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N E A

NEWSLETTER

NEW ENGLAND ARCHIVISTS



C O V E R — Coretta Scott King '54 and her children with New England Conservatory President Gunther Schuller. This photograph was taken on the occasion of King receiving an honorary degree from her alma mater, New England Conservatory, May 23, 1971. Photo by Frederick Clow. *Courtesy of the Blumenthal Family Library, New England Conservatory.*

I N S I D E — We have fourteen pages of session reports from the 2018 spring meeting (page 4); Karen Adler Abramson pens her first column as NEA President (page 7); recent library school graduates share their reflections (page 12); and fellow NEA members, roundtables, and repositories share their news.

TAKING THE PAST INTO THE FUTURE

N E A

New England Archivists

TAKING THE PAST INTO THE FUTURE

45 Skehan Street • Somerville, MA 02143

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From the Editors

- Claire Lobdell

As I write this column, a protracted winter has abruptly transitioned to summer with barely a hint of spring in between, and the sun is shining invitingly outside my library's windows. For those of us who work in academic settings, the summer is often a welcome respite from the frenetic pace of the semester, allowing time to evaluate the work of the past year and set goals for the coming fall. As you consider your professional goals, please include us—this newsletter relies on contributions from the NEA membership to remain a relevant and thriving publication. We need your news, think pieces, reviews, professional expertise, and opinions. Do you have an idea or innovation you want to share? Perhaps you dislike public speaking but love to write. The *Newsletter* would love to hear from you. Pitch us an article! You can find our contact information in the sidebar on page 2.

In this issue, we are pleased to include twenty-five session reports from the Spring 2018 Meeting in New Haven, Connecticut (page 4), Karen Adler Abramson's first "Inside

NEA" column, in which she discusses many of NEA's current organizational activities (page 7); a "Who's Missing From This Table?" column on the reflections of three recent library school graduates as they enter the profession (page 12); as well as photographs from New England repositories, updates from repositories (page 8), people (page 26), and roundtables (page 27); and a calendar of regional events (page 27).

Finally, we would like to note a correction to the article "How Do We Stay Relevant?: Social Media and Archives" which appeared in the April 2018 issue of the *Newsletter*. On page 6, the article incorrectly stated that the MIT Libraries does not utilize blogs. In actuality, the 'news and events' section of the MIT Libraries site is a blog <<https://libraries.mit.edu/news/>>. ■

Look for the NEA Board Meeting Minutes online!

NEA's Executive Board Minutes are now exclusively online at <newenglandarchivists.org>.

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Spring 2018 Meeting Session Reports

1.1 What the Archives Reveal: Slavery in American Churches and Universities

- Hannah Horowitz Yetwin

Panelists: Juliana Kuipers, Harvard University Archives; Ross Mulcare, John Carter Brown Library; Jean Ballard Terepka, St. Michael's Episcopal Church

This session focused on how archives grapple with the issue of slavery in universities and churches. Collectively, we seek to understand more about slavery than we have in the past and are compelled to more carefully examine the primary resources in which that information exists. These institutions have been complicit in the past; it's our responsibility now to lead the discussion about how to use this material moving forward.

Mulcare presented his efforts at the John Carter Brown Library to continue the mission of Ruth Simmons, who organized a steering committee with the goal of helping the nation better understand the complicated issue of reparations. He provided a report <http://brown.edu/Research/Slavery_Justice/about/> that offers the committee's findings. Currently, the Episcopal Dioceses of Rhode Island is converting the unused cathedral into a permanent exhibit about Rhode Island, the church, and the institution of slavery <<https://www.episcopalri.org/rhode-island-church-taking-unusual-step-to-illuminate-its-slavery-role-2/>>.

Terepka followed with the Harlem African Burial Ground project through St. Michael's Episcopal Church, the history of the Dutch Harlem Church, and how the relocation of the church impacted proper recordkeeping and burial ground policies. A task force was created to work towards a memorial and continue efforts to identify individuals in records. In 2017, there was a unanimous city vote in favor of the Harlem Burial Ground Memorial. Additionally, the task force facilitated a traveling exhibit that visited several locations throughout New York City and is working on the Black Presence Project website, to be launched February 2019.

Finally, Kuipers discussed *Bound by History: Harvard Slavery and Archives*, an exhibit highlighting fragmentary evidence which emphasized the importance of our job as archivists—it's our moral responsibility to highlight and uncover these voices for researchers. How do these records relate to each other and to the context of the institution in which they were created? The public response to the exhibit emphasized the need for the university to continue engaging in this topic <<https://projects.iq.harvard.edu/bound-by-history/home>>. This session brought home the idea that as archivists, we are stewards for the use of history to understand the present in intellectual and moral progress.

1.2 Documenting Connecticut Communities: Conversations with Local Community Archives

- Violet Hurst

Panelists: Keith Brown, Gay Spirit Radio Archive; Joan Cavanagh, Winchester Workers Exhibit and Book Project; Steve Thornton, Shoeleather History Project; Rebecca Morin, Holyoke Community College (facilitator)

This session provided a glimpse into the histories and current activities of community archivists and activists in Connecticut. Keith Brown spoke about his radio program, *Gay Spirit*, which is America's longest continuously running LGBTQ radio show. He detailed how thirty years of meticulously collecting materials related to radio programs about LGBTQ rights culminated in the creation of a community archive, the Gay Spirit Radio Archive.

Joan Cavanaugh discussed her work on *Our Community at Winchester: An Elm City Story*, an exhibit and upcoming book project that documents the history of workers at the Winchester Repeating Arms Company of New Haven. After mentioning that the archives of the Labor History Association have been transferred to the Thomas J. Dodd Research Center at University of Connecticut Storrs, she advocated for greater funding for and attention to community-based initiatives that document the history of labor.

Steve Thornton spoke last about his Shoeleather History Project, a Hartford-based initiative that focuses on discovering, reinterpreting, and disseminating materials about the history of working people. A firm believer in the transformative ability of history to empower and unite, Thorn-

ton seeks to educate the public about labor history by maintaining a website, writing about working people, organizing events, and engaging in community outreach.

Rebecca Morin facilitated a lively question and answer session. The need for larger institutions with stable funding and a viable infrastructure to help community archives with their work was discussed, as was the need for community archives to plan for the future of their collections in the event of dissolution due to loss of personnel or funding. An archivist from the Connecticut State Library stressed the practical need for larger institutions to assist smaller community archives and historical societies with the grant-writing process.

1.3 Many Hands / Whose Hands? Archiving the Web, Collaboratively

- Jessica Chapel

Panelists: Samantha Abrams, Ivy Plus Libraries, Columbia University; Amy Wickner, University of Maryland, College Park; Karl-Rainer Blumenthal, Archive-It/The Internet Archive

This session looked at the tools, ethics, and challenges involved in archiving websites and social media. The presenters shared their experiences and stressed the value of collaborative web archiving.

Karl-Rainer Blumenthal spoke about his work with the Internet Archive. He defined web archiving as, “the process of collecting, preserving, and enabling access to web-published materials.” Blumenthal showed web pages stored in the Internet Archive’s Wayback Machine and discussed its limitations as an online archive: it’s vast but also incomplete, somewhat inaccessible, and lacks intellectual control. In 2005, the Internet Archive developed Archive-It, a tool for countering these issues by giving archivists more control over web archiving. More than 600 partners now use Archive-It to collect and curate web content.

Amy Wickner talked about a web archiving project at the University of Maryland, College Park, after a violent hate crime occurred on campus. Members of the community responded to the incident on social media using a hashtag, and these responses were collected as a dataset.

Creating this collection raised several questions: Who else was creating documentation? How did the collection connect to the university’s past, present, and future? How should the collection be treated given the ongoing realities of some community members’ experience on campus? Wickner discussed the different roles people can take in web archives—as creators, users, and subjects—and the need to collaborate on outreach and access to accommodate these shifting roles.

Samantha Abrams presented a detailed view of the web archiving workflow of Ivy Plus Libraries. Participating libraries build thematic collections of freely available but at-risk web content to support research at the Ivy Plus member institutions and beyond, work that has taught Ivy Plus member archivists quite a bit about capturing multimedia materials. Abrams talked about her process for approaching selectors and facilitating connections among member libraries. Shared spreadsheets on Google Drive are key. She also discussed the challenges of collaboration, such as negotiating who shoulders the burden of support for web archiving projects.

1.4 Capturing the Squid: Creating Access to Complex Cultural and Creative Production

- Alessandra Seiter

Panelists: Dave Dvorchak, AS220; Janaya Kizzie, Providence Public Library; Wendy Korwin, UPP Arts; Kate Wells, Providence Public Library (chair)

This session focused on collaborations between the Providence Public Library (PPL) and two art-advocacy organizations in Providence: AS220 and UPP Arts. PPL recently acquired the records of these two organizations—records which encompass a wide variety of formats, reflect the work of numerous artists (broadly defined) in the Providence community, and have evolved since their organizations’ inception to meet the dynamic needs of their communities. A private nonprofit acting as a free library, PPL acquired the records due to the library’s collecting emphasis on arts and contemporary collections, which typically have the highest concentration of voices often excluded from the historical record. Representatives from PPL, AS220, and UPP Arts each discussed their roles in adapting traditional archival practices to best serve these unique, complex records and the people involved in their creation.

