

**Society of American Archivists  
Council Meeting  
August 13, 2018  
Washington, DC**

**Update: Council Diversity and Inclusion Working Group  
(Prepared by Courtney Chartier, Chair)**

The SAA Council Diversity and Inclusion Working Group has continued to work on the creation of a set of toolkits. The Group created a Google form to collate annotated resource suggestions and sent out a narrow call to various SAA component groups, specific members, and non-members who have written on diversity and inclusion topics. Although some suggestions were received, the form has not been used by anyone outside of the Working Group. In July, the below text was delivered to the SAA staff for the creation of a broad “Diversity and Inclusion Toolkits” webpage. At this time there are three sections, “Resources from Allied Organizations,” annotated entries for a small number of resources related to social justice and archives, and a bibliography, “Memorials and Monuments of Oppression,” collated by Tanya Zanish-Belcher.

**Upcoming Actions:**

- Final decisions (with the assistance of SAA staff) on the functionality of the webpage.
- Broader publicity for the webpage and form.
- Further resources added to the “social justice” section.
- Prioritizing a list of additional topics.

**Current Website Text:**

**SAA Diversity and Inclusion Toolkits**

The nature of archivists' work requires us to act in many roles, to care for diverse materials, and to interact with users from a wide array of backgrounds who may have complex and very specific needs. Whether it takes the form of requests from our administration, the requirements of donors, support needed for staff, or the questions we are asked when working at a public service point, archivists are often confronted with issues that may seem beyond the scope of our daily duties.

Archivists are affected by changes in our world because we both document the world around us and serve the people who live in it. Therefore, archivists have the responsibility to develop skills in response to societal change and with an understanding of the impact of our work on the communities we serve. The individual needs of our users and our colleagues require archivists to demonstrate empathy and understanding, as well as openness to different perspectives.

The toolkits presented on this page speak to these responsibilities. They are not meant to be

exhaustive, but to provide a starting point to learn more about the issues that impact archival work. We encourage your feedback and suggestions. If there is a topic or a resource that you wish to see on this page, please contact Courtney Chartier, Chair of the Council Diversity & Inclusion Working Group at Courtney.chartier@gmail.com. You can also leave questions or comments on each page by logging in with your SAA username and password.

For more information on SAA's overall Diversity and Inclusion efforts, please see the [Diversity and Inclusion Initiatives Webpage](#).

### Resources from Allied Organizations:

- American Alliance of Museums:
  - “Diversity, Equity, Accessibility and Inclusion Working Group Full Report” (2018), <https://www.aam-us.org/wp-content/uploads/2018/04/AAM-DEAI-Working-Group-Full-Report-2018.pdf>
  - “Diversity, Equity, Accessibility and Inclusion Resources,” <https://www.aam-us.org/programs/resource-library/diversity-equity-accessibility-and-inclusion-resources/>
  - “Resources in the Wake of Charlottesville,” <https://www.aam-us.org/2017/08/18/tools-and-resources-in-the-wake-of-charlottesville/>
  - Recommended Social Media Resources on Social Justice, <https://www.aam-us.org/2015/10/15/recommended-social-media-sources-on-social-justice/>
- American Historical Association:
  - “The Future of the African American Past Video Resources,” <https://www.historians.org/teaching-and-learning/future-of-the-african-american-past-video-resources>
  - “AHA Statement on Confederate Monuments (August 2017) - Bibliography Historians on the Confederate Monument Debate,” <https://www.historians.org/news-and-advocacy/everything-has-a-history/historians-on-the-confederate-monument-debate>
- American Library Association
  - Davis-Kendrick, Kaetrena D., “Kaleidoscopic Concern: An Annotated, Chronological Bibliography of Diversity, Recruitment, Retention, and Other Concerns Regarding African American and Ethnic Library Professionals (Chicago: ACRL, 2009),” <http://www.ala.org/acrl/sites/ala.org.acrl/files/content/publications/booksanddigitalresources/digital/kaleidoscopic.pdf>
  - #LibrariesRespond: <http://www.ala.org/advocacy/diversity/libraries-respond>
- Association of College and Research Libraries:
  - “Engaged and Inclusive: Libraries Embracing Equity and Social Justice,” <http://www.ala.org/pla/education/onlinelearning/webinars/ondemand/socialjustice>
  - “Responding to Communities in Crisis,” <https://acrlog.org/2018/03/15/responding-to-communities-in-crisis/>
- OCLC, “EDI in the OCLC Research Library Partnership Survey – Resources,” <https://www.oclc.org/research/themes/community-catalysts/rfp-edi-resources.html>
- Social Justice and Museums Resource List: <https://docs.google.com/document/d/1c4nmcDPOn3PLWMjFLxe4qO-v0L9GZiDbEQwY1bx0zOk/mobilebasic>

