

A Discussion on Diversity in the Archives

November 10, 2015

5:30 pm PST



**SOCIETY OF
American
Archivists**

SJSU

**SAN JOSÉ STATE
UNIVERSITY**

Guest Speakers



Colleen Cook



Rebecca Hankins



Marisol Ramos



Colleen Cook

Archives Coordinator, Agua Caliente Band of Cahuilla Indians
Adjunct Librarian, College of the Desert

Join me on LinkedIn <https://www.linkedin.com/pub/colleen-cook/2b/4a7/b25>

Working with a Native Sovereign Nation (NSN)...

THPO – Tribal Historic Preservation Office

Responsible for:

Archaeological sites, burials, trails, buildings or other structures, resource gathering areas (plants, minerals), and sacred places (springs, hills, etc.).

Government-to-Government consultation

Historic and cultural documentation on behalf of the Tribe

My role:

Reference Library – material on Cahuilla, Native Americans, Ethnography, Archaeology, Anthropology,

Reference Archive – primarily reference copies of archival materials held nationally, privately, and locally (not owned by the tribe)

Cultural Register – Archaeological reports and site records

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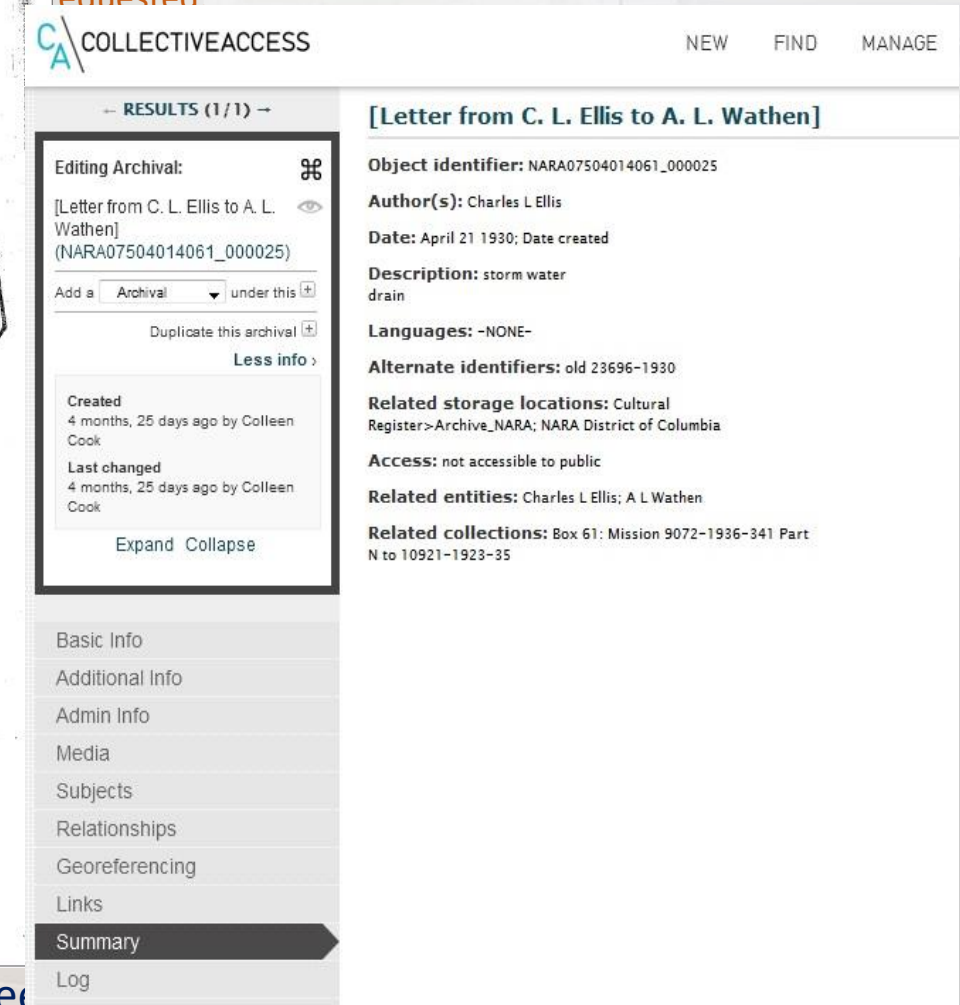
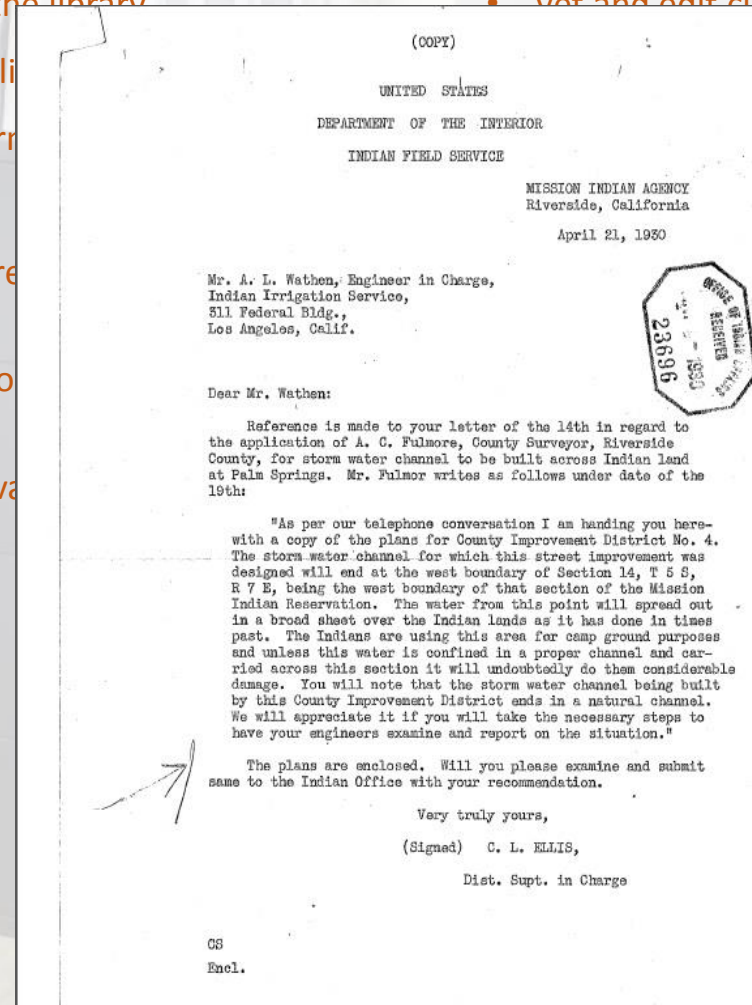
My typical day...

