

*Archival Workers
Collective
2022 Survey
Summary*

BECKY BRIGGS BECKER

UNIVERSITY OF MISSOURI-KANSAS CITY

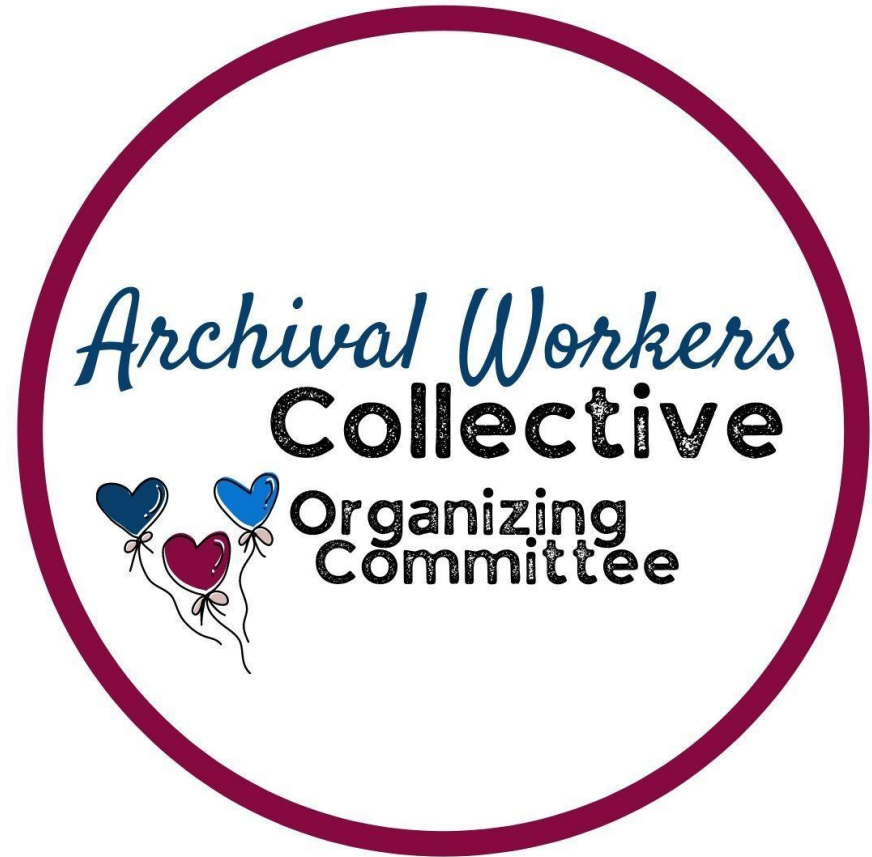
VOLUNTEER SOCIAL MEDIA
COORDINATOR

ON BEHALF OF THE ARCHIVAL
WORKERS COLLECTIVE

Who We Are



**Archival Workers
Emergency Fund**



Problem Statement



Problem Statement



Ongoing effort to track the impact of the COVID-19 pandemic on archival workers.



“Snapshot” of archival workers’ experiences since previous surveys that were distributed in 2020.



Workers’ experiences dated between January 2021 and July 2022.

Survey Timeline

COVID-19 Pandemic Declaration

MARCH 2020



Archival Workers Emergency Fund

APRIL 2020

1st Survey Launches

JUNE 2020



1st Results Summary

NOVEMBER 2020

2nd Survey Launches

DECEMBER 2020



2nd Results Summary

JULY 2021

AWE Fund Sunsets

DECEMBER 2021



Archival Workers Collective

APRIL 2022

3rd Survey Launches

JUNE 2022



3rd Survey Results

Pandemic Declaration Lifted

MAY 2023



APRIL 2023

Research Method



Survey Instrument

- Google Form that captured data on:
 - Demographics
 - Work Status
 - Repository Responses to COVID-19
 - Current Work Situations
 - Expectations for the Future
- Distributed Summer 2022
- University of Maryland IRB Approved

Archival Workers Collective Spring 2022 survey preview

Individual context

This group of questions seeks to explore the impact of the Covid-19 pandemic on you, at an individual level.

Q1. What is your current employment status? (Check all that apply)

- Full time
- Part time
- Multiple jobs
- Temporary/contract/freelance
- Unemployed
- Student job
- Retired

Q2. If you are a student, what is your current enrollment status?

- Full time
- Part time
- Not a current student

Q3. **Since January 2021**, have you (Check all that apply):

- Been furloughed
- Job terminated/laid off
- Changed jobs
- No impact
- Added supplemental employment/gig work
- Added more job duties in your current position
- Voluntarily left a job with no other work lined up
- Left the archives profession
- Other (free text field)

Q4. Have you considered leaving your current position?

- Yes
- No

Q5. If you answered Q4, please elaborate on your response:

Q6. If you changed jobs, why did you? (Check all that apply)

- Not applicable
- Salary

Analysis

OPEN

COLLABORATIVE

ITERATIVE

Limitations

“I don’t have ‘an’ institution. I work five different jobs and am my own boss for at least part of the time. These are hard questions to answer unless you have a single, full- or part-time job.”

