

Volume 46, Number 4 • October 2019

NEA

NEWSLETTER

NEW ENGLAND ARCHIVISTS



C O V E R — In 1965, Montpelier (Vermont) High School teacher Ted Seaver, his wife Carol, and their two sons, supported by the Vermont Civil Rights Union, settled in Jackson, Mississippi, and became community organizers to develop a sense of local leadership. That fall, Vermont journalist Tyler Resch traveled to Jackson in his two-tone green VW microbus to report on their work. Resch, now librarian at the Bennington Museum, wrote of his experiences reporting on the young Vermont activists in the Spring 2019 (volume 23) issue of *Walloomsack Review*. His photos of the 1965 trip are housed at the Vermont Historical Society's Leahy Library. *Courtesy of the Vermont Historical Society.*

I N S I D E — Kris Kobialka explores the intersection between archives and historic preservation through cultural mapping (page 4); introducing the Teaching with Primary Sources Roundtable (page 18); president Jamie Kingman Rice reports on NEA's new policy regarding job postings (page 7); the Inclusion and Diversity Committee discusses salary transparency (page 14); A. Britton shares her personal experience with Voyant Tools in our new reviews column (page 16); get to know one of NEA's newest members, Caitlin Lampman (page 19); and the latest news from repositories around the region (page 8).

TAKING THE PAST INTO THE FUTURE



New England Archivists

TAKING THE PAST INTO THE FUTURE

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Articles and **News** of interest to archivists, historical society members, historians, and other NEA members should be sent for consideration to the attention of: Katy Sternberger at <newsletter@newenglandarchivists.org>.

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Newsletter design and production by Culp Design <www.culpdesign.com>.



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From the Editors

- Katy Sternberger

Autumn is often a time for new beginnings. As the leaves change colors, students head back to classes—and archivists have an increasingly important role in introducing students to archival repositories and supporting primary source research. NEA's new Teaching with Primary Sources Roundtable helps fill a gap in our organization by providing a space for archivists to share skills and discuss ways to engage with users of archival resources in the classroom. In this issue, we formally welcome the roundtable, led by co-chairs Stephanie Call and Pam Hopkins (page 18).

As of September 1, NEA has instituted a new policy regarding salary transparency. Job listings posted to the NEA Discuss listserv now require salary information. Read NEA President Jamie Kingman Rice's letter to learn about the decision-making process (page 7), and see the Inclusion and Diversity Committee's related column for more context on salary transparency across the profession (page 14).

We look forward to having productive conversations at the Fall 2019 Meeting on November 1. With the theme of maps and legends, the meeting appropriately takes place at the Osher Map Library in Portland, Maine, containing the second largest collection of globes in the world.

Speaking of maps, in "People-Centered Preservation: A Puzzle of Many Pieces," Kris Kobialka writes about col-

laboration between archives and historic preservation, particularly in regards to community archives. As both an archivist and a student of historic preservation in the master's program at the Boston Architectural College, she is investigating how cultural mapping can bring these two allied fields together. Read her article on page 4.

New this issue is our first technology review (page 16). A. Britton reviews Voyant, a textual analysis tool with implications for digital humanities. She uses the *NEA Newsletter* as her corpus and shares the results.

We would also like to introduce one of NEA's newest members, Caitlin Lampman of Bates College. She is a reference and outreach archivist and explains her views on the value of information and historical memory. Archivists "are always reaching forward while also looking back," she says. See our interview with her in the NEA Member Spotlight (page 19).

As always, be sure to check out the News and Notes column on page 8 to see what your colleagues have been up to and what events are taking place regionally. The *NEA Newsletter* depends on contributions from its members, so if you have any news and photos to share or questions to ask, let the editors know at <newsletter@newenglandarchivists.org>.

There are so many new people, events, tools, and ideas to explore this season! ■

Editors' Note

Due to unforeseen circumstances, after the Spring 2019 Meeting in Burlington, Vermont, the session report for 5.4 Cross-Borders Provenance was doubly written by E. Ashley Cale and Michelle Slater. However, the report printed in the July 2019 issue of the *NEA Newsletter* was written by E. Ashley Cale. We apologize for any confusion and would like to thank both Cale and Slater for their attendance, contributions, and willingness to volunteer; we hope to have you as session reporters again in the future.

INSIDE
 NEA SPRING 2020 MEETING
OUTSIDE
 PROVIDENCE, RHODE ISLAND, APRIL 2-4, 2020

ARCHIVAL INSIGHT

People-Centered Preservation:
A Puzzle of Many Pieces

By Kris Kobialka

Heritage preservation is shifting from a focus on fabric to a people-centered practice, which will present us with greater opportunities to collaborate, both across disciplines and by engaging communities. This article examines briefly how the various heritage professions are grappling with issues of social justice, equity, and representation. It attempts to highlight some ways in which archives, especially community archives, and historic preservationists can begin to work together. Cultural mapping as a practice is introduced as one possible strategy.

Our Current Challenges

The new, critical lens that we are using to view the archival profession raises questions about our traditional idea that there can (or ever could) be an impartial practitioner. As society changes around us, so do our practice and our aims. We need to become more inclusive to make certain that all voices are heard. Thus far, more traditional repositories have not fully been able to address these needs.

Community archives, somewhat new to the scene, are cloaked in controversy. They raise questions regarding their ability to fill gaps in documenting the underrepresented in a way that makes records and other evidence broadly accessible. We also struggle to define community archives in our own professional literature and wonder what implications to practice may emerge from their frequent lack of trained staff.

Without focusing on what we don't yet understand, we can perhaps agree that underneath their complexity, they are agents of community. They represent a specific social group, whether that be based on geography, ethnicity, gender identity, philosophy, or an intersection of two or more of these. Ideally, community archives are controlled by the communities that they serve. They empower and support identity building. Despite whatever we may feel about a perceived lack of professionalism in these types of archives, they fill an important human need: that of speaking for a particular community and telling its stories.

A Sea Change in Heritage Work

"Alongside our nation's founding principles of freedom and equality, ideologies of white supremacy, hatred, bigotry, marginalization, and victimization have existed...since our nation's infancy. Longstanding biases still

contribute to the systematic oppression of our most vulnerable communities...these biases are held and perpetuated by our family members; friends; community groups; and colleagues."¹

We are guilty of perpetuating outdated models of practice that have overlooked or even ignored a large swath of the population that we purport to serve. A sea change is taking place in the heritage professions, however, as heritage work aims to become more "people-centered." The National Trust for Historic Preservation released a 2017 publication called *Preservation for People: A Vision for the Future* in which they propose: "honoring the full diversity of the ever-evolving American story; nurturing more equitable, healthy, resilient, vibrant, and sustainable communities; and collaborating with new and existing partners."² This statement will doubtless resonate with archivists and members of other heritage fields. We are all working to become more inclusive in our collecting, access, and outreach practices and hope to adjust outmoded lenses and practice.

