

SAA
Strategic Plan (2022-2025)

Legend
Black - Initiative Not Started
Yellow - In progress
Green - Completed

Lead/Collaborators	Initiative #	Timeline		
GOAL 1: ADVANCING THE PROFESSION				
Lead/Collaborators		Timeline	1.1. Provide leadership in promoting the value of archives and archivists to institutions, communities, and society.	
Committee on Education / Archival Repatriation Comm / Diversity Committee / Sections (RAO, NAAS, A&D, etc.) / Council / Staff2	1.1.A	FY24-25	●	Develop service-oriented competency training (for archivists) that focuses on the need for archivists to cultivate non-custodial, reciprocal relationships with their community. [DEIA Work Plan 1.6, 3.1 and 4.2]
COPA / COPP / PR Counsel / Staff2	1.1.B	FY23-24	●	Provide media training for cohort 1 of 5-7 members; create media opportunities.
COPA / PR Counsel / Staff3	1.1.C	FY23-FY25	●	Provide media training for cohort 2 of 5-7 members; create media opportunities.

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Lead/Collaborators		Timeline	1.2. Educate and influence decision makers in any setting about the importance of archives and archivists.	
COPP / Joint Working Group / NCH	1.2.A.	FY24	●	Draft legislation for national funding initiative; seek sponsors.
COPA / COPP / Staff3	1.2.B.	FY22-25	●	Develop letters/editorials on public policy issues for archivists' use. [Consider providing training on how to write an op-ed.]
CORDA / Staff3/Sections/Committees	1.2.C.	FY23	●	Launch and update as needed "Facts and Figures" data-based webpage.
COPP / Joint Working Group / NCH	1.2.D.	FY24	●	D. Seek co-sponsors for federal funding initiative.
COPP / COPA / CORDA / Arch Mgmt. Section / Staff3	1.2.E.	FY25	●	E. Use early A*CENSUS II data to craft messages re: funding for archives/archivists for several uses, including with policy makers, HR and other administrators, and funding agencies.

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Staff3 / COPP / JWG on Advocacy	1.2.F.		●	F. Develop graphics, interactive map to track district visits; participation “count down” to all 50 states.
COPA / Staff	1.2.G.	FY24-25	●	G. Develop resources for internal advocacy for niche areas of the profession (Tribal, corporate, etc.)
Lead/Collaborators		Timeline	1.3. Provide leadership in ensuring the completeness, diversity, and accessibility of the historical record.	
NAAS / Publications Board / Staff3	1.3.A.	FY25	●	A. Exhibit at future ATALM conferences; establish scholarship program for NAAS members. [DEIA Work Plan]
NAAS (SAAF Grant) / Comm on Education / A&D Section / Staff3	1.3.B.	FY24	●	B. Webcasts on <i>Protocols and Guidelines for Accessibility</i> . [DEIA Work Plan]
IPWG / Arch Repatriation Comm	1.3.C.	FY24	●	C. Complete “IP Guide” to Native American <i>Protocols</i> . [DEIA Work Plan]
TS-AFG / Publications Board / Staff2	1.3.D.	FY24-25	●	D. Publish Archival and Special Collections Facilities.

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Lead/Collaborators		Timeline	1.4. Strengthen the ability of those who manage and use archival material to articulate the value of archives.	
COPP / Joint Working Group / Staff3	1.4.A.	FY24	●	Rally archivists to conduct district visits.
CORDA / COPP / COPA / Staff3	1.4.B.	FY23-25	●	Based on “Facts and Figures” web page information, lead active outreach to managers, allied organizations, and users of archival material to utilize this data.
Council , COPA , RAO Section	1.4.C.	FY23-25	●	Specifically address archivists reaching out to users (e.g., AHA, ASALAH, genealogists, etc.) and their immediate communities. [Look for mention of non-custodial relationships.] [DEIA Work Plan 1.6]