Much of the presenters' discussion revolved around the concept of social practice work and how to build archival structure around it. Defined by Wells, social practice work comprises creative production, addresses social issues, operates in the public sphere and outside of traditional institutions, is collaborative in creation and presentation, includes more people than objects, reformulates the traditional relationship between creator and consumer, and is interdisciplinary. All of these aspects of social practice work apply to AS220 and UPP Arts, and have served as both ideological and practical guidelines for the archivists processing the organizations' records.

As relayed by presenters, a commitment to these guidelines of social practice work has manifested in the processing of the records in question through a prioritization of the wishes of the organizations, the artists involved, and the broader community served. Kizzie and Korwin both noted that, though frequent meetings with organization representatives and community members may add to the time it takes to process a collection, such a collaborative process enacts the progressive notion of archivists as facilitators of others' stories rather than nearsighted dictators of what counts as culturally valuable. When asked to generalize a model for this process, presenters offered suggestions of listening to archival donors and community members by asking unstructured questions, developing institutional best practices for community engagement, making sure institutional knowledge is shared beyond a single person, and approaching each step of the process with reflectivity.

1.5 Advocacy in Renovation Projects

- *Elisa P. Graydon*

Panelists: J. Bunton, Apicella and Bunton Architects; Karen J. Trivett, Fashion Institute of Technology's Gladys Marcus Library; Peter A. Nelson, Phillips Exeter Library

J. Bunton, whose firm Apicella and Bunton designed and implemented the renovation of the Technical Services Department of the Beineke Library of Yale University, described the role and responsibilities of architects when they embark on any renovation or building project. Bunton then discussed the entire schedule of renovating or constructing a new building from the design process through construction to a post occupancy report at the end of the project.

Karen J. Trivette discussed the long, sixteen year journey to obtaining the funding for and creating a dedicated space that was appropriate for housing special collections and archival materials. Trivette discussed ways to advocate for a renovation project, which included conducting an inventory which would give better insight into what is in the library's archives and special collections and its value to the institution. Knowing the collection is the best way of arguing why archives and special collections deserve a proper space.

Peter Nelson discussed upcoming renovations at the Class of 1945 Library at the Philips Exeter Library. Designed by Louis Kahn, the building is the largest secondary school library in world, and attracts visitors from all over the world. Because the building was designed by a world-renowned architect, special care had to be taken when planning the renovation of the library. Initially, the archives and special collections were allocated a space that would be far too small for the current collection and future growth. Nelson suggested promoting the library's collections and presenting data points that would make a case for the needs of the Archives and Special Collections. Currently, the plan for the renovation includes more storage and a reading room for the collection. The renovation is expected to begin in 2020.

1.6 Organizing for Power

- *Jessica Chapel*

Panelists: Jessica Farrell, Harvard Law School Library; Emily Drabinski, Long Island University

Getting things done was the focus of this interactive session about making change through strategic organization. The speakers opened the session by describing their experiences as organizers and the power they found in organizing. "I've been really transformed by my work as an organizer," Drabinski told attendees. "I think it gives you a sense of agency in a time and place and culture that is actively working to make us feel that there is nothing you can do." Drabinski and Farrell asked attendees to share what brought them to the session and name their goals for organizing. Answers included learning more about unionization and workplace protections, developing communication strategies for connecting with coworkers, and building community in a challenging institutional culture.

Continued on page 14

Inside NEA

FROM THE PRESIDENT

- Karen Adler Abramson



I joined NEA in 1998 and have watched the organization's transformation since that time. This longitudinal perspective has brought with it a deep appreciation for NEA's commitment to look inward, to reassess its direction and goals, to respond to membership needs, and to shift course as needed.

These qualities are reflected in NEA's current strategic plan (2016-2020), which is inspired and ambitious, while also being practical. Underlying the plan is a firm commitment to reach a broader community of archivists and allied professionals, to diversify the organization's ranks along many lines, to ensure organizational sustainability, to educate the public about the importance of archival work, and to value and embrace divergent perspectives, experiences, and areas of expertise. With the strategic plan as our guide, we continue work on developing effective strategies for reaching, accommodating, and meeting the needs of current and potential members—keeping in mind important factors such as employment status and income, accessibility, geographic location, repository type, career stage, and more.

One important element of the strategic plan is the charge to create the new position of Community Engagement Coordinator, a non-voting member of the Board entrusted with increasing public awareness and appreciation of the archival and allied professions. This critical position is intended to broaden community awareness about the enduring value of our work, while also helping to widen the potential pool of future archivists and record keepers. In the past two decades alone, I have witnessed a major demographic shift in the increasing number of students entering the archives and allied professions at younger ages—a very encouraging trend. If we can begin to reach students in high school (and even earlier), it can only help to enrich and strengthen our profession over time.

I'm very happy to report that Abigail Malangone will serve as NEA's first Community Engagement Coordinator

(CEC). Abbey, a processing and reference archivist at the JFK Presidential Library and Museum, is deeply invested in archival outreach and will bring considerable creativity and ingenuity to the position of CEC, which she will hold through May 2021.

In addition to Abbey's appointment, we are very fortunate to have two new highly capable chairs of the Education and Membership Committees—Andrea Belair and Sam Howes, respectively—and a host of new committee members, some of them veteran NEA stalwarts. On another positive note, members of MARAC recently asked for permission to adopt elements of NEA's Mentoring Program model in the effort to develop their own. Beyond mentoring its own members, NEA is mentoring other regional archival organizations, as well.

By the time you read this article, the NEA Fall 2018 meeting will be just three months away. The meeting, titled "Common Code: Ethics in the Archives," will be held at the John F. Kennedy Presidential Library & Museum on Friday, October 26 from 9:00AM to 3:00PM. Program Committee Chair, Juliana Kuipers, explains her vision for the event: "Consciously or not, we make ethical decisions in our work as archivists, especially towards preserving a fair and inclusive historical record and collective memory. The very nature of archives necessitates it. The decisions we make as archivists form our professional ethics and sharing these experiences improves our ethical context." The Fall 2018 meeting will give archivists and allied professionals an opportunity to discuss real-life situations and issues in three main areas: acquisitions and de-accessioning, access and privacy, and processing and description.

On a final note, NEA exists because of the committed support of its membership and volunteer leadership. We count on your continued feedback in order to keep the organization vital, relevant, transparent, and welcoming. Please keep in mind that NEA board meetings are open to all members. In recognition that it is difficult for members to attend in person, we may look at alternative methods for promoting board meeting attendance. In the meantime, I look forward to working with all of you in the coming year. ■

Visit NEA online at:

www.newenglandarchivists.org

News and Notes

CONNECTICUT

Preservation of Born-digital Artists' Archives' Symposium at YCBA

“**I**s This Permanence: Preservation of Born-digital Artists' Archives” was a one-day symposium held at the Yale Center for British Art (YCBA) in New Haven, Connecticut, on May 11, 2018. The event included talks on the topic of preserving born-digital fine arts materials, including artworks, museum records, and artists' archives. In widely applicable sessions, an international roster of speakers discussed artists' records in curatorial files, self-archiving strategies employed by communities outside of institutions, born-digital platforms that share rich archival resources, and strategies such as emulation that can be applied to ensure long-term survival of born-digital cultural materials. Keynote speaker Jon Ippolito delivered a lecture, “Your Archival Format Will Not Save You,” which confronted commonly held notions in the archives regarding preservation and offered a different perspective on how born-digital materials should be stewarded.

Recordings of the day's sessions and keynote are available to view on the YCBA's website: <<https://britishart.yale.edu/multimedia-video/26/7206>>.

For more information, contact Cate Peebles at <catherine.peebles@yale.edu>.



Morning speakers at, “Is This Permanence: Preservation of Born-digital Artists' Archives.” Photo by Cate Peebles.

Connecticut State Library Superior Court Record Indexes Online

The Connecticut State Library is one of the most important central repositories for Connecticut Superior Court Records. In 1711, Superior Courts were given the authority to grant divorces. Access to these records can be difficult because of their scope. There are seven counties and records span from 1714 to 1944, measuring hundreds of linear feet.

To improve access, staff in the History and Genealogy Unit (H&G) have been indexing files and scanning existing indexes. Many of the indexes are available online at <<https://libguides.ctstatelibrary.org/hg/divorce/county>>. These online indexes have resulted in an increase of inquiries from people researching family history. The records are also an excellent primary source for social history. Records often include information regarding ethnicity, custody decisions, and whether alimony was awarded. Currently, staff are indexing the New Haven County divorces from 1900-1944, a task that will probably take at least a year to complete.

For more information, contact H&G at 860-757-6580 or online through <<https://ctstatelibrary.org/contact-us/email-us/>>.

Special Donation to GLBTQ Archives!