Survey respondent,

Archival Workers Collective Spring 2022 Survey



Results & Findings



Respondents

- Demographics
 - 81% women
 - 91.5% white
 - 31.5% identified as having a disability
 - 45.2% aged 30-41
 - 61.4% have 6-20 years experience working in archives
 - 90.7% employed full time
 - 96.4% not current students



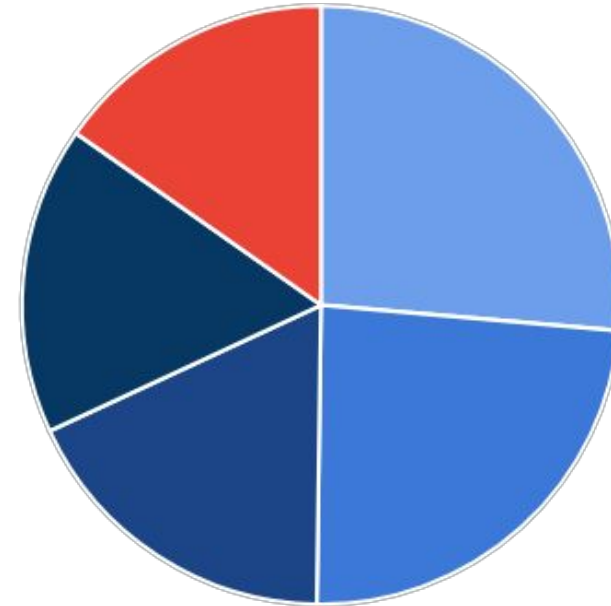
Individual Context

- Considering leaving job: even split
 - Those who said yes:
 - Low Pay
 - Overworked
 - “Toxic” Environment
 - Feeling Unfulfilled/Unsupported
 - Personal Reasons
 - Those who said no:
 - Generally happy with current position

Results

- 51.3% said they had considered leaving their job since January 2021
 - 29.5% due to low pay
 - 26.7% feeling overworked
 - 20.0% “toxic” environment
 - 18.6% feeling unfulfilled or unsupported
 - 17.1% personal reasons

Responses



- Low pay
- Job duties
- Working environment
- Feeling unfulfilled or unsupported
- Personal reasons

Individual Context



Significant
Pandemic-Related Impacts

Additional Job Duties
Changing Jobs Entirely



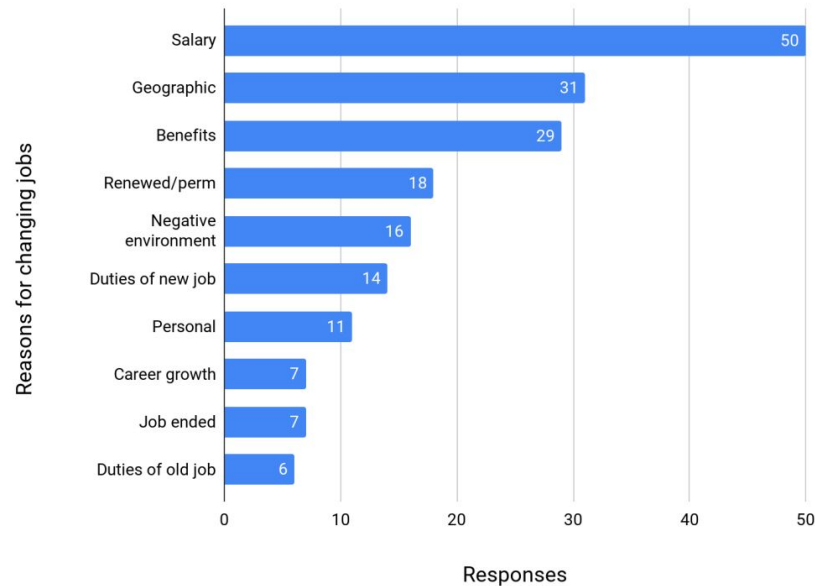
Low percentage of respondents reported losing job due to termination, layoffs, furloughs since January 2021.



Low percentage of respondents reported leaving the profession entirely since January 2021.

