in this area?
- ● Many SAA groups and improvements on existing resources are implicated
- ● in the notes above.
- ● Reallocate funds to scholarships, internships, and other resources to specifically support BIPOC
- ● SAA support/tools for archivists reporting and responding to incidents of
- ● structural racism within their own institutions
- ● Working group on salaries; tie into issues of generational wealth. Struggle of
- ● making SAA resources more accessible to people with less while acknowledging
- ● their real cost; possibility of members from wealthier institutions to help defray
- ● some of these costs?
- ● Money for fellowships. Can't always rely on grants.
- ● Mentorships take time. Mentors could receive a stipend for their time so it's seen
- ● as important professional work.
- ● Support/guidance for mentors so they are not scrambling to figure out what to do.
- ● Mentorship Handbook development, training for both mentors and mentees.
- ● Can SAA partner with other archival organizations that support BIPOC archivists and archival work, such as the Blackivists or Project STAND?

What would accountability look like?

- Accountability could take forms that include successful advocacy for funding, development of best practices or guidelines for culturally competent mentoring and management, ensuring diverse panels at conferences, recruiting a diverse pool of instructors for educational offerings, etc.
- Open communication about progress
- More responsiveness from upper management at different institutions; participation in diversity efforts from more levels of archival organizations
- Diversifying the profession to be more representative of demographic breakdown of US; A-Census to address current status
- Support and buy-in from higher ups regarding professional development training as a group.
- Identify communities and groups who we should work/consult with.
- In-person consultation/building and sustaining relationships with groups who would be represented in archives. How can SAA/archives better serve them in representing their stories?
- Spotlighting archival work/collections more to do with non-white persons in promotions, publicity, and news announcements. I don't see as much of this as could be.
- Hard for SAA as a whole to be accountable if individual institutions are not accountable.
- Stress SAA code of conduct. How do you report breaches of the code of conduct? Just because you don't notice anything doesn't mean everyone feels that way.
- Thinking about the issue of people being elevated who are not working to improve things, perhaps making a person's D&I professional efforts an included segment of any applications for leadership and visible roles in SAA's meetings, etc.
- How to hold SAA Accountable for the words out of the policy Statement?
- We need to start measuring accountability and time frame to meet these goals.
- Accountability derives in part from measurable outcomes; so how will SAA know that it is successful or at least making progress (in some specified timeframe) in achieving the goals of Paragraph 4?
- Tackling one aspect is impossible - it has to be holistic

Paragraph 5:

The vitality of American archives depends on the safety of archives workers and an explicit commitment to social responsibility, justice, and anti-racism in the work that we do and the organizations we work within. **We intend to create and convene a space for constructive discussion toward progressive change in the archival profession and true inclusivity of the archival record, in a profound engagement with our values of diversity, equity, and inclusion.**

What actions can you imagine in support of this statement?

- Revisiting SAA's educational offerings, and ensure that all courses and certificates cover issues of equity and inclusion and uses a critical race theory lens
- Develop guidelines for how to have meaningful conversations in workplaces, and how to achieve action/closure afterwards
- If SAA becomes an accrediting agency, it can have a bigger influence on graduate education.
- Outreach to more diverse groups, esp in re: collecting material
- Develop policies in institutions that use a critical race theory lens in order to get people to stay committed to DEI after training and to get people from traditionally oppressed groups in leadership positions.
- SAA can take a position to support unionization
- Measure change. Make a diagnosis of the organizational situation immediately after first interventions (see actions above) and another diagnosis after some time (e.g. six months, 1 year, 5 years).
- Hiring ED who is BIPOC with experience in issues of social and racial justice in organizations
- Archives and adjacent institutions using Council statement on Black Lives to start work
  - Getty
  - UNC Chapel Hill
- Choose items from collection to exhibit and display that support BIPOCs
- Getty
  - Enhance the diversity of LOC authorities—reference the great Wikipedia posts and lists that people have been creating in edit-a-thons and make sure that authorities exist for all those underrepresented people and orgs; suggest creation of new ones as needed
  - Suggest that GRI staff sign up as mentors in their respective professional org mentorship program or suggest the Getty or the GRI create its own mentorship program
  - Advertise our existing collections to university departments like ethnic studies instead of just art history—contact them directly
  - Enhance and create libguides and actively promote them online through our social media, listservs, contacting professors and departments
  - Create anti-racist reading lists of materials available at the GRI that center Black authors and publish these on the website
  - Review library policies (especially reader requirements)