William J. Mann has chosen the GLBTQ Archives housed in the Central Connecticut State University (CCSU) Burritt Library as a repository for his papers. This donation is the first part of his extensive archives. The materials relate to Mr. Mann's published books on LGBT film and theater history, as well as biographies of Katharine Hepburn, Elizabeth Taylor, Barbra Streisand, and the Roosevelt family.

William J. Mann is a 1984 CCSU alumnus and a historian of the American film industry and the American presidency. He has written several biographies and narrative nonfiction books, including *Tinseltown: Murder, Morphine, and Madness at the Dawn of Hollywood*, for which he received the 2015 Edgar Award for Best Fact Crime. In the 1990s, he was editor of *Metroline*, Connecticut's LGBT newsweekly. He is currently an adjunct Professor of History at CCSU. For more information, contact Renata C. Vickrey at <vickreyr@ccsu.edu> or 860-832-2085.



Dr. Carl Antonucci, CCSU library director, and Renata C. Vickrey, archivist, accepting the William J. Mann papers donation.

MASSACHUSETTS

Optimizing Discovery of the Records of the Harvard College Observatory

With publication of *The Glass Universe* and several ongoing historical astronomy-related projects across the University, the Harvard University Archives has launched a project to preserve the Harvard College Observatory's nineteenth and twentieth century records.

Observatory records in the University Archives consist of sixty-five series dating from 1843 to 2001 (a total of 210 feet). Phase one of this multi-year project began with the processing of the records of the three earliest Observatory directors: William Cranch Bond, George Phillips Bond, and Joseph Winlock, whose service spans 1839 to 1875.

Our approach is to apply rich description to illuminate the historical trends and scientific developments documented in the records. With these enhancements, we are endeavoring to optimize discovery of historical astronomical information at Harvard. For more information, contact Jennifer Pelose, Collections Services Archivist/Processing Manager, at <jennifer_pelose@harvard.edu> or 617-998-5239.

The Launch of an Adaptable, Accessible, and Affordable Timeline Exhibit

The Archives and Research Library team at Perkins School for the Blind recently launched the first installment of the *Perkins History Timeline Exhibit*. Proposed by

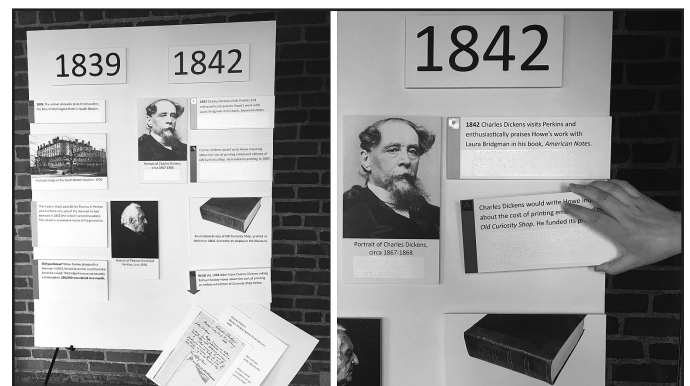
Perkins President and CEO Dave Power, the goal was to create a physical exhibit, separate from the Perkins Museum, that would contextualize Perkins' vast history in bite-sized bits and provide historical context for the accomplishments and work Perkins is doing today.

The timeline required a modifiable, transportable, inexpensive, and accessible solution that would work for students, visitors, and staff. Our answer was to present the information on foam boards. These boards are mounted to a wall but can be removed and displayed elsewhere. The bits of information are attached to the board with Velcro. A web component allows us to provide more in-depth information, while also providing links to primary resources.

To find out more about this project and the corresponding digital timeline, please visit <www.perkins.org/timeline>.

Greenfield Community College Archives Newly Described

For the first time in the college's more than fifty-year history, the Greenfield Community College archives in Greenfield, Massachusetts have been inventoried, with a preliminary description available online. During the spring 2018 semester, Simmons intern Caroline Dubinsky inventoried the collection, proposed an organizational scheme, and laid out a roadmap for future processing work. Highlights of the collection include many decades worth of student activities photographs, student newspapers, and the founding documents of the college. A listing of the archives can be viewed at <gcc.mass.edu/library/gcc-archives/>. Please contact Claire Lobdell at <lobdellc@gcc.mass.edu> for more information.



An example of part of the Perkins History Timeline Exhibit mounted on a transportable stand and showcasing its modifiability.

R H O D E I S L A N D

RIHS Establishes New Display in Downtown Providence

The Rhode Island Historical Society has recently put resources and staff time into creating a display system which will allow a range of interpretation in our small exhibition space in downtown Providence. The window display (facing Westminster Street) is on the outside of the historic Arcade, built in 1828, just six years after the RIHS was founded. The system is a set of stackable cubes in three sizes, with magnetic backings, which will allow flexible arrangements of images and text to highlight our collections, publications, and events. The first display will promote the feature article in the next issue of our peer-reviewed journal, *Rhode Island History*, on the history of the Narragansett Pacer, one of the most popular breeds of horse in America in the seventeenth and eighteenth centuries. The late summer display will highlight the Girls' City Club of Providence, a recreational club for young women that was active between 1920 and 1970. For questions, please contact Michelle Chiles, Research Center Manager, at <reference@rihs.org>.



Field Day at Kay Lovett's Farm, 1940. The Girls' City Club of Providence (MSS 438), Rhode Island Historical Society. The Girls' City Club of Providence was founded in 1920 to "Promote good fellowship among girls, developing their social, educational, and recreational opportunities and increasing their power and opportunities for service through the medium of non-sectarian and self-governing organization." The club was active until its closure on March 8, 1970, after fifty years of service.

V E R M O N T

The Vermont State Archives and Records Administration is Turning 10!

Created in 2008 by the Vermont General Assembly to consolidate public records management under one single entity, the Vermont State Archives & Records Administration (VSARA) turns ten years old on July 1, 2018! VSARA, which is a division within the Vermont Office of Secretary of State, has grown significantly over the last decade.

Today, the Statewide Records and Information Management Program encompasses the records management programs of local and state public agencies. The VSARA operates two facilities, the State Records Center and the State Archives, manages a digital archives and public reference room, and administers statutory filings ranging from appointments and oaths to deeds and district formation records to administrative rules.

On June 21, VSARA celebrated its ten-year anniversary with a casual get-together. The event was hosted by retired State Archivist Gregory Sanford and current State Archivist Tanya Marshall. Participants shared stories and laughs about what led to VSARA's creation, contemplated the impact of VSARA's work, and considered the challenges and opportunities for VSARA in the years to come. ■



(L-R) Retired Vermont Governor Jim Douglas, former Vermont Secretary of State Deborah Markowitz, and retired Vermont State Archivist Gregory Sanford at the June 2010 ribbon cutting for the Vermont State Archives and Records Administration's new archival vaults. Douglas served as Vermont Secretary of State between 1981-1983 and was instrumental in VSARA's creation.



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WHO'S MISSING FROM THIS TABLE?

About the dynamics of inclusion and exclusion, social justice, and diversity within the archives profession and NEA.

Recent Grad Reflections

By Anna Robinson-Sweet

On the eve of our graduation in May, I invited two of my classmates at Simmons School of Library and Information Science to join me in reflecting on the challenges and opportunities faced by new professionals entering the archives field. In the transition from graduate school to the workplace, young professionals face realities that may differ from what they learned in the classroom, or find opportunities for applying their education in real-world situations. Recent graduates bring new energy, innovative ideas, and fresh perspectives to archives.

**Bridgett Pride, Simmons 2018 MSLIS & MA History
DERAIL 2018 Project Manager
LISSA President 2017-2018**

While at Simmons, I have done a lot of leadership work, particularly to support fellow students who are at the precipice of becoming young professionals. As someone who is slightly older than many of my fellow students, I have an idea of the challenges that come with being a young professional. I remember what it feels like to be brand new in a position while at the same time having a lot of managerial responsibilities. Many students do not think they will have these experiences until much later in their careers, but in reality these responsibilities are often part of being a young professional. For example, in the management class at Simmons, many of my classmates were apathetic about learning skills such as writing a strategic plan or managing staff—they believe they will always have someone above them doing that work. I know from my experience that is often not the case, so as a student leader, I encouraged fellow students to develop these skills.

For myself, I am a participatory learner. I have developed skills and knowledge by meeting people and speaking with them. I go to a lot of conferences—especially shorter ones, since they can be exhausting—and am active on Twitter and in Facebook groups, particularly We Here,

a group for librarians and archivists of color. It is really important to build personal connections with people, and to widen one's world through networking. Participation is so crucial for young professionals.

As a woman of color, I especially feel it is important to show up, so that I can show others that there is a place for them in this field. I plan to continue to do so as a young professional, and to continue my leadership activities by encouraging my peers to be involved and active.