Results

*If you changed jobs, why did you?
(multiple-answer multiple choice,
n=358)*



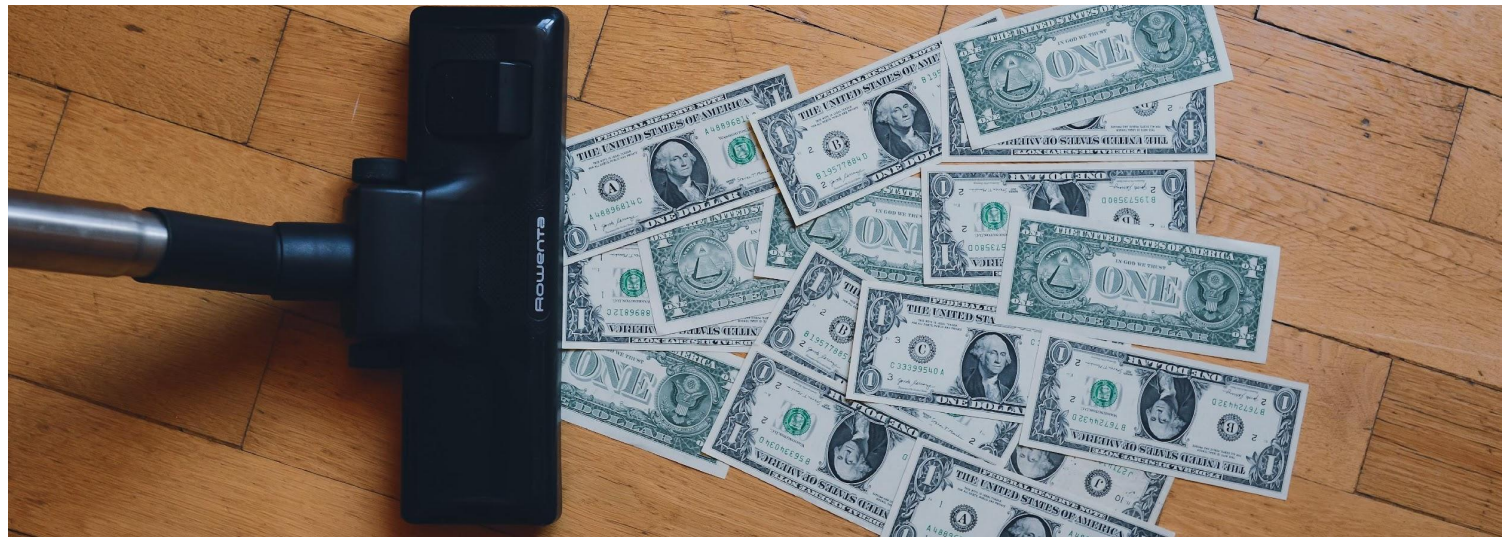
Changing Jobs

- 27.3% due to salary
- 16.9% due to geographic reasons
- 15.9% due to benefits
- 9.8% due to moving into ongoing or more sustainable role
- 8.7% due to leaving “toxic” workplace

Individual Context

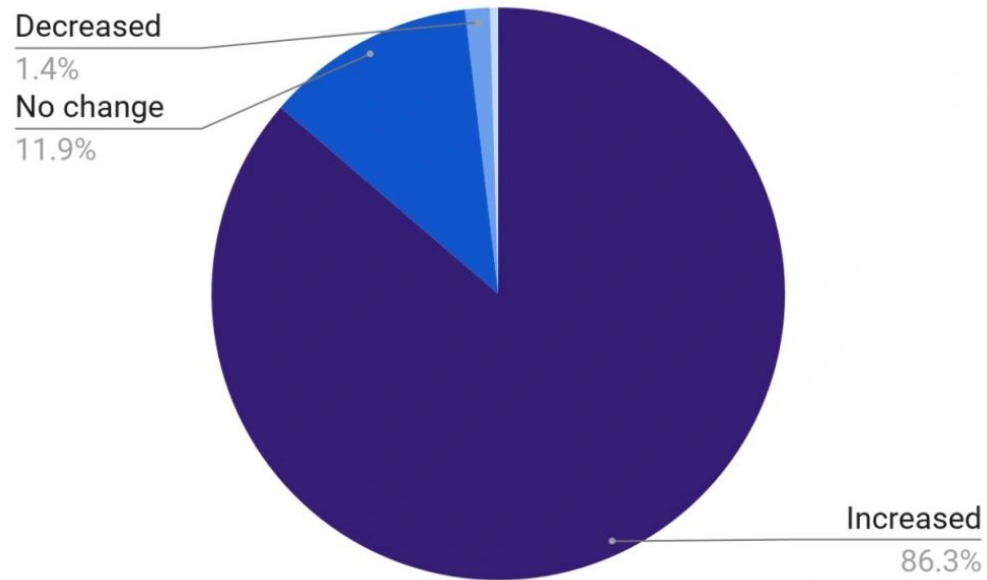
Increase in pay since January 2021

Increase in expenses since January
2021

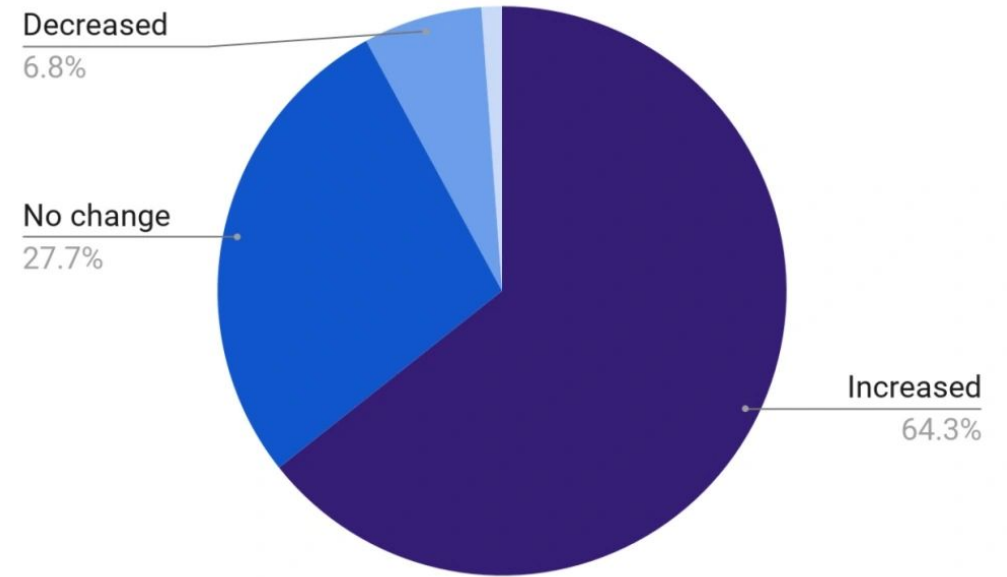


Results

Q8. Since January 2021, have your personal expenses _____ (single-answer multiple choice, n=430)



Q7. Since January 2021, has your income _____ (single-answer multiple choice, n=429)



A large, irregular blue brushstroke graphic with a textured, hand-painted appearance, serving as a background for the title text.

