

# **Confronting the Wicked Problem: Transforming Archives for Women's Representation, Use, and Access**

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## **Abstract**

While archives play a vital role in shaping historical narratives, women's contributions are often underrepresented within collections. This presentation introduces a comprehensive Women-Inclusive Archives Toolkit developed to tackle this persistent gender gap. Grounded in critical archival theory, feminist perspectives, and an intersectional framework, the toolkit provides practical, scalable strategies for transforming archival practices across multiple levels. A case study from the Hauser RAND Archives demonstrates the toolkit's real-world application, highlighting how an internal assessment uncovered and addressed national systemic gender gaps. Specific interventions included recovering materials focused on women, disaggregating user data to enhance service delivery, and transforming physical spaces to be more inclusive. This presentation will offer attendees a detailed look at the toolkit's components, the challenges and successes encountered in applying its strategies, and actionable recommendations for other institutions aiming to enhance equity, diversity, inclusion, and social justice in their archival practices.

## **About the author:**

**Sandy Yang** is an Archives Specialist at the Hauser RAND Archives and an IMLS-funded "Community-Embedded Social Justice Archivist" graduate fellow at the University of Alabama, where she is pursuing a master's in library and information studies. A passionate advocate for diversity, inclusion, and social justice, her work centers on increasing representation and accessibility in archival practices, particularly for marginalized communities. Currently, she is leading a collaborative effort with employee resource groups at RAND to co-create archival collections that help preserve their history.