We should be aware of changes happening in allied fields. Museums are now beginning to tell "difficult history," including formerly suppressed elements in their interpretation of sites and material culture. In August 2019, the American Association for State and Local History (AASLH) released the first essays in *The Inclusive Historian's Handbook*, which is intended to encourage interdisciplinary communication and civic work to "challenge deeply ingrained beliefs about how expertise operates and who creates knowledge."³ The Association for Critical Heritage Studies states the aim to "vigorously question the conservative cultural and economic power relations...and invite the active participation of people and communities who to date have been marginalized..."⁴

There are important themes in these parallel movements in heritage. We are striving to correct (or see corrected) the issues of marginalization for a more diverse and inclusive practice. We are beginning to view heritage less as a relic of the past but rather as a living construct that illuminates and enriches our current awareness of self and other. We are striving to understand our inheritance and use it in planning for a better future. We are attempting to address issues of belonging, self-respect, and the attendant benefits we could realize for better human health. We might also consider that the way to maximize the efficiency and completeness of the adjustment is to work together across heritage fields rather than try to tackle the issue alone.

Historic Preservation and Community Development Frameworks

In the field of historic preservation, some emerging international frameworks such as UNESCO's Historic Urban Landscape (HUL) guidelines have the potential to address issues of change management and increase equity in representation:

“The Historic Urban Landscape approach moves beyond the preservation of the physical environment and focuses on the entire human environment with all of its tangible and intangible qualities. It seeks to increase the sustainability of planning and design interventions by taking into account the existing built environment, intangible heritage, cultural diversity, socio-economic, and environmental factors along with local community values.”⁵

On the other hand, community development organizations are developing frameworks for culture and climate resilience building in communities without including a formal built-environment or other heritage preservation piece. They seek to understand how community can galvanize in the absence of external threats in order to operate with unity in times of trauma. There is a need to incorporate heritage into these plans. Lastly, there are synergies between the ways in which we begin to examine the significance of place and the ways that environmental psychologists study how people experience meaning and well-being in their environment.

These overall themes point to opportunities for interdisciplinary collaboration, or perhaps they ultimately point to the need for it. All of this great creative work is being done in a manner that upholds our silos of professional practice,

borne from the practical, custodial need to care for different kinds of heritage fabric. Today the focus of our service is shifting to people from the material. We should not respond to this opportunity to come together in a manner that exaggerates separateness among the heritage fields.

An area of conflict exists between traditional-and-trained versus either “amateur” or independent practice. A movement within historic preservation circles asserts that the adherence among professionals to rules and regulations stifles innovation that could meet emerging needs for change. One example is the fifty-year age requirement for sites to be eligible for listing in the National Register of Historic Places. This rule is being viewed critically because it excludes more recently created sites of value, and in a people-centered approach it does seem unfair to exclude so many works that might have been created during the normal life span of any person that preservation is attempting to serve.

In the field of archives, we see this conflict reflected in the professionally trained archivist's struggle to define and come to terms with community archives. At a recent symposium, a participant proposed that “professional hubris” might be to blame. Will the need for control hold us back from truly responding to the needs of the communities that we serve? Or is it that traditional practice is simply somewhat less agile than an independent one?

Focusing on Collaboration between Historic Preservation and Archives

Our understanding of these challenges might benefit from temporarily narrowing our focus. What could we learn from considering collaboration specifically between archivists and historic preservation practitioners? Collaboration between archives and historic preservation of the built environment is actually not new. Archives have a mutually supportive and perhaps under-acknowledged relationship with historic preservation of the built environment. Institutions like Historic New England and the Boston Public Library, among others, collect the records of the built environment and natural landscape. Plans, photographs, and records directly aid the historic preservation process by revealing original and past states of structures and their surroundings. Records held in a variety of other traditional archives and historical agencies can also indirectly support heritage preservation by providing evidence and context.

Certainly we will continue to enjoy the benefits of these relationships and resources. With the need for quickness in responding to new challenges, the archival profession might suspend judgment of community archives temporarily in order to learn from them and to offer whatever expertise may be helpful.

The author of this piece does not claim to be an expert on community archives, yet she suspects that community archives present possibilities to round out and contribute to the work of traditional archivists and also the work of those whose task it has traditionally been to preserve the built environment. As historic preservationists shift to people-centered practice, seeing heritage as a process taking place between the past and present, they will naturally encounter grassroots initiatives like community archives. Community archives can best help preservationists achieve their goal of sustainability by revealing the present and past state of culture. There may be challenges arising from the nature of some grassroots groups not to reach out and share their collections, challenges that traditional archives and historic preservation should become prepared to negotiate.

Our digital world reality is also conspiring to facilitate these cross-disciplinary relationships by making sharing easier and at the same time easing modes of custody that were formerly anchored in physical possession. The ability to share is more robust than ever.

One example of how community archives and heritage groups can work with historic preservation might be found in cultural mapping. A new process that is partly arising out of digital lifestyles, the ability to work in a distributed way, and distance tourism, cultural mapping is still being defined and designed. Essentially, it provides a digital platform that stores natural and cultural heritage information in such a way that it is pinned to a physical location on a map. The benefit of the map is to provide a matrix of meanings. Static, historical or 360-degree views or other relevant media can be linked or embedded. Admittedly, there will be issues regarding fairness of representation and ownership of any such resource, not to mention challenges that will emerge as this method is implemented. Those will also serve as opportunities to learn.

You might ask if this is like a walking tour that you find online, but it is much more than that. Whereas a walking

tour is generally provided by an institution or possibly a group of institutions, a properly designed cultural map could be a place for multiple viewpoints and a site for community engagement. Were you to take a walking tour and then add the ability for members of the community to add crowdsourced data relating to their own personal stories (in a mediated way or otherwise), what you may actually end up with is something more like a community archives in its own right. The addition of current-day statistical and factual data would enable this tool to serve a variety of constituencies, from community developers to heritage preservationists of all kinds. And guess what? The community with a cultural map is going to need preservation advice from traditional archivists.

As is often the case when one discusses people-centered heritage practice—we are all in this together. The more that we can work collaboratively and learn from one another, the larger the pool of case studies we will generate in order to help us address new challenges.

Additional Source

Flinn, Andrew. "Archival Activism: Independent and Community-led Archives, Radical Public History and the Heritage Professions." *Interactions: UCLA Journal of Education and Information Studies* 7, no. 2 (2011): 1–20. <<https://escholarship.org/uc/item/9pt2490x>>.

Notes

1. Jacquie Johnson, "When Does Preservation Become Social Justice?" National Trust for Historic Preservation [blog], August 25, 2017, <<https://forum.savingplaces.org/blogs/jacquie-johnson/2017/08/25/when-does-preservation-become-social-justice-conclusion>>.
2. National Trust for Historic Preservation, "Preservation for People: A Vision for the Future," National Trust for Historic Preservation [blog], April 12, 2018, <<https://savingplaces.org/stories/preservation-for-people-a-vision-for-the-future#.XVnuBehKiM8>>.
3. American Association for State and Local History, "The Inclusive Historian's Handbook: A Resource for Collaborative History-Making," *The Inclusive Historian's Handbook* [introduction], July 3, 2019, <<https://aaslh.org/collaborative-history-making>>.