Institutional Context

- Since January 2021:
 - 74.6% approved of employer health and safety responses
 - 64.4% criticized organizational behaviors

Results

Positive Work-Related Changes

- Remote, hybrid, and flexible work arrangements
- Virtual meetings

Negative Work-Related Changes

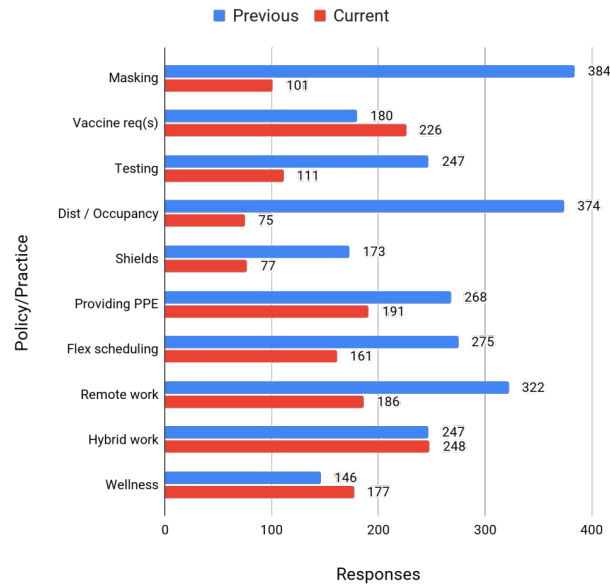
- More work with less staff and insufficient pay
- Mental health affected
- Workplace conflicts
- Workplace safety questioned
- Management issues



Results

Since the beginning of the pandemic, what policies and practices have been in place to protect you as a worker? (multiple-answer multiple choice, n=430)

Pandemic protections for workers in place before and during the survey period.



Pandemic Protections for Workers

- COVID-19 mitigations removed since January 2021
- Slight increase in formal requirements for vaccines and wellness programs.
- Hybrid work schedules ranked evenly prior to January 2021 and during survey period.





Librarianshipwreck @libshipwreck · 36m

March 2020: We'll get through this together!

March 2021: Don't worry, the vaccines are here!

March 2022: Yeah, you're on your own.



Initial response was good, but as time went on there was a lack of communication from the top level of our organization and things slowly returned to “normal” instead of assessing what we could do differently in the long term.

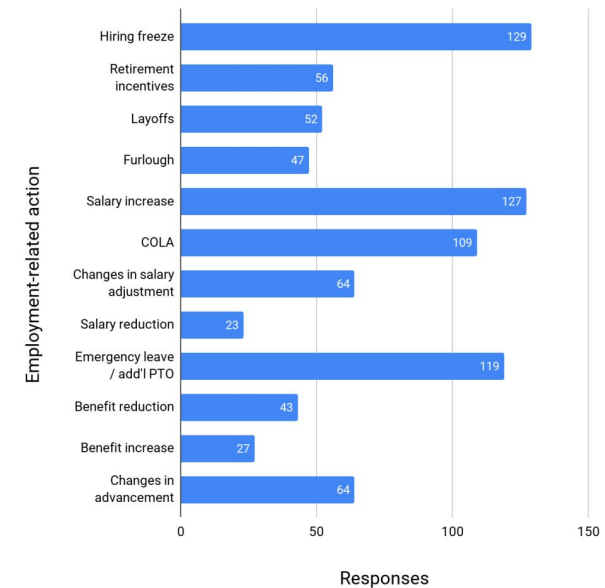
SURVEY RESPONDENT,
ARCHIVAL WORKERS COLLECTIVE SPRING 2022 SURVEY

Results

Institutional Actions

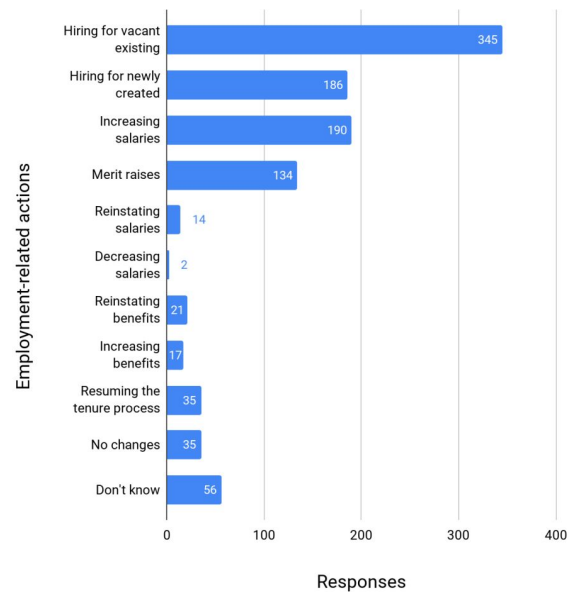
- Between January 2021 and July 2022:
 - 37.9% reported hiring freezes
 - 37.4% reported salary increases
 - 35.0% reported emergency leave and/or additional paid time off

Q17. Since January 2021, has your institution enacted any of the following? (multiple-answer multiple choice, n=340)



Results

Q18. Currently, is your place of work _____ (multiple-answer multiple choice, n=430)



Institutional Actions

- Between January 2021 and July 2022:
 - 80.2% reported hiring for existing vacant positions
 - 44.2% reported increasing salaries
 - 43.3% reported hiring for newly created positions

