

**Society of American Archivists  
Council Meeting  
November 10, 12, 2021  
Virtual Meeting**

**SAA Work Plan on Diversity, Equity, Inclusion, and Accessibility  
(Prepared by Meg Tuomala, WG-DEIA)**

Since, and driven by, its charge in March 2021, the Council Working Group on DEIA (WG-DEIA) has drafted a work plan for incorporating DEIA and cultural competency into all aspects of SAA's work. During our November 2021 meeting, the Council will discuss this draft work plan. Because the background and content of the work plan is not new to the Council, this discussion will focus on ownership of tasks/activities, prioritization, and next steps for moving the plan into action (including finalization and publishing of the plan).

**BACKGROUND**

In March 2021, SAA President Rachel Vagts and Vice President Courtney Chartier charged a Council Working Group on Diversity, Equity, Inclusion, Accessibility (WG-DEIA) to draft a work plan for incorporating DEIA and cultural competency into all aspects of SAA's work.

Members of the WG-DEIA are: Meg Tuomala (chair), Petrina Jackson (term ended Aug 2021), Ricky Punzalan (term ended Aug 2021), Mario Ramirez, and Rachel Winston.

Timeline of *recent* DEIA-focused work at SAA:

- June 2, 2020 – [SAA Council Statement on Black Lives and Archives](#)
- July 2020 – [Black Lives and Archives community reflection sessions](#)
- August 2020 – Revisions to [Core Values of Archivists and Code of Ethics for Archivists](#) approved
- August 2020 – Diversity Statement requirement for SAA position applications approved by Council
- March 2021 – [Diversity Committee report to Council](#)
- March 2021 – WG-DEIA formed
- May 2021 – Requirement for salary transparency approved by Council
- August – September 2021 – Draft DEIA work plan published for member comment

The working group was formed in response to the [Diversity Committee's report of March 2021](#). At the request of Council, the Diversity Committee prepared this report following feedback and conversation shared during the Black Lives and Archives community reflection sessions of summer 2020.

Concurrently, there has been additional DEIA-related work focused on member experience and inclusion (e.g., Welcoming Environment/WE Initiative), and SAA's education and publishing programs have ramped up DEIA-related programming and content. Additionally, many sessions at annual meetings in the recent past have focused on issues of diversity and inclusion in the profession.

We have an ongoing commitment to diversity, equity, inclusion, and accessibility, and SAA (leadership, staff, and component groups) have been addressing issues related to diversity for many years. Activities and initiatives that move us toward a culture of inclusion are in SAA's strategic plan, and this work is our highest priority.

In order to move forward in a coordinated and measurable way, WG-DEIA drafted a work plan with the goal of incorporating DEIA and cultural competency into all aspects of SAA's work.

## DISCUSSION

The work plan was drafted in response to the Diversity Committee's report of March 2021. As such, it is largely based on recommendations put forward in that report, many of which came out of discussion at the Black Lives and Archives community reflections sessions of July 2020.

The work plan is organized into four pillar/themes:

1. **Hiring and Retention:** Ensure practices support hiring and retention of a diverse archival workforce. Publish guidance and recommendations for archives and archivists to use at their repositories and places of employment.
2. **Structural Barriers:** Examine and eliminate structural barriers that exist within SAA, so that leadership represents membership. Design inclusive and accessible spaces for members, both physical and digital.
3. **DEIA Training and Education:** Develop and offer DEIA training for members and incorporate issues of equity and inclusion in all course and certificate offerings.
4. **Archival Practice:** Ground our core archival practice in DEIA principles.

Within each of these pillars/themes there are a handful of activities in specific target/focus areas. In order to illustrate what this work could (and we might want it) to look like, granular, specific, activities are listed out. These specific activities (both high-level and specific) were put forth by the Diversity Committee report, WG-DEIA discussions, and member comments and feedback.

As of now, the activities are not assigned to specific owners (i.e., Council, staff, component groups, etc.) or sequenced in priority order. That work will need to happen before the work plan is finalized, and the focus for this discussion is related to prioritization, ownership, and success criteria/assessment (specific discussions questions below).

The work plan was released to the following groups in the Summer-Fall of 2021, with major themes of feedback/comment highlighted. Member feedback is included in Appendix B.

## **Council**

- via discussion list.
- Feedback on digital and physical accessibility.

## **Members**

- Via virtual discussion session during annual meeting.
- Approximately 200 attendees.
- Assessment and measurement, coordination with others already doing this work, imperative that communities be involved in reparative work.

## **Open**

- Via virtual discussion session, email to SAA HQ, and anonymous survey form.
- Approximately 60 attendees at the forum
- Two long-form comments sent by an individual member and a component group
- 11 comments submitted by form.
- Most feedback was on additional activities to add to plan and/or clarification of terms and definitions used.
- Some comments on who/what groups to include in this work.
- Many comments noted the imperative that communities be involved in reparative work, and that there is a diversity of communities and individuals involved in any activities that come out of the work plan.

## **Executive Committee**

- Via discussion and collaborative editing/comment on draft).
- Feedback on sequencing, prioritization, and additional activities to add to plan.