- Catalog new materials and periodicals into the library
- Establish filing and records management policies
- Digitize all paper records and capture all born digital
- Establish archival policies and procedures.
- Evaluate and process all in-coming archival records and origins.
- Provide immediate and ongoing reference to history and culture of the tribe.
- Provide guidance and consultation on archival digital practices and standards.
- Vet and edit cultural and historical information received by or published requested

Item level cataloging of 30
GB (≈ 12,000 documents)

5 min/document =
96 documents/day

Join me on LinkedIn <https://www.linkedin.com/pub/collectiveaccess>



My involvement in diversity

Challenges and obstacles facing Native American Archives

Vice Chair/Chair Elect, Native American Archives Roundtable (NAAR)

Member, Association of Tribal Archives, Libraries, Museums (ATALM)

Informal group of other individuals involved in tribal archives (ACCM, CVHM, Barona, Southwest Museum, etc.)

Using this knowledge and collaborations, build a diverse informational resource for the Tribe.

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Improving Diversity in Archives

Diversity in archival collections

- Multiple bias and viewpoints

- Greater local collaboration and shared collections

- More holistic catalogs and guides

Diversity in staff

- Cultural background relevant to collection

- Community interest and involvement

- Outreach and advocacy to underrepresented groups

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Involvement

Professional Involvement

Diversity Committee, NAAR, AACR, LAGAR, WAR

Volunteer

Everybody could use an archivist, most just don't know it!

Scholarship and Schooling

SAA/ARL Mosaic Program, SAA Diversity Award, SAA Josephine/Forman Scholarship, SAA Harold T. Pinkett Minority Student Award, University of Arizona Knowledge River Program, University of Pittsburgh Diversity Librarian Fellowship, ALA Spectrum Scholarship, ...

Careers

Think outside the box when looking for employment! A diverse voice is needed throughout the information science profession! Advocate for diverse voices in your collections as an archivist!

