



2024 ANNUAL MEETING

Archives for All: Enhancing Accessibility and Inclusivity

Sara Mouch, University of Toledo, and Michelle Sweetser, Bowling Green State University, Educational Programming Committee Co-Chairs

THIS MAY, THE SOA Annual meeting will be traveling to Columbus, Ohio! You are invited to join us on Friday, May 17 from 8:30am - 4pm at Capital University in Bexley, Ohio for a full day of presentations, networking, and an exciting featured speaker. The theme of this year’s meeting is *Archives for All: Enhancing Accessibility and Inclusivity*. We are also continuing our hybrid option this year! If you can’t make it, you’ll be able to attend virtually which will provide you access to three virtual sessions (six concurrent) on Thursday, May 16 (also available to in-person attendees) and live streams of select sessions from the May 17 slate. This is our second attempt at a hybrid option, so we’re still working out the kinks and challenges. Bear with us! For the latest details about the meeting, visit the [conference page](#) on the SOA website.

Plenary Speaker

We are excited to announce Dr. Lydia Tang as our keynote speaker for this year’s conference. Dr. Tang is currently an Outreach and Engagement Coordinator for LYRASIS. Previously, she held archivist positions at Michigan State University, the Library of Congress, and numerous graduate positions at the University of Illinois, where she received her MLIS and Doctor of Musical Arts degrees. She served on the Task Force to Revise Best Practices on Accessible Archives for People with Disabilities and is a co-founder of the Society of American Archivists’ (SAA)

Accessibility & Disability Section. She is the 2020 recipient of SAA’s Mark A. Greene Emerging Leader Award and was recognized in three SAA Council resolutions as a co-founder of the Archival Workers Emergency Fund, for spearheading the Accessibility & Disability Section’s “Archivists at Home” document, and for her work revising the SAA “Guidelines for Accessible Archives for People with Disabilities.” She is a neurodiverse Chinese American woman. Dr. Tang and Gracen Brilmyer are co-editors of the book *Preserving Disability: Disability and the Archival Profession*.

Sessions

This year’s meeting will feature a mix of presentations centered around the “Archives for All” theme and those of general interest. For our virtual-only sessions on Thursday we have among our presenters, Sidney Gao and James Van Mil presenting on “Principles and Practice for Accessible Digitization”; Dyani Feige, who will discuss her work with the Appalachian Regional Heritage Stewardship Program; Wendy Guerra and Amy Schindler, presenting from the University of Nebraska at Omaha, on “Flickr and Football: Creating Approachable Archives for Alumni”; as well as a few others.

Included in the Friday slate is Michelle Ganz, who will talk
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The President's Message



Dear SOA Members,

As my time as president is ending, I've been reflecting on what SOA has meant for me – not only as a member, but as part of leadership. The last several years have presented challenges and forced many of us to reevaluate our work and how we are connecting with our communities in meaningful ways. During the past year, SOA has worked diligently to build inclusivity into every facet of our structure – from revisions to our bylaws to the selection process of awardees

for scholarships and merit awards. We've also been working toward goals outlined in our strategic plan, and we now have a section on our website where you can view the [Task Tracking chart](#) of our progress. There still is work to be done, but we are making significant progress with the help of the JEDAI Committee and the rest of the leadership team.

In this vein, our Educational Programming Committee (EPC) has created an excellent theme for our 2024 Annual Meeting, *Archives for All: Enhancing Accessibility and Inclusivity*. Again, we are aiming to increase our accessibility by offering a hybrid meeting, with the sessions being virtual on Thursday, May 16, and Friday, May 17 will be a full day of in-person presentations and featured speakers at Capital University in Columbus. Undoubtedly, there will be some superb sessions, and I encourage you to read more about the scheduled program in this issue.

I have been fortunate to work with a brilliant leadership team, and I would like to take this opportunity to thank all the outgoing leaders for their service: Past-President Amy Rohmiller, Treasurer Brittany Hayes, and Membership & Awards Committee co-chair Jennifer Long Morehart. We have an incredible slate of candidates, and I'm excited to see what new perspectives they bring to SOA.

In the fall issue of the newsletter, I encouraged our members to challenge the status quo. As we continue to witness the introduction (and passage) of legislation that degrades the importance and education of history and our collective past, and institutions cutting vital programs and departments, we must continue the fight. Not everyone can speak out individually, and statements against problematic legislation are just one piece of the puzzle. We must be proactive in our advocacy and work collectively to speak with a louder voice. As the oldest state archival organization in the United States, SOA is strategically positioned to be that voice. That said, we need your support as well. If you aren't currently active, consider joining a committee and encourage students and colleagues to get involved. The more involvement, the greater the diversity of the voices, and the stronger our position. If you want to learn more about our committees, please visit our [Committees & Task Forces](#) page for descriptions and contact information.

Thank you all for the opportunity to lead SOA. It has been an invaluable experience, and I'm excited to see how SOA continues to move important initiatives forward.

Melissa Dalton

she/her/hers

President, Society of Ohio Archivists

SOA Mission

Founded in 1968, the Society of Ohio Archivists' mission is to improve the state of archives in Ohio by promoting the archival profession and providing professional development and networking opportunities for Ohio's professional and aspiring archivists.

about “Intersectional DEI: We are Nobody without Everybody. A Common-sense Approach to Accessibility”; panelists Alia Wegner, Janet Rhodes, Brenda Foster, Nick Pavlik, and Amber Bales, who will present “The One Thing You Cannot Do is Take.” Fostering Local Models of Listening in Archives; and a professional poster from Stephanie Shreffler titled “A Fresh Start: Providing Better Access by Redefining Collection Mission and Goals”. For a full list of sessions, as well as more details on each, check out the conference page on the SOA website.

Silent Auction

Each year SOA offers four scholarships, two to current students and two to recent graduates, using funds from our silent auction. The scholarships consist of conference registration including lunch, a one-year membership to SOA, and a \$100 travel stipend. The funds raised from the silent auction are critical to SOA’s support of students and new professionals. This year we are putting together a fun group of items. You will be able to bid on the silent auction baskets in person on Friday.

Hotel and Local Arrangements

If you are coming from out of town and intend to stay either Thursday night or Friday night, Capital University recommends the following hotels that fit a range of budgets and needs:

- [**Courtyard by Marriott Columbus Downtown**](#)
35 West Spring Street
Columbus, OH 43215
614-228-3200
- [**Holiday Inn Columbus Downtown Capitol Square**](#)
175 East Town Street
Columbus, OH 43215
614-221