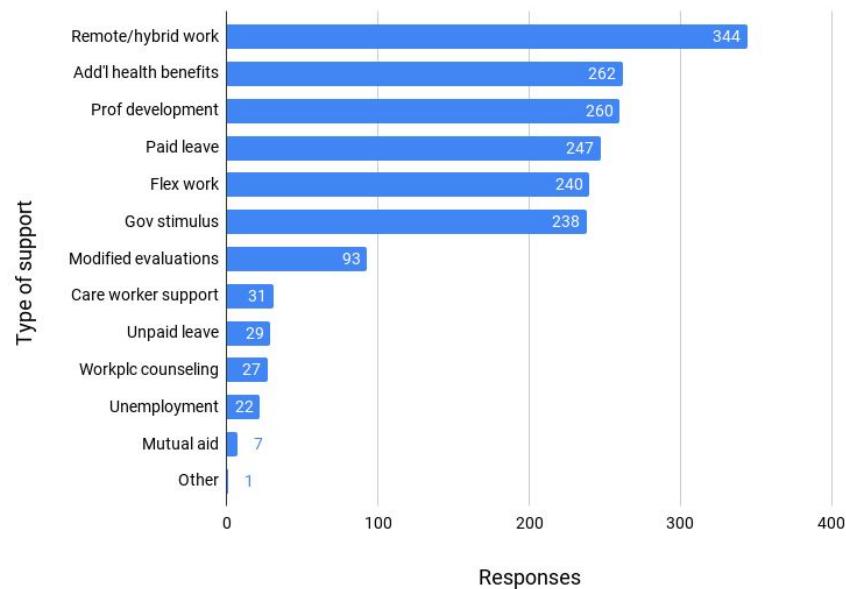


Supports

- Supports used, but institutional & structural supports did not fully meet respondents' needs.
 - Inconsistency in implementing supports including pandemic interventions
- Majority of respondents belong to a least one professional organization
 - 25.0% belonged to a union
 - Little to no impact from membership in organizations

Results

***Which of the following supports have you used since January 2021?
(multiple-answer multiple choice, n=423)***



Use of Supports

- 81.3% worked remotely or hybrid
- 61.9% expanded health benefits
- 61.5% professional development
- 58.4% paid leave
- 56.7% flexible work arrangements
- 56.3% government stimulus payments

Results

"The way archives and libraries are still stuck in vocational awe and addressing us as essential services is something that needs to be addressed [at] the top."

SURVEY RESPONDENT,
ARCHIVAL WORKERS COLLECTIVE
SPRING 2022 SURVEY

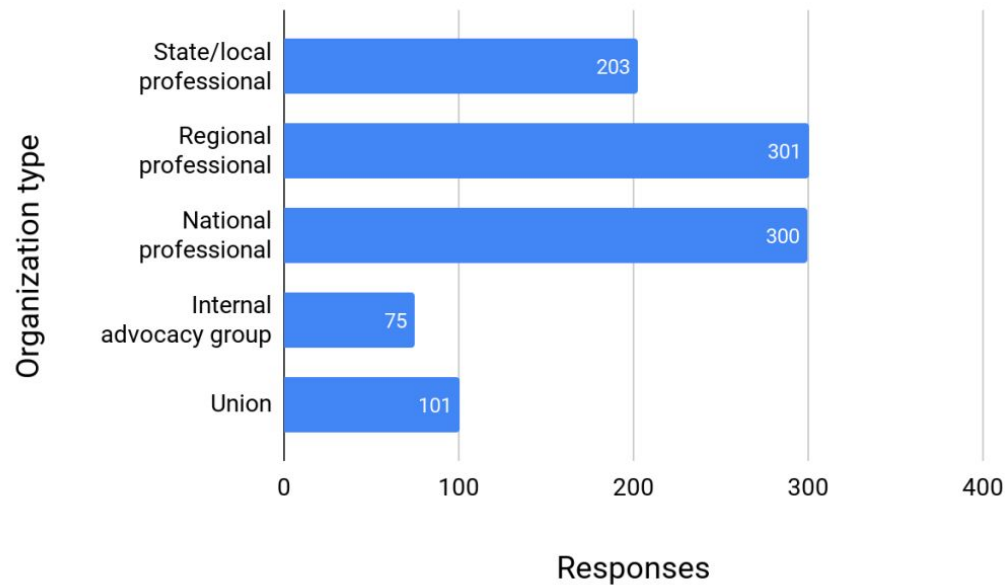
- Impact of Supports
 - 59.6% responded negatively
 - Negative mental and physical health impacts
 - Inconsistency in implementing supports
 - Worsened morale
 - 30.9% responded positively
 - Health and safety policies
 - Support for telework and hybrid schedules

Results

- Unmet Needs
 - Work schedules not flexible/hybrid
 - Raises and cost-of-living adjustments not met
 - Health and safety measures removed or never implemented
 - Workload imbalances and unsustainable
 - Inadequate staffing levels


Results

Are you a member of any of the following types of organization? (multiple-answer multiple choice, n=401)



What impact did membership in these organizations have? (free text, n=294)





