

Task Force on Diversity and Inclusion

Steering Report, Winter 2016 Steering Committee meeting

Membership

Kirsten Carter
Ken Cleary
E. Evan Echols
Christine George
Josue Hertado
Lindsey Loeper, Chair
Megan Miller

Article in Winter MAA

Article was submitted for pub in the Winter 2016 issue of Mid-Atlantic Archivist. The article provides a summary of the task force's work plan and notifies the MARAC membership that a survey will be sent to them prior to the Spring 2016 meeting in Pittsburgh.

Work plan

October 2015

- Confirm members of Task Force (LL)
- Set-up e-mail list, Google Docs work space, webpage on MARAC website, and any other requested tools for use by the members (LL)
- Review and finalize work plan, assign roles for phase 1 (all)
 - Compile list of efforts by related professional associations (LL/KeC)
 - Contact related professional associations about their diversity initiatives (planning, implementation, successes/failures, suggestions) (LL/KeC)
 - Resource list: articles, books, worksheets, presentations and courses available on themes of diversity, communities, inclusion, professional societies, archives (JH/MM)
 - Survey for membership (CG, EE, KrC)

November 2015

- Continued work

December 2015

- Send article about task force to Mid-Atlantic Archivist by Dec 31
- Continued work

January 2016

- Submit report to Steering (around January 15)
 - email report to interviewees as requested
- Steering committee meeting, Baltimore, MD Friday January 29

February 2016

- Review draft questions for survey; incorporate feedback.
- Send survey questions to Tammy to set-up survey

March 2016

- Distribute and promote survey to membership
 - check if there is a required length of time for surveys to be open

April 2016

- MARAC meeting, Pittsburgh, PA, April 14-16
- Prepare survey summary for presentation at Business Meeting
- Review and update work plan, assign roles for phase 2 (all)
 - Diversity definition
 - Diversity position statement
 - Goals, objectives and new initiatives

May 2016

- Continued work

June 2016

- Continued work

July 2016

- Steering committee meeting
- Submit first draft of diversity definition and position statement
- Review compiled list of suggested goals, objectives, and new initiatives

August 2016

- Continued work

September 2016

- Continued work

October 2016

- Submit recommendations to Steering (due ~Oct 20)
- Prepare presentation for Business Meeting

November 2016

- MARAC meeting, Annapolis, MD, Nov 3-5
- Review and discuss recommendations at Steering
- Present to membership at Business Meeting

December 2016

- Continued work

January 2017

- Steering committee meeting
- Submit final report to Steering

Updates

Contact related professional organizations

Ken Cleary and Lindsey Loeper are in the process of contacting related professional organizations about diversity and inclusion efforts. Even when considering the differences between these organizations - such as membership size or formal mission - we are finding this activity to be very helpful. Each organization seems to approach the work differently; examples include forming a permanent diversity committee, implementing formal mentor-mentee programs with graduate programs, updating the code of ethics, and adding diversity and inclusion statements to by-laws. In addition to these examples, we are also looking for feedback on the role and participation of the membership and how this work has shown to make any impact or changes in practice. We anticipate a summary report of our findings to be completed in February.

Organizations contacted:

- Society of American Archivists
- American Alliance of Museums
- ARMA
- ALA
- AASLH
- ICA
- New England Archivists
- Midwest Archives Conference
- AMIA
- Society of Southwest Archives
- NCPH
- Council of State Archivists
- Organization of American Historians

Resource list

Josue Hurtado and Megan Miller have been working on assembling a resource list for the Task Force on Diversity and Inclusion.

The current list can be seen here (and as an attachment below):

<https://docs.google.com/a/umbc.edu/document/d/1HC5OIsj20N7O1BhhHtXU3kqKBNgwwLonzcBz-GP8znY/edit?usp=sharing>

So far there are 16 entries and counting. The entries are drawn from a variety of sources; peer reviewed journal articles, blog posts, book chapters, LIS/Archives-related websites, and twitter chats, all addressing the topic of diversity and inclusion in the profession. At this point the list is still rough and not formatted like a traditional bibliography. There are some questions to consider:

- Does a robust and ongoing resource list on diversity and inclusion fall within the scope of our task force's charge? Could it be one of our deliverables or does it exist to serve the purposes of this task force?
- What format should this resource list take (annotated bibliography perhaps?).
- Should this list become an ongoing initiative, how would it be shared, distributed, and promoted, and who should have ownership of it?