**Molly Brown, Simmons 2018 MSLIS & MA History
Reference and Outreach Archivist, Northeastern
University Archives and Special Collections**

Recent graduates from library science programs face the emotionally fraught challenge of coping with balancing our professions with ourselves. Many of us were taught in our graduate schooling to privilege the professional over the personal, which not only damages ourselves but also our profession. Our ability to develop an effective (and affective) community to engage and support each other while fighting for structural change is hindered by burn out, competition, and the desire to network. Networks are important; however, even more important is the foundation for networking. Critically building relationships is a skill severely uncultivated in the information science field.

There are few resources for graduates who are in need of guidance on how to navigate interpersonal issues in their place of work. Graduate programs do not prepare students for the emotional challenges of being an archivist or information professional. Taking care of overwhelmed researchers or mourning donors is a part of our everyday work. When we are not equipped with how to navigate these emotional situations we risk harming our constituency and ourselves. While certainly there are an array of issues recent library science graduates face,

I find that the emotional weight of a lacking community as well as lacking space to engage with the emotional labor within our work is immense and problematic. Recent graduate students need cultivated spaces of conversation beyond one-to-one mentorship that actually facilitate a sharing and development of best practices and community responsibility.

Anna Robinson-Sweet, Simmons 2018 MSLIS

From my perspective, one of the greatest challenges facing recent graduates is the lack of confidence in advocating for oneself. In library school, we are taught in many classes how to do a lot with a little. These lessons engrain in us the understanding that archives are always budget-strapped institutions and our jobs will always be the labor of love. At conferences, we attend panels about work-life balance that offer suggestions for managing our own time. These conversations within and outside of the classroom leave emerging professionals with the sense that they should not expect too much from their employers.

This is a false and damaging perspective. It ignores the fact that many students and recent graduates will work for multi-billion dollar institutions, corporations, and governments. These employers have a vested interest in promoting austerity—the times are tight narrative allows them to put off raises, lay off workers, and casualize labor. Rather than being taught to play along with this lie, students should be trained on how to advocate for themselves and their profession.

As I entered the job market, the lessons I had learned in school and at conferences stuck with me, making me feel I should be lucky to get any work, no matter how demoralizing the salary or job description was. I applied for many professional jobs with hourly wages below the one I had as a student worker at Simmons, or had job descriptions that seemingly cobbled together three separate jobs under one title. Although I knew these positions were an impossibility coming off two years of graduate school with thousands of dollars in debt, a little voice inside my head told me to take what I could get. Our graduate schools, professional organizations, and archives managers can and should do better in acknowledging the financial hardships faced by recent graduates. They should encourage and train us on when to say enough and how to ask for more so that we can become advocates for ourselves and our profession.

For further reading:

Brown, Molly. “Confronting the Curriculum: Incorporating Radical Empathy into Archival Training.” Presentation at the Diversity, Equity, Race, Accessibility, and Identity in LIS (DERAIL) Forum, Boston, MA, March 4, 2017.

Tansey, Eira. “The Landscape of Archival Employment: A study of professional archivist job advertisements, 2006-2014.” *Archival Practice* 2 (2015): <<http://libjournal.uncg.edu/ap/article/view/1084/787>>.

“Hack Library School.” Accessed May 18, 2018. <<https://hacklibraryschool.com/>>.

“Students and New Professionals Section.” Society of American Archivists. Accessed May 18, 2018. <<https://snaproundtable.wordpress.com/>>.

“The Weight and Worth of Professionalism.” CritLib. September 5, 2017. <<http://critlib.org/weight-and-worth-of-professionalism/>>. ■



Anna Robinson-Sweet is a recent graduate of Simmons SLIS, where she completed her MLIS with a concentration in Archives Management in the spring of 2018. She is serving a one-year term on NEA's Inclusion and Diversity Committee.

NEA Invites You to Start a Roundtable!

NEA members are encouraged to start a Roundtable—a more informal way to get involved with NEA and the archival community, and to connect with others around your interests and needs as a professional. Roundtables organize workshops or events, develop conference sessions, and work with NEA committees on specific initiatives. Take your discussion online through Twitter, Facebook, a blog, or an e-mail list, or make recommendations to the NEA board based on the experience of Roundtable members.

Session Reports from page 6

Building power addresses all of the issues raised by session attendees, Drabinski said, by organizing individual complaints into a shared demand. Drabinski and Farrell outlined the process of building power as a series of steps: Choose an issue to organize around; make a list of people who must be united to make change; assess the list for supporters and the people who may oppose the proposed change; have ongoing conversations about the issue; identify the mechanisms of change; and make a plan to win.

A good organizing issue, as defined by the presenters, is one that is widely felt, deeply felt, winnable, and builds the organizing unit. Much of the work of organizing is done in conversation—it's talking to people and taking a real interest in their concerns. There's a lot of emotional labor involved in organizing; Farrell said, "You need to be okay with taking on emotional labor if you want to organize."

After running through an example of a successful organizing campaign, Drabinski and Farrell handed out cards with sample demands and asked attendees to work in small groups to create a campaign addressing the demands using the building power process. The session wrapped up with each small group sharing their organizing plans and the challenges they encountered in creating their plans.



Normal Hall School Building, 1853-1889, was the first building to be built on the Framingham Campus. It housed classrooms and the administration, and was located where May Hall stands today. The Normal Hall School Building was moved as it fell into disrepair, and was demolished in 1889 once May Hall was constructed. *Courtesy of Framingham State University Archives and Special Collections.*

1.7 Finding Common Ground: Collaborative Training for Cultural and Emergency Response Communities

- *Judith Haran*

Panelists: Donia Conn, Cultural Heritage Collections; Captain Greg Morin, Auburn, Massachusetts Fire Department; Penni Martorell, Wistariahurst Museum

Donia Conn described how the Massachusetts Board of Library Commissioners obtained a NEH grant for "Finding Common Ground," an educational/collaborative effort run with the Department of Fire Services, which brought together staff from cultural heritage institutions and emergency response personnel from their communities.

The first iteration of FCG consisted of five daylong workshops, each attended by about forty people:

1. Risk Assessment: how do firefighters assess risk in an institution?
2. Disaster Planning: each side does disaster planning, but differently
3. Disaster Response: understanding how first responders manage disasters
4. Live Burn: held at the Dept. of Fire Services Stow campus, this event consists of deliberately setting a room full of files, papers, etc. ablaze in a safe training environment and watching how the fire is extinguished
5. Salvage Day: held five days after the live burn event.

Penni Martorell explained the risk assessment done at Wistariahurst was "mind blowing." The workshops helped her re-evaluate the physical and safety situation at the institution. She became aware of the importance of knowing who is in the building, and knowing where the water and gas shut-off valves are.

Captain Greg Morin gave the take-home message: all cultural heritage institutions should develop a relationship with emergency responders before disaster strikes. "It's easier to deal with a situation before something happens rather than after the fact," he stated. If the fire department knows in advance where the most precious objects are in the building, they may be able to adjust their response to protect these resources. If they have no idea, resources are

far more likely to be lost. Once the first round of workshops is complete, organizers will create a curriculum for libraries, museums, and fire academies in the United States and beyond. The final workshops will be filmed, and the edited film will be part of the distribution package.

1.8 Advocacy and Sustainability: Current Issues in Digital Preservation

- *Mary Yearl*

Panelists: Elizabeth England, Johns Hopkins University; Amber LaFountain, Center for the History of Medicine at Countway Medical Library, Harvard Medical School; Cate Peebles, Yale Center for British Art (session chair); Jenn Schlick, MIT Energy Initiative; Surella Seelig, Brandeis University

The overarching theme of this session was the importance of clean metadata to advocacy and sustainability for digital preservation. Elizabeth England recounted her work to create a born-digital workflow for the historic photo collection at Johns Hopkins. She highlighted a number of challenges: all content had been burned to gold CDs; there had been no deletion of any material; and the Access database had inconsistent metadata. England described how she found solutions through sampling and subsequently implementing a sustainable workflow for Homewood Photos <<https://github.com/jhu-archives-and-manuscripts/homewood-photo>>.

In relaying “Metadata for Long-Term Access and Use: Bridging the Research Data Divide Project,” Amber LaFountain shared the focus on long-term sustainability. She outlined a two-year collaboration with the University of Alberta, working with both active research data and research data in historical and special collections. The objectives she described included making the metadata creation process more easily digestible; imparting a clear understanding of the need for long-term discoverability and usability; and developing metadata for health sciences research.

Cate Peebles moved to a university museum setting with her talk on “Preserving Born-Digital Art Collecting Records: A Post-Custodial Approach.” She addressed some of the challenges and opportunities that accompany a change from paper to born-digital record keeping. In exploring database preservation, Peebles highlighted

some of the challenges in API integration between TMS and Preservica.

Finally, Jenn Schlick and Surella Seelig discussed the environmental impact of digital preservation. They argued that sustainability is not only about maintaining records and files, but doing so in a way that accounts for the carbon footprint of digital storage. They encouraged colleagues to examine environmental sustainability alongside digital preservation <<http://energy.mit.edu/neaart2018/>>. Returning to a theme of the entire session, they emphasized the importance of clean metadata: it reduces the carbon footprint by avoiding duplicate storage and by facilitating effective location and retrieval. All speakers emphasized that the easier the process is, the easier it will be to achieve buy-in. Moreover, the user experience has an impact on results; clean and consistent metadata is, of course, key to a positive user experience.

