

**Society of American Archivists
Council Meeting
May 11–13, 2016
Chicago, Illinois**

**SAA Council Working Group on Diversity and Inclusion Update
(Prepared by Vice President Nancy McGovern)**

BACKGROUND

As a result of the mega-issue discussion of Diversity and Inclusion at the November 2015 meeting, the Council approved establishment of the Council's Working Group on Diversity and Inclusion. The members are: Amy Cooper Cary, Helen Wong Smith, Bergis Jules, Nancy McGovern (convener), Nancy Beaumont, and Felicia Owens. The Working Group has persevered through scheduling challenges and convened two conference calls. This document summarizes the efforts of the Working Group to date and frames some questions for Council members to consider.

DISCUSSION

Working Group Objective

SAA is expanding our commitment to increasing diversity and encouraging inclusion through the establishment of initiatives that build on our past and present efforts to increase diversity and emphasize inclusion within our organization, in the broader profession, and as reflected in our cumulative collections. The Council's Working Group on Diversity and Inclusion will recommend and coordinate efforts on SAA's behalf to:

- Sponsor and encourage events, activities, and efforts of all kinds.
- Identify relevant policies and practices that are missing or need revision.
- Encourage broad participation by promoting activities and sharing outcomes.

The Working Group is identifying current and future activities and initiatives that can promote diversity and inclusion in all aspects of SAA and the profession, concluding with an assessment of perceived and demonstrated progress and providing recommendations for next steps to move forward.

Overview of Activities for the 2016 Annual Meeting

- Leadership Forum: Cultural competency activity (Amy, Bergis, Kris).

- Plenary 1: The keynote speaker will be [Chris Taylor](#), Department of Inclusion and Community Engagement at the Minnesota Historical Society.
- Plenary 2: Dennis's Presidential Address.
- President's Town Hall Meeting: Review and invite feedback on SAA's diversity and inclusion activities (Dennis) [Note: Coincides with the Diversity Committee Forum.]
- Diversity Committee Forum: Working Group members will attend and support the forum and, at the invitation of the Diversity Committee chair and vice chair, make a brief announcement at the end about the purpose of the Council Working Group (Amy)
- Pop-up Session: Submit proposal on cultural competency (Helen coordinating with the Diversity Committee and Archives and Archivists of Color Roundtable).
- Business Meeting: Report on the Council's Diversity and Inclusion Working Group (Nance)
- Affinity Group Meetings: Include these activities in the Council liaisons' update (All).
- Website Resource Page: Establish a page on the SAA website, perhaps under the "Advocacy" heading, to document and highlight diversity and inclusion initiatives and accomplishments (recent, current, and planned) as a resource for members and the profession; identify an easy way for people to submit updates. (Implemented by Nancy and Felicia, with Working Group input.) [See attached list, a starting point for the page.]
- Harvest diversity and inclusion examples from component group annual reports. (Nancy and Felicia)

DISCUSSION QUESTIONS

- Do you have suggestions or feedback on the activities planned for the 2016 Joint Annual Meeting?
- Are there activities scheduled for August that you would like to participate in or contribute to?
- What ideas do you have for activities or efforts after August? Future Annual Meetings? Leading up to 2020?
- What indicators can/should we use in measuring progress or success?

List of Activities and Initiatives

SAA Groups Engaged in Some Aspect(s) of Diversity/Inclusion:

- [Diversity Committee](#)
- [Cultural Heritage Working Group](#)
- [Archives and Archivists of Color Roundtable](#)
- [International Archival Affairs Roundtable](#)
- [Issues and Advocacy Roundtable](#) (depending on the issue)
- [Latin American and Caribbean Cultural Heritage Archives Roundtable](#)
- [Lesbian and Gay Archives Roundtable](#)
- [Native American Archives Roundtable](#)
- [Students and New Archives Professionals Roundtable](#)
- [Women Archivists Roundtable](#)
- [Women's Collections Roundtable](#)
- [Mosaic Program Advisory Group](#) and [Mosaic Program Selection Committee](#)
- [Mosaic Scholarship](#) Subcommittee of the Awards Committee
- [Diversity Award](#) Subcommittee of the Awards Committee
- [Pinkett Travel Award](#) Subcommittee of the Awards Committee

SAA Resources/Statements/Positions/Task Force Work on Diversity/Inclusion:

[Equal Opportunity/Nondiscrimination Policy](#) (January 1992)

[Task Force on Diversity Final Report](#) (February 1999)

[SAA Resolution on Diversity](#) (adopted at the Annual Business Meeting, August 2002)

[Diversity in Archives and Records Management Survey](#) (conducted by the Joint Working Group on Archives and Records Management, a group formed by the Archives Management and Records Management roundtables “in direct response ... to the call for a diversity initiative by the SAA Council and was prompted by Elizabeth Adkins’ presidential address to SAA in 2007. Our Working Group Charge is: To contact and network with persons with physical impairments in the archives and records management profession (archivists, records managers, and researchers/ patrons), identify and study the challenges for them in same, and develop tools to assist them in overcoming these challenges.” 2008) See also http://www.archivists.org/saagroups/archmgmt/joint-working-group_physical-disability-resources_august-2009.pdf [Our Journey Toward Diversity--and a Call to \(More\) Action](#) (2007 Presidential Address by Elizabeth Adkins)

[Resolution on SAA's Equal Opportunity/Nondiscrimination Policy](#) (February 2009)

[SAA Statement on Diversity](#) (originally adopted August 2010, reviewed every three years, last review in January 2013, on May 2016 Council meeting agenda)

[SAA Core Values Statement and Code of Ethics](#) (2011-2012)

(From the Core Values Statement: “Diversity: Archivists collectively seek to document and preserve the record of the broadest possible range of individuals, socio-economic groups, governance, and corporate entities in society. Archivists embrace the importance of identifying, preserving, and working with communities to actively document those whose voices have been overlooked or marginalized. They seek to build connections to under-documented communities to support: acquisition and preservation of sources relating to these communities’ activities, encouragement of community members’ use of archival research sources, and/or formation of community-based archives. Archivists accept and encourage a diversity of viewpoints on social, political, and intellectual issues, as represented both in archival records and among members of the profession. They actively work to achieve a diversified and representative membership in the profession.”)

[Diversity Committee / Native American Archives Roundtable: Native American Protocols Forum Final Report](#) (January 2012)

[Archivists and Archives of Color Roundtable Diversity Speaker Survey](#) (conducted in 2012, results not specifically reported to the Council)

[Through the Archival Looking Glass: A Reader on Diversity and Inclusion](#) (Caldera and Neal, editors, SAA, 2014)

[Case Studies on Diversifying the Archival Profession](#) (launched in- 2015)

Council Discussions/Actions:

[SAA Council Refines Strategic Plan, Focuses on Diversity and Cultural Competency](#) (November 2014)

[SAA Council Adopts Diversity Statement, Best Practices for Working with Researchers/Archives Employees with Disabilities](#) (August 2010)

[A Few Words on Diversity](#) (Off the Record blog post by Danna Bell, May 2014, immediately before Council meeting)

[Poll: What Does Diversifying the Archival Record Mean to You?](#) (Conducted prior to November 2013 Council meeting to inform Strategic Planning session)

[Discussion: Defining Diversity](#) (February 2010)

Strategic Plans (with Mention of Diversity/Inclusion):

[2003 Statement of SAA Goals and Objectives](#)

[SAA Strategic Objectives 2003](#) (May 2003)

[Radar Screen of Strategic Priorities](#) (2005)

See this page for all subsequent versions of SAA's Strategic Plan:

<http://www2.archivists.org/governance/strategic-plan>

Within SAA

Current Activities:

- ARL/SAA Mosaic Program
- Mosaic Scholarship
- Pinkett Travel Award
- Diversity Award (depending on recipient)
- Diversity Committee Forum at Annual Meeting (depending on topic)

Within the Profession

Current Activities:

- ARL/SAA Mosaic Program
- Mosaic Scholarship
- Pinkett Travel Award
- Diversity Award (depending on recipient)
- Diversity Committee Forum at Annual Meeting (depending on topic)
- *Through the Archival Looking Glass: Reader on Diversity and Inclusion* (Chapters 8 and 10)
- Case Studies on Diversifying the Archival Profession (
- Archie Motley Memorial Scholarship for Minority Students (Midwest Archives Conference: <https://midwestarc.memberclicks.net/motley>)

Within the Broader Historical Record

Current Activities:

- Diversity Award (depending on recipient)
- Diversity Committee Forum at Annual Meeting (depending on topic)
- *Through the Archival Looking Glass: Reader on Diversity and Inclusion* (All other chapters)