Inside NEA

FROM THE PRESIDENT

- *Jamie Kingman Rice*



A recent policy change to NEA's listserv speaks to ongoing dialogue within the archival community and across professional platforms—the issue of salary transparency. As of September 1, 2019, the NEA Discuss listserv requires all job postings to include a salary

or salary range. To ensure this policy is implemented, job postings must now funnel through the NEA listserv moderator. Upon the recommendation of NEA's Inclusion and Diversity Committee (IDC) and after much executive board discussion, the motion to implement this change passed unanimously. This important step to ensure salary transparency mimics national trends, yet still places NEA at the forefront of similarly implemented salary-related policy and procedure.

Including a salary or salary range is an important first step in providing both employees and employers with necessary tools to make informed decisions about wages. Such transparency is beneficial to both sides of the negotiating table. Potential candidates need not apply for positions where the salary does not meet their needs or expectations, and employers need not engage candidates who are unable or unwilling to work for allocated rates of pay.

But more importantly, salary transparency helps to inform overall salary trends, expectations, and pay grades for various levels of expertise and experience. This empowers archivists when negotiating salary and advocating for themselves in the workplace. It also provides valuable data for employers when hiring and replacing positions.

A variety of factors determine salary, including experience, specialized skill sets, institutional budget size, repository types, geographic location, and funding sources. Yet, additional factors have long played detrimental roles, such as institutional politics, gender, exploitation, and miscommunication. NEA hopes that by requiring salary inclusion on the listserv, this small step will help guide professional trends and eventually implement broader change.

NEA recognizes the risk of excluding posts without salaries and certainly realizes institutional decisions regarding such inclusion do not always stem from the archive itself. The NEA board still felt this necessary policy change was ultimately best for its constituency. It is not meant to shame smaller-scale organizations or create workplace tension, but rather to assist archivists at all stages in their careers in making informed decisions.

On behalf of the NEA Executive Board, I would like to thank the IDC and NEA listserv moderator Maryalice Perrin-Mohr for their leadership with this issue and for continuing to advocate for workplace inclusivity and transparency.

For more information about the listserv policy and procedural change, please visit the NEA website <<https://www.newenglandarchivists.org/listserv>>. ■

From Page 6

4. "Association of Critical Heritage Studies, History," Association of Critical Heritage Studies, accessed August 12, 2019, <<https://www.criticalheritagestudies.org>>.
5. UNESCO World Heritage Centre, "Historic Urban Landscape Approach Explained," World Heritage Center, June 14, 2013, <<https://whc.unesco.org/en/news/1026>>.



Kris Kobialka, also known as Kobi, is a Certified Archivist with a master's degree from Simmons College (now University). Since 2005 she has been the archivist and institutional records manager of the Boston Architectural College. She is currently writing her thesis for a Master of Design Studies in Historic Preservation at Boston Architectural College. Her thesis explores the intersection between archives and historic preservation through cultural mapping. She is eager to network with others who are interested in cultural heritage topics and can be reached at <kris.kobialka@the-bac.edu>. ■

at <kris.kobialka@the-bac.edu>. ■

News and Notes

CONNECTICUT

Connecticut Historical Society Preserves and Provides Access to Amateur Motion Pictures

The Connecticut Historical Society (CHS) has completed its amateur motion picture preservation and access project, funded by a grant from the Institute of Museum and Library Services (IMLS). Galvanized by the presence of vinegar syndrome in its motion picture collection, the CHS digitized more than seventy-five films, cataloged them, and froze the originals.

The CHS identified the most at-risk films, including rare formats such as 28 mm, and the most Connecticut-centric films for inclusion in the project. Along with creating high-quality preservation and viewing formats, the CHS's digitization vendor reboxed the films on new cores, reels, and cans. Once returned, the originals were stored in a new freezer.

The CHS then cataloged the films and made both the master and access formats available on the Connecticut Digital Archive, the state's Digital Public Library of America (DPLA) hub. Records will also be added to the Home Movie Archives Database and the Home Movie Registry to provide multiple access points.

View the amateur films at <<https://tinyurl.com/yc6ufsfm>>.

Connecticut State Historical Records Advisory Board Awards \$17,288 for Archival Training

The Connecticut State Historical Records Advisory Board (CT SHRAB), in collaboration with Conservation ConneCTion, announced that \$17,288 has been awarded to eight public libraries and museums in the state. The funds were provided by a grant from the National Historical Publications and Records Commission (NHPRC).

The funds will be used to bring professional archivists on-site to instruct staff and volunteers in archival best



The Connecticut Historical Society's new freezer, filled with reboxed original film. *Courtesy of Tasha Caswell.*

practices and to aid them in making their collections more accessible. Awardees previously participated in the Traveling Archivist Program; the grant provides the financial resources necessary to implement the recommendations they received from the Traveling Archivist.

The 2019 Traveling Archivist Implementation Grant recipients are: Avon Free Public Library, Bill Memorial Library, Canton Public Library, C. H. Booth Library, Ebenezer Avery House, Friends of Wood Memorial Library & Museum, Kent Historical Society, and Westport Historical Society.

For more information on this grant program, contact Kathy Craughwell-Varda of Conservation ConneCTion at 203-241-0618 or <CSL.ConservationConnection@ct.gov>.

The NEA Newsletter Needs Your Help!

Help us make a vibrant newsletter that serves you.
Send your newsletter submissions and ideas to:

<newsletter@newenglandarchivists.org>

Exhibition Marks the Fiftieth Anniversary of the Knights of Columbus Headquarters

The Knights of Columbus Supreme Council Archives presents its latest exhibition, *Fashioned for the 21st Century: A Headquarters for the Knights of Columbus*. On view at the Knights of Columbus Museum until June 14, 2020, the exhibition honors the fiftieth anniversary of the organization’s current headquarters and is a tribute to architect Kevin Roche (1922–2019). Visitors can explore the development, history, and legacy of the Knights’ seven locations through documents, images, and artifacts.

Since its first organizational meeting 137 years ago in the basement of St. Mary’s Church, the Knights of Columbus has called New Haven, Connecticut, home. The current headquarters with its modernist architectural style, just two blocks from the Knights of Columbus Museum, has dominated the New Haven skyline for fifty years. Designed by Roche, this timeless building stands as an homage to the award-winning architect’s sixty-year career.

For more information, call 203-865-0400 or visit <<https://www.kofcmuseum.org>>.