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GOAL 2: Enhancing Professional Growth				
Lead/Collaborators		Timeline	2.1. Mentor and support the career development of members to assist them in achieving their goals.	
Committee on Education / Arch Mgmt. Section / Staff1	2.1.A.	FY23-FY24	●	A. Develop a comprehensive Management Track.
Committee on Education / Staff1	2.1.B.	FY23-FY24	●	B. Implement remaining Management Track programs.
Membership Committee / Staff3	2.1.C.	FY23	●	C. Consider how to strengthen Mentoring Program/opportunities; implement.
CORDA / Comm Education / Staff3	2.1.D.	FY23	●	D. Initiate development of research, data, and assessment workshops and training program.
TBD, Arch Mgmt. Section	2.1.E.	FY23	●	E. Salary reporting and inclusive job description. [DEIA Work Plan - 1.1]
Task Force on Member Pathways, Membership Comm, Diversity Comm, Sections (A&D, DSGS, AAC)	2.1.F.	FY23-25	●	F. Contingent labor and pathways to a secure career for BIPOC, LGBTQIA+, and disabled archival workers [DEIA Work Plan - 1.2]

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Task Force on Member Pathways , Membership Comm + Archival Educators, Council, Diversity Comm, GAE Subcomm, RAAC	2.1.G.	FY24-25	●	G. Diversify the profession by recruiting diverse archival workers, including those with diverse backgrounds/education, and recruiting diverse students into the profession [DEIA Work Plan - 1.5]
Lead/Collaborators		Timeline	2.2. Provide content via education and publications that reflects the latest thinking and best practices in the field.	
Publications Board / Staff2	2.2.A.	FY22-23	●	A. Publish titles that address DEIA, component group needs, and leadership perspectives. [DEIA Work Plan 2.3]
Committee on Education - DAS Subcomm / Staff1	2.2.B	FY23-25	●	B. Retool/refresh DAS and other professional development offerings as needed to remain current.
Publications Board / Staff1	2.2.C.	FY25	●	C. Publish <i>Appraising and Acquiring Archives and Manuscripts (AFS III)</i> .
Committee on Education - DAS Subcomm / Staff2	2.2.D	FY24	●	D. Scope and plan advanced DAS track for “re-certificate.”
Publications Board / Staff1	2.2.E.	FY25	●	E. Publish <i>Introducing Archives and Manuscripts (AFS III)</i> .

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Editorial Board / Publications Board / Dictionary WG / CEPC / Staff3	2.2.F	FY23-24	●	F. Implement Task Force on Publishing Ethics.
Comm Education , Diversity Comm, Labor Archives Section	2.2.G.	FY23 -24	●	G. Review SAA’s educational offerings, and ensure that courses and certificates are offered equitably and cover issues of diversity, equity, inclusion, accessibility, community building, anti-racism, and trauma-informed archival practice [DEIA Work Plan - 3.1]
Standards Comm , Education, Publications, AA Board, CEPC, AAA Section, Archives Mgmt. Section, RAO Section	2.2.H	FY23-24	●	H. Support post-custodialism, radical empathy, communication, and ethics in collecting. [DEIA Work Plan - 4.3]
Committee on Education / Staff1	2.2.I.	FY25	●	I. Implement advanced DAS track for “re-certificate.”

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Lead/Collaborators		Timeline	2.3. Deliver information and education via methods that are accessible, affordable, and keep pace with technological change.	
Editorial Board / Staff2	2.3.A.	FY23-24	●	A. Journal accessibility: Implement hidden content project recommendations and consider reducing journal embargo.
A&D Section, Diversity Comm, Comm Education, Publications, Staff	2.3.B	FY23-24	●	B. Ensure physical and digital spaces and services are inclusive and accessible, considering learning styles and abilities, physical/sensory and cognitive abilities, and lived experiences [DEIA Work Plan - 2.7]
Education Staff	2.3.A.	FY25	●	C. Schedule regional rotation of “boot camps” with more advance notice.
Education Staff	2.3.A.	FY25	●	D. Explore possibility of regional in-person “boot camps.”
Education Staff	2.3.A.	FY25	●	E. Host limited number of regional in-person “boot camps.”