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Archivists: The pursuit of Radical Diversity

**Rebecca Hankins, Certified Archivist
Associate Professor
November 10, 2015**

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<http://library.tamu.edu/directory/rhankins>

Cushing Memorial Library & Archives | 5000 TAMU | College Station, TX 77843 | Tel.979.845.1951
979-845-5874 Evans Annex, Room 3.409G |
Fax. 979.845.1441

Archivist/curator Librarian

- **Africana Studies**
- **Race & Ethnic Studies**
- **Women & Gender Studies**
- **Arabic Language and Culture**
- **Committee work/service**
- **Teacher/bibliographic instruction**
- **Research/scholarship/publishing**
- **Peer Reviewer**
- **Exhibits/tours**
- **Reference (undergrad, grad, faculty)**
- **Workshops/webinars**
- **Presentations**
- **Process books, collections, journals**



**Amman Jordan, American Center on Oriental Research--
Archival Fellowship**

Diverse Archival Experiences

New Orleans and Arizona



Amistad Research Center at Tulane University



University of Arizona-Tucson Arizona

Cushing Memorial Library & Archives

*Diversifying the archival space
(people, collections, exhibits, research,
administration)*

Texas A&M University
College Station TX



Archivist

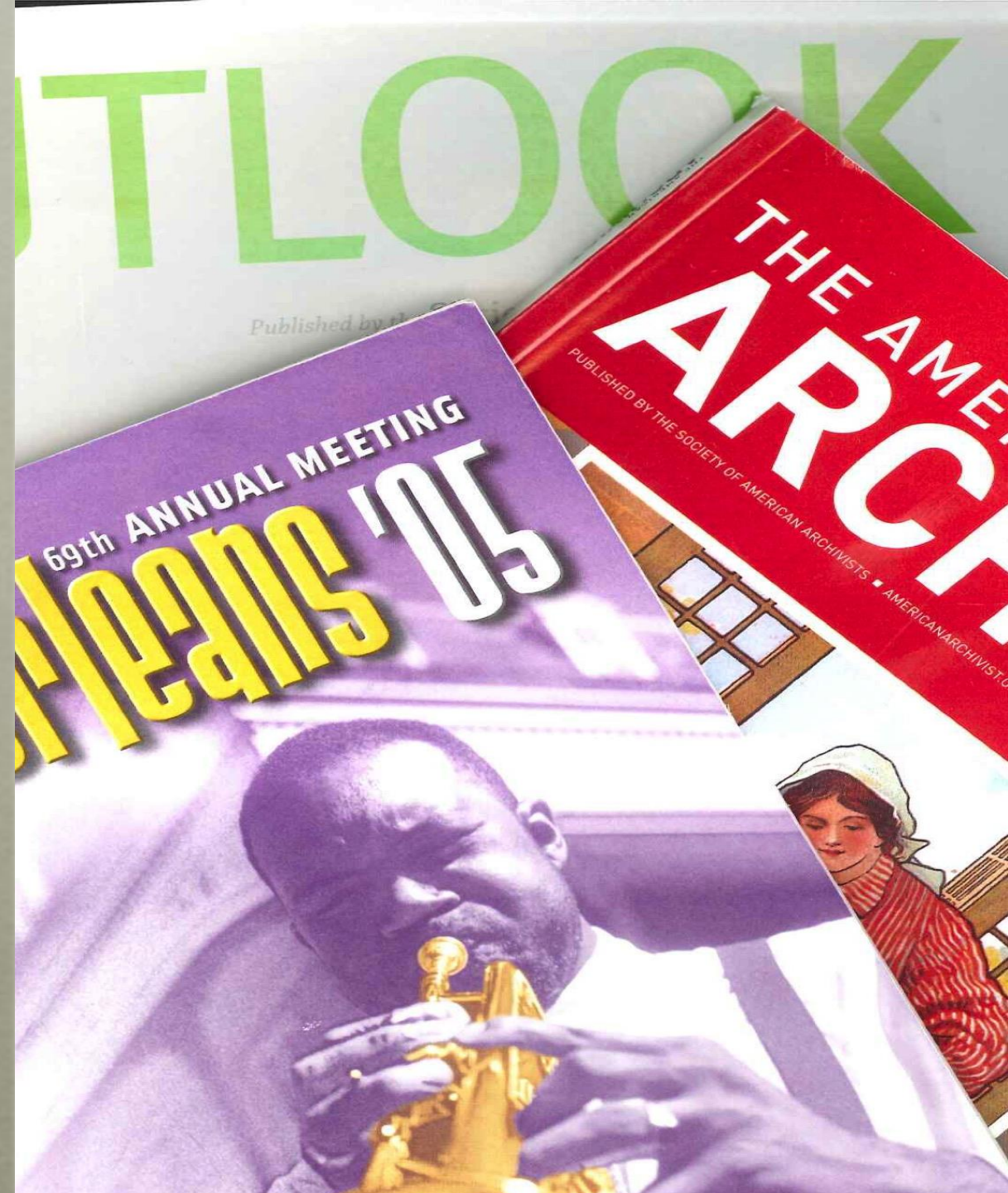
“We bring the past to the present. They’re records collectors and protectors, keepers of memory. They organize unique, historical materials, making them available for current and future research.”