Original 1969 time capsule box and marker, with gavel that may have been part of the contents. *Courtesy of Knights of Columbus Multimedia Archives.*

Editors Wanted

The Newsletter Committee seeks two new members to serve as Session Reports Editor and Inside NEA/This Season in New England History Editor. Committee members will serve a three-year term beginning July 2020. Contact <newsletter@newenglandarchivists.org> for more information.

LUCIDEA

ARCHIVERA

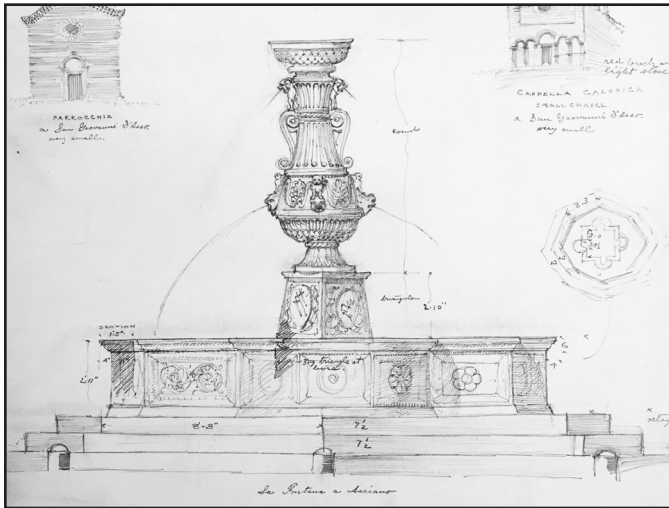
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Detail from Edward T. P. Graham's sketchbook of European architecture, 1901–1902, Box 21, Edward T. P. Graham papers, MS.1986.064, John J. Burns Library, Boston College.

MASSACHUSETTS

Edward T. P. Graham Papers Open for Research at the John J. Burns Library

The John J. Burns Library at Boston College announced the opening of the Edward T. P. Graham papers. A renowned Boston architect who designed St. Paul's Church in Cambridge, Massachusetts, and the Boston City Hall Annex, Edward T. P. Graham (1871–1964) earned degrees from Harvard University and Boston College. He won an Austin Traveling Fellowship to study architecture in Europe in 1901.

The papers document the research he conducted on that trip as well as his later work designing Renaissance-inspired buildings, especially churches, in New England and the Midwest. Included are photographs, a sketchbook, illustrations, and correspondence. Schedule a visit and view the finding aid at <http://bit.ly/ETPGraham>. For more information, contact Annalisa Moretti at annalisa.moretti@bc.edu.

Boston College Establishes Catholic Religious Archives Repository

Boston College has established a Catholic Religious Archives Repository to assist in the collection, preservation, and study of institutional records and documents belonging to Catholic religious orders and congregations in the United States and Canada.

After materials have been evaluated, accepted, and processed, they will be available for use by students and scholars seeking to learn about the contributions of religious communities of men and women to the Catholic Church, Catholic life, and the wider culture.

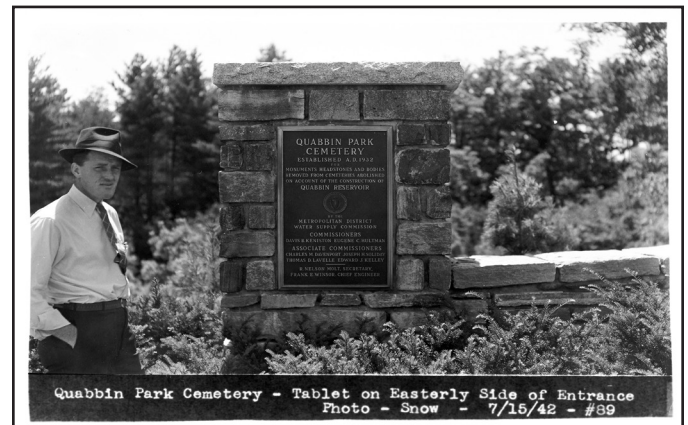
In July 2018, Boston College hosted a conference, Envisioning the Future of Catholic Religious Archives, which brought together 165 archivists, historians, and leaders of religious communities to consider ways of ensuring that archival holdings of various religious orders and congregations would be maintained and available to future generations. The Catholic Religious Archives Repository was a direct result of the conference.

Religious orders and congregations interested in information about the repository should contact Michael J. Burns at 617-552-8846 or Michael.Burns.7@bc.edu.

Quabbin Reservoir Cemetery Photographs Available on Digital Commonwealth

During the 1930s, 7,500 bodies from thirty-four cemeteries had to be moved to make way for the Quabbin Reservoir, the water supply reservoir for metropolitan Boston. The process was documented by the Metropolitan District Water Supply Commission (MDWSC), a special construction agency that operated from 1926 to 1947 and formed the new Quabbin Park Cemetery.

A project led by the Massachusetts Department of Conservation and Recreation (DCR) and the Massachu-



Tablet on Easterly Side of Entrance, Quabbin Park Cemetery, Ware, Mass., July 15, 1942, taken by MDWSC engineering photographer Russell Snow. Courtesy of the Massachusetts Archives.

setts Water Resources Authority (MWRA) in cooperation with the Massachusetts Archives has provided digital access to the MDWSC materials. The collection, consisting of 2,083 annotated photographs and twenty-six plans, is now available online through the statewide consortium Digital Commonwealth. The digital imaging was undertaken by Boston Public Library Digital Services.

For more information, contact DCR archivist Sean M. Fisher at <sean.fisher@mass.gov>. View the collection at <<https://www.digitalcommonwealth.org/collections/commonwealth:76537133j>>.

Holyoke Public Library Receives Recordings at Risk Grant

This spring, the Holyoke History Room and Archives at the Holyoke Public Library received a Recordings at Risk grant from the Council on Library and Information Resources (CLIR). The award of \$14,644 will be used to digitize more than 100 video recordings of the bilingual *Vecinos/Neighbors* community access television program, filmed in and around Holyoke in the early 1990s. The grant will also fund digitization of a portion of the VHS recordings in the History Room's La Familia Hispana Inc. collection. The project was one of only twenty selected from a pool of seventy-seven applicants to receive this competitive grant.

The videotapes, created by Latino and Puerto Rican community leaders and activists, document the political and cultural dynamics of urban life in Western Massachusetts between 1991 and 2001. A community event and screening in the library's Community Room is planned for early summer 2020.

For more information, contact archivist Eileen Crosby at 413-420-8107 or <ecrosby@holyokelibrary.org>.

Perkins School for the Blind Makes Film Collection Accessible

The Perkins School for the Blind is in the process of digitizing and making accessible its collection of Perkins-produced films that span from the 1920s to the 1980s. Recently made available is *Deafblind Circus*, a short film that documents students and staff of the Perkins deafblind

department putting on a circus for the community in 1969. The children made many of the costumes and props and performed in the circus along with the teachers. The film was shot using 16 mm color film and is eight minutes long. It is now digitized, closed captioned, audio described, and includes a downloadable transcript.