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Education Staff	2.3.A.	FY25	●	F. Provide more local and regional opportunities for participation [DEIA Work Plan - 2.6]
Lead/Collaborators		Timeline	2.4. Foster communities for professional interaction.	
Council / Component Group Leaders / Staff3	2.4.A.	FY23	●	A. Initiate component group cross-interactions and programming.
Council / Component Group Leaders / Staff3	2.4.B	FY24	●	B. Continue to implement component group cross-interactions.
Council, Diversity Comm , RAO Section, Archives Mgmt. Section, Women Arch Section	2.4.C.	FY25	●	C. Provide archives workers and archival organizations resources for community building (affinity groups for employees, related to retention). [DEIA Work Plan - 1.6]
Diversity Comm , LACCHA, NAAS, RAO Section, AAC Section,	2.4.D.	FY23-25	●	D. Build and sustain relationships with BIPOC communities to better support community archives. [DEIA Work Plan - 4.2]

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GOAL 3: Advancing the Field				
Lead/Collaborators		Timeline	3.1. Identify the need for new standards, guidelines, and best practices and lead or participate in their development.	
Standards Committee	3.1.A.	FY24	●	A. Identify need for new standards and prepare development work plan roadmap.
Standards Committee	3.1.B.	FY25	●	B. Implement standards development roadmap.
A&D Section, Diversity Comm, CoE, Publications, Staff	3.1.C.		●	C. Ensure physical and digital spaces and services are inclusive and accessible, considering learning styles and abilities, physical/sensory and cognitive abilities, and lived experiences [DEIA Work Plan - 2.7]
CoE, Diversity Comm , Membership Comm, (many sections), Staff	3.1.D.	FY24	●	D. Develop resources, identify existing resources, and provide easy access to all resources for archivists on anti-racism and DEIA topics [DEIA Work Plan - 3.2]
Diversity Comm, Standards Comm , Description Section, RAO Section	3.1.E.	FY24	●	E. Support critical reexaminations of descriptive practices and language used for description, narratives, and exhibits. Promote inclusive language. [DEIA Work Plan - 4.1]





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<p>Standards Comm, Publications, AA Board, CEPC, AAA Section, Archives Mgmt. Section, RAO Section, Labor Arch Section, NAAS</p>	<p>3.1.F.</p>	<p>FY25</p>		<p>F. Support post-custodialism, radical empathy, communication, and ethics in collecting. [DEIA Work Plan - 4.3]</p>
<p>Diversity Comm, Standards, RAO Section</p>	<p>3.1.G.</p>	<p>FY23</p>		<p>G. Create guidance on inclusive reference/reading room practices. [DEIA Work Plan - 4.6]</p>
<p>Diversity Comm, Standards Comm, Description Section</p>	<p>3.1.H.</p>	<p>FY23-25</p>		<p>H. Address the shortcomings of archival description and the presence of bias. [DEIA Work Plan - 4.4]</p>
<p>Diversity Comm, Standards Comm, Collection Mgmt. Section, AAA Section</p>	<p>3.1.I.</p>	<p>FY23-25</p>		<p>I. Address the shortcomings of archival collecting and the presence of bias. [DEIA Work Plan - 4.5]</p>

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Lead/Collaborators		Timeline	3.2. Foster and disseminate research in and about the field.	
A*CENSUS II Working Group / Ithaka S+R / Staff1	3.2.A.	FY22		A. Begin implementation of A*CENSUS II.
CORDA	3.2.B.	FY23		B. Begin to populate data repository.
CORDA / Council	3.2.C.	FY23		C. Draft Research and Innovation Roadmap for Council review and approval.
CORDA / Research Forum Organizers / Staff3	3.2.A.	FY23		D. Identify and implement ways to raise awareness of SAA members about research and data-related efforts, training, presentations, and publications.
A*CENSUS II Working Group / Ithaka / Staff1	3.2.B.	FY22		E. Implement A*CENSUS II.
CORDA / Staff3	3.2.C.	FY23		F. Promote availability of data via SAA Dataverse, encourage member engagement with it.
A*CENSUS II Working Group / Ithaka S+R / CORDA / Staff1	3.2.A.	FY23		G. Publish full A*CENSUS II results and special reports.
Council, Staff, CORDA, A*CENSUS II WG	3.2.B.	FY25-26		H. Conduct A*CENSUS on a regular schedule [DEIA Work Plan - 1.3]

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CORDA / Staff3	3.2.C.	FY24	●	I. Seek effective means to elevate information presented at Research Forum.
Lead/Collaborators		Timeline	3.3. Participate actively in relevant partnerships and collaborations to enhance professional knowledge.	
Council / Executive Director / Staff3	3.3.A.	FY22-25	●	A. Consider strategic advantages of partnering with other organizations; initiate conversations as appropriate.
Council, GAE Subcomm , Arch Educators Section	3.3.B.	FY22-25	●	B. Advocate for DEIA informed curriculum at graduate archival programs [DEIA Work Plan - 3.4]
Diversity Comm , LACCHA, NAAS, RAO Section, AAC Section,	3.3.C.	FY22-25	●	C. C. Build and sustain relationships with BIPOC communities to better support community archives. [DEIA Work Plan - 4.2]