*“We can’t go back to
the way it was before
COVID nor should we
want to.”*

**Survey respondent,
Archival Workers Collective
Spring 2022 Survey**

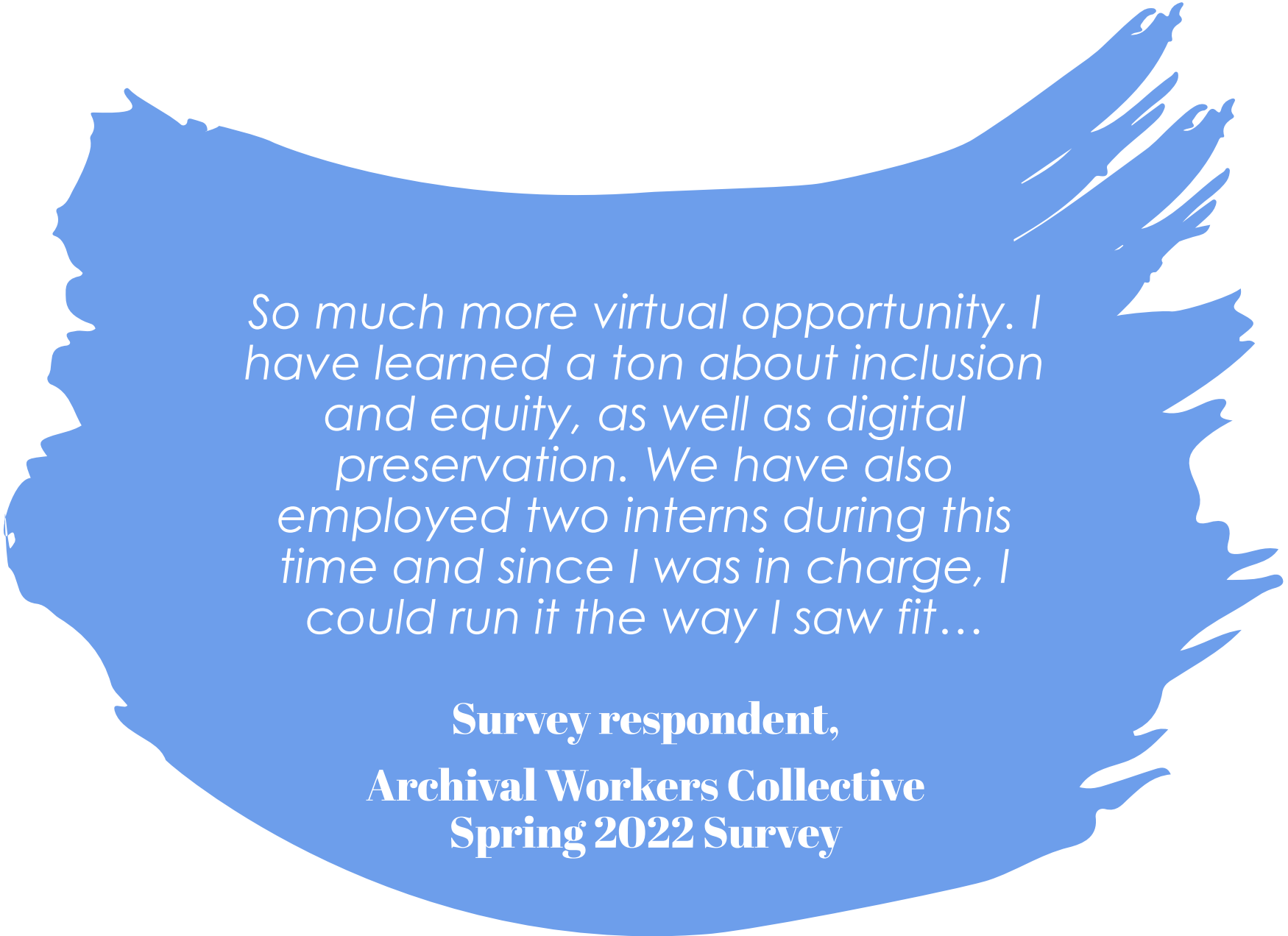
Changes

Changes Respondents Want to See:

- Remote, hybrid, and flexible work schedules:
“Allowing remote work is a godsend.”
- Remote or hybrid public services