## **RECOMMENATION**

**THAT the Work Plan on Diversity, Equity, Inclusion, and Accessibility be adopted by the Council. (See Appendix A)**

**Support Statement:** This work plan is based on recommendations put forward in the Diversity Committee's March 2021 report on discussions at the Black Lives and Archives community reflections sessions of July 2020. These specific activities (both high-level and specific) were put forth by the Diversity Committee report, WG-DEIA discussions, and member comments and feedback.

**Impact on Strategic Priorities:** The Council has identified DEIA initiatives as a top priority for SAA. This work plan addresses strategic priorities within all four goals of the SAA Strategic Plan.

**Fiscal Impact:** The work plan as presented does not commit SAA or the Council to specific expenditures at this time. However, accomplishing the goals outlined will require financial

support, as well as significant time investment from both leaders and staff, across multiple fiscal years. Of note, funding for specific DEI work was include in the FY 2022 budget.

## **QUESTIONS FOR DISCUSSION**

- **Who (what committee or component group, SAA staff, or leadership) is best suited to lead out this work?**
- **What do we see as the highest priority items?**
  - Note: the Diversity Committee has flagged strategy activity 3.1: Review SAA's educational offerings... as highest priority.
- Anything missing from the work plan?
- What resources (time, labor, money) are needed to accomplish change in this area?
- What would accountability look like?
- How will we measure and track progress towards these goals?

## Society of American Archivists Diversity, Equity, Inclusion, and Accessibility (DEIA) Work Plan

**DRAFT – October 2021**

*Note: A working version of this document is available on Google Sheets at:*

<https://docs.google.com/spreadsheets/d/1ABfjkS7cY92GSLIJYrEe364RUO8YYVqStAqQwYM4sxY/edit#gid=291217991>

1. RECRUITMENT AND RETENTION	
<b>GOAL:</b> Ensure practices support hiring and retention of a diverse archival workforce. Publish guidance and recommendations for archives and archivists to use at their repositories and places of employment.	
<b>WHY:</b> Hiring, supporting, retaining black, Indigenous, and people of color (BIPOC), archives workers is a priority. - Equity is a concern, and SAA should contribute to transparency in the recruitment process (including requiring pay scales in job postings) and advocating for a living wage for all archivists. - Community building at the local/organizational level should be addressed, archives workers should be hired into supportive and inclusive communities where they can thrive at and outside of work.	
Strategy 1	Task/Action Title
1.1	<b>Salary reporting and inclusive job descriptions</b>
	-require salary reporting on SAA job board [COMPLETED]
	-research and develop guidelines for appropriate (and aspirational) salaries for archival workers
	-develop and distribute guidelines for creating inclusive job descriptions and posting
1.2	<b>Contingent labor and pathways to a secure career for BIPOC, LGBTQIA+, and disabled archival workers</b>
	-review and adopt recommendations regarding contingent labor based on existing documentation
	-develop guidelines and best practices for making diversity fellowships a pathway to a secure career
	-address the issue of retention and professional development/advancement for BIPOC, LGBTQIA+, and disabled mid-career archivists and archival workers - advancement pathways to leadership and management roles
	-research pathways to a secure career as an archivist or archival worker that doesn't require higher education credentials
1.3	<b>Conduct A*CENSUS on a regular schedule</b>

<b>1.4</b>	<b>Provide/increase financial support for BIPOC archives workers</b>
	-increase funding for Mosaic scholarships
	-provide support for a Mosaic scholarship network to build community among recipients
	-increase number of Mosaic scholarship recipients, and amount given for each recipient
	-create plan to retain Mosaic scholarship recipients as SAA members and archival workers
	-explore other ways to financially support BIPOC archives workers
	-strategy for retention of Mosaic scholars within SAA and the profession
	-support for Indigenous archival workers through NAAS, and work with ATALM to identify what's needed + partnering with them on implementation strategies
	-see 4.2
	-create and/or advocate for scholarships or funding for BIPOC, trans and gender diverse PhD students and study
	-increase funding for SAA-related professional development and travel
<b>1.5</b>	<b>Recruit diverse students into the profession</b>
	-work with grad and undergraduate programs and high schools to recruit diverse students into the profession
	-develop outreach programs for these audiences: grad, undergrad, high school
	-develop manager training on addressing and interrupting micro-aggressions, and dismantling white supremacy culture in the workplace
	-ensure grad programs are aware of SAA's Best Practices for Internships as a Component of Graduate Archival Education
<b>1.6</b>	<b>Provide archives workers and archival organizations resources for community building</b>
	-work with human resources (HR) or organizations in the community to provide new hires with local guides promoting and showcasing BIPOC owned businesses and services (e.g., Black Pages)
	-pilot and/or create guidance for creating affinity or employee resource groups that bring together archives workers who share cultural commonalities
	-create training for archivists on community building/asset based development
<b>1.7</b>	<b>Provide/increase financial support for archives workers with disabilities</b>
	-explore ways to financially support archives workers with disabilities
	-create and/or advocate for scholarships for funding students with disabilities

