

**Society of American Archivists
Council Meeting
August 24, 2022
Boston, Massachusetts**

**2021-2022 Nominating Committee Report
(Prepared by Committee Chair Angel Diaz)**

Slate

The Society of American Archivists' 2021-2022 Nominating Committee has completed its work, following the Council's approved procedures. From June to October 2021, the Committee reviewed community nominations, assembled a list of nominated candidates, aggregated the candidates' qualifications, assessed the potential candidates, and conducted outreach to potential candidates to verify their willingness to serve.

The following SAA members were presented as the 2022 final slate of candidates:

Vice President/President-Elect: Ricardo L. Punzalan, Helen Wong Smith

Council (3-year term): Krystal Appiah, Jillian Cuellar, Joyce Gabiola, Jennifer Johnson, Chela Scott Weber, Lydia Tang

Nominating Committee: Cesar Gallegos, Louis Jones, Carli V. Lowe, Jessica C. Neal, Brittany Newberry, Shannon O'Neill

Diversity Statement

The Diversity Statement was presented on the candidates' pages following the Biographical Statement. The following prompt was utilized for the Diversity Statement for all candidates:

A diversity statement reflects on how one's identity and experience contribute to diversity; demonstrates awareness of DEI issues and how to frame and approach them; and identifies specific DEI strategies that apply to the position they apply for. Thus, it responds to the following questions:

- What is your own definition of diversity, equity, and inclusion?
- How have your own personal, academic, and professional experiences and expertise prepared you to advocate for inclusive, equitable practices?
- Are you aware of your own implicit biases? How have you come to this realization and how do you continue to grow as an advocate for DEI?

- How do you reflect DEI in your work? How will you model a trauma-informed and inclusive practice, and mentor others who will work with you?
- What are your specific plans and strategies that will use the position you are applying for to advance DEI within your immediate SAA unit, SAA as a whole, and beyond the organization?

Candidate Statements

The Committee developed the following questions for the Candidate Statements, which were presented last on the candidates' pages:

Vice President/President-Elect: The SAA Council recently approved the [SAA Work Plan on Diversity, Equity, Inclusion and Accessibility](#), with the goal of incorporating DEIA and cultural competency into all aspects of SAA's work, taking into account the [SAA Strategic Plan \(2020–2022\)](#) and informed by existing goals and strategies developed by component groups. Please identify one of the four areas in the work plan that you see as a priority and discuss how you would implement that area and align it with SAA's Strategic Plan.

Council: The tragic and thought-provoking events of the past year and a half have indelibly impacted the world and our profession, and carved out a space for projects and initiatives that challenge and amplify the historical record, and foreground the urgency of equity and inclusion. How would you bring this growing investment in social justice to bear as a Council member, and support diversity, equity, inclusion, and accessibility within SAA, Council, and among the general membership? How would you help promote and implement [SAA's Work Plan on Diversity, Equity, Inclusion and Accessibility](#)?

Nominating Committee: The primary role of the Nominating Committee is to identify rising and experienced leaders from within SAA and the archival profession who can bring fresh and diverse perspectives to SAA leadership. Describe how you interpret this core responsibility and how you will work to identify candidates who demonstrate commitment to the [SAA Strategic Plan](#) and [SAA's robust commitment to Diversity, Equity, Inclusion, and Accessibility \(DEIA\)](#).

Process for Selecting Candidates

With the help of SAA staff member Felicia Owens, the Nominating Committee put out a call for nominations for candidates. SAA members were asked to submit potential candidates for all of the open positions via Google Form. The call for nominations was publicized via SAA's channels and through various email listservs, including section listservs and regional archives organizations listservs.

The nominating committee also utilized previous years' lists of potential candidates to identify individuals to contact for consideration, as well as reached out to previous and current position incumbents to suggest individuals.

For the selection of candidates for all offices, the Nominating Committee considered the following factors: BIPOC representation, LGBTQIA+ identification, an assortment in geographic location, range of professional positions, demonstrated commitment to DEIA issues, and a history of professional leadership and service.

Vice President/President-Elect

Council members Eric Chin and Mario Ramirez were responsible for selecting and contacting candidates for the President/Vice-President Elect position. The list of nominations from the SAA Nomination Form and write-in candidates contained 5 unique names. Eric and Mario reached out to current and former individuals in the position, as well as Council members to gather more names for consideration. The number of potential candidates considered was 13. After various conversations with individuals, two people agreed to run. As it is every year, this slate was a challenge to create, with most citing responsibilities, experience, current work load, personal circumstances and other pressures as reasons for declining. The Nominating Committee was very excited to be able to present two candidates who identify as Asian American Pacific Islander, a first for SAA leadership.

Council

Eric Chin, Angel Diaz, and Mario Ramirez were tasked with selecting and contacting candidates for Council. 16 individuals were nominated through the SAA Nomination Form and an additional 7 were contacted by the Nominating Committee. From the total amount of names, a group of 15 potential candidates were selected and then narrowed to a group of 6 who agreed to run. One of those who accepted later withdrew, so we contacted another candidate from our list of 15, who accepted.

Nominating Committee

Alison Clemens, Angel Diaz, and Dave J. Moore were tasked with making the initial suggestions and contacting candidates for the 2022-2023 Nominating Committee. The list of nominations and self-nominations by SAA members contained only 6 unique names. The Nominating Committee members added 9 names. From the total amount of names, a group of 11 potential candidates were selected and then narrowed down to a group of 6 candidates who accepted.

Election

In an effort to raise voter turnout, the Nominating Committee considered ways in which to engage SAA members with the election. Eric Chin and Angel Diaz worked with SNAP section to interview Council candidates for a blog post.

From January through March 2022, the Nominating Committee planned and organized a virtual town hall event featuring the two candidates for Vice President/President-Elect. SAA Members were invited to submit questions for the candidates before the event via a Google Form. Town

hall was held on March 9, 2022 and the recording is available on the SAA's Online Learning Portal ([here](#)).

Finally, the Nominating Committee created a social media campaign encouraging members to share once they cast their ballot using the hashtag #RockTheSAAVote and to share an election-themed image or item from their collections.

Election Results

SAA staff administered the election online using the Survey & Ballot Systems online balloting service. There was a participation rate of 20 percent (of the 5,427 eligible voters, 1,087 cast a ballot). This rate was up from 2021's rate of 18 percent.

Election results were announced via the SAA website and social media, *In the Loop*, and *Archival Outlook*. The results are as follows:

Vice President/President-Elect: Helen Wong Smith

Council (2022-2025): Krystal Appiah, Joyce Gabiola, and Lydia Tang

2021-2022 Nominating Committee: Jessica C. Neal, Brittany Newberry, and Louis Jones (chair)

Recommendations for Council Moving Forward

- The number of submissions to the nomination form was down significantly this year to those submitted in the last two years. Consider regular posts publicizing the nomination form even before the Nominating Committee meets and having it open for longer period of time.
- The social media campaign to encourage members to share that they voted in the election was not very successful. The efforts of the Nominating Committee were spent on building the slate of nominees and putting together the town hall. If a similar campaign is desired for next year, consider a wider effort by more SAA groups in promoting it.