

Society of American Archivists

Annual Report: Diversity Committee

(Prepared by Erin Baucom, Chair)

In 2022-2023, the Diversity Committee focused on continuing to support diversity, equity, inclusion, and accessibility efforts with particular emphasis on generating actionable priorities for the committee to focus on.

For the 2022-2023 term, the Diversity Committee worked on the following.

Collaborated with the Following Groups

- **Career Development Subcommittee** of the **Membership Committee** to assist in reviewing SAA Career Counselor applications for the 2023-2024 cohort.
- **CORDA** to assist with the SAA Research and Innovative Roadmap

Communications to Council

- Concerning A*CENSUS II
The data generated by the two A*CENSUS II surveys while illuminating brought about some further questions. The quantitative data collected is only the start of determining how we as an organization can support archivists and other cultural heritage professionals. As a committee, we request that qualitative studies be done regarding the following research questions:
 - For those that responded that their archives have improved DEIA, how was this accomplished?
 - What is leading to burnout in the archives field?
 - How do respondents define accessibility and how is that applied in their archives? Often, practitioners equate accessibility to discoverability and these are not the same.

- We ask that SAA employ consultants to do an accessibility audit of the SAA website as well as provide standard guidance to microsite administrators regarding accessibility requirements.
- We ask that SAA leadership support and validate post-custodialism, radical empathy, communication, and ethics in collecting in a visible way. We also encourage that the SAA Educators section and the SAA Education Committee/Staff support including these topics in curricula.
- A report on the 2022 Diversity Forum will be sent as a separate document

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 on generating ideas (from small and practical to huge and revolutionary) about creating change from top to bottom, reallocating resources, and ensuring accountability to eliminate bias in education and experience requirements in order to create equitable employment opportunities that reflect a changing workforce. The goal of the forum planning team was to analyze the notes and discussions produced during the forum to generate actionable priorities for the 2023-2024 year.

Upcoming Projects

For the coming year the Diversity Committee will collate the information recorded during the Diversity Forum. This information will help the committee develop and prioritize action items based on 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.