<b>2. STRUCTURAL BARRIERS</b>	
<b>GOAL:</b> Examine and eliminate structural barriers that exist within SAA, so that leadership represents membership. Design inclusive and accessible spaces for members, both physical and digital.	
<b>WHY:</b> Leadership, hiring committees, and panelists at our annual meetings should be as diverse as our membership. The services we provide should be inclusive and accessible to our membership.	
<b>Strategy 2</b>	<b>Task/Action Title</b>

<b>2.1</b>	<b>Include consideration of equity and inclusion when determining membership costs.</b>
	-collect data on compensation that includes race and disability status as a demographic dimension
	-investigate membership dues model - away from income-based, taking into account student loans, debts, etc.
<b>2.2</b>	<b>Diversify leadership in the organization: address the issue of predominantly white, cisgendered, neurotypical, and able-bodied leadership.</b>
	-research and implement models in use at other organizations
	-focus on recruitment and retention of BIPOC, LGBTQIA, and disabled members - with the Membership Committee, design a strategy for recruiting and retaining a diverse membership
	-eliminate "for life" positions within SAA component groups
	-examine guidelines and process for SAA fellows nomination and award to ensure it is inclusive of all members
<b>2.3</b>	<b>Revise calls for participation in conferences and publishing opportunities to be more inclusive.</b>
	-implement new guidelines for annual meeting panels that factor and encourage diversity of speakers/presenters/perspectives
	-encourage/offer networking and/or affinity groups model for members (i.e. member resource groups/networks)
	-develop a mentorship program specific to publishing (w/ SAA)
	-encourage single papers that can be grouped/placed with panels missing a broad range of perspectives
	-encourage/provide a platform for formation of diverse proposals - akin to the networking documents that already exist
	-encourage an "Own Voices" requirement or guideline to the annual meeting program committee and publishing program: if an outsider is proposing to present on another's work or experience, would this be better contributed by a member of the group being discussed?
<b>2.4</b>	<b>With the Membership Committee, identify inclusive and supportive services for members.</b>
	-see 1.6; 2.7
	-empower the Host Committee to implement inclusive and supportive services at physical and virtual venues at annual meetings
	-encourage/offer networking and/or affinity groups model for members (i.e. member resource groups/networks)
	-focus on recruitment and retention of BIPOC, diverse sexualities and genders, and disabled members - with the Membership Committee, design a strategy for recruiting and retaining a diverse membership
	-develop a new member onboarding program with DEIA focus
	-implement new member cohort program for connection and networking
	-support trans inclusion through including pronoun options whenever applicable, instructing speakers and moderators to use gender neutral language, ensuring gender neutral restrooms at meetings and events
<b>2.5</b>	<b>Transparent and inclusive planning and leadership.</b>

	-implement diversity statements as a requirement for SAA leaders [COMPLETE]
	-implement a more inclusive strategic planning process, engaging the membership in strategic planning, rather than just leadership and Council
<b>2.6</b>	<b>Provide more local and regional opportunities for participation</b>
	-examine annual meeting model and provide recommendations for accessible (physically and financially) meeting cadence and location
	-host or partner on joint meetings, pop-ups, and other outreach efforts with regional, local, and allied professional organizations
<b>2.7</b>	<b>Ensure physical and digital spaces and services are inclusive and accessible, considering learning styles and abilities, physical/sensory and cognitive abilities, and lived experiences</b>
	-explore WCAG 2.0/2.1 compliance for SAA website
	-provide accessibility guidance to component groups for microsites and other websites and services
	-ensure SAA-developed communications, presentations, publications, and education programming is accessible and inclusive
	-provide guidance, in the form of best practices, to presenters to improve presentation accessibility
	-ensure the built spaces that SAA operates in and/or uses are physically accessible to our membership

<b>3. DEI TRAINING AND EDUCATION FOR ARCHIVES WORKERS</b>	
<b>GOAL:</b> Develop and offer DEI training for members and incorporate issues of equity and inclusion in all course and certificate offerings.	
<b>WHY:</b> The work of inclusion is both personal and institutional. We want to provide resources to archives workers that ensure they can make changes to discover their own bias, and help push the profession forward.	
<b>Strategy 3</b>	<b>Task/Action Title</b>
<b>3.1</b>	<b>Review SAA's educational offerings, and ensure that courses and certificates cover issues of diversity, equity, inclusion, accessibility, community building, anti-racism, and trauma-informed archival practice</b>
	[NOTE, this has been identified by the Diversity Committee as a desired first step/set of actions]
	-establish ongoing review of course offerings via course evaluation forms and regular audits
	-hire an outside reviewer to evaluate current SAA educational offerings and establish courses that address cultural humility
	-offer free webinars that advance cultural humility
	-offer free webinars that guide members through evolving professional standards
	-explore adding a DEIA course program
	-encourage an "Own Voices" component to the training/educational program: would this be better designed and led by BIPOC, LGBTQIA+, and/or disabled people?