Lisa Lewis

Our collections support and encourage researchers to develop new understandings through research and creativity.

Bureau of Labor Statistics

SAA Fellowships, Awards, and
Scholarships



Diversity Matters



L to R: Me, student Achia Diane Andrus, my colleague Dr. David Chroust, visiting director Shola Lynch, and Prof. Alain Lawo-Sukam

Viewing letters and an exhibit on professor/activist Angela Y. Davis



Marisol Ramos M.A., M.L.I.S

Subject Librarian, Bibliographer and Curator (A.K.A. ***Libarchivist***)

Subjects: Latin American Studies, Latino Studies, Spanish and
Anthropology at the University of Connecticut, Storrs

What is a “Native” Libarchivist?

- Libarchivist is a neologism that has been floating around for a while in cyberspace but which I really encountered in Twitter when I read a post by Caro Pinto about her blog “[Your Libarchivist](#)”
- As the world of archives and libraries intermingle and become more fuzzy with digitization, born digital collections, data management and the call to give access, access and more access, it is going to become more and more common to see librarians doing archivists work and archivists doing more librarians work.

What is a “Native” Libarchivist?

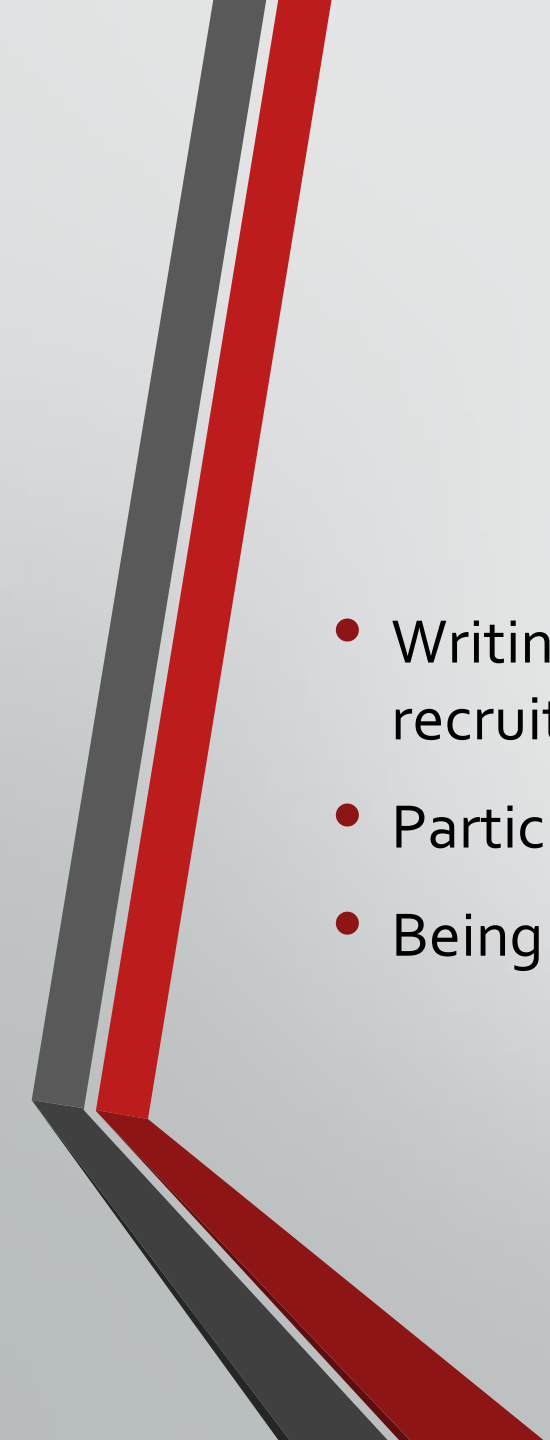
- The “native” adjective denotes the extra expectation that as a “native” you are the best person to teach, outreach, answer, get involved in anything related to “your group”, regardless that you may not have the time, the expertise (knowledge or language) or the desire to work with “your group”.
- Assumptions:
 - That there is such as a thing a homogenous groups (Asians, Hispanic/Latinos, African American, etc...)
 - That as an individual of X “group” you either represent all of them or understand all their issues and know all the cultural codes.
 - (E.g. Expecting a Puerto Rican to know all about Día de los Muertos).
 - That you are the only one that can do the job, without help or support because you are one of them.
 - Donors from “your group” may question your ability to do the job since you are supposed to “get it”; to know exactly what they want and need
 - (E.g. Doing an exhibit about the LGBT community using materials from your collection and being chastise by transgender people because you didn’t represent them well and then being accused of being a cisgender lesbian who can’t understand their experience—true story)

