

# **Beyond Checking the EEO Box: Do our job postings reflect our commitment to diversity, equity, inclusion, and cultural competency?**

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## **Abstract:**

The importance of diversity, equity, inclusion (DEI), and cultural competency (CC) is widely acknowledged among archival professionals. Statements reflecting a commitment to DEI and requiring these skills in position descriptions are steps toward building a culturally competent profession, which in turn can contribute to a more diverse archival record and more inclusive workplaces and services. The primary question inspiring this research is “What percentage of job postings go beyond a boilerplate Equal Employment Opportunity (EEO) statement and genuinely reflect the archival profession’s DEI and CC values?” This poster conveys an initial stage of research during which the authors coded a sample of 100 job postings from Archives Gig (Spring 2021). They found only 29% of the sample postings include language showing the employer values diversity, equity, or inclusion (DEI) and only 7% explicitly express an expectation for employees to possess cultural competency skills and/or demonstrate sensitivity in working with diverse populations. The poster also charts the presence of DEI statements in postings from different types of employers and different categories of positions.

Next steps for this research include further refining the coding methodology, coding job postings captured in 2019, and capturing and coding additional job postings from 2021. The authors plan to write a paper to share their findings, including examples of effective CC and DEI statements and job postings. The authors hope to encourage archival professionals to incorporate meaningful cultural competency, diversity, equity, and inclusion statements and expectations into their recruiting and search processes.

## **About the authors:**

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**Helen Wong Smith** is Archivist for University Records at the University of Hawai‘i at Mānoa, earning her MLIS there. Previous positions include Hawaiian Collection Librarian at UH Hilo and lead archivist for the Pacific Island Network of National Park Service. She has been sharing how cultural competency can advance the archival profession since 2015 and is currently

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