	-see 4.4
<b>3.2</b>	<b>Provide easy access to existing resources for archivists on anti-racism and DEIA topics</b>
	-create a core reading list and advocate inclusion of those same resources on Academy of Certified Archivists (ACA) reading list and exam
	-facilitate discussion, learning, and accountability groups
	-develop an anti-racism toolkit geared towards archivists
	-create a train the trainer program for DEIA and anti-racism curricula
<b>3.3</b>	<b>DEIA foundations training for SAA staff and leadership (Executive Committee and Council)</b>
<b>3.4</b>	<b>Advocate for DEIA informed curriculum at graduate archival programs</b>
	-work with programs to include DEIA and cultural competency programming/training as part of curriculum
	-provide toolkit for students to start conversations with administration/faculty and/or form resource or affinity groups
	-see 1.4 - scholarships and funding for PhD study

<b>4. ARCHIVAL PRACTICE</b>	
<b>GOAL:</b> Ground our core archival practice in DEI principles.	
<b>WHY:</b> Our collecting and descriptive practices should represent our DEIA work and re-center the narrative within our collections by fostering relationships with the communities in which we work, revisiting legacy description, and contextualizing the historical record.	
<b>Strategy 4</b>	<b>Task/Action Title</b>
<b>4.1</b>	<b>Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.</b>
	-create or endorse guidance or best practices reparative description
	-create or endorse guidance or best practices for public service audits
	-ensure new and existing standards are evaluated for biased and harmful language and/or practices and revised accordingly
	-create new/revise existing standards related to DEIA in consultation with the SAA Diversity Committee
	-create training or guidance on advocating with funders (institutional or donor) to support community building projects and other types of inclusive outreach
	-ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices and standards
	-create a directory of committees, institutions, and individuals working on this topic - build together rather than separately
<b>4.2</b>	<b>Build and sustain relationships with BIPOC communities to better support community archives.</b>

	- SAA Foundation grant for community archives fellow program (or another sponsor or funder)
	- Funding that supports archival projects that do not require an archivist on staff, which is a barrier for many community archives to qualify for existing funding
	- create resource toolkit ("backpack") for community archives
	- develop a program for free training and consultation for community archives
	-build strategies for the direct and undirected support of memory workers in community settings
	-see 4.1
	-See 1.6
<b>4.3</b>	<b>Support post-custodialism, radical empathy, communication, and ethics in collecting.</b>
	-offer trainings and educational offerings on these topics to membership
	-develop and/or endorse standards, guidelines, or best practices on these areas/topics
	-ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices and standards
	-create training or guidance on advocating with funders (institutional or donor) to support community building projects and other types of inclusive outreach
	-See 1.6
<b>4.4</b>	<b>Address the shortcomings of archival description and the presence of bias.</b>
	-create a statement/guidelines/best practices that address the shortcomings of archival description and the presence of bias.
	-ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices and standards
	-promote and encourage the use of this statement publicly, on archival description/finding aids
	-create a directory of committees, institutions, and individuals working on this topic - build together rather than separately
<b>4.5</b>	<b>Address the shortcomings of archival collecting and the presence of bias.</b>
	-create a statement/guidelines/best practices that addresses the shortcomings of archival collecting and the presence of bias.
	-ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices and standards
	-promote and encourage the use of this statement publicly, on archival accession records and in donor agreements.
<b>4.6</b>	<b>Create guidance on inclusive reference/reading room practices</b>
	-promote and encourage the adoption and use of these practices
	-ensure that there is a diversity of communities and individuals involved in the creation of guidance, best practices and standards

## Reference Documents

### Comments/Notes from Open Forums:

August 2021 Forum: <https://docs.google.com/document/d/1cgYx34RgEZBTB4W-D6pSH4imduXdy3rflyDxeM4ss5k/edit?usp=sharing>

September 2021 Forum:

[https://docs.google.com/document/d/1RCzYfO\\_xh2bPQRMJf3ALSJvDR3Vn0hp11s69nul5sWM/edit?usp=sharing](https://docs.google.com/document/d/1RCzYfO_xh2bPQRMJf3ALSJvDR3Vn0hp11s69nul5sWM/edit?usp=sharing)

Highlights:

#### Group 1: Recruitment and Retention

- What is preference in life experiences related to credentials/education. Some requirements may be needed but we need to build better minimum requirements [from chat: minimums that allow branching out as opposed to minimums that exclude]?

#### Group 2: Structural Barriers

- What does target outreach, recruitment, and retention of BIPOC SAA members look like? Can there be a space at SAA specifically dedicated to this?
- How do you empower members to go back to regionals, city-based groups, etc. to enact change? What tools do we provide to make the change happen at a local level? How do we collaborate with other national organizations to help make this happen?
- Emotional labor as impacting lack of diverse leadership
- What are the next steps and timeline?
- How do these initiatives “trickle down” to the sections?
- Creating dialogue within sections that are directly affected by the impact of the issues discussed in plan
- Do activities of sections align with org. strategic plan?
- Develop a more grassroots approach that empowers membership
- Framing leadership as serving community as opposed to having to volunteer for “resume padding”
- SAA could do a better job of detailing leadership expectations and time commitments

#### Group 3: DEIA Training and Education

- Resources such as toolkits for individuals and institutions
  - Also student toolkits to approach college admins about updating/changing educational programs to incorporate DEIA
  - Free resources/sponsored trainings
- Work with regionals to provide low-cost/free educational options
  - Do we plan on working with international groups? What are international groups

doing?