1.9 Archives in a Museum World: Navigating Internal and External Outreach

- *Maggie Hoffman*

Panelists: Michelle Chiles, Rhode Island Historical Society; Ellen Dyer and Kate Herbert, Maine State Museum; Michelle Interrante, Harvard Art Museums; Katherine Meyers Satriano, Peabody Museum of Archaeology and Ethnology

The four panelists began by discussing their internal outreach efforts—ranging from new employee orientations to finding aid workshops—and communicating the varying levels of success connected with these efforts. Panelists stressed the importance of educating museum colleagues on archival practices through demonstration and instruction. Approaches to external outreach were also discussed, with Interrante pointing out the value of contributing directly to the institution’s overarching outreach efforts. Panelists emphasized the importance of tailoring internal and external outreach to targeted audiences.

Language was a common thread throughout the discussion. Terms shared by archivists and other museum professionals like processing and provenance often lead to miscommunications among staff. Dyer and Herbert stressed the importance of explaining or sometimes altering language to ensure that staff members are on the same

page. Meyers Satriano reminded the audience that archival terminology is important, having arisen from the professionalization of archival work. While we don't want to be alienating or elitist, she explained, our terms are legitimate, and we should make an effort to explain them to our museum colleagues.

Throughout the panel and the Q&A that followed, panelists defined the complex issues faced by museum archivists. By recounting their own outreach efforts, they offered fellow archivists a helpful roadmap for navigating the museum world.

1.10 Oral History as Community Engagement

- *Jeremy Ferris*

Panelists: Barbara Haws, New York Philharmonic Archives; Joan Ilacqua, Center for the History of Medicine at Harvard Medical School (chair); Katherine Isham, Manuscripts and Archives, Yale University; Obden Mondésir, Weeksville Heritage Center

Mondésir spoke about oral history as a way of preserving memories and the history of Weeksville, a free Black community established in the 1830s in Brooklyn, New York. Mondésir covered the history of the community and its rediscovery in 1968. He described notable oral history projects since 1970, and the current structure of oral history methods and volunteer-driven events, such as public listening sessions and dialogues and work with community curators.

Ilacqua addressed issues of diversity and inclusion at Harvard Medical School through in-depth and one-off oral histories. Ilacqua described several distinct projects and how they are integrated into the physical archive, like interviewing donors at the time of acquisition. She described the history of inequity in the medical field and her process and plans for sharing the interviews as part of the Equal Access project. She focused on the collaborative aspect of recording and accessing interviews, respecting narrators' boundaries, and building community partnerships.

Isham described an oral history event held at New Haven Pride Center as a tool for cultural enrichment of the LGBTQ community. She covered technical and logistical

considerations for organizing a primarily volunteer-run event. Isham explained how working with the LGBTQ community in particular shaped preparation, documentation, privacy, and access. She also cited challenges, from inclement weather to maintaining audio quality. Backup and access of the recordings were still in progress, though the event itself generated goodwill with the community.

Haws began her session about the New York Philharmonic by contesting implications of the term "oral history" in favor of less formal "vignettes" and "recollections." She focused on two projects: stories from participants in Leonard Bernstein's Young People's Concerts and Listening Through Time, in which musicians discussed changes they heard in recordings from different points in time. Haws also described the technical aspects of capturing oral histories in different environments.

Discussion topics included how to work with difficult institutional critiques within an oral history, possibilities of recording the experiences and reflections of volunteers at oral history interviews, and issues surrounding representation of both the narrator and interviewer, especially through video.

1.11 Power, Agency, and Representation in the Archives

- *Irene Gates*

Panelists: Stephanie Bredbenner, Beinecke Rare Book & Manuscript Library, Yale University (chair); Polly Cancro, The Morgan Library & Museum, Pratt Institute School of Information; Emily DiLeo, Irving S. Gilmore Music Library, Yale University; Afua Ferdnance, Beinecke Rare Book & Manuscript Library, Yale University

This session presented several initiatives that seek to redress systemic power imbalances and underrepresentation of Black and Indigenous communities in the archival record and in archival practice. Polly Cancro spoke about the 2006 Protocols for Native American Archival Materials <www2.nau.edu/libnap-p/>, giving the Plateau Peoples' Web Portal <<https://plateauportal.libraries.wsu.edu/>> as an example of the culturally responsible stewardship of indigenous material held by non-native institutions advocated by the Protocols.

Emily DiLeo spoke about her involvement with the

Black Sound and the Archive Working Group at Yale <<http://blacksound.yale.edu/>>, which fosters creative and multidisciplinary engagement with Black sonic archival materials and questions the nature of archives generally, and how this led to revisiting inadequate descriptions of Black archival collections at Yale. She talked about the need for transparency in archival practice broadly, particularly in terms of who is doing the description of collections, a theme that was discussed further in the Q&A section.

Afua Ferdnace spoke about the History Keepers Program at Yale, started in 2016, designed to introduce Black students to the archives field and provide a path to entering the profession. Students receive crash courses about archives and archivists, tour repositories, carry out archival work, use archival sources to research a topic related to Black history at Yale, and are paired with a librarian or archivist mentor.

Stephanie Bredbenner spoke about creating culturally sensitive policies and procedures for description, access, imaging, and storage of indigenous papers and photographs at the San Diego Museum of Man, whose decolonization ini-

tiative had previously largely overlooked the archives. Examples of new practices included image rights being held by descendant communities rather than the museum, more accurate description, a tiered access system established for images, and implementation of sensitive handling and storage training of materials for staff and volunteers.

1.12 History Speaks: The Making of CRIS Radio's "Voices of WWI"

- Kyle Boyd

Panelists: Diane Weaver Dunne and Christopher Kelly, CRIS Radio; Lizette Pelletier, Christine Pittsley, and Allen Ramsey, Connecticut State Library

This session discussed a pilot project between the Connecticut State Library, CRIS Radio, and the IDEAL group to increase the accessibility of World War I historical materials for individuals with visual, cognitive, learning or other print disabilities. The project produced audio recordings for 179 documents, accessibility tools, and the Voices of WWI webpage <https://crisradio.org/?page_id=3640>.



College student puddle jumping, circa 1938. This photo depicts a Dartmouth student leaping across the duckboards that were put across the green in the spring/summer, when the combination of snowmelt and frequent rainstorms made it a gigantic, muddy puddle. In the background you can see a few of the campus buildings, including the old Hanover Inn. The image was taken by the first college photographer Adrian Bouchard, who served from 1937–1976. *Courtesy of the Rauner Special Collections Library, Dartmouth College.*

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A variety of documents from the Connecticut State Library's World War I collection were selected for this project including newspaper articles, diaries, service records, government publications, and letters. Selected documents provided first-hand accounts of the experiences of Connecticut residents and servicemen during World War I. Many of the letters came from a community archives project where documents were scanned and then returned to the community.

To assist readers during the recording process, hand-written or hard to read documents were transcribed and a pronunciation guide was created. People were selected to narrate the documents and then the audio recordings were produced and edited. The recordings, transcriptions, and scans are all available online for free on the Voices of WWI webpage. The IDEAL group developed technologies for this project including the development of an accessible Android CRIS ePub3 eBook Reader and online OCR engines. At the end of the session there was a demonstration of the process involved in creating an accessible, human narrated DAISY Ebook using Tobi. Tutorials for using the tools and tutorials are available through the CRIS website <<https://crisradio.org/?p=15401>>.

1.13 Holding the Line: Self-Care as an Act of Resistance

- Violet Hurst

Panelists: Erik Bauer, Peabody Institute Library; Gayle Schechter, Robert W. Woodruff Library, Atlanta University Center; Jessica Steytler, Congregational Library and Archives

Jessica Steytler started this conversational session with the assertion that it is important to normalize talking about mental health, inclusion, diversity, and self-care within the workplace. She stressed that these topics are more important than ever given the fact that we live in a moment in time that feels particularly historical in terms of its divisiveness. While everyone's struggles are diverse and individual needs vary, each person can and should take steps to resist the normalization of behaviors and attitudes that are harmful on a personal level and in the workplace.

Erik Bauer spoke about the issues he has run into over the course of his career in consulting. In particular, he men-

tioned the difficulties that can arise when you have to sell yourself, justify your relevance, be on call, and work short-term contracts for long hours. He advocated for identifying or seeking out strong support systems and taking breaks for mental clarity. He also shared some of the lessons he learned, such as the importance of admitting what you don't know, picking your battles, and standing on principle when necessary.

Gayle Schechter spoke last, opening with a discussion of impostor syndrome, a set of harmful behaviors that can lead to excessive stress and can lead people to feel as if they have to constantly prove themselves. Noting that the power structure inherent in our institutions cause women and people of color to experience impostor syndrome more than other groups, she advocated for trainings, such as the AAUW Work Smart Salary Negotiation Workshops, and mentorship programs, especially internships. Steytler insisted that archivists should not treat their interns as free labor but should instead invest time and resources in teaching and training the next generation of archives professionals.