## Memorials and Monuments of Oppression

### Online Resources:

American Association for State and Local History (AASLH) Webinar: Grappling with Confederate Monuments and Iconography:

<http://resource.aaslh.org/view/hot-topic-webinar-grappling-with-monuments-and-iconography/>

American Historical Association: What Should We Do with Confederate Monuments

<http://blog.historians.org/2017/10/what-should-we-do-with-confederate-monuments/>

Center for the Future of Museums Blog: Are Museums the Rightful Home for Confederate Monuments?:

<https://www.aam-us.org/2018/04/03/are-museums-the-rightful-home-for-confederate-monuments/>

Charlottesville Statues: Legal History Research Guide (University of Virginia)

<http://statues.law.virginia.edu/>

Citizen Justice Initiative (University of Virginia) The Illusion of Progress: Charlottesville's Roots in White Supremacy

<http://www.arcgis.com/apps/Cascade/index.html?appid=a31f53ca6a54439087085d6c313758a5>

Confederate Monuments are Coming Down Across the United States: Here's a List (New York Times)

<https://www.nytimes.com/interactive/2017/08/16/us/confederate-monuments-removed.html>

Confederate Monuments Syllabus: A Crowdsourcing Project About Confederate Monuments and Civil War Memory: From #NOLA to #Cville

<http://cwmemory.com/civilwarmemorysyllabus/>

Congressional Research Service: Confederate Symbols: Relation to Federal Lands and Programs

<https://fas.org/sgp/crs/misc/R44959.pdf>

Green, Hilary N. (University of Alabama) Race, Memory, Identity:

<http://hgreen.people.ua.edu/race-memory-identity.html>

Handley-Cousins, Sarah. Falling Out of Love with the Civil War (Nursing Clio Blog)

<https://nursingclio.org/2017/08/21/falling-out-of-love-with-the-civil-war/>

Hayter, Julian Maxwell (University of Richmond) Confederate Monuments are about Maintaining White Supremacy (Washington Post, July 27, 2017)

[https://www.washingtonpost.com/news/made-by-history/wp/2017/07/27/confederate-monuments-are-about-maintaining-white-supremacy/?utm\\_term=.9bcc69780224](https://www.washingtonpost.com/news/made-by-history/wp/2017/07/27/confederate-monuments-are-about-maintaining-white-supremacy/?utm_term=.9bcc69780224)

History and Heritage, Memory and Memorialization: Confederate Monuments After Charlottesville: A Collection of Articles, Interviews, and Statements made by Historians

<https://bergen.edu/wp-content/uploads/History-and-Heritage-Memory-and-Memorialization-Confederate-Monuments-After-Charlottesville.pdf>

Labode, Modupe. Reconsideration of Memorials and Monuments, American Association for State and Local History (AASLH) (2016): <http://blogs.aaslh.org/reconsideration-of-memorials-and-monuments/>

Landrieu, Mitch. Speech on Removing Confederate Monuments from New Orleans [http://www.nola.com/politics/index.ssf/2017/05/mayor\\_landrieu\\_speech\\_confeder.html](http://www.nola.com/politics/index.ssf/2017/05/mayor_landrieu_speech_confeder.html)

National Council on Public History: Confederate Memory Series <http://ncph.org/history-at-work/tag/confederate-memory-series/>

National Council on Public History, Special Virtual Issue of the Public Historian. *Monuments, Memory, Politics and our Publics*: <http://tph.ucpress.edu/content/special-virtual-issue-monuments-memory-politics-and-our-publics>

60 Minutes: The History of Confederate Monuments <https://www.cbsnews.com/news/the-history-and-future-of-confederate-monuments/>

Southern Poverty Law Center: Teaching Hard History [https://www.splcenter.org/sites/default/files/tt\\_hard\\_history\\_american\\_slavery.pdf](https://www.splcenter.org/sites/default/files/tt_hard_history_american_slavery.pdf)

