

# **Society of American Archivists**

## **Annual Report: Diversity Committee**

**(Prepared by Tammi Kim and Kelly Wooten, co-chairs)**

In 2020–2021, the Diversity Committee continued work started during the previous term on facilitating the **Black Lives and Archives Listening and Strategy Sessions**. The main focus for the committee this past year was to review the feedback collected during the two sessions and distill the information into recommendations for SAA Council. The committee also continued to collaborate with appointed groups within SAA on various projects and events as well as examining our own internal documentation.

*For the 2020–2021 term, the Diversity Committee worked on the following:*

### **Created the Report: Feedback and Recommendations Following Black Lives and Archives Forums**

The Diversity Committee, upon the request of SAA Council, helped organize and facilitate two listening and strategy sessions with the objective of generating ideas for implementing changes and taking actions in support of the [SAA Council Statement on Black Lives and Archives](#). Members reviewed, collated, and disseminated the concerns, ideas, and feedback from over 800 participants who attended the session. This feedback is documented in the “[Feedback and Recommendations Following Black Lives and Archives Forums](#)” report addressed to SAA Council. The report was written by Kelly Wooten and Teresa Mora with considerable input from the rest of the Diversity Committee. To that end, the Diversity Committee identified four overarching and interconnected themes for Council to examine:

1. Recruitment and Retention
2. Structural Barriers within SAA
3. SAA Participation in and/or Offerings of DEI Training
4. Archival Practices

The Committee provided recommendations for each theme presented in the report. The report was formally submitted and reviewed by SAA Council during the March 17, 2021, virtual Council Meeting. Kelly Wooten and Teresa Mora provided an overview of the report at the Standards Committee virtual business meeting on July 13, 2021, and at the virtual Leadership Orientation and Forum on July 28, 2021.

### **Organized Diversity Forum at SAA Annual Meeting**

The theme of the 2021 Diversity Forum centered around contingent labor during COVID-19 (“Contingent Labor in the Archival Profession During COVID-19”) and was held on August 6, 2021.

The theme of contingent labor emerged as a major issue exacerbated by COVID-19 from the “Feedback and Recommendations Following Black Lives and Archives Forums” report. The forum was organized as a traditional panel presentation and featured panelists including archival managers and representatives from the New England Archivists Contingent Employment Study Task Force, the Best Practices in Term Positions Working Group, and SAA’s Accessibility and Disability Section. Over 460 participants attended live.

### **Diversifying the Archival Record Case Study Series**

We received one submission to the case study series for the 2020-2021 year. Two members of the Diversity Committee peer reviewed the case study in consultation with the committee chairs and ultimately decided not to accept the submission. The committee also explored options for turning over responsibility of this case study series to the SAA Publications Board.

### **Collaborations with External Groups**

The Diversity Committee consulted and supported work of the Membership Committee including:

- Reviewing candidates for the inaugural Career Services Center program
- Providing feedback on the new SAA Mentoring Program application form, which was updated to reflect additional identity and demographic categories to ensure inclusivity

The Diversity Committee also co-sponsored a program with the Committee on Ethics and Professional Conduct called “Truth and Reconciliation: Archivists as Reparations Activists,” which featured a reading circle on activism and archives.

### **Other Business**

Other business conducted by the Diversity Committee included reviewing and reorganizing the Diversity Committee microsite and documenting the roles and responsibilities of the committee leadership.