Archivists at Work | as Workers

Society of California Archivists
2019 Annual General Meeting
1. **Introductions (5 minutes)**

2. **Group formation (15 minutes)**

3. **Breakout sessions (45 minutes)**

4. **Report Back (25 minutes)**

5. **Share outcomes with SCA Board**
Facilitators

Azalea Camacho, Full time, Library Services Specialist IV

James D. Fox, Full time, tenured faculty, Associate Librarian

Julia Hause, Part time (permanent), Museum Archivist

Tanya Hollis, Full time (temporary), Lecturer, Sr. Assistant Librarian

Dee Dee Kramer, Full-time (permanent) Civil Service Librarian II

Pamela Nett Kruger, Full time, tenured, Sr. Assistant Librarian

Berlin Loa, Full-time, Library Services Specialist III

Eva Martinez, Part time (temporary) Lecturer, Assistant Librarian

Ian M. McGlory, Full Time (temporary), Administrative Faculty

George Thompson, Full time, tenured faculty, Associate Librarian

Audra Eagle Yun, Career Status, Associate Librarian
1. Communities of Support (Pam & Berlin)
   How can we create communities of support, and find common cause? How can SCA support archivists working in isolation?

2. Building a Diverse Profession (Eva & Dee Dee)
   How can we build a diverse profession that fully represents the demographics of California, and address unconscious bias in our searches? How do we attract a diverse sector of people to consider the profession in the first place?

3. Wages and Working Conditions (James & Azalea)
   How can we advocate for, and contribute to, better working conditions and fair wages for ourselves and our colleagues? Do we create minimum requirements? & can SCA support those minimum qualifications?

4. Creating Stability and Longevity (Ian & Julia)
   How can organizations develop the skills of temporary employees? What actions can we take to facilitate the recruitment and hiring of new graduates? In what roles should and shouldn't institutions use temporary employees? What are the challenges faced when moving from temporary to permanent positions?

5. Classification (George and Audra)
   How are folks working in archives classified? Is it possible that creating a new classification would create more equity and/or profession recognition? What role do decision makers play in determining classifications, and how can we create guidelines for hiring within our institutions?
Action Items

• Report back from groups

• What can the facilitators bring to SCA?

• How will we communicate going forward?

• Final suggestions and questions can be forwarded to: thollis@sfsu.edu
Forward together!

All images from Giacomo Patri’s *White Collar*: novel in linocuts, [1940], courtesy of the Labor Archives and Research Center