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Lead/Collaborators		Timeline	3.4. Support development of executive leadership skills and encourage participation in leadership opportunities by archivists at all stages of their careers.	
Staff	3.4.A.		●	A. See 2.1.A. (develop comprehensive Management Track) and 2.1.B. (publish Leading and Managing Archives and Manuscript Repositories).
Council / Section Leaders	3.4.B.	FY22-25	●	B. Provide periodic online engagements with members to address questions, foster interest in leadership development.
Council / Staff2	3.4.C.	FY22-25	●	C. Build on successes to continue engagement with members in developing their leadership skills.
Council / Task Force on Member Pathways / Staff	3.4.D.	FY23	●	D. Stimulate interest in developing leadership skills, becoming an SAA leader, especially among underrepresented sectors of the profession. [DEIA Work Plan]

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Council / Membership Comm / Staff	3.4.E.	FY24-25	●	E. Develop messaging targeted to employers regarding SAA membership, leadership benefits to encourage broader participation from archivists from more diverse institutional backgrounds.
GOAL 4: Meeting Members' Needs				
Lead/Collaborators		Timeline	4.1. Facilitate effective communication with and among members.	
Membership Committee / Allied Orgs / Staff2	4.1.A.	FY23-24	●	A. Conduct periodic (e.g., quarterly) pulse surveys to check in re member needs, preferences, interests.
Council, Membership Comm, Diversity Comm , RAO Section, Archives Mgmt. Section	4.1.B.	FY25	●	B. Pilot and/or create guidance for creating affinity or employee resource groups that bring together archives workers that share cultural commonalities [DEIA Work Plan - 1.6]
Lead/Collaborators		Timeline	4.2. Create opportunities for members to participate fully in the association.	

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Council / Consultant / All Component Groups / Staff1	4.2.A.	FY22-23	●	A. A. Implement Year 1 of DEIA work plan.
Membership Committee / Staff2	4.2.B.	FY23-25	●	B. B. Create three-year Member Recruitment/Retention Plan, including 1) initiative to welcome new member participation and 2) crafting and testing value proposition messages. [DEIA Work Plan]
Lead/Collaborators		Timeline		4.3. Foster an inclusive association and profession through educational and leadership opportunities.
Committee on Education / Staff	4.3.A.	FY22-25	●	A. Ensure that management and leadership training opportunities explicitly address inclusion in the workplace and the profession at all levels.
Committee on Education / Staff	4.3.B.	FY22-25	●	B. Diversify the instructor base for SAA education programs.
Council, Staff, Comm Education , Diversity Comm, A&D Section, DSGS	4.3.C.	FY24	●	C. Develop training and educational opportunities on navigating workplace culture for archivists who are of color, who identify as LGBTQ+, and/or who have disabilities.

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Comm Education / Diversity Comm / Staff2	4.3.D.	FY24	●	D. Develop and promote training for archivists to transform practice and move beyond representative diversity to create inclusive workplace cultures.
Council, Staff, Diversity Comm , A*CENSUS Working Group, and Partner Organizations	4.3.E.	FY25	●	E. Based on A*CENSUS II results, work with partner organizations to strategize on recruitment and retention of a diverse workforce.
Lead/Collaborators		Timeline	4.3. Foster an inclusive association and profession	
Council, Staff (Executive Director), Diversity Comm , Nominating Comm, Appointments Comm	4.4.A.	FY24	●	A. Research and implement models (related to diversifying leadership) in use in other organizations. [DEIA Work Plan - 2.2]
Council, Staff (Exec Director) , Membership Comm	4.4.B.	FY25	●	B. Implement a more inclusive strategic planning process, engaging leaders, membership, and the greater profession in developing the strategic plan. [DEIA Work Plan - 2.5]

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Council, Staff (Exec Director)	4.4.C.	FY24	●	C. DEIA Foundations training for SAA staff and leadership. [DEIA Work Plan - 3.3]
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