A typical day for an “Native” Libarchivist

- Currently my workload can be divided as follow:
 - 80%: Subject Librarian for Latin American & Caribbean studies, Latinos studies, Spanish and Anthropology
 - Acquisition (e/books, films, databases, etc.)
 - Vendor relations
 - Book fairs (include foreign travel)
 - Reference (online chat, subject specific consultations)
 - Traditional & active learning Lib. Instruction: one-shot, subject/topic specific, workshops: a lot of literature reviews workshops lately.
 - Outreach: co-sponsoring/coordinating events with assigned departments; attend lectures, social gatherings, symposium; member of advisory boards, working groups, reading groups
 - Professional development: writing articles, presenting in conferences

A typical day for an “Native” Libarchivist

- 20%: Curator for Latina/o, Latin American & Caribbean Collections
 - Acquisition (rare books, artists' books)
 - Vendor relations
 - Book fairs
 - Donor relations (one collection)
 - Archival reference (email or in person)
 - Digitization (selection from rare books collection under my)
 - Outreach: Institutional repository; co-organizing exhibits, etc.
 - Professional development: writing articles, doing presentations



My involvement in diversity efforts

- Writing: book chapters dealing with different aspects and challenges of recruiting and retaining librarians and archivists in the LIS field
- Participating at work in diversity teams and initiatives
- Being a proactive mentor, anywhere and anytime

Areas that need to be addressed

- Diversity is the job of everyone not just the “native” archivists
- The minority pipeline
 - Understanding the challenges for minority students to decide to spent time and money in a MLIS degree to join a very competitive field with few jobs and many graduated around
- SAA and LIS schools need to be honest to all MLIS students of job prospects and give you the right tool to survive the current job market
 - The 3 Ds:
 - Digital curation/Data management/Digital humanities
 - Comfortable working with digital tools
 - Knowledgeable with ITS language
 - Critical Pedagogy: Learn how to teach to empower yourself and other
 - Think Paulo Freire and bell hooks!
 - Managerial skills: Be a leader not a follower

Suggestions for how to get involved

- Think outside the box
 - Don't think that you can only work in a "traditional" archives with old manuscripts/papers
 - Get experience working on digital and data archives/environment. That is where the job are.
 - Interested in social activism online?
 - Volunteer with activists' groups and help them organize and preserve their data
 - Identify archives already doing the job (Occupy Archives) or encourage your LIS program to find you such opportunities in your institution
- Think community archives
 - Is there a way I can help/volunteer with a community to preserve their history?
 - Check the work of the [Center of Puerto Rican Studies' archives](#)
 - Northeastern University [Documenting Diversity Project](#)

Questions?

Contact Us

Gmail: sjsusaasc@gmail.com

Delicious: <https://delicious.com/sjsusaasc>

Facebook: <https://www.facebook.com/groups/29671378601/>

Twitter: [@sjsuslis saasc](https://twitter.com/sjsuslis_saasc)

Website: <http://sjsusaasc.weebly.com/>

Upcoming Events

Discussion on Copyright: December 7th @ 6:30 pm PST

Basic Archives Workshop: January 28th @ 6:30 pm PST

**THANK YOU again to
our guest speakers!**

**And thanks to all of you who
could join us!**

Enjoy the rest of your night.