University of North Carolina LibGuide: A Guide to Researching Campus Monuments and Buildings: "Silent Sam" Confederate Monument <http://guides.lib.unc.edu/campus-monuments/silent-sam>

### **Organizations:**

Equal Justice Initiative <https://eji.org/videos/slavery-to-mass-incarceration>

The Inclusion: <https://inclusion.com/>

International Coalition of Sites of Conscience: <https://www.sitesofconscience.org/en/home/>

### **Organizational Toolkits and Training:**

Asset-Based Community Development Institute Resources <https://resources.depaul.edu/abcd-institute/resources/Pages/tool-kit.aspx>

Created Equal: America's Civil Rights Struggle Toolkit for Facilitated Discussions <https://createdequal.neh.gov/community/programming-guide/programming/toolkit-facilitated-discussions>

From Memory to Action: A Toolkit for Memorialization in Post-Conflict Societies (International Coalition of Sites of Conscience): <https://www.sitesofconscience.org/wp-content/uploads/2016/08/Memorialization-Toolkit-English.pdf>

History Relevance Toolkit: <https://www.historyrelevance.com/toolkit/>

International Coalition of Sites of Conscience: Essential Engagement, Training & Coaching:  
<https://www.sitesofconscience.org/en/resources/best-practices/>

Martin Luther King, Jr. Center for Nonviolent Social Change: Beloved Community Talks Let's Bridge the Racial Divide: A Conversation Starter Toolkit  
[http://www.belovedcommunitytalks.org/wp-content/uploads/2017/08/TKC\\_Beloved-Community-Talks\\_Tool-Kit\\_v2.pdf](http://www.belovedcommunitytalks.org/wp-content/uploads/2017/08/TKC_Beloved-Community-Talks_Tool-Kit_v2.pdf)

New York Times Lesson Plans for Japanese Internment  
<https://mobile.nytimes.com/2017/12/07/learning/lesson-plans/teaching-japanese-american-internment-using-primary-resources.html>

Tomorrow Together: Higher Education Toolkit for 9/11 (George Washington University)  
<https://static1.squarespace.com/static/55f991f1e4b03e33640110b0/t/5995a23317bffc70664c77a9/1502978616461/2017+911Day+Tomorrow+Together+Toolkit+%281%29.pdf>

Wyoming State History Society Internment Camp Toolkit:  
<https://www.wyohistory.org/education/toolkit/internment-camp-heart-mountain-1942-1945>

### **Additional Articles and Monographs:**

Araujo, Ana Lucia, Editor. *Living History: Encountering the Memory of the Heirs of Slavery*. Newcastle upon Tyne: Cambridge Scholars Publishing, 2009.  
*Politics of Memory: Making Slavery Visible in the Public Space*. New York: Routledge, 2012.

Begić, Sandina and Boriša Mraović. "Forsaken Monuments and Social Change: The Function of Socialist Monuments in the Post-Yugoslav Space" in *Symbols that Bind, Symbols that Divide*, 13 Peace Psychology Book Series, DOI 10.1007/978-3-319-05464-3\_2 Springer International Publishing Switzerland, 2014.

Bonnell, Jennifer and Roger I. Simon. "'Difficult' Exhibitions and Intimate Encounters."  
<https://www2.le.ac.uk/departments/museumstudies/museumsociety/documents/volumes/bonnellsimon.pdf>

Britzman, D. P. 'If the Story Cannot End: Deferred Action, Ambivalence, and Difficult Knowledge,' in *Displays of Power: Memory and Amnesia in the American Museum*. New York: NYU Press, 2000.

Coleman, Christy S. (American Civil War Museum). "The Civil War: Monuments and Memory."  
<https://www.c-span.org/video/?c4678140/christy-coleman-monuments-lecture>

Edkins, J. "Concentration Camp Memorials and Museums: Dachau and the U.S. Holocaust Memorial Museum" in *Trauma and the Memory of Politics*. Cambridge: Cambridge University Press, 2003: 111-174.

Ellsworth, E. A. (2002) 'The U.S. Holocaust Museum as a Scene of Pedagogical Address.'" *Symploke* 10 (1-2) (2002): 13-31

Gueye, Abdoulaye and Johann Michel. *A Stain on Our Pasts: Slavery and Memory*. Trenton, NJ: Africa World Press, 2018.

Hamilton, Douglas, Kate Hodgson, and Joel Quirk, Editors. *Slavery, Memory, and Identity: National Representations and Global Legacies*. London, UK: Pickering & Chatto, 2012.

John P. Kretzmann and John L. McKnight, "Building Communities from the Inside Out: A Path Toward Finding and Mobilizing a Community's Assets." Published by the Center for Urban Affairs and Policy Research, 1993.

Levinson, Sanford. *Written in Stone: Public Monuments in Changing Societies*. Durham, NC: Duke University Press, 1998.

Linenthal, E. T. and T. Engelhardt, Editors. *History Wars: the Enola Gay and Other Battles for the American Past*. New York: Henry Holt, 1996.

Newbury, D. "'Lest we forget.'" Photography and the Presentation of History at the Apartheid Museum, Gold Reef City, and the Hector Pieterse Museum, Soweto." *Visual Communication*, 4 (3) (2005): 259-295.

Simon, Roger I. "Museums, Civic Life, and the Educative Force of Remembrance," *The Journal of Museum Education*. 31 (2) (2006): 113-22

"The Pedagogy of Remembrance and the Counter-Commemoration of the Columbus Quincentenary" in *The Touch of the Past: Remembrance, Learning, and Ethics*. New York: Palgrave Macmillan, 2005:14-31.

"The Terrible Gift: Museums and the Possibility of Hope Without Consolation," *Journal of Museum Management and Curatorship*. 21 (3) (2006): 187-204

Simon, Roger I., Sharon Rosenberg, and Claudia Eppert, Editors. *Between Hope and Despair: Pedagogy and the Remembrance of Historical Trauma*. New York: Rowman and Littlefield, 2000.

Titus, Jill. "Fighting Civil Rights and the Cold War: Confederate Monuments at Gettysburg." *History New: The Magazine of the American Association for State and Local History* 71, no. 4 (2016). pp. 12-17.

<http://cupola.gettysburg.edu/cgi/viewcontent.cgi?article=1017&context=cwifac>

Upton, Dell. *What Can and Can't Be Said: Race, Uplift, and Monument Building in the Contemporary South*. New Haven: [Yale University Press](http://www.yaleupress.org/), 2015

Walkowitz, Daniel J. and Lisa Maya Knauer, *Memory and the Impact of Political Transformation in Public Space* (Durham, NC: Duke University Press, 2004).

Wyschogrod, E. (1998) *An Ethics of Remembering: History, Heterology, and the Nameless Others*. Chicago: University of Chicago Press, 1998.

Savage, Kirk. *Monument Wars: Washington D.C., the National Mall, and the Transformation of the Memorial Landscape*. Berkeley: University of California Press, 2009.

*Standing Soldiers, Kneeling Slaves: Race, War, and Monument in Nineteenth-Century America.* Princeton: Princeton University Press, 1999.

Schwartz, Barry. The Social Context of Commemoration: A Study in Collective Memory. *Social Forces*. Vol. 61, No. 2 (December 1982): 374-402.

<https://www.sfu.ca/cmns/courses/2012/487/1-Extra%20Readings/schwartz1982.pdf>

Wagner-Pacifici, Robin and Barry Schwartz. The Vietnam Veterans Memorial: Commemorating a Difficult Past. *The American Journal of Sociology*. Volume 92, No. 2 (1991): 376-420.

[http://www.sfu.ca/cmns/faculty/marontate\\_j/487/07-spring/Readings/WagnerPacificiSchwartz.pdf](http://www.sfu.ca/cmns/faculty/marontate_j/487/07-spring/Readings/WagnerPacificiSchwartz.pdf)

## Social Justice

If you would like to contribute an additional resource to this toolkit, please do so at:

<https://goo.gl/forms/EPsm2iZsUqa3tUUu1>

Brilmyer, Gracen, and Michelle Caswell “Identifying & Dismantling White Supremacy in Archives: An Incomplete List of White Privileges in Archives and Action Items for Dismantling Them.” (2016). [http://www.gracenbrilmyer.com/dismantling\\_whiteSupremacy\\_archives3.pdf](http://www.gracenbrilmyer.com/dismantling_whiteSupremacy_archives3.pdf)

- This poster designed by Gracen Brilmyer was created based on content produced in Dr. Michelle Caswell's Archives, Records, and Memory class at UCLA, Fall 2016. It outlines myriad white privileges that exist within core archival principles and theory and provides actions for archival communities, practitioners and educators to dismantle them.

Chou, Rose L., and Annie Pho, editors, *Series on Critical Race Studies and Multiculturalism in LIS*. <http://litwinbooks.com/series-critical-multiculturalism.php>

- This Litwin Books/Library Juice Press series "aims to collect and publish works from theoretical, practical and personal perspectives that critically engage issues of race, ethnicity, cultural diversity and equity in library and information science (LIS)." Two books have been published to date: *Topographies of Whiteness: Mapping Whiteness in Library and Information Science*, edited by Gina Schlesselman-Tarango; and *Teaching for Justice: Implementing Social Justice in the LIS Classroom*, edited by Nicole A. Cooke and Miriam E. Sweeney.

Forthcoming in the series: *Pushing the Margins: Women of Color and Intersectionality in LIS*, edited by Rose L. Chou and Annie Pho. These books show promise for fostering critical conversations in the archival profession.

Gilliland, Anne, “Neutrality, social justice and the obligations of archival education and educators in the twenty-first century,” *Archival Science* 11, no. 3-4 (2011): 193-209.

<https://doi.org/10.1007/s10502-011-9147-0>.

- This paper by Anne Gilliland "contemplates how archival neutrality and social justice concerns can surface within the context of archival education," articulating ways that archival educators can transform the profession through critical engagement with a social justice framework during the training and learning process.

Jimerson, Randall C., “Archives for All: Professional Responsibility and Social Justice,” *American Archivist*, <http://americanarchivist.org/doi/pdf/10.17723/aarc.70.2.5n20760751v643m7>



- Rand Jimerson’s article is a classic call for archivists to consider the ways in which their work, including day-to-day work, should be dedicated to social justice. Jimerson includes international and US examples of how archival materials can address issues of accountability, justice and diversity, and offers some specific examples of how archivists, both collecting and institutional, can apply social justice practices in both their practice and in relationship-building. Jimerson’s article is also notable for its works cited, which can direct readers to other book-length and case specific works on social justice and records.

Michaelis, Kathryn, and Nicole Milano, *Social Justice Sampler*. Society of American Archivists, (2017). <http://files.archivists.org/pubs/SamplerSeries/SocialJusticeSampler.pdf>

- The "Sampler Series" from SAA publications provides collected chapters from SAA publications on a specific topic. Samplers are published electronically and are designed to provide an overview of a topic of interest to SAA members. The Social Justice Sampler includes chapters from Rand Jimerson's *Archives Power: Memory, Accountability, and Social Justice*; Chris Hurley's *Political Pressure and the Archival Record*; and Vern Harris' *Archives and Justice: A South African Perspective*. These three chapters, elucidated by an excellent introduction by the authors, are specifically brought together to address issues of professional responsibility and archives as "tools of accountability," arguing that archives and archivists hold positions that are frequently the nexus of social and political power. The goal is to ask readers to consider the implications of these ideas, and to encourage broader discussion of the topic. Though all three books were published well before the 2017 date of the Sampler, bringing together key chapters from three of the most persuasive writers in the early archival literature on Social Justice provides a broad frame of reference for current discussion, and inform contemporary consideration of the topic.

Office of Multicultural Affairs, University of Massachusetts Lowell, “Diversity and Social Justice: A Glossary of Working Definitions,” [https://www.uml.edu/docs/Glossary\\_tcm18-55041.pdf](https://www.uml.edu/docs/Glossary_tcm18-55041.pdf)

- This glossary provides a comprehensive list of terms related to diversity and social justice. The definitions provided are intended to convey the interpretation and use of these terms within the context of diversity and social justice.

Punzalan, Ricardo L., and Michelle Caswell, “*Critical Directions for Archival Approaches to Social Justice*,” *Library Information Quarterly*, 86, no. 1, (2016): 25 – 42. <https://www.journals.uchicago.edu/doi/10.1086/684145>

- This article is a good starting-point for the ongoing discussion of social justice and its place in archival theory and practice. The authors provide an excellent discussion of definitions, including interesting observations about the difference between recognizing the power of social memory and the implications of actively using social justice in archival practice. The article then seeks to place a framework around discussions of social justice in archival practice. The resulting discussion is a deeply thought-provoking exploration of the impact of embracing the concepts of social justice within the archives, in particular topics such as access; the impact of digital access; and collecting and ownership of materials. The article is valuable to archivists in all stages of professional involvement, as well as to students and educators.