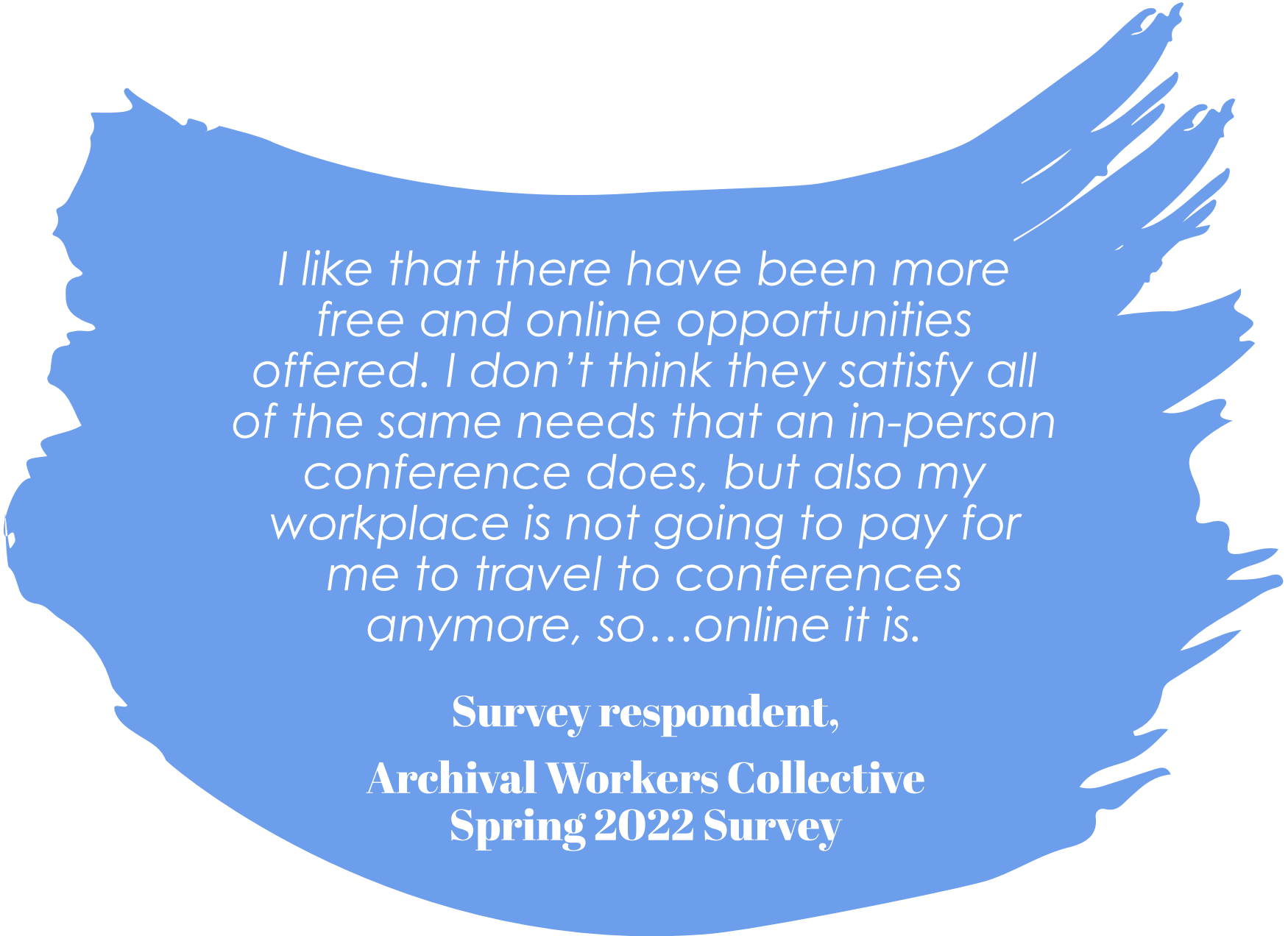
Changes they DON'T Want to See:

- More work with less staff and not enough pay
- Workplace conflicts
- Isolation and mental health impacts



So much more virtual opportunity. I have learned a ton about inclusion and equity, as well as digital preservation. We have also employed two interns during this time and since I was in charge, I could run it the way I saw fit...

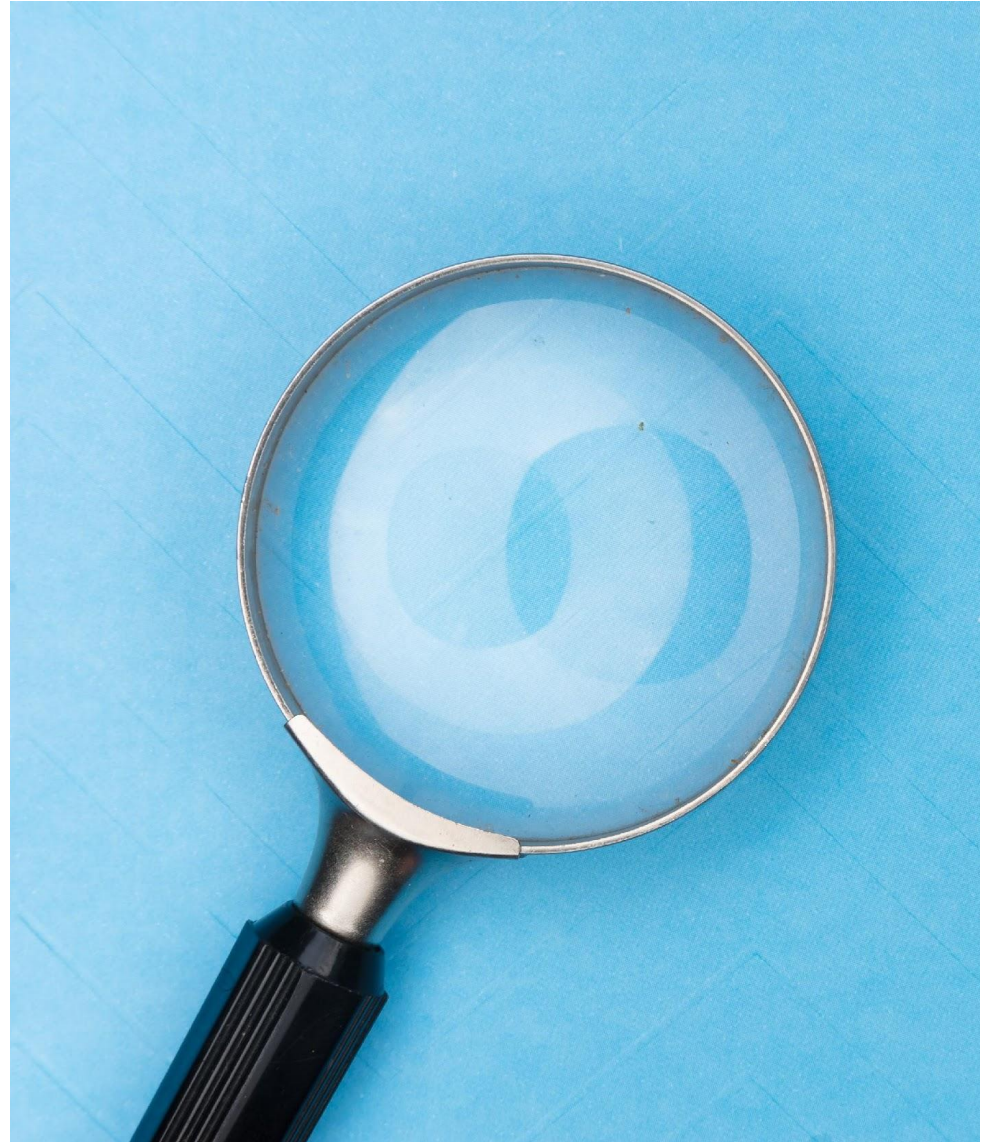
**Survey respondent,
Archival Workers Collective
Spring 2022 Survey**