After each panelist spoke, session attendees broke into small groups to discuss their own struggles with self-care in archives, listen to the experiences of others, and offer support and suggest solutions.

1.14 Equity, Access, and Advocacy: Stories of Archival Transformation

- Jeremy Ferris

Presenter: Diantha Dow Schull, DDSchull Associates

This session posed the question of how archival best practices can evolve to better include underrepresented populations as a component of advocating the social value and urgency of these archives. Diantha Dow Schull also proposed that the archives of public libraries are well situated to address issues of equity and advocacy. Her talk took the form of a survey of different public library archives' initiatives and programming.

Dow Schull identified planning and programming trends that have been helpful to public libraries across the United States to achieve these goals. In each case, Dow Schull pointed out how the projects and exhibitions connect communities to the library archives and lead to deeper

engagement. For example, the Newark Public Library in New Jersey conducted a needs assessment of their archival collections and surrounding populations. The archives worked to develop the New Jersey Hispanic Research and Information Center alongside community partners, which includes over forty distinct collections, such as oral histories from Puerto Rican activists in the area. Dow Schull cited the role of this collection and the supporting community as the root of a body of research on the history of Latino residents in New Jersey.

The session also offered a non-exhaustive list of practices and trends that public library archives can employ toward archival transformation, such as identifying gaps in the collection, a commitment to outreach, community focused collection development, diverse approaches to communication (including multilingual staff), and sustained programming and exhibitions. In the discussion portion of the session, participants shared their public libraries' efforts to provide more inclusive archival collections. The challenges of training staff and building new collections and exhibitions at libraries without extensive resources were met with examples of institutional partnerships and events that could be replicated at a small scale.

1.15 Coming Full Circle: Advocacy Throughout the Records Life Cycle

- Sally Blanchard-O'Brien

Panelists: Lauren Barnes, S&P Global, New York City; Dorothy Dougherty, National Archives at New York City

This panel was a lively discussion between the two speakers, with lots of involvement from audience members. The conversation relied heavily on the professional expertise of the panelists, with specific real world examples from their diverse personal experience. The discussion began by noting the value at different points in a record's lifecycle, from its first active use to its embodied evidence of history and institutional knowledge. The speakers recognized it can be hard to justify an archival program or project, as records creators are concerned with their daily tasks. This is why it is important for archivists and records managers to work together. From the archivist's perspective, Dougherty felt that records managers help secure funding and institutional support for projects. From the records management side, Barnes warned that creators of-

ten feel possessive of their records; telling them that their work is so valued it needs to be archived can be motivation for better records management. Session participants felt privacy is often the biggest concern for records creators, whereas archivists are big supporters of transparency. Archivists and records managers can be on opposite sides of stakeholders' needs, but if they have a good relationship then they can buffer the demands and reach a compromise.

The dialogue then turned to the significance of electronic records issues. Both panelists agreed they speak differently about paper than electronic records when talking to stakeholders, especially when they are advocating for resources. Barnes felt that format matters to records creators—paper records feel more personal, and electronic records are intangible. Dougherty spoke about the federal mandate to accession only digital records in 2022, and how this changes her approach. Electronic records are very vulnerable, an issue that needs to be addressed as a selling point and risk factor.

This session explored and emphasized the importance of both archival and records management perspectives for resource allocation and for the future preservation of records. The speakers closed with a list of published resources from several professional information organizations.

2.1 Artists, Artifacts, Accessibility: Fostering Creative Practices in the Archives

- Erin Weinman

Panelists: Colleen Quigley, Memorial University of Newfoundland's Archives and Special Collections; Angela DiVeglia, Providence Public Library; Jeremy Ferris, Simmons College

Through interpretive dance and the creation of a comic book guide, the presenters of this session sought ways to help artists understand how archives can serve their projects. From communicating with potential donors to working with artists, the session explored ways to conduct outreach in the artist community.

Colleen Quigley opened the session with "Dancing Documents," a tango representing the document's perspective as it makes its way into processing. She explored the process of receiving records from choreographers and how

as a dance archivist, there are live components to the work that need to be taken into consideration. Typically, records come to the archives decontextualized and it is up to the archivist to make sense of the creator's meaning. It is important to convey to performance-based artists the need to think of the archives from the beginning. By making the donor think ahead, they can contribute to the way their art will be recollected by researchers.

Angela DiVeglia and Jeremy Ferris presented on their experience with the development of the comic, *Lizard Ramone in Hot Pursuit: A Guide to Archives for Artists and Makers*. The guide serves as an introduction to researching in archives, with both presenters acknowledging how intimidating the experience can be for first-time users. The guide covers such topics as: the archival environment, how to ask questions, and how to work with reference. Launching the guide gave the library a chance to open their doors to the public, engaging with a new audience and introducing them to resources. *Lizard Ramone in Hot Pursuit* is available for download through the Providence Public Library at <https://www.provlib.org/research-collections/artists-at-ppl/hot-pursuit/>.

Discussions covered how to engage the public with art and how to adapt reference work to accommodate artists. Libraries and archives are a valuable source to artist communities, so it is beneficial to reach out to the art scene. By partnering with artist organizations, the archives convey the message that they want to serve the artist community. Be patient with these new patrons and create galleries featuring the work they create. Most importantly, *never* ask an artist to do anything without compensation.

2.2 Legislative Process and Political Advocacy

- Amy Hietala

Presenter: Michelle Evermore, SEIU 1199

The two main things that legislature does are authorize committees to spend money, and spend money. How can an archivist advocate for their own institutions and profession when the money is allocated from an outside source? Michelle Evermore helped decipher the obstacles and possible solutions in political advocacy. There are three components to reaching out to a legislator: understand the legal process, have subject matter expertise, and

be accountable. In order to understand the legal process, begin by identifying public funding sources, discover who your legislator is, and be seen. Budget resolutions are determined at the beginning of the year; this is the best time to be involved. Hearings then occur in March and April.

In New England, there are big public hearings. The dates and times are posted, and Evermore suggests finding out when they are happening and go. Participants have three minutes to make a case. This is where experts can help you rise above the hundreds of others looking for funding. Send knowledgeable representatives that are in the field and have statistics and documentation. If possible, check what other states have done so you can give examples and show successes. In order to know what is happening and with whom, do research. Find out when lobby days are, check meeting agendas, find schedules on websites, and request at least one meeting per year or invite representatives to the library and archives. The key is to be known by attending events. In addition, follow social media pages, visit legislative breakfasts and town hall meetings, and get on email lists. Keep in mind access to the legislators is not always feasible, so get to know the staff. Make friends with the staff and requests meetings with anyone involved.

Writing and calling is also an option, though make sure to generate more than one call or letter per day especially before the vote. As always, be respectful, tailor your request, and be reasonable. Be aware that they receive a lot of demands, so understand that full funding may not be an option.

2.3 Radical Empathy in Archival Practice

- Gaia Cloutier

Panelists: Giordana Mecagni, Northeastern University Archives and Special Collections (chair); Molly Brown, Simmons College; Rosemary K. J. Davis, Beinecke Rare Book & Manuscript Library, Yale University; Anna Robinson-Sweet, Simmons College; Kelly Wooten, Sallie Bingham Center for Women's History and Culture, David M. Rubenstein Rare Book and Manuscript Library at Duke University

This session explored the ways in which radical empathy, as described in Michelle Caswell and Marika Cifor's "From Human Rights to Feminist Ethics: Radical Empathy in Archives," can be centered in archival practice

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<<https://radical-empathy.tumblr.com>>. Rosemary K. J. Davis began by giving an overview of radical empathy and describing the five key relationships in archival practice: archivist and record creator, archivist and subject of records, archivist and user, archivist and community, and archivist and archivist.

Molly Brown discussed how radical can be made central within the archival curriculum instead of being treated as a special topic. She provided examples of small curriculum changes that archival programs can make, such as incorporating radical empathy into existing courses, creating archives-specific reference courses that address the emotional stakes of the work, and providing anti-racism training. Anna Robinson-Sweet discussed the responsibility archivists have to engage in reparative actions through their work. Reparative actions include centering community perspectives, being mindful that people in power often make marginalized people the unwilling subjects of records, fully contextualizing records, centering victims instead of aiming for neutrality, and acknowledging the impact that archives can have on the community beyond its immediate users.

Giordana Mecagni discussed the implications of placing digital collections behind paywalls. Radical and activist collections are often behind paywalls, allowing publishers to profit from them while often preventing the communities and individuals who created the records from accessing them. Mecagni encouraged archives to provide open access to the materials of marginalized communities and to commit to open access for all collections. Kelly Wooten's presentation, delivered by Jessica Sedgwick, discussed the role of radical empathy in the zine library community <<http://zinelibraries.info/>>. The presentation discussed the Zine Librarian Code of Ethics and the ways in which zine librarianship centers the intentions and feelings of the creators of the zine when acquiring, describing, and providing access to zines.

Following this, presenters led attendees in thoughtful small group discussions about how radical empathy can be incorporated into archival practice and what the challenges are to practicing radical empathy.