To watch the film and learn more about the rest of the Perkins Film Collection, visit <<https://www.perkins.org/history/archives/collections/films>>. For questions, contact Perkins archivist Jen Hale at <Jennifer.Hale@perkins.org>.

University of Massachusetts Medical School Oral History Transcripts Available Online

The Office of Medical History and Archives (OMHA) at the University of Massachusetts Medical School (UMMS) recently made available its Oral History Collection. This collection contains transcripts of interviews conducted from 2006 to 2015 by Ellen S. More, founding director of OMHA at UMMS. The interviews were conducted as part of More's research into the history of UMMS, which is chronicled in her 2017 book, *Beating the Odds: The University of Massachusetts Medical School, A History, 1962–2012*. Interviewees include founding faculty members as well as former and current members of the administration, faculty, staff, students, politicians, and community members.

An initial twenty transcripts are currently accessible online at <<https://library.umassmed.edu/about/omha/archives>>. Additional interview transcripts will be added to the collection periodically. For more information, contact archivist Kristine Sjostedt at <kristine.sjostedt@umassmed.edu>.



A film still from *Deafblind Circus* shows Perkins students performing in costume. Courtesy of Perkins School for the Blind.

NEW HAMPSHIRE

Exhibition on Brewing History at the Portsmouth Athenaeum

By the Bottle or the Barrel: 400 Years of Brewing in Portsmouth is on view until November 9 at the Portsmouth Athenaeum. Covering the seventeenth century through the present, the exhibition includes vintage kegs, stoneware bottles, home-brewing supplies, newspaper advertisements, images of local breweries, and an 1845 temperance petition signed by 900 Portsmouth women.

These objects describe how the brewing industry shaped the city. While there were home brewers in colonial New Hampshire, beer was mainly imported from England until the 1760s due to its higher alcohol content. In the nineteenth century, large breweries sprawled across Portsmouth; at one point in the late 1800s, breweries provided sixteen percent of the city's jobs. The industry declined after Prohibition, but now there has been a resurgence of local craft brewing.

The Portsmouth Athenaeum is a historic library, gallery, and museum with extensive local history collections. For more information, visit <<https://portsmouthathenaeum.org>>.

Historic Clothing Digitization Project and Exhibition at the University of New Hampshire

An exhibition on view until October 18 at the University of New Hampshire Museum features pieces from the Irma G. Bowen Historic Clothing Collection digitization project. *Stories in the Seams: The Tales Clothes Tell* gives a visual history of New Hampshire people, from immigrants to governors and from housewives to skilled seamstresses. Items range from a plain homespun house dress to an evening gown from Paris.

A new digital resource created from the collection, including 200 garments and accessories with detailed descriptions and more than 1,000 photographs, accompanies the exhibition. For more information, visit <<https://www.library.unh.edu/museum>>.

OTHER NEWS

Revised Principles for *Describing Archives: A Content Standard* Approved

At its May meeting, the Society of American Archivists (SAA) Council approved the revised Preface and Statement of Principles for *Describing Archives: A Content Standard (DACS)*, as submitted by the Technical Subcommittee on *Describing Archives: A Content Standard (TS-DACS)* and recommended by the SAA Standards Committee.

The new principles will enable archivists to place users at the center of archival description; provide more transparency to users about the interventions archivists take on records; and empower archivists, whether they are managers and resource allocators or collection processors, to use their professional skills and judgment to make a greater volume of records more accessible for research. These new principles also make education around archival description clearer and easier to teach.

The most current version of *DACS*, including the revised principles, is available in the GitHub repository maintained by the TS-DACS at <<https://github.com/saa-ts-dacs/dacs>>.

For more information about the TS-DACS, visit the subcommittee's microsite at <<https://t.co/aNecCrIBBD>>.

People

Gregor Trinkaus-Randall, 73, passed away on August 16, 2019. He worked at the Massachusetts Board of Library Commissioners as their preservation specialist for more than thirty years until he retired in the spring of 2018. He was nationally and internationally recognized for his work in preservation and disaster preparedness. One of his many projects, "Finding Common Ground: Collaborative Training for the Cultural Heritage and Emergency Response Communities," ensured that cultural heritage collections and institutions were well represented in federal, state, and local emergency planning. Trinkaus-Randall served as president of both New England Archivists and the Society of American Archivists. He was elected as an SAA Fellow in 2006 and received a Distinguished Service Award from the Academy of Certified Archivists in 2018. He enjoyed biking, skiing, and Scottish country dancing. ■



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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.

Salary Transparency and Archival Labor: Visibility Matters

By the Inclusion and Diversity Committee

In August 2019, the NEA board unanimously voted to approve a new salary transparency policy that requires all job listings posted to the NEA listserv to include a salary or salary range. NEA is not the first professional organization to pass such a resolution—we now join the ranks of the Society of Southwest Archivists (SSA), National Association of Government Archives and Records Administrators (NAGARA), and American Association for State and Local History (AASLH). Also, the National Council on Public History (NCPH) and the Digital Library Federation (DLF) strongly support including salary information on job postings. The Society of American Archivists (SAA) and the Archivists Round Table of Metropolitan New York (ART) are actively having conversations about implementing similar salary transparency policies.

Salary transparency increases accountability for employers to provide salaries within an appropriate range, empowers incoming and current employees to advocate for fair compensation, and helps people build more sustainable, successful careers in our field. Providing salary information up front supports a more equitable workforce in terms of race, gender, and socioeconomic status because the same posted salary range is available to all applicants. Positions posted with no salary information can actively discourage qualified applicants from applying, often resulting in a less diverse candidate pool for hiring organizations. Lowering the barriers to entry for our profession—and diversifying the field more broadly—must necessarily involve ensuring that all applicants are well-informed during the job application process and that all are being paid a fair, thriving wage.

Applicants can make more informed decisions about specific positions and organizations—including whether to apply for a job, whether to accept a job, whether they should negotiate for different compensation and benefits—when details about compensation are made available from the very beginning. All parties can come to the salary negotiation table well-informed, and candidates feel less like they might be underpaid due to their race, gender, or previous employ-

ment status or rank. Additionally, since frequent job hunting and being chronically underpaid can cause emotional and psychological stress for many, salary transparency may help mitigate the stress and fatigue of looking for employment by ensuring that salary is not an unknown variable during the job application process.