- ○ Ask the scholars and directors to promote all of these things to their professional colleagues
- ○ Audit existing bibliographic and archival description to contextualize or remediate outdated or oppressive language
- ○ Organize a reading group to focus on issues of diversity, equity, and inclusion, particularly as these topics relate to cultural institutions
- ○ Pay for internships that currently only receive course credit
- ○ Address the over-reliance on LTEs in the GRI, which negatively affects employees and the GLAM profession (as well as the institution's mission, resources, collections, visitors/users, and permanent staff) in so many ways--disproportionately affectingBIPOC temporary staff (current and potential).
- DEI should also be included in all SAA's educational offerings, not just the cultural competency training. I think the two reviews for the Archival Fundamental II books in the most recent American Archivist commented that they did not sufficiently address DEI
- One initial step Clemson University Libraries is taking is to complete an Intercultural Development Inventory (IDI) of the libraries as a whole. This entails each employee taking an inventory survey to measure their own cultural competence level. The results are compiled to provide a broader understanding of where the libraries is at collectively. We haven't yet done this, but it's in the works. More info on the IDI can be found at: https://idiinventory.com/

Michael Barera's notes:
- Our moderator noted a DEI statement will be required from all candidates running for SAA elected office and a new DEI policy will be implemented for SAA publications, including The American Archivist
- One participant mentioned a DEI committee being formed at their institution, but their special collections is having a discussion about what they can do themselves on DEI, focusing largely on reimagining their reading room space to make patrons feel more welcome when they come in; they also want to diversify their collections beyond white people and people in power
- Another participant mentioned that their institution has a DEI committee, and their library is focusing at the library level (including their anti-racist description working group); they are also revisiting their policies regarding visiting the library, problematic descriptions, and surveying collections; they are also interested to know what other institutions are doing that kind of work

- Another participant noted that a lot of institutions are asking people of color on their staffs to serve on DEI committees, which can make them targets if colleagues or co-workers have problems with the work DEI is doing
- Another participant noted that they receive many comments from patrons that are racist or sexist microaggressions, and they are working on creating a list of polite responses to these kinds of microaggressions; they are not sure if they can count of their leadership (all the way up) to support what they are doing to respond to microaggressions
- Another participant noted they have a diversity committee at their institution, which has voluntary monthly meetings at lunch time; often, they discuss how the pictures on the walls are mostly white men; this resulted in an initiative to diversify the images using collages (including family portraits and working scenes that are more diverse as well as landscapes) and make the building itself more welcoming; they also have guest speakers come in and address the committee
- Another participant mentioned they have not had a systemic, proactive approach at their institution; "it is this institutional mindset that needs to shift;" they have about 300 volunteers, who are older and not terribly diverse and sometimes say problematic things in the presence of visitors; their parent organization made a statement in support of diversity, which they hope to leverage into more change at their specific institution
- Another participant discussed editorial policies at SAA as well as the Annual Meeting and other SAA-sponsored events, suggesting the program committee looks at the composition of the panels to try to increase diversity; they mentioned that the Diversity Forum has been up against the Archivist of the United States before, as well as other major events, which has greatly diminished attendance in the past; the moderator noted that there is talk of more spread-out sessions in the future as well as a policy ensuring more diverse panels at future conferences; the participant noted that the Midwest Archives Conference has collected speaker demographics (race, ethnicity, gender, geographic location, institution size, institution type, time in the profession, etc.) to help ensure a more diverse program
- Another participant asked how we balance conversations and training about DEI and systemic and structural injustice; the moderator noted that there will always be opposition to change and it will always be hard to get more people involved in DEI
- Another participant mentioned SAA's Cultural Competency Training, which they have taken and recommended to their colleagues, perhaps as "lunchtime listening parties"; they noted that there are different conversations about DEI being had depending on the participants' different backgrounds; the moderator

> stressed that leadership in organizations really needs to encourage or require their staff to take cultural competency training

- Another participant underscored that we need to have more people of color in the profession, but one of the real problems is not being able to offer high enough wages; "it all boils down to salary...unfortunately, archives don't pay"

