

SAA Diversity Committee Meeting

August 10, 2010

10am-1pm

Room Virginia B

DRAFT MINUTES

Prepared by Brian Doyle

In attendance:

Terry Baxter (Chair)
Bergis Jules
Kelly Wooten
Meredith Raiford
Rabia Gibbs
Tanya Zanish-Belcher
Erica Castaño
Debra Kimok
Deborah Richards
Maria Estorino
Ann Massmann
Brian Doyle (SAA Staff)

Discussion regarding roundtable appointees, reporting, and roles.

Baxter: Do the appointees have ideas about their roles?

Estorino: Communication and exchanging information.

Jules: As a new member, would like to know about past activities of the committee.

To Do: Provide to current committee members past Council reports.

There was general agreement that the roundtable liaisons should report out to their units and otherwise facilitate communication.

The Diversity Committee and the Native American Archives Roundtable have developed the second forum in the series of three.

- All members of the committee are members of the Native American Protocols Working Group.
- Massman: Last year, there was concern about what would be discussed. However, the conversation last year was very positive. (Baxter agreed.)

Staff Report:

- Doyle reported on the need to implement demographic tracking mechanism in the database.
- Doyle commented on his past and current role as a staff liaison, which has included, for instance, facilitation of committee restructuring.

Impromptu conversation about committee structure and roles

Raiford asked Doyle to provide an overview of the structure and operation of SAA committees, sections, and roundtables and how they differ. These differences were discussed in relation to the committee members' roles.

Estorino remarked that in the past there has seemed to be a disconnect between the committee's activities and activities within the roundtables. The new structure may help provide a bridge.

"Best Practices for Working with Researchers/Archives Employees with Disabilities"

Debra Kimok reported on the background of the AMRT/RMRT Joint Working on Diversity. The working group started a couple years ago by creating a wiki, which has since been migrated into Drupal. The group conducted a survey and developed a best practices document, which were just endorsed by the Council at its Monday meeting (Aug 9).

Last year, the joint working group organized a session and this year it is conducting a lunchtime forum (Thursday, Aug 12, 12:15-1:00pm) on accessibility issues.

Membership Committee Report:

Zanish-Belcher explained the reciprocal nature of *ex officio* appointments between the Membership and Diversity Committees, as well as the charge of the Membership Committee. Described the recent structural changes made to that committee. Mentioned possible changes to the Mentoring Program (Directory) and the fact that mentoring is an important touch point between the committees.

Mentioned the desire to conduct a survey of the membership. Baxter remarked that he feels it's very important to do this and that he would like to "piggy back" onto this so that the Diversity Committee ascertains what the members believe to be the most important issues vis-à-vis diversity rather than taking a top-down "ivory tower" approach. A general discussion followed about the idea of a joint survey.

In addition to collecting information via a survey, Estorino expressed a concern about how the committee disseminates information. How do members learn about what the committee is doing? Posting information to the A&A List will not reach many members. Segue into participation....

Participation, Membership, and Diversity:

There has been significant discussion in various forums about the relationship of member participation, the annual meeting, member needs and professional diversity. We'll be discussing this and brainstorming possible committee responses/actions.

Beaumont: Council decision to charge a sub-group to develop options and recommendations for all-member participation in the Annual Business Meeting --> Constitutional amendment.

Doyle: Posting of session videos to Facebook

Estorino: Those things are good but perhaps more critical is enabling remote participation in committee meetings.

Raiford: Can SAA's institutional members/partners provide in-kind contributions to help defray costs?

Council charge regarding proposal and implementation plan for recruitment and retention of minority students:

SAA Council's formal charge is to "undertake two general tasks: first, think about and develop a proposal for Council on what the Mosaic Scholarship could be; second, develop a plan for implementing the proposal."

Jules: Just submitted first draft of an essay on diversity scholarships to the Diversity Reader. **Can send it to the committee.**

Beaumont reported on her conversation with Dale Patterson of the United Methodist Church about UMC's desire to partner with SAA in establishing a \$10,000 Foreman Scholarship that would be part of the "Mosaic Program"

A general discussion followed about various ideas and activities that could be part of such a program.

Goals and work plan for 2010-2011

Jules to coordinate efforts to develop proposal for a Mosaic Scholarship Program. All committee members to send ideas to him by August 31. Send to Diversity Committee Discussion List at div-cmte@forums.archivists.org.

Baxter: The committee should also start thinking about contributions to SAA's 75th Anniversary in Chicago in 2011.

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