- Feedback/surveys for accountability and how implementation is working practically in the workplace and in SAA (include forums for discussing/evaluating survey outcomes and feedback)
- Conflict resolution-having healthy conversations (this can apply to so much of our work with colleagues, visitors, patrons, donors, managers)-get away from the fear of discussing accountability with people "above" you (from 9/24)

#### **Group 4: Archival Practice**

- Guidance or best practice on discoverability of marginalized histories can be read to build context around collections that encourage students to ask tough questions of archives and archivists that make the silences disappear
- We need objective measures to evaluate our success and establish appropriate metrics for description
- Scalability is important, there are institutions of all sizes doing this work and institutional needs vary depending on size and resources
- Communities must be involved in reparative work

#### **Responses to Call for Member Comments:**

*News item posted to the SAA website on September 7, 2021:*

<https://www2.archivists.org/news/2021/call-for-member-comments-saa-work-plan-on-deia>.

*Note that responses have been anonymized, as staff presume that those who responded via the Google form or via email, rather than publicly commenting on the news item webpage, prefer to remain anonymous.*

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Letter from the Native American Archives Section:

<https://drive.google.com/file/d/1ty6a0uc9a3WeMRDKUQc5dwdPchv64zq8/view?usp=sharing>

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I would like to see definitions of such terms as inclusion and equity, which can mean different things to different people. Also, the use of acronyms is a bit daunting; BIPOC and NAAS are used but not explained. Do not assume everyone knows what these stand for. Are there deadlines for achieving any of these goals?

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I think the word "diverse" gets used euphemistically a lot to refer to race, so it would be good to define what is meant by "diverse" in the goal statement.

1.4 - I also think scholarships should exist for BIPOC PhD students -- the ability to do research and get into LIS teaching would help push the profession in a more inclusive and reparative direction. Few BIPOC are in PhD LIS programs, and part of it is that the spectrum scholarship doesn't apply to PhD programs. It would be great if SAA could help fund PhD study for BIPOC.

1.5 - I also don't love the point about training managers to help BIPOC "navigate" PWIs. Read Angela Galvan's: Soliciting Performance, Hiding Bias: Whiteness and Librarianship. This just sounds like teaching BIPOC how to assimilate to whiteness. The problem isn't that BIPOC need to be invited to the table, the problem is that PWIs are exclusionary to BIPOC and the culture needs to change, not us. White supervisors need training on supporting BIPOC, handling microaggressions, and changing workplace culture, not on helping us assimilate to whiteness.

2.2 - I don't understand why the heading for this action is about addressing white leadership when the tasks include recruiting LGBTQIA+ and disabled people, who might also be white. I would change the heading of this action to include cis and neurotypical and able-bodied people, if you're going to include the need for LGBTQIA+ and disabled folks in the tasks.

2.3. I would go further to encourage an Own Voices requirement -- it isn't just that panels end up all white or all men. Having a token BIPOC or woman isn't going far enough. White LIS workers profit professionally off of BIPOC history, struggles, and issues. Here's a great statement that just came out: <https://www.wocandlib.org/features/2021/9/3/statement-against-white-appropriation-of-black-indigenous-and-people-of-colors-labor> . I think review committees for conferences need to seriously reflect on if an outsider's proposed presentation is able to contribute anything to the conversation that wouldn't better be contributed by a member of the group being discussed (I think reporting out on projects is slightly different than general trainings, but would still love to someday not attend an all white panel titled Decentering Whiteness in Archives)

2.7 - I am not sure if this point is only meant to be inclusive along the lines of accessibility or if inclusive and accessible are different (or partially overlapping) points - but I would look at other forms of inclusion here too - like recommendations around trans inclusion -- including pronoun options wherever possible, instructing presenters and moderators to use the pronouns a participant/attendee uses (or use gender neutral language), having gender neutral restrooms at conferences, etc I'm also not seeing a lot here about accessibility for physical spaces.

3.1 - I would again consider an Own Voices component here - can SAA pay BIPOC, LGBTQIA+, and disabled people to create content for trainings?

3.4 - this is again a good place for PhD scholarships for BIPOC, trans and gender diverse people, and disabled people.

4.1 - Again, be specific about who is involved in creating these best practices. As a trans person, it is endlessly frustrating seeing organizations promote or pay cisgender people to create recommendations that affect trans people, because they are always wrong (for example, the PCC Ad Hoc Task Group Recommendations on Gender in NARs).

4.4 - It would be great to have a sort of directory of committees and folks working on this so that we can link up for help or feedback (for example, my university has a few working groups on this, I know many others do, I feel like we are sometimes reinventing the wheel while others are doing the exact same thing, since we don't always publish or publicly distribute our progress). If we could easily access other folks doing similar work, I think it would be easier to build off things together instead of having a few hundred people do the exact same thing from the same starting place in dozens of locations.

4.6 - Again, who is writing these policies? I think being explicit here is important.

I'd like to see the issue of retention and professional development for mid-career archivists better addressed in the plan. Most of the recommendations focus on early-career archivists or students. How can we help BIPOC archivists who want to advance into leadership or management positions find pathways to make this happen?

