

# **Society of American Archivists**

## **Annual Report: Diversity Committee**

**(Prepared by Tammi Kim and Erin Baucom, Co-Chairs)**

In 2021-2022, the Diversity Committee focused on continuing to support diversity, equity, inclusion, and accessibility efforts with particular emphasis on collaborating with sections and appointed groups within SAA. We also reviewed and provided feedback on the SAA Work Plan on Diversity, Equity, Inclusion and Accessibility as well as the 2023-2025 Strategic Plan.

*For the 2021-2022 term, the Diversity Committee worked on the following.*

### **Collaborated with the Following Groups**

- **Accessibility & Disability Section (A&DS)** to co-host a presentation in celebration of [National Disability Employment Awareness Month](#). The presentation was related to the Archival Outlook article [“Supporting the Retention and Advancement of Archivists with Disabilities”](#) followed by a discussion/question and answer session.
- **Native American Archives Section (NAAS), the Membership Committee, and A&DS** to expand NAAS’s 2020 Council proposal for increasing tribal archivist membership. The original NAAS proposal provided funding to support a cohort of tribal archivists for three years. The funding has provided funding for conference registration and travel, complimentary memberships, and incentive materials to increase tribal archivist memberships for SAA. The new proposal was expanded to support funding for archival workers who identify as BIPOC and/or disabled and who show evidence of making less than \$50,000 a year. The initial proposal was reviewed by Council liaisons for the Diversity Committee, Membership Committee, NAAS, and AD&S and the program will be folded into the activities of SAA’s upcoming task force on membership funding and pathways for diverse archives workers.
- **Career Development Subcommittee of the Membership Committee** to assist in reviewing SAA Career Counselor applications for the 2022-2023 cohort.

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

The Diversity Committee also organized the annual Diversity Forum. The theme of the Diversity Forum this year centered around developing best practice DEIA audit guidelines for reading rooms. The Forum was held on August 27, 2022. The theme of DEIA audit guidelines emerged from discussions that the Diversity Committee had with the Accessibility & Disability Section regarding implementing the new SAA DEIA Work Plan. The Forum was organized as a discussion forum that started with a presentation regarding one archivist's experience with creating and implementing a DEIA audit guideline. The discussion notes were added to a Google Jamboard. These notes will guide the Diversity Committee in the upcoming year regarding deciding priorities and assigning tasks to committee members.

## **Upcoming Projects**

For the coming year the Diversity Committee will collate the information recorded during the Diversity Forum. This information will help the committee prioritize the work done to implement the SAA DEIA Work Plan. The Diversity Committee will continue to work directly with and as an advisor to affiliate committees/sections to implement the SAA DEIA Work Plan.