2.4 Looking Up, Looking Out: Personal Advocacy in the Workplace

- Irene Gates

Panelists: Jenny Swadosh, The New School (chair and moderator); Molly Wheeler, Beinecke Rare Book & Manuscript Library, Yale University; Quincy Knapp, Simmons College; Bridgett Pride, Simmons College; Amy Heller, Milestone Films; Dennis Doros, Milestone Films, AMIA

In this session, several speakers shared their experiences being advocates in different situations: as graduate students in a library and information science program, as an archivist within a large academic institution, as cofounders of an independent film distributor, and as president of a large professional organization. Molly Wheeler introduced the theme that advocacy for oneself and advocacy for others are frequently intertwined. By speaking up for yourself, you are often speaking up for others. She gave an example of speaking up as an individual about a workplace issue, and another example of serving on a committee that helps educate fellow workers about their rights.

Quincy Knapp and Bridgett Pride spoke about forming DERAILED <<https://lisedforum.wordpress.com/>> to combat white supremacy and oppressive power structures in library and information science programs. DERAILED (Diversity, Equity, Race, Accessibility, and Identity in LIS) was formed in reaction to a lack of support for students from diverse backgrounds in LIS graduate programs, as a space for students to have discussions of intersectionality. DERAILED has attracted students from a number of LIS institutions, and Quincy and Bridgett encouraged any other students wanting to bring DERAILED to their schools to be in touch with them.

Amy Heller and Dennis Doros spoke about forming their own independent film distributor, Milestone Films, and how this aspirational, two-person venture allowed them to retain their autonomy and promote the films and filmmakers of their choosing, ones that don't get discussed in mainstream media. Amy emphasized how their partnership and the friendships they made and maintained supported them throughout their life's work. Dennis further spoke about his presidency of AMIA (Association of Moving Image Archivists), and how this organization was always based on activism.

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<www.newenglandarchivists.org>

2.5 Acknowledging the Gap: Diversifying Our Collections, Services, and Workforce

- Mary Yearl

Panelists: Joan Ilacqua, The History Project and the Center for the History of Medicine at Harvard Medical School; Gabriela Redwine, Beinecke Rare Book & Manuscript Library, Yale University; Amanda Rust, Digital Scholarship Group at Northeastern University Libraries; Rose Oliveira, Connecticut College (chair/moderator)

This session addressed a question that presents a pressing concern to many in the profession: what steps and approaches can we take to diversify our collections and workforce? Joan Ilacqua spoke about her work for The History Project <historyproject.org/>, which documents the history of the LGBTQ community in Boston. As Ilacqua acknowledged, recent efforts have moved towards diversifying the stories that are archived. There are several avenues by which project participants have done this: hosting events at their own locations and local venues, going into the community to forge partnerships, and holding collection drives to encourage donations that represent the entire LGBTQ community.

The next two talks presented an academic perspective. Gabriela Redwine explored the diversity gap among MLIS students. She has been directly involved in the ACRL's Initiative to Recruit a Diverse Workforce (IRDW) and the ARL/SAA's Mosaic Program. Both programs have a mentoring program for participants. Redwine discussed the process and challenge of finding matches to meet criteria identified as important by program participants, e.g. requests for mentors who are first generation scholars. Amanda Rust described the Design for Diversity Project (Des4Div) <<http://dsq.neu.edu/d4d>> at Northeastern University. Des4Div focuses on ways that information systems embody and reinforce cultural norms, while exploring how to design systems that account for diverse cultural materials and ways of knowing.

Moderator Rose Oliveira opened discussion with an invitation to consider the primary challenges for inclusion and diversity and specifically for diversifying the workforce. Participants offered views based upon their experiences advocating for inclusion and diversity, providing a segue for audience involvement in a discussion that included feedback on the Mosaic program and remarks about the NEA's mentoring program <<https://newenglandarchivists.org/mentoring>>.

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2.6 Out from the Shadows

- *Jeremy Ferris*

Panelists: Frank Mitchell, The Amistad Center for Art & Culture at the Wadsworth Athenaeum; Ira Revels, Gay Spirit Radio Archive Project; Linda Hocking, Litchfield Historical Society (chair)

In this session, Frank Mitchell discussed the exhibition *40 Acres: The Promise of a Black Pastoral* which featured historical postcards that incorporate racist stereotypes and the robes of a Ku Klux Klan member. Mitchell explained artistic reinterpretation of materials serve a role to address holdings of “contemptible collectables” while also celebrating Black freedom. Mitchell brought a small version of a house made of postcards as a teaching tool.

Linda Hocking discussed the history and present of the Litchfield Historical Society, focusing on updating out-of-date card catalog subject headings to be integrated into their new custom database. The item level description provided in the card catalog sometimes used offensive language and sometimes omitted offensive content. She discussed reconciling language differences between the card catalog with the new digital catalog, and why it might be important to maintain the card catalog as an artifact itself. Hocking also described an event “Coffee with the Curators” which addressed difficult holdings similar to those at the Amistad Center.

Ira Revels talked about her work archiving the *Gay Spirit* radio program with the help of True Colors, an LGBTQ youth organization. Revels described previous and ongoing efforts to archive the show, a breakdown of what the Gay Spirit collection holds, and the work needed to incorporate the preservation of the broadcast into the workshop of production. Revels posed the question of who should curate, house, and fund the Gay Spirit archive. Digital preservation of the collection was led by young LGBTQ people of color, to engage them with the collection and community, while Revels identified learning outcomes and outreach efforts.

The discussion raised questions around how some institutions are not able to fund necessary changes to out-of-date interpretive materials, resistance from staff and pa-

trons at being faced with difficult conversations, and what role cultural institutions play in creating safe spaces. The panelists suggested that institutions can make clear the nature of the content to guests ahead of time, facilitate processing of what visitors witness, and prepare to empathetically handle negative reactions.

2.7 Connections and Context: Three Projects in Archival Description

- *Erin Weinman*

Panelists: Karen Spicher (moderator), and Mark Custer, Beinecke Rare Books & Manuscripts Library, Yale University; Susan Pyzynski, Houghton Library, Harvard University; Jessica Sedgwick, Center for the History of Medicine, Harvard Medical School; Katherine Wisser, School of Library and Information Science, Simmons College.

Connections and Context presented emerging techniques in archival description and questioned current practices. Susan Pyzynski presented on Demographics in Archival Description. Encoding for creators and potential users needs to take into consideration twenty-first century demographics, including gender fluidity, nationality, and places, expanding beyond the limitation of the traditional Library of Congress Name Authority records to allow improved searching and access. SNAC (Social Network in Archival Context) looks to link people, relationships, and records while eliminating bias in archival description.

Jessica Sedgwick and Katherine Wisser presented on their experience with the Describing Relationships Workshop at Simmons College. The objective of the workshop was to bring archivists together and hold a discussion on how to describe relationships. Themes and takeaways included: language, transparency, boundaries, the nature of truth, tools and technology to shape the conversation, and resources. Karen Spicher followed with Agents and Subjects in ArchivesSpace, an attempt at Yale University to clean up controlled terms and build a local authority database. By establishing an Agents and Subjects Task Force, archivists at Yale developed standardized practices and linked university records in ArchivesSpace. A local authority database was created by cleaning up existing agent and subject records and outsourcing to Lyris to standardize controlled vocabulary lists, reconcile MARC records with ArchivesSpace records, and link finding aids to authoritative records.

The final topic was presented by Mark Custer, titled “What’s in a Name, Fernando Pessoa? Adding URI’s to Archival Description.” Pessoa was famous for having multiple heteronyms and when it came to describing his works, multiple records existed to describe one author. Through URIs, potential connections can be created to build a solid connection amongst multiple sources. The project hopes to enhance data and connect external systems through MARC linked resource records that have been verified to combine near-matched records. By making use of these projects, multiple descriptions can be linked to accurately describe records based on creators and potential users.

2.8 Transcending the Narrative of Neutrality

- *Alessandra Seiter*

Panelists: Ashley Levine, Artifex Press (moderator); Anna J. Clutterbuck-Cook, Massachusetts Historical Society; Rachel Muse, Vermont State Archives and Records Administration; Dennis Riley, New York State Archives; Ayoola White, Simmons College, DERAILED Forum

This session engaged questions of the ethical and political values that should inform our archival practices and institutions, the forms that enactments of such values can and should take, and how we as archivists can understand and challenge the broader social inequities that have historically been replicated in archival collections and practices. Presenters and moderator alike spoke with a sense of urgency, conveying the message that archivists have the responsibility and the power to grapple with these questions in theory and in practice in order to contribute to building a more equitable society with fewer systemic barriers for oppressed and exploited groups.

Moderator Ashley Levine noted that historically, the narrative and rhetoric of neutrality has placed the burden of social change on already marginalized people, framing violence and oppression as neutral and struggles for justice as non-neutral. In this vein, Levine directed a broad question to panelists of how archivists can push back against the assumed “impartiality” of our institutions, and avoid replicating the political status quo.

