

**Society of American Archivists**  
**Component Group Funding Request**  
**Fiscal Year 2026**  
**(July 1, 2025 – June 30, 2026)**  
**Deadline: March 1, 2025**

**Diversity Committee: Funding to Support Diversity Forum**

Prepared by: **Teresa Mora, KayAnn Warner, Elspeth Olson**

Submitted: **January 13, 2025**

The Diversity Committee respectfully requests the establishment of a recurring budget line of **\$1000** to provide an honorarium of \$500 to up to two invited speakers at the Diversity Forum starting with that to be held at the 2025 SAA Annual Meeting in Anaheim, CA.

**BACKGROUND [Should not exceed 3 paragraphs.]**

Describe origin of project or program for which you are seeking funding from SAA.

- Is the request in response to a charge from the Council?
- How does it address a priority from the SAA Strategic Plan?
- How does it further the purpose of SAA?
- What makes this project relevant to your Section or to the profession at this time?
- Please indicate the time period during which the activity is expected to take place if funded, and continuing programs or projects that will imply future funding needs.

First held in 2013, the Diversity Forum is an annual program held at the Annual Meeting of SAA and organized by the Diversity Committee. The Forum is one way that the Society works to forefront issues of diversity within the profession and centers its value of diversity and inclusion and its commitment to building a culture of inclusion as stated in the Society's Statement on Diversity, Equity and Inclusion.

A selection of past Forum topics, includes: Diversifying the Archival Record (2013 and 2014); Contested Spaces of Memory; Representation within the Profession (2017); Accessibility in Archives (2018); Contingent Labor (2021), all of which clearly align with priorities outlined in the Society's Strategic Plan and DEIA Workplan. The forum has proven a significant venue to highlight issues of note within the profession and to promote SAA as an inclusive and welcoming space.

As a program integral to the diversity work of the Society, the Diversity Committee is requesting that the Forum be recognized as such programmatically. We respectfully

request that the Forum be treated along the lines of the Annual Meeting Plenary and scheduled accordingly as a stand-alone session with no competing programming and on a primary program day of the conference (ie. not the final session slot). Additionally, the Diversity Committee feels it is imperative to acknowledge the expertise of invited speakers and compensate them for their time through payment of an honorarium. As a standing program at the Annual Meeting the Diversity Committee respectfully requests the establishment of a recurring budget line to provide a minimum honorarium of \$500 to each invited speaker.

## **DISCUSSION [Should not exceed 1 to 2 pages.]**

Describe the project or program more fully, providing a balanced discussion of the benefits to the profession and/or SAA resulting from the project or program. Be sure to indicate clearly the outcomes and/or products you expect from the activity.

- How is this project significant to the component group(s)? How is this project significant to SAA overall? Who is the audience for this project?
- Does the project foster collaboration between SAA component groups? Does it foster collaboration with groups outside of SAA?
- What is special about this project? How is it innovative?
- What or who will this project fund? Is it to bring in a consultant or outside speaker? Is it in support of a task force? *[Please note that the Council is reluctant to fund requests for annual meeting registration or related travel expenses for archivists who are located in North America.]*
- What are the expected outcomes? How will the outcomes benefit SAA? How do the outcomes support work that is fundamental to the archives' profession?

The Diversity Forum is a 60-90 minute discussion/presentation focused on a diversity centered topic of particular significance to the profession. Past forums have focused on themes of memory and power, diversifying the archival record, race, ethnicity, gender and sexuality. The 2020 Forum, focused on a discussion of the SAA Council Statement on Black Lives and Archives (June 2020) and resulted in a Report of Feedback and Recommendations (work which was recognized with a Council Exemplary Service Award). Last year's forum featured archivists working to directly counter state-wide anti-DEIA efforts and highlighted the need for SAA to speak out against such chilling legislation, a step that is currently being undertaken by SAA Council members [names] with feedback from the Diversity Committee. The space provided by the Forum to discuss such timely issues is becoming ever more important as we enter a period where colleagues are facing legal challenges to their DEIA work. The Forum provides members a safe space to understand the issues our colleagues are facing and how we as individuals and a Society might work to advocate on their behalf, develop priorities for the Society and further the Society's own Diversity Initiatives.

The Forum is one way that SAA projects its commitment to diversity to the Society as a whole. Already a well-attended annual event, we expect attendance numbers would increase if counter-programming were not an issue. The fact that the event is held at the Annual Meeting means the Forum audience is national in scope and primarily consists of the membership. If given the full weight of the Plenary and made a truly hybrid event we would expect the audience to broaden significantly allowing for an even more fruitful dialog which will help inform the future work of both the Diversity Committee and the larger Society. The conversations that arise during the forum are a direct reflection of the concerns of our membership as a whole and have been instrumental in shaping the work of, not just the Diversity Committee but, other related component groups such as the Issues and Advocacy Section, Membership Committee, Native American Archives Section, Archivists and Archives of Color Section, Accessibility and Disability Section, and the Committee on Public Policy to name a few.

This budget request will fund a standing line item to provide an honorarium to invited speakers for the Diversity Forum. Invited speakers are experts in their field and may or may not be members of the Society. The Diversity Committee feels it is important to recognize their expertise and to compensate them for their time in this way. As an organization that promotes values of ethical and fair labor practices we feel it is absolutely imperative that SAA provide some form of compensation for invited speakers. Of particular note is the fact that the invited speakers at 2024 forum specifically noted their need for funds to support their ongoing work.

In recognizing and resourcing the Diversity Forum at a level akin to the Plenary, SAA will forefront its commitment to the issue of Diversity in a very public way. A larger number of members will be able to participate in conversations centering on timely topics within the profession and broader participation will allow SAA to better understand members' needs in shaping the policy and work of the organization. By offering invited speakers a small honorarium in recognition of their time and expertise we will be further cementing SAA's commitment to this work and to fair labor practices and will be able to broaden the pool of potential speakers.

## **Budget**

Within the Discussion section, provide an estimated budget for the project or program, including as much detail as possible. Provide background for your analysis and any alternatives that were considered. Are there other ways to accomplish this project that would reduce the budget?

## **FUNDING REQUEST**

**The Diversity Committee requests that funding in the amount of \$1000 be included in SAA's FY 2026 budget to support up to two speakers at the Diversity Forum.**

**Support Statement:** The support statement provides a very brief rationale for or summary of the recommendation. The naïve reader should be able to glean much of the intent of the request by reading the support statement, without having to read the background and discussion.

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**Relation to SAA Strategic Plan:** Describe how the proposed project or program addresses one or more of SAA's strategic goals. Or indicate that it does not.

The Diversity Forum has the potential to directly inform and/or impact the following Strategic Goals: 1.1.A/ 1.2.B/ 2.1.F/ 2.1.G/ 2.2.H/ 2.4/ 3.1/ 3.3.B/ 3.3.C/ 4.3.A/ 4.3.C/ 4.3.D/ 4.4

**Fiscal Impact:** Restate the total dollar amount being requested. If staff or volunteer time will be required, please address that impact here as well.

- The requested recurring budget line for an honorarium for the Diversity Forum speaker is \$1000
- Additional unknown fiscal impact may be incurred in running the Diversity Program in a dedicated stand-alone time-slot
- Additional unknown fiscal impact may be incurred in running the Diversity Program as a hybrid program