Membership survey

The survey group (Evan Echols, Christine George, and Kirsten Carter) is currently working on a list of survey questions to be sent to the membership, assessing their views on both institutional and MARAC diversity. The survey will focus on the perception of diversity within individual institutions and MARAC in general. It will also assess the membership's views on the need for increased diversity and representation in the archival community. While most questions will be quantitative, the survey also will allow participants to make comments about the topic of diversity. We will submit the survey to the entire Task Force for feedback before sending it to Tammy to distribute to the membership. The survey group is on target to complete their work within the work plan timeline.

Question: Is there a set amount of time that surveys to the membership need to run?

Presentation to membership at Spring 2016 business meeting

We would like to present a brief update to the membership at the Spring 2016 business meeting. It will not be a full analysis of the survey, the feedback from other professional organizations, or the resource list, but a summary; hopefully we can publish a more extensive review of the membership survey in MAA if there is interest.

Webpage

Could a description about the task force be added to the MARAC website? There is currently an "ad hoc" page: <http://www.marac.info/ad-hoc>. Now it is only used for information about the By-Laws revision.

Resource list (January 2016)

List of resources that relate to diversity and inclusion in the archival professional, information science and cultural heritage fields, and the role of professional societies.

Other resource guides:

#critlib Zotero library: <https://www.zotero.org/groups/critlib/items>

Articles:

1. Ethical Internships: Mentoring the Leaders We Need, blog post by Maureen Callahan
2. Unpacking Identity Racial, Ethnic, and Professional Identity and Academic Librarians of Color, Book chapter by Isabel Gonzalez-Smith, Juleah Swanson, and Azusa Tanaka
3. White Librarianship in Black Face, by April Hathcock
4. 'Diversity' is Rightly Criticized as an Empty Buzzword. So How Can We Make It Work? by Gene Demby
5. Has 'Diversity' Lost Its Meaning? by Anna Holmes
6. How to Uphold White Supremacy by Focusing on Diversity and Inclusion by Kÿra
7. Diversity is for White People: The Big Lie Behind a Well-Intended Word by Ellen Berrey
8. Retaining and Advancing Librarians of Color by Peggy Johnson
9. Perception of Librarians of Color about the Relationship between Retention & Advancement as Middle Managers by Kimberley Bugg
10. The employment of people with disabilities as archivists, records managers, conservators and assistants by Nicola Waddington [It's behind a paywall and pertains to the UK, but I want to get hold of it because for all the discussion about PWD in a reference context, I don't see much about archivists with disabilities.]
11. No Barriers to Service: Librarians with Disabilities, Sager et al [Also in the need-to-track-down category.]
12. The intersection between cultural competence and whiteness in libraries by Fiona Blackburn
13. Why Diversity Matters: A Roundtable Discussion on Racial and Ethnic Diversity in Librarianship
14. But Then You Have to Make it Happen by James Williams III and Jolanda-Pieta van Arnhem
15. Putting the Tiles Together: Building Diversity in the Archival Profession Harrison W. Inefuku
16. #critlib chat of 12/24/2014 on the topic of Archives
<https://storify.com/DinahHandel/critlib>
17. The Quest for Diversity in Library Staffing: From Awareness to Action, by Jennifer Vinopal

18. [Archives, Diversity and Leonardo DiCaprio](#) blog post
19. Mario H. Ramirez (2015) [Being Assumed Not to Be: A Critique of Whiteness as an Archival Imperative](#). *The American Archivist*: Fall/Winter 2015, Vol. 78, No. 2, pp. 339-356.
20. [Where are all the Librarians of Color?: The Experiences of People of Color in Academia](#)