Panelists agreed that archivists should not be considering *whether* or not to be political, but *how* to be political in the field. Clutterbuck-Cook encouraged archivists to think

of ourselves as being in strategic partnership with the institutions in which we work, exploring how we can use our professional roles to amplify the voices of the historically marginalized and make archival spaces more welcoming for them. White relayed her inspiration to enter the LIS profession as stemming from the Ferguson Public Library’s support of protesters in the aftermath of the police killing of Michael Brown, and noted the limitations of diversity rhetoric in its general failure to address the systemic reasons why different people have different experiences in LIS and in the world. Muse and Riley spoke of their experiences in government archives, posing the question of how we validate ourselves as professionals while also breaking down barriers to access.

Questions and comments from the audience brought up the need to de-stigmatize talking to our colleagues about salaries and working conditions so that we can better advocate for our labor rights; ensuring living wages for the interns, student workers, and temporary employees (such as in grant-funded projects) who work in our institutions; and broadening the scope of what we typically consider to be politics beyond electoral and legislative arenas.

2.9 When It’s More Than Just Business: Advocating the Value of Corporate Records

- *Adam Mazel*

Panelists: Kerri Anne Burke, Citigroup Center for Culture; Bob Clark, Rockefeller Archive Center; Lewis (L. J.) Strumpf, IBM Corporate Archives; Jamie Martin, IBM Corporate Archives (moderator)

This panel explained what corporate archives do and why it matters. The Citigroup Center for Culture (CCC) protects Citigroup’s businesses and reputation, documents its work, inspires employees, and enhances its environment. CCC does this by providing and verifying information, providing assets for special events, offering employee tours of its and others’ collections, and hosting an employee art show. CCC’s assets, which date from the company’s founding in 1812 to the present, include not only financial records but also employee magazines, advertisements, and photographs.

The Rockefeller Archive Center (RAC) makes accessible the records of Rockefeller and related philanthropies

to enable transparency and the study of philanthropy. RAC also collaborates with its record creators to explain the value of record keeping and to help them manage their born-digital records. To do so, RAC has partnered with Marist College to create Project Electron, an open-source, modular system that will transfer born-digital records from record makers to record keepers.

The IBM Corporate Archives is mainly a resource for the company and its employees, but occasionally helps outsiders if doing so facilitates IBM's interests. For example, the Archives recently allowed an independent filmmaker to use an IBM film in his documentary in exchange for his digitizing the film.

In the Q & A, panelists explained that they became corporate archivists by chance, that corporate archives mainly serve their company but can occasionally serve the public, and that corporate archives can advocate for their value by explaining to employees what they do and by leveraging anniversaries.

2.10 Enhancing Underrepresented Collections and Reaching New Users

- Peter Nelson

Panelists: Meghan Bailey, Healey Library at UMass Boston; Theresa-India Young, fiber artist; Lynn Moulton, Annalisa Moretti, and Stephanie Hall, Boston College's Burns Library; Amita Kiley, Lawrence History Center

This session focused on efforts at three institutions to improve access to collections that document underrepresented groups, through enhanced description, digitization and community outreach. Meghan Bailey described a grant-funded project to process the papers of Theresa-India Young (1950-2008), a Boston fiber artist, educator and activist for tenants' rights, who helped to preserve many folk art traditions. Her papers are an important resource for those researching African-American arts, multicultural education, museum education, and tenancy rights. Meghan described the recent processing project, which will conclude this June with a library exhibit. She advised the audience to cultivate and maintain strong relationships with the donors and their community, and that transparency is critical when following archival best practices and making decisions about reorganization.

Three archivists from Boston College's Burns Library talked about reprocessing the Joseph J. Williams, SJ Ethnological Collection <<http://hdl.handle.net/2345/1022>>. Williams (1875-1940) studied Jamaican folk traditions. His papers reflect his ethnological research generally, but the bulk of the collection consists of 4,000 Anansi stories, folktales handwritten by Jamaican school-children in 1930 as part of a contest. Anansi is a folk character originating in West Africa but also appearing in Jamaican and other Caribbean folklore. Lynn Moulton described how the Anansi stories seemed buried among more mundane research papers when the collection was first processed; they were identified as a high priority for digitization and enhanced description. Annalisa Moretti described the challenges faced in the reprocessing such as crumbling paper and the stories' numbering and indexing scheme. Stephanie Hall described the ongoing process of digitization and outreach. The digital Anansi stories archive will soon be featured in the DPLA and Digital Commonwealth and have already been used by students of the African Diaspora and those of Jamaican descent.

Finally, Amita Kiley highlighted the ways that the Lawrence History Center (LHC) has reached out to its numerous immigrant communities to integrate them in the city's history. Lawrence, known as the Immigrant City, has a rich history of ethnic cultures and industry. She described the cultural records the LHC collects, the ways it has attempted to overcome language and socioeconomic barriers through a varied program of events, exhibits, blogs and website, an annual history award, and a very successful summer writing workshop for children. ■

People

The Vermont State Archives & Records Administration (VSARA) recently welcomed two additional Records and Information Management Specialists: **Jenne Greaves** and **Andrew Rais**. They were joined in June by **Laura Carter**, who works directly with the Vermont Agency of Human Services and its six departments. **Rachel Onuf**, who previously served as Massachusetts' "roving archivist," also began work at VSARA this spring, coordinating the Vermont Historical Records Program (VHRP). VHRP is co-sponsored by VSARA and the Vermont Historical Records Advisory Board, and is partially funded by the NHPRC. ■

Calendar of Events



Press releases and other announcements should be sent to Sean Parke at <parke.sean@gmail.com>. Please provide the date, time, place, a brief description of the event, and an internet link for contact information and/or registration.

July 23-27, 2018. The Association of Catholic Diocesan Archivists (ACDA) 2018 Biennial Conference at the University of St. Mary in Mundelein, Illinois. See <<http://diocesanarchivists.org/>> for more details.

August 7-10, 2018. National Episcopal Historians and Archivists (NEHA) 2018 Conference in New Haven, Connecticut. Visit <www.episcopallhistorians.org/2018.html> for more information.

August 12-18, 2018. Society of American Archivists, Council of State Archivists (CoSA), and National Association of Gov-

ernment Archives and Records Administrators (NAGARA) Joint Annual Meeting in Washington, D.C. See <<https://www2.archivists.org/am2018>> for more details.

September 13-15, 2018. Archivists for Congregations of Women Religious (ACWR) Triennial Conference in Louisville, Kentucky. Visit <<http://archivistsacwr.org/>> for details.

October 12, 2018. “Planning for our Future” - Maine Archives and Museums 2018 Annual Conference at the University of Maine at Farmington. See <<https://mainemuseums.org/>> for more information.

October 26, 2018. NEA Fall Meeting – Archival Ethics Symposium at the John F. Kennedy Presidential Library and Museum, Columbia Point, Boston, Massachusetts. Check <<https://newenglandarchivists.wildapricot.org/>> for details.

November 28 - December 1, 2018. The Association of Moving Image Archivists (AMIA) 2018 Conference in Portland, Oregon. Visit <<https://amianet.org/events/annual-conference/>> for more information. ■

NEA Roundtable Updates

Records Management Roundtable (RMRT)

Thank you to everyone who attended our roundtable meeting in New Haven on March 24, 2018! We voted in Jennifer Williams as the new co-chair, effective immediately. Jenn currently works as the Head of Archives & Special Collections at Emerson College in Boston, and has experience with both government and academic records management programs. Her first act as co-chair was to contribute an article for the Roundtable section of the NEA newsletter. Jenn can be reached at <Jennifer_williams@emerson.edu>.

The Records Management Roundtable helped organize a panel entitled “Coming Full Circle: Advocacy Throughout the Records Lifecycle” during the Annual Meeting. Thanks to all who attended and participated! The roundtable also hosted a meetup with pizza from Pepe’s in New Haven at

Café Nine. It was a fun way to connect to professionals involved with records management, and we hope to have more events like this in the future.

Please contact the Records Management co-chairs, Jenn Williams or Andrea Belair, if you have ideas that you’d like to see take place. Please join our Google Group at <<https://tinyurl.com/ycm6xac5>> to keep in the loop or post discussion topics.

Roundtable for Early Professionals (REPS)

The New England Archivists Roundtable for Early Professionals (REPS) has a new steering committee. REPS is pleased to welcome their new Professional Co-chair Bridgett Pride, Secretary Moonyung Kang-Larsen, Social Media/ Webmaster Katherine Crowe, and Student Liaison Jeremy Ferris.

REPS is still on the search for a student co-chair, and events chair. Please e-mail Bridgett Pride at <BridgettKathryn@gmail.com> if you are interested in either of these opportunities. ■

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Turn-of-the-century view of Lake Champlain, 1908

This image shows a view of Shelburne Bay on Lake Champlain looking northwest from the former hotel in the Queen City Park area of Burlington, Vermont. The image on this real photograph postcard was taken circa 1908 by local photographer Homer E. Holmes. *Courtesy of Champlain College Special Collections.*