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I'd like to see SAA offer more professional retention and growth opportunities for early- to mid-career BIPOC, LGBTQIA, and disabled archivists. The Archives Management Institute is one opportunity, but I wonder if there are other ways that SAA can facilitate skills development and community-building among folks who are already here. What can we do to break the cycle of folks who bring needed diversity exiting the profession due to burnout? MOSAIC scholarships and student support are great to offer! However, the chasm between entry-level positions and roles with more responsibility is even more difficult to cross when structural barriers are added to the mix.

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I would like to see records management addressed, including records schedules that favor the empowered over others.

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My issue with generalized programs like this is they rarely in the description offer tangible action items that can be done to have a benefit, using broader programming and language that leaves open a lot for specific action. With topics like diversity and inclusion, I've found, specifically at my current institution, that the lack of specificity of goals is used to limit the efficacy of DEIA programming. I felt this when reading the SAA draft plan, and had some small ideas—which may not be feasible—that I think are actionable items that will benefit archives and those who have no membership in SAA from diverse backgrounds. Here are my suggestions:

Add virtual internships for metadata description (including support for reparative description projects) that are paid (no more volunteer-only), which will provide financial backing to those without the ability to travel or move for internships, but still get the benefits. This can be encouraging institutions to create these, SAA supporting a matching funding approach for medium to smaller-sized organizations, or working with groups like CLIR to fund such efforts. This program will also support those individuals with disabilities, or who face accessibility issues in traditional archival work.

SAA investing in mobile Wifi spots to support interns/volunteers/workers in remote areas (such on tribal reservations) to have better access for digital and online work. In Montana, some tribal libraries/archives have such poor connectivity that they can't contribute to or use the state's Montana Memory Program on ContentDM, for example. Having worked in Montana, I saw this issue time and again for reservation archives in the Pacific Northwest.

Provide funding to medium or smaller-sized archives (county, state, and universities) that don't have their own funding sources to pay for underrepresented labor positions, using MOSAIC funds this way instead of having people individually apply to come to SAA. Support programs that support inclusion, and rotate that funding until institutions grow it internally. Get the focus away from bringing diversity into SAA and bring it into the profession in this manner, as this will lead down the road to a more diversity membership that has jobs that can support their membership.

I am a member-at-large with the PLASC section, and have shared these thoughts in a meeting with the committee with positive response.

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STOP the leftward drift of SAA. This project is an example of why so many are leaving the society. SAA should be non-partisan. Scrap this whole left-wing initiative. It is a shame what SAA has become in the last few years.

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This is a great draft work plan! I very much appreciate how thorough this workplan is to include all areas of archival work. I would love to see more specific language in the workplan about accountability, specific partners, and a timeline for when we hope to accomplish these goals? Maybe this is the next step of the work plan, but I think it would be helpful especially to see more concrete details on who the partners and stakeholders are. And again, who will be held responsible/accountable outside of Council for making sure we reach these goals? Also, as the current chair of the Diversity Committee, I always welcome the opportunity to discuss and collaborate on the work plan!

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Hi Thanks to everyone who worked on the draft, which is well done. My concern is addressing some more foundational points. For ex., in universities/colleges that are not library/info schools, but have programs, in my case public history and cultural resource management, from which students apply to library/info schools. For the last 12 years I've had students almost annually be accepted into library/info schools from my archives unit and these programs. In effect, we are a feeder school for archives graduate programs. The library/info schools know which universities/colleges regularly graduate future archivists. Focused sharing of PR info about Mosaic scholarships and SAA with DEI and scholarship units in those colleges/universities would help promote this information and reach more interested students. Maybe a list could be gotten from the library/info schools or from SAA student org? There is also a trend now to assign a reference librarian as a minority/marginalized and DEI contact for students. Here we have 1 minority librarian. She will need support. And many librarians do not know about SAA and would not think to say to a BIPOC student, SAA has scholarships and career info. The BIPOC/DEI student rep librarians should also receive info from SAA about the program. This would be helpful to the them and provide options to BIPOC students. Lastly, we need to be real about the current challenge many new archivists face seeking archival jobs and the anger some of them have about it. Many of them need more experience post-graduation to meet minimums to get jobs. This happened when I graduated via a NHPRC 2-yr funded grant position, which now no longer exists. We want more diverse students, but there are already many currently without jobs struggling to pay student debt. Saddling BIPOC students with grad school debt to not get a job is not helpful. I don't have answers, but I believe these issues need to be addressed as well. SAA should be working with NEH, NHPRC, and other funding orgs to help fund archival jobs. Maybe the library/info schools should be accepting fewer applicants until there are more jobs, or maybe they need to be training and educating students for a greater variety of jobs and skills so they can find jobs in broadly related fields. I don't have answers and I realize this is beyond the scope of this work plan, but I think these are issues that SAA needs to be seriously addressing. The SAA Career Services is a good step forward. There's a lot of anger in ArchvistsThinkTank that is not good for those unemployed or under-employed archivists and it is bad PR for archival programs. I am sorry I cannot attend the online discussion as I have a work conflict. I hope it goes well.

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Aloha, Bravo/a on the thoughtful development of the Work Plan and please accept this feedback from a female of color with an open heart and mind. Please consider multigenerational aspects of DEIA as recent SAA actions reflect ageism discounting the contributions by those have dedicated decades to SAA and their efforts to address DEIA initiatives.