Throughout our profession, individuals and organizations are starting to explore how we can better support our workers through policies like salary transparency. Mark Lambert, 2018–2019 president of the SSA and chief architect of the SSA's recently implemented salary transparency policy, argues that posting jobs without a salary or salary range gives employers the power to underpay prospective employees. In his recent “Poor Pay in Archives” series for *The Southwestern Archivist*, Lambert points out that language such as “competitive salary with benefits” or “salary commensurate with experience” has no fixed meaning or value.¹ In “Rare & Ephemeral: A Snapshot of Full-Time New England Archives Jobs, 2018–2019,” Genna Duplisea, an archivist and special collections librarian at Salve Regina University, found that only forty-seven out of eighty-five jobs posted in the New England region between April 2018 and April 2019 included salary information.²

Earlier this year, over 660 museum and arts professionals contributed to a spreadsheet documenting their place of employment, salary, and demographics. According to Zachary Small, the spreadsheet was intended to increase solidarity and equity for individuals working in the art gallery and museum worlds, with the hope that “transparency will lead to some sort of remuneration reform that may also contribute to further diversifying the field across socioeconomic categories.”³ Small also acknowledges that “even as museums are described as ‘cash-strapped’ and expensive to run, their employees (and the public) are increasingly aware of how infeasible it is for people from low-income or middle-class backgrounds to work in such institutions without other independent sources of income.”⁴ In the wake of the SAA 2019 annual meeting in Austin, Texas, a similar spreadsheet has been created specifi-

cally for people working in libraries and archives, and more than 400 responses have been gathered so far.⁵

Several lively discussions at SAA 2019 focused on low pay, salary transparency, and unpaid internships in our profession, including an SAA Council Forum on Archivist Salaries. Most substantively, there was a session entitled “Low Pay in the Archives: A Review of Recent Events and Where Do We Go From Here?”⁶ The session participants—including the IDC’s own Rosemary K. J. Davis and Rose Oliveira—spoke on issues including the negative impact of student debt and unpaid internships, gender disparity in pay, the positive effects of unionization, and a helpful comparison of teachers’ salaries and archivists’ salaries. While SAA has already publicly stated they will no longer post listings for unpaid internships, conference presenters and attendees raised many suggestions for further action, including requiring salary ranges in all SAA job postings, providing suggested minimum salaries for each geographic region, and raising SAA annual dues for high earners in order to fund salary transparency and diversity initiatives for new professionals.⁷

Also at SAA, an interim update was given by the Ad-hoc Working Group on Archivist Salary Transparency formed in April 2019.⁸ The group surveyed archivists, both SAA members and nonmembers, regarding their thoughts on the SAA job board requiring that postings include a salary or salary range. Approximately 1,300 individuals responded to the survey, and a subset of the ad-hoc working group is currently coding the free-text responses in order to make sense of this enormous amount of qualitative data. The vast majority of respondents support requiring some form of salary information in job postings on the SAA job board, with a smaller majority also supporting such a requirement for postings on SAA listservs, blogs, and social media when notices come from SAA leaders and/or administrators acting in an official capacity. A minority of respondents support requiring salary information on section lists, blogs, and social media, regardless of who is posting. Concurrent with the survey, members of the group conducted research and reviewed policies from other allied professional organizations. The group hopes to share a final report with the SAA Council in October 2019.

Supporting salary transparency is only the latest in NEA’s continuing efforts to draw attention to labor issues in our field. In 2018, six archivists from UCLA Library Special Collections wrote an important statement critiquing their library’s trend toward creating temporary positions instead of

permanent professional-level positions.⁹ In response and in solidarity, NEA made a statement on contingent employment, crafted with participation from the IDC and signed by then-president Karen Adler Abramson. NEA’s statement acknowledged structural barriers leading to the prevalence of temporary and contingent labor in our field, which NEA hopes to counteract through ongoing advocacy work. As our organization works to support all archivists in New England, the Inclusion and Diversity Committee believes salary transparency should be a community norm fostered by our members, by hiring institutions, and by all archival professional organizations. The IDC believes that this new requirement will foster a more equitable and transparent professional community for our members. We applaud NEA for joining other professional organizations in this stance and for clearly demonstrating to our membership that their labor is valued.

Notes

1. Mark Lambert, “Poor Pay in Archives: How Our National Organizations are Failing Us,” *The Southwestern Archivist* 42, no. 1 (February 2019): 5–6, <<https://www.southwestarchivists.org/poor-pay-in-archives-how-our-national-organizations-are-failing-us>>.
2. Genna Duplisea, “Rare & Ephemeral: A Snapshot of Full-Time New England Archives Jobs, 2018–2019,” *Issues & Advocacy* [blog], May 28, 2019, <<https://issuesandadvocacy.wordpress.com/2019/05/28/archivists-on-the-issues-rare-ephemeral-a-snapshot-of-full-time-new-england-archives-jobs-2018-2019>>.
3. Zachary Small, “Museum Workers Share Their Salaries and Urge Industry-Wide Reform,” *Hyperallergic*, June 3, 2019, <<https://hyperallergic.com/503089/museum-workers-share-their-salaries-and-urge-industry-wide-reform>>.
4. *Ibid.*
5. The spreadsheet is available online: <<http://bit.ly/archivistsalaries19>>.
6. The slides are available online: <<https://bit.ly/2KJm3II>>.
7. “Only Paid Internships to be Posted to the SAA Career Center,” *Society of American Archivists*, July 9, 2019, <<https://www2.archivists.org/news/2019/only-paid-internships-to-be-posted-to-the-saa-career-center>>.
8. Thanks to Jessica Farrell, who shared the Ad-hoc Working Group on Archivist Salary Transparency interim update with the IDC.
9. Karen Adler Abramson, Rosemary K. J. Davis, and Rose Oliveira, “NEA Statement on Contingent Employment –

Reviews

Voyant Tools <<https://voyant-tools.org>>

- Reviewed by A. Britton

Recently when I began planning a series of posts for the NEA Local History Roundtable blog, I wondered what had already been covered in the *NEA Newsletter*. Which towns, institutions, and projects have received coverage in the *Newsletter*? Were there discernible themes, trends, or patterns to be found in newsletters published in the past few years? What about going back to the beginning of the *Newsletter* when it first began publication in 1973?

As of August 2019, the “Resources” section of NEA website features a page devoted to the *NEA Newsletter* that includes a summary description, submission guidelines, contact information, and links to past issues from January 2002 to the present issue: <<https://newenglandarchivists.org/newsletters>>. Each of the issues appears in PDF format. The newsletter editors tell me that PDFs are the only digital format available at present.

I started reading the back issues. Hours later and better informed, I could see that it would take many more hours of reading to answer my questions. What could the Local History Roundtable blog cover that had not already been covered in the newsletter or the listserv?

A corpus can be used to perform analysis on a body of text. Thinking of the *NEA Newsletter* as a text corpus allows one to apply automated text mining tools. There are currently many text and data mining (TDM) tools available, such as the freeware AntConc and MALLET, based at the University of Massachusetts Amherst. From browsing recommendations by experts at area colleges and universities (for example, Boston College and Salem State University), I had heard of Voyant and decided to check it out.

Voyant Tools is a free, web-based environment for text exploration and analysis. It launched in 2003 and is maintained by two Canadian academics: Geoffrey Rockwell, a professor of philosophy and humanities computing at the University of Alberta, and Stéfan Sinclair, a professor of digital humanities at McGill University.

at UCLA, has created a useful introductory tutorial, available on GitHub: <<https://github.com/miriamposner/voyant-workshop>>.