I like that there have been more free and online opportunities offered. I don't think they satisfy all of the same needs that an in-person conference does, but also my workplace is not going to pay for me to travel to conferences anymore, so...online it is.

**Survey respondent,
Archival Workers Collective
Spring 2022 Survey**

*Further
Research*





Future Considerations

- ARCHIVAL WORKERS COLLECTIVE'S MISSION
- ONGOING AND EMERGING LABOR ISSUES
- TARGETED SURVEYS

Thank You

Archival Workers Collective

<https://awefund.wordpress.com/>

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<https://linktr.ee/awefund2020>

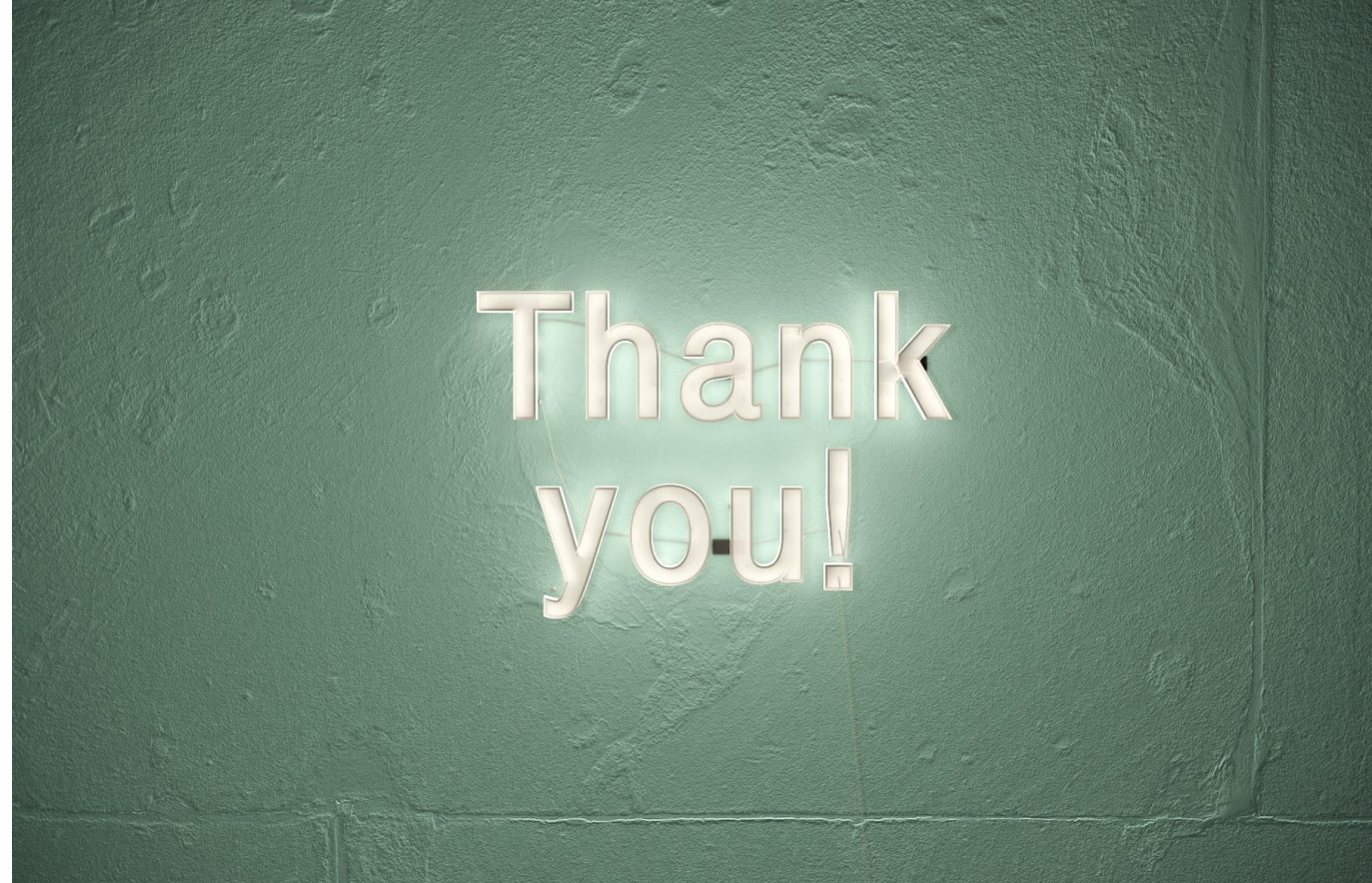




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