- Workshops
  - especially on white privilege. Concerns around election/nomination process, and closeness of groups in power
  - Implicit bias
    - Is it possible to get this as obligatory to have for section leaders/chairs
  - Workshops for BIPOC archivists on how to respond to microaggressions, document harassment, knowing your rights, etc.
  - Ally/bystander training
  - On white supremacy culture in organizations
- Providing more funding for POC who do work of creating this space
  - Honoraria for serving on diversity committees/writing articles, conference funding
  - Pay bilingual archivists for translation
- Study of racial history and definitions of race must be studied/defined in culture
- Discussion/workshops on hegemonic nature of archives
- Discussion on recruiting and avoiding bias in interviewing/hiring and mentoring employees
- Updated professional standards to encourage changes in workplace
- Have course creators review curriculum for bias; add diversity course as part of certificate requirements
- SAA alignment with institutions with similar commitments (for example ALI)
- SAA's role in influencing change-- SAA as a leader
  - SAA recommendations on hiring practices, pathways to leadership for BIPOC
  - SAA recommendations on DEIA training in organizations/archives (especially for those with privilege in institutions, but not just leadership), evaluation and steps to take for those who act/speak in biased ways
  - Need long-term commitment to this activity/training
- Support increasing work with community archives
  - Training series on community driven archives featuring archivists already doing this work

- ○ Supporting work taking place outside of traditional archival repositories, acknowledging the limits of our profession and the important work that takes place outside it (due to the way our profession perpetuates white supremacy)
        - ○ Provide regular grants/awards to community archives
    - ● Living document with best practices, re: antiracist language
        - ○ https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf
- ● Mentorship of BIPOC students/new professionals
- ● More extended discussions/forums/working groups/reading groups taking place throughout the year (digital format) and not just at conferences a few times a year
- ● The National Association of Black Journalists, Asian and Hispanic associations as well have conducted extensive studies to examine disparities and issue action steps toward solutions. We have to study our past and the events/practices that have created the current disparities that exist.
- ● To study the history of racial/gender and other discriminatory disparities in the archival profession. Propose solutions to address this disparity

What resources (time, labor, money) are needed to accomplish change in this area?

- ● Money/time/labor to develop a place in SAA where archivists report workplace inequalities. There needs to be guidelines of what to do after reporting, and must include meaningful consequences are possible
- ● Money/time/labor for bystander intervention training/action and new courses
- ● Not enough staff at institutions to implement changes or create useful descriptions and processing for all of our materials, let alone to go back and tweak everything continually as things change/evolve
- ● Need support from above...more leadership need to step up to state staff have their support from the beginning instead of being reactive
- ● Internal vs. external change...staff/institution vs. public
- ● Not be so insular and collaborate with other groups/institutions to help make this happen
- ● Using existing funding (NHPRC) to State Historical Records Advisory Boards for projects supporting community archives, providing training and mentorship for archivists within these local communities
    - ○ Identify what guidelines SAA would like to see embedded in NHPRC, NEH, IMLS funding

- Commit funds to compensate POC for the work, and to give more POC the time and funds to participate in these conversations and attend conferences.

What would accountability look like?

- To ensure that EDI is embedded in all SAA activities, we need to set benchmarks and measure change (see 1f). Some benchmarks could be developing rules about:
  - Membership in committee (need for multiple BIPoC members in each committee and section leadership)
  - Revised certificate requirements within 24 months, and a certain number of new or revised courses every year
  - Regular revision
- In public-oriented places with public comments received that are racist or filled with micro-aggressions.
  - Developing comments that staff can reply with politely calling them out and challenging what they say
  - Maybe it would be helpful to put together short trainings in how to respond to those comments--practicing and rehearsing responses makes it easier to conjure those words in the moment!
- Administrations/Leadership incorporating this into work-work and not bonus work
- Ensuring Program Committee is aware of and looks for non-all-white panels
- Not placing competitive group meetings or forums up against Diversity or AACS meetings at annual meeting
- Collect speaker demographics to help create a more diverse speaker panel and group (race, ethnicity, gender, geographic location, institution type, profession, etc.)
- How do we balance conversations and training about diversity and inclusion and systemic and structural injustice? Within SAA?
  - Cultural Competency training..how do we get colleagues and others to take it?
  - Managers/leaders requiring training
- Are we talking on an individual level, institutional, or SAA in particular?
- Surveys to see how SAA is doing - one for members, section members, chairs/steering committee
- Create a specific DEI/antiracist strategic plan that puts deadlines for different action items and designates specific groups/committees/people
- Doing accountability statistically - comparing surveys every 5 years or so

- Collaborate with related professions that are also working toward greater inclusivity
- External audit (DLF recently did this)
- Highlighting of archives that make significant progress through this goal in the SAA newsletter, website feature, certificate, award, etc.