When Cultural Diversity Competency was introduced in 2015, Council agreed its import necessitated it

be delivered free of charge to emphasize their commitment to this practice to support DEIA initiatives. This has yet to be enacted. The assertion made that it was designed to educate white about minorities is shallow and offensive and its recent revision with the support of Carli Lowe indicate it as an evolving workshop with the intent of providing opportunity for ANYONE to self-question their values and motives with a structure to be open to those who do not align with theirs.

Consider "Local Contexts" <https://localcontexts.org> as a structure and approach to achieve DEIA goals.

I will not be attending today's open forum as communications have proven recent and current leadership select an inclusive approach to DEIA exhibiting a "you're either with us or against us" mindset and continue divisive rhetoric creating a hostile environment for those they do not perceive to be of their culture, the very antithesis of inclusion and cultural empathy which the work plan espouses. In fact, the increasing vitriol is causing many long time members to reconsider their membership. Hopefully, the intent of the DEIA Work Plan is to be more inclusive, not disenfranchising those who are not BIPOC.

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Strategy 1.2 - for the sake of members of both orgs, the Certified Archivist certificate program needs to go to SAA and the ACA needs to fold. Many professional organizations have certificate pathways, such as UX and accessibility, which is in theory a GREAT way to career pivot without the degree. However, since the certificate is maintained by a very insulated and isolated group of the ACA, the questions and content of the certificate process is not particularly truly representative of the profession or diversity. It's in everyone's best interest for the ACA to fold into SAA and would save a lot of headache and \$\$\$.

Strategy 1.4 the same could arguably be made for archivists with disabilities, which often face a lot of stigma and additional hardship in securing full time employment.

2.1 - I don't know how you can do this without collecting a lot of sensitive (and irrelevant to functioning in the profession) details. I agree that the dues model is not great, but if there was a breach of data, this would disclose a lot of very sensitive information that I don't think SAA should collect. Perhaps another approach to take is to lower fees in general and provide greater incentives for sponsoring and donating beyond the basic individual membership. Since many people are members of multiple orgs, it can't go too much higher across the board, even if a senior member has the relatively higher salary. If they must pay more, and then volunteer their service, but not receive anything of value in return, they would leave.

2.3 I appreciate the idea of networking and affinity groups. I believe the current section model isn't sustainable. So much labor, from getting the election slate, to elections, and the stress of the steering committee members during their tenure, is ephemeral. By making it a lower bar of maintaining community, I think it will help overall.

2.6 I wholeheartedly agree to exploring joint conferences with related orgs. Particularly during travel times, it would destroy professional development funds when the main conferences (often) were in polar opposite locations. Again, in terms of volunteer labor, combining efforts for a shared goal is so much more sustainable for ephemeral output.

2.7 it shouldn't be "explore" it should be "ACHEIVE"! The Accessibility & Disability section has many experts in this area, utilize their expertise. ;)

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As part of the work of the A\*Census II group, the issue of dual language options (Spanish / English) was raised. It was specific to the context of the survey, as A\*Census II is only in English, but the question rightly raises a question about inclusivity. How and in what ways can SAA be more inclusive by offering dual language forms, surveys, website content, social media or similar?

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Dear Council, et al: I chose this means of submitting my comments as they are a bit verbose. I hope this is the type of commentary you are seeking.

I found the document to be a great start. My comments range from prioritization of tasks in alignment with stated goals, clunkiness in verbiage and semantics, and lack of specificity. In full transparency, I am a white, male, academic archivist/librarian who is committed to making our profession and our organization accessible, inclusive, diverse and equitable.

As this a workplan for *Diversity, Equity, Inclusion, and Accessibility (DEIA)*, we should be consistent throughout the document by using DEIA not DEI.

There are a lot of acronyms/abbreviations used throughout that should at least be defined the first time they are used: BIPOC, NAAS, ATALM, PWIs, LGBTQIA, WCAG.

Section 1: The “Why” subsection states, “Hiring, supporting, and retaining BIPOC archives workers is the highest priority.” The highest priority for who or what? Society? SAA? The profession? Additionally, Is that the highest priority of the document, or is that the stated highest priority of SAA? I think the sentence needs additional verbiage for clarification. The narrative in this section feels disjointed. In general, it feels like there are three themes within this section, and I believe this section would read better as a bulleted list:

- Hiring, supporting...
- Equity is a...
- Community building...

The “Task/Actions” subsection seems out of order with the importance identified in the “Why” statement; if “Hiring, supporting, and retaining BIPOC archives workers is the highest priority,” then those task should be at the top. I would suggest this re-ordering:

- 1.1 Provide/increase financial support for BIPOC archives workers
- 1.2 Salary reporting and inclusive job descriptions
- 1.3 Recruit diverse students into the profession
- 1.4 Contingent labor and pathways to a secure career
- 1.5 Provide archives workers and archival organizations resources for community building
- 1.6 Conduct A\*CENSUS on a regular schedule (However, I am unsure why this has anything to do with this section as there is no explanation as to how it helps with hiring, equity or community building)

Section 2: In the “Goal” statement, it is unclear what is meant by “...so that leadership represents membership.” Does this mean elected at the Council and higher levels, elected at the Section level, appointed leadership and/or staff? Do we know how much of an imbalance exists? At least at the Council and higher level, Nominating Committees have worked very hard in the past several years in developing diverse and inclusive slates of candidates.

