



Through the Archival Looking Glass: A Reader on Diversity and Inclusion

Study Guide Questions

1. What themes or issues did you note while reading *Through the Archival Looking Glass*? What parts resonated most with you? What did you find surprising?
2. What is meant by “the agency of the archivist” and what factors limit or encourage that agency?
3. Why or why not is value neutrality a feasible and appropriate stance for pluralized archival practice?
4. How do archival repositories intersect with the human rights of underrepresented or “voiceless” groups?
5. How is the digitization of indigenous material and varying degrees of access to indigenous content problematic for issues of ownership, privacy, cooperation, and reciprocity in the management of indigenous collections?
6. How can you help achieve diversity in the workplace and within your institution’s collections without overly relying on the minority staff in your archives (or if there are no minority staff in your archives)?
7. How might you become an ally for colleagues who may feel overburdened with “diversity” work assigned to them because of their perceived “cultural/ethnic/racial” expertise?
8. What concept is most fundamental to community archives?
9. What is a possible “third way” between mainstream repository hegemony ownership of the sources documenting “voiceless” groups and often underfunded and largely inaccessible community archives which ensure that ownership of such sources remain with the groups who created them?
10. What realistic steps might be implemented and maintained to engage more collaborative efforts among traditional institutions and community-based collections?
11. What strategies for diversifying the record, the workforce, and the use of archives could you implement for yourself, your institution, and/or your community?

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12. What events and whose experiences are at risk of being forgotten in your region? How could you help to preserve that history? Who could you partner with in your community?
13. What strategies have you and your institution taken or could take to build collaborative relationships with Native communities or individuals? Has your institution adapted the Protocols for Native American Archival Materials? If you have, how do you use them? If not, why not?
14. How would you design an outreach curriculum for minority high school students to interest them in careers as archivists?
15. How would you design an outreach program to attract minority undergraduates to careers as archivists?
16. How would you foster awareness and interest in archives among minority communities?
17. How have your views on diversity changed as a result of reading these essays?
18. Although this reader includes a variety of perspectives, it could not address all aspects of diversity. If you were creating a follow-up volume, what topics would you want to see covered?