The tool’s home page invites users to upload text by typing in one or more URLs, uploading documents from a computer, or pasting in the text directly. I pasted a list of URLs for the past five years of the *NEA Newsletter* into the uploader and in less than one minute had results: <<https://voyant-tools.org/?corpus=9b50d45647ac2e2cd3c73ffc6120306a>>.

Voyant provides a variety of tools for counting and visualizing the words in an uploaded text. For example, it offers a list of “Distinctive words (compared to the rest of the corpus).” The most distinctive words, according to Voyant, in the *Newsletter*’s January 2019 issue are: communist (8), emergency (21), DH (7), Knuth (6), algorithms (6), Portsmouth (7), Tenzin (5), Rogers (5), recall (5), venerable (6), Moylan (4), metoo (4), libricide (4), Fontánez (4), and Bolmarcich (4).

The tool also has a feature to enter particular words, such as place names, into a “white list” and see how often



Cover of the January 1985 issue of the *NEA Newsletter*. Courtesy of the Harvard University Archives.

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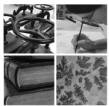
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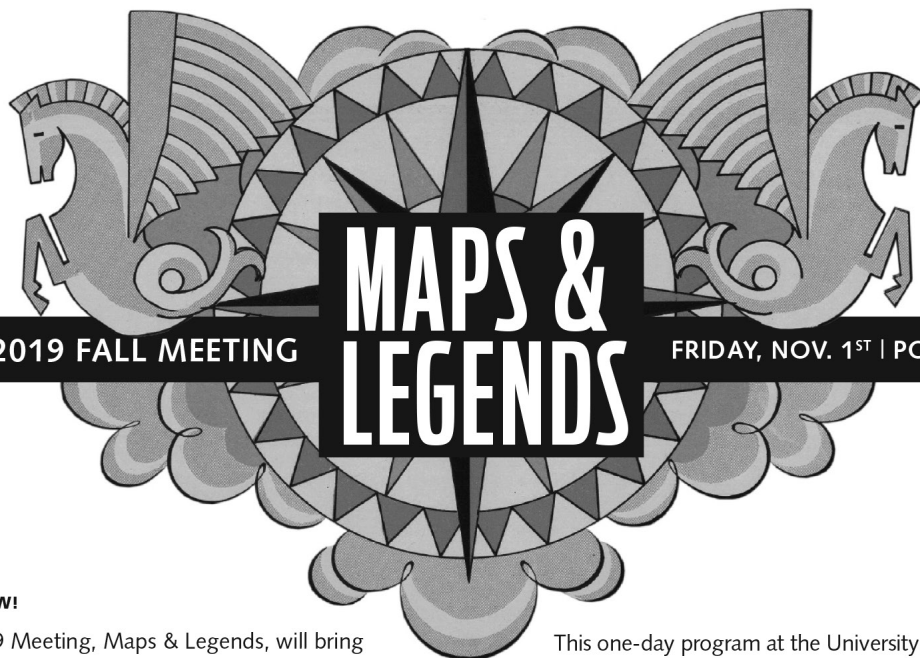
they are mentioned. This will come in handy when preparing posts for the Local History Roundtable blog. I could add a term to the white list—something like “Weld Historical Society” or “Scituate Town Archives”—to get a sense of whether or not the term has been mentioned and, if so, how often. Conversely, a “stopword list” includes words that should be excluded from the results.

There are additional tools within Voyant to play with, so be prepared to explore. The website provides plenty of documentation and helpful guides, including tutorials, tips for navigating the interface, and links to examples of how the tool can be used for research. Voyant Tools documentation is available at <http://digihum.mcgill.ca/voyant>. ■

From Page 15

2018,” New England Archivists, 2018, <https://www.new-englandarchivists.org/Official-Statements/6814976>.

The Inclusion and Diversity Committee includes Rosemary K. J. Davis, Rose Oliveira, Dorothy Berry, Stephanie Bredbenner, Joan Ilacqua, and Meg Rinn. ■



REGISTER NOW!

The Fall 2019 Meeting, Maps & Legends, will bring us together in beautiful Portland, Maine, to share experiences with maps, demystify them, and learn from each other how to unlock their potential for all users.

This one-day program at the University of Southern Maine's Osher Map Library will include repository tours, sessions, and expert speakers. Join us!

FOR MORE INFORMATION: newenglandarchivists.org/Fall-2019-Meeting | #NEAfall2019

Around the Table

Introducing NEA's Newest Roundtable: Teaching with Primary Sources

- *Stephanie Call and Pam Hopkins*

In November 2018, a group of New England-area archivists attended the Teaching Undergraduates with Archives conference, sponsored by the Bentley Library at the University of Michigan in Ann Arbor. At the conclusion of an inspiring three days of sessions and networking, we asked ourselves, “What now?” It was clear that we were excited and ready to implement what we had learned as soon as we returned to our home archives. After some discussion, the answer to the question of “What now?” was: to establish NEA’s Teaching with Primary Sources (TPS) Roundtable.

The TPS Roundtable is a developing network of practitioners in the archives community who have found themselves in the role of teacher with increasing regularity, working with classrooms of students; or as advisors to faculty and educators about using primary sources and archival material in their classrooms. The roundtable creates a space for current practitioners and those who want to do more teaching, as well as interested beginners, to share resources, network, and enhance their skill sets.

Although archivists who work in academic settings at the secondary or university levels have more built-in opportunities for teaching within their institutions, archivists in historical societies, city/state archives, and other non-academic archives frequently work with students and teachers on program and curriculum development. However, teaching strategies and pedagogy are not generally taught in archival graduate programs, and many archivists do not come from a teaching background that would help inform strategies or activities in the classroom.

After a positive first meeting at the NEA Spring 2019 Meeting in Burlington, Vermont, where attendees had an opportunity to share outreach strategies for K–12 and discuss learning outcomes for successful and unsuccessful sessions, the roundtable co-chairs are planning several activities for archivists to network and learn from one another.

These ideas include:

- **Coffee Klatches:** In order to be less Boston-centric, coffee klatches will enable archivists to schedule a low-key networking event in their local areas to meet with their peers to talk about teaching ideas, curriculum, or opportunities to collaborate.
- **SAA Workshops:** At the moment, the Society of American Archivists only offers an in-person workshop that focuses on teaching with primary and archival sources; we hope to schedule this workshop locally for 2020. Such an opportunity would be open to anyone interested, not just roundtable members. (For course description, see “Teaching With Primary Sources: How to Design for Active Learning” <<https://www2.archivists.org/prof-education/course-catalog/teaching-with-primary-sources>>.)
- **Quarterly Online Skill Shares:** Every quarter, the roundtable will schedule a quick, thirty-to-forty-minute online skill share with someone in the archives or education communities to share a skill, demonstrate a technique, or share resources. This will also enable the roundtable to reach as many members throughout the region as possible without the need to travel to attend something in person.
- **Google Group:** NEA members interested in learning more about teaching with primary and archival resources are welcome to join our Google group and post queries and conversation starters to our listserv.
- **NEA/SAA Meetups:** When the opportunity exists, we will schedule a meetup of members at NEA and SAA conferences. Co-chair Pam Hopkins hosted a coffee meetup at the SAA 2019 annual meeting in Austin, Texas, with a couple of roundtable members; our hope is to replicate that for the NEA Fall 2019 Meeting in Portland, Maine.
- **Resource Library:** Members of the roundtable Google group have access to a resource library, where archivists share their lesson plans and supporting material for all education levels (K–12, college/university, and adults).

Co-chairs Stephanie Call and Pam Hopkins welcome your ideas and thoughts about teaching with primary and archival sources. All archivists at any stage of their careers who are interested in learning more about teaching, have some expertise and guidance they would like to share, or are developing programs for learners, are encouraged to join the roundtable. You can do so by emailing Stephanie at <steliza277@gmail.com> or Pam at <psmhopkins@gmail.com>. We look forward to hearing from you soon! ■

NEA Member Spotlight



Name:

Caitlin Lampman

Affiliated institution:

Bates College Muskie
Archives and Special Collections

Job title or career stage:

Reference & Outreach Archivist

How did you become interested in the archival field?

I became interested in the archival field after college when I started volunteering at a local historical society on weekends. After a few years of volunteering and falling in love with all things archives, I decided to go to library school to pursue a career in archives.

What are some of your focuses and interests in the archival field?

My archival love has always been with visual media, in particular photographs. I started my career working as a photo archivist at the Arizona Historical Society where I gained experience with and a love of the more public-facing aspects of reference and outreach, which then prompted me to seek a position where I could focus on those functions. Bates has allowed me to keep my old and new interests!

What piqued your interest about New England Archivists?

I find that regional-level professional organizations provide wonderful opportunities to collaborate and share ideas, so I am excited to explore the possibilities of NEA.

What are you looking forward to about your new membership?

I look forward to attending meetings and workshops and getting to know more about my fellow archivists and the work being done around New England.

What's an interesting fact about you or an unexpected talent or interest? Alternatively, what would you do on your ideal day off?

When not in the archive, I can be found in the pottery studio. I have recently rekindled my interest in pottery and joined a local community studio. I am enjoying having a creative outlet, meeting fellow creatives, and getting to know my local community better.

What are your hopes for the archival profession?

My hopes for the archival profession are to continue to engage with users and the greater public so that we can communicate and advocate for ourselves and the profession, and beyond that to convey the importance and value of information and historical memory.

What challenges have you observed so far in your career?

The challenge of navigating the nuances and shifting landscape of our profession. We face evolving technology and finite resources, whether that is budget or staff, that affect every aspect of what we do. We have to balance the costs of long-term preservation, the speed with which new formats and technologies evolve, how we are able to create new avenues for access, and ways to integrate the use of materials into the classroom or beyond, just to highlight a few of the duties on a very long list. We are always reaching forward while also looking back. It creates a topsy-turvy world for us while our collections seem static to the outside world, and that is a difficult place to navigate. ■

Promote your photograph collections!

The *NEA Newsletter* is seeking submissions from repositories in New England for back cover pictorial features in *This Season in New England History*. Submissions should be in digital format at 300 dpi or better, along with a caption detailing the subject of the photograph. Please email submissions to <newsletter@newenglandarchivists.org>.

Visit NEA online at:

<www.newenglandarchivists.org>

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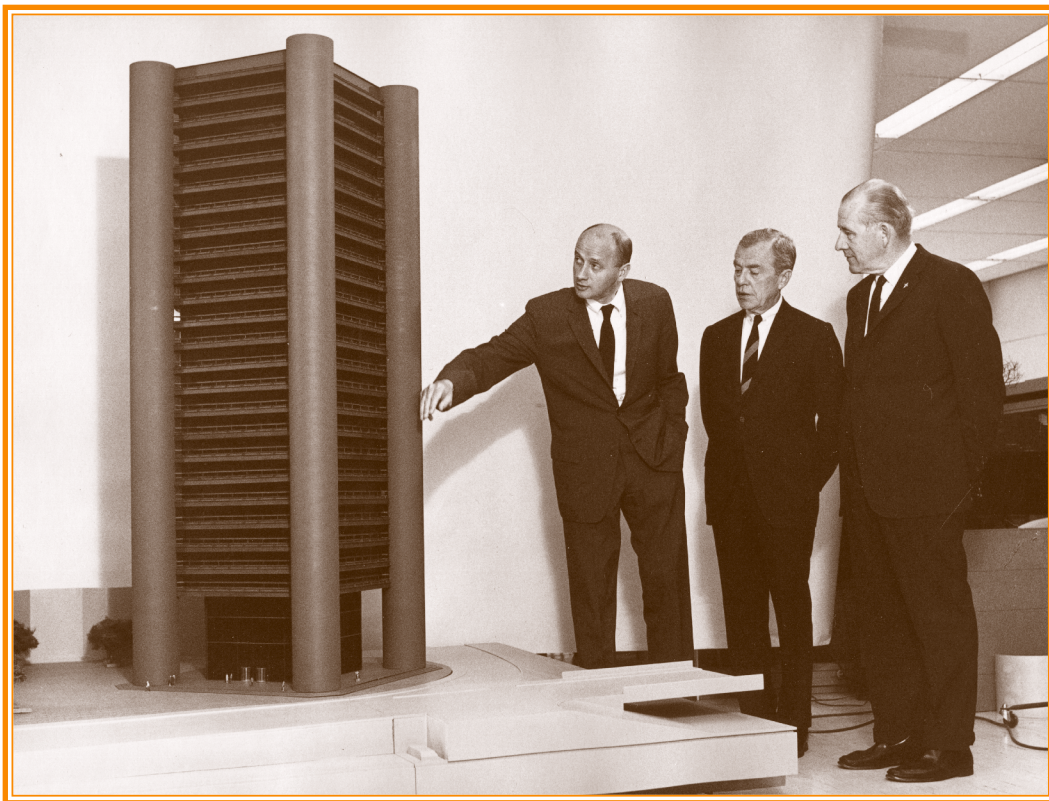
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Inspecting the model for the Knights of Columbus headquarters, circa 1967.

Architect Kevin Roche, Mayor of New Haven Richard C. Lee, and Supreme Knight John W. McDevitt (left to right) inspect the model for the seventh Knights of Columbus headquarters in the model shop at Kevin Roche John Dinkeloo & Associates LLC, Hamden, Connecticut. From the exhibition *Fashioned for the 21st Century: A Headquarters for the Knights of Columbus*, on view at the Knights of Columbus Museum until June 14, 2020. By permission of Kevin Roche John Dinkeloo and Associates LLC. *Courtesy of the Knights of Columbus Multimedia Archives.*