Promoting Diversity Through Discussion: Adapting the ARL Leadership Symposium Experience

Mosaic of Diversity
One's sense of identity through immutable, innate, and external traits. Consider yourself from the perspective of what it is that makes you privileged.

Round 1
A: *What can professional or regional organizations do to ensure growing diversity in archival collections and the profession?*
Key points:
There a lot of things that organizations to do by way of methods such as financial support programs. However, it may be more difficult to increase the diversity of collections given that donor pool is still fairly homogeneous.
Notes:
Need for recruitment
May or may not have a community to outreach to
Graduate level is too late to recruit, perhaps high school or college?
Information literacy, early internship/immersion as ways to do so
Case – Midwest Archives Conference was not a good representation of archival population, copping out regarding lack of diversity
Need a "face" (representative) sometimes
Presentations like the hip-hop one are good, bringing minority culture into the forefront
More funding and incentive, competitive vs. Affordable
Existing members who could benefit from more training, historical societies, and community archives
Donors are skewed based on demographic, the people who had privilege to get things together
Expand beyond the "token" session in a program

 B: *What are some of your personal experiences of diversity-related issues in the workplace or in the classroom?*
Key points:
Diversity – regional differences
  Economic unprivileged
  Seeing one's privilege
  City vs. Urban

Undocumented students
Hiring funding
Students work – citizenship

Notes:

Workplace in public libraries
Discontent with patrons
    Learning and actual
Latino and African American population
    Privileged white trust collections
    Community
Patrons- library => archives assist in broaden minds
Literacy over generations
Isolation
    Student demographic
    Patrons resistant to help
    Residence
Code switching is subtle
Facilitator on campus – 2 days
    Race, gender, and academic

 C: *What are some outreach and recruitment challenges to increasing diversity archive education programs?*
Key points:
Notes:
- Basic challenge of conveying what we do as archivists; closeness with libraries, but not the same.
- Defining diversity!
- Scholarships: is it better to fully fund a few or give less individually to more people? Where's the data?
- Lack of pool or pipeline. Lack of access to higher education. Structural issues, outreach needs to begin so much earlier.
- Outreach/access break-down: often minorities are concentrated in paraprofessional positions. Lack access to SAA conference; money is significant barrier to professional development in general; challenging to figure out how to recruit from within.
- University of Illinois has paraprofessional to support completion of MLS
- Lack of diversity in leadership
- Effect of online programs? How to market? Outreach?

Round 2
A: *Has the archival profession successfully retained "diverse personnel" recruited into the field over the last ten years?*
Key points:
Greater diversity overall but not necessarily on site. Sometimes there are no candidates, jobs, interest, or lack of experience so can't even begin to look at retention sometimes
Notes:

What efforts have been made? So much is left

More familiar faces

AAC is a gathering point of excitement but what happens when you go back to work?

Even after 10 years in major cities/states doesn't necessarily reflect the local region

Is it an advantage? Interview, yes but...positive attention

No jobs to give is frustrating

Pipeline slowly opening up but experience still trumps all

Sometimes no candidates

How does the type of archives impact the candidate pool

Battling stereotypes about living in a particular area

Can be hard to adapt, only some places are welcoming

B: *What can individuals do to support diversity in archives leadership?*

Key points:

Buddy system – introduce to people shadow

Formal and informal

Intergenerated

Regional possibilities – diversity

Aligned feed to national

City/college

Valuing other types of leadership

Western vs non-western

Notes:

Encouraging board

Elected to SAA council

Hiring – breaking barriers

Institutional climate

Race

Technology

Roundtables – cross postings

Advocates – community allied

Leadership from other areas

Listening – manager

C: *What are potential mentorship models for connecting current professionals with students?*

Key points:

Notes:

- Models based on geographic location/proximity (regional, institutional, etc.)

- Models constructed around interests

- Keep in mind protegés aren't always in job search/networking mode. Should be broader career development, keeping mind both parties are teaching each other. Expectations should be clear.
- Grows out of work relationship; for instance, mentor recognizes skills and areas to develop.
- Many mentorships are structured to build relationships from scratch. What about tapping into existing mentoring relationships and providing more tools to expand on already strong relationships/interests?
- Ask students/mentees more upfront about their needs. Are they interested in growing their network? Or cultivating their existing network?