I would also reframe this “Why” section as a bulleted list as it two conceptually different points.

- Leadership, hiring committees, and panelists...
- The services we provide should...

Further, the “Task/Actions” should be more aligned from a prioritization point-of-view with the “Why” statements, therefore I would suggest the following:

- 2.1 Address the issue of predominantly white leadership
- 2.2 Transparent and inclusive planning and leadership.
- 2.3 Revise calls for participation in conferences and publishing opportunities to be more inclusive

- 2.4 With the Membership Committee, identify inclusive and supportive services for members
- 2.5 Include consideration of equity and inclusion when determining membership costs
- 2.6 Ensure physical and digital spaces and services are inclusive and accessible, considering learning styles and abilities, physical/sensory and cognitive abilities, and lived experiences
- 2.7 Provide more local and regional opportunities for participation

Regarding, currently designated Task 2.3, the term “manel” is pejorative and derogatory; while we may choose to say “all male panel” the real question is, is this a real, documented issue or a perceived issue? I would concur that historically there was an issue here, but over that past several years that has changed not only for SAA, but within our allied professions. This is due in part to the demographic shift in our profession, in part due to calls for diversified panels, and in part to more diverse and equitable conference planning committees. Additionally, having served on many conference planning committees/workgroups over the past several years for various professional organizations the demand for “no all white panels” will likely be hard to achieve without requiring someone to demographically identify themselves. It has been discussed as a possibility in organizations far more progressive than SAA, without coming up with a good solution. I would also suggest, if we are intent on diversity and are going to ban certain types of panels, then we also need to ban the “all academic” and “all NARA” panels. We tend to be overloaded with all academic panels, because those are the members that are supported and encouraged by their organizations to participate; I think SAA would be better focused on how to support the non-academic voice to participate more fully in the organization. Finally, regarding this particular task, I sort of like the idea suggested in 2.3 “...encourage single papers that can be placed with panels missing a broad range of perspectives...”; however, instead of foisting upon an already established panel, what if we went in the other direction like the Midwest Archives Conference does (via GoogleSheets), and provide a platform for “birds of a feather” to self-select in a pre-proposal way to form panels and encourage the creation of diversified and inclusive panels there?

In Task 2.5 it states, “...implement a more inclusive strategic planning process” What does this mean? What is currently non-inclusive about it? Do we want to engage the whole membership as opposed to just Council and leadership? If that is the case, let’s state that.

In Section 3, just a couple of semantics concerns. Task 3.2 states, “Provide easy access to existing resources for archivists on these issues.” What issues? DEIA? Anti-racism? Both? We should be clear as the statement should be able to stand on its own. Finally, Task 3.3, states “DEIA foundations training for SAA staff and leadership” but has no elaboration in its tasks. Are we saying we only need foundational/beginners training in DEIA? What do we mean by “leadership”? Is it Pres, VP and Council? Does it include Section Leadership? Does it include committees and other appointed individuals? Will we need a tracking mechanism within our membership records? This task needs some additional information and clarification.

Finally, a few comments regarding tasks in Section 4.

- A sub-task of 4.1 states, “...create new/revise existing standards related to DEIA in consultation with the SAA Diversity Committee” What standards are we referring to? Those that are specifically created by SAA? Standards SAA is asked to weigh in on? Standards we utilize, but are beyond our editorial control? All the above?

- The last task in 4.1, “create training or guidance on advocating with funders (institutional or donor) to support community building projects and other types of inclusive outreach” does not really seem thematically aligned with, “Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.” It might be better aligned with, “4.2 Build and sustain relationships with BIPOC communities to better support community archives.”

· A sub-task of 4.2 states, “SAA Foundation grant for community archives fellow program (or another sponsor or funder)” I would suggest that we firmly endorse a program to be created through the auspices of the Foundation AND that we facilitate other opportunities—make this a more demonstrative statement.

· I am concerned with the second sub-task of 4.2, “Funding that supports archival projects that do not require an archivist on staff, which is a barrier for many community archives to qualify for existing funding” While I do not dispute the sentiment and reality of the situation, do we devalue the profession and further harm our desire for equitable compensation through such action? Maybe we could find ways to grant funding in a stepped manner to transition a fully grant funded position over a certain period of time to one that is funded by the organization? I know that is “way down in the weeds,” but going back to the point number 1 regarding recruitment and retention, are we saying archivists are valued professionals or not?

Finally, I would suggest the following reordering of the task in section 4:

4.1 Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language.

4.2 Support post-custodialism, radical empathy, communication, and ethics in collecting.

4.3 Address the shortcomings of archival description and the presence of bias.

4.4 Address the shortcomings of archival collecting and the presence of bias.

4.5 Create guidance on inclusive reference/reading room practices

4.6 Build and sustain relationships with BIPOC communities to better support community archives. (by working through 4.1 – 4.5, one is better poised to authentically engage in this task)

Thank you for slogging through my commentary. I hope it is thought-provoking and helpful as you refine this from draft to an approved action plan.