

**Society of American Archivists
Council Meeting
May 18-20, 2022
Chicago, Illinois**

**Draft Charge for Task Force on Membership Funding and
Pathways for Diverse Archives Workers
(Prepared by Meg Tuomala)**

Discussion at the Council's February 2022 meeting and subsequent conversations with the Diversity Committee and Executive Committee have underscored the need for SAA to provide access to membership funding and leadership pathways for diverse archives workers.

In response to this need, the proposed task force will draft a plan for funding memberships and annual meeting attendance scholarships for diverse archives workers.

BACKGROUND

Goal 2 of [SAA's DEIA Work Plan](#) calls for us to examine and eliminate **Structural Barriers** that exist within SAA so that leadership represents membership.

We have heard feedback from members and non-members that SAA's membership fees and annual meeting costs are prohibitive to members and a barrier for participation. This particularly and disproportionately impacts BIPOC archives workers, archives workers with disabilities, and archives workers from underrepresented and marginalized communities.

Furthermore, these inequities have been highlighted and exacerbated by the COVID-19 pandemic, the economic recession, and increased social awareness of systemic racism and oppression, which only add to the urgent need to take steps to reduce barriers for folks to participate in SAA.

Providing access to either immediate, emergency funding—or an ongoing funding program to cover membership and/or annual meeting costs for diverse archives workers—could easily reduce the barrier for many folks to become members and participate in SAA.

Recent discussions with the Diversity Committee have underscored the need for SAA to take action to secure ongoing funding for diverse archives workers based on similar work and programming that SAA's Native American Archives Section (NAAS) has undertaken

to [fund membership and annual meeting attendance for Native American and tribal archivists](#).

DISCUSSION

There are various approaches to this sort of program or funding model that should be explored and considered by the Task Force. Emergency/short-term vs. long-term programs; application procedures; funding models and sources; new programs vs. extending and expanding existing program...etc.

A draft charge for the task force based on a discussion at the March Executive Committee Meeting can be found here:

https://docs.google.com/document/d/1kTF57XePs1UDwHTtpzKGJJ3ycJpa77YpwNPWs_tjBdw0/edit?usp=sharing

Specific areas of question are highlighted and open for comment/discussion.

Additional questions for discussion are also included below.

QUESTIONS FOR DISCUSSION

- What component groups have already implemented similar programs, grants, or scholarships (e.g., [NAAS](#), others?)
- The Diversity Committee and the Membership Committee have already indicated a desire to participate; what does their involvement look like?
- What groups outside of SAA funding similar programs (e.g., [ACRL](#), [American Society of Association Executives Diversity Executive Leadership Program](#) others?)
- Is this simply membership and annual meeting funding, or a more comprehensive leadership program?
- Size and makeup of Task Force?
- Deadline for recommendation to Council?
- Budgetary considerations.

RECOMMENDATION

THAT the following charge for the Task Force on Membership Funding and Pathways for Diverse Archives Workers be approved.

Task Force on Membership Funding and Pathways for Diverse Archives Workers

By **[INSERT DEADLINE]**, the **Task Force on Membership Funding and Pathways for Diverse Archives Workers** will draft a plan for funding memberships and annual meeting attendance scholarships for diverse archives workers. The plan will take into account the Society's Strategic Plan 2023-2025 and the DEIA Work Plan, and be informed by existing goals and strategies developed by SAA component groups –

specifically the Diversity Committee, the Membership Committee, and the SAA Foundation.

The plan will be focused in its approach to secure funding and provide clear and accessible membership, and possibly leadership, pathways for diverse archives workers. It will outline an approach to reducing barriers to participation in the Society – specifically through funding memberships and annual meeting attendance costs for diverse archives workers.

The plan will be implemented in FY2023, with the goal of the first round of membership and annual meeting funding being distributed during that fiscal year.

Support Statement: Creation of the Task Force on Membership Funding and Pathways for Diverse Archives Workers will reduce structural barriers within SAA, ensuring future leadership represents membership.

Impact on Strategic Priorities: Aligned with DEIA Workplan Goal 2: Structural Barriers and all Goals of the [2023-2025 Strategic Plan](#), but especially Goal 4: Meeting Members' Needs and Goal 2: Enhancing Professional Growth.

Fiscal Impact: At this time, the only fiscal impact is staff time associated with the standing up and governance of a new task force. The recommendations of the task force may require that significant funds to be allocated to this program on either a limited (e.g., 1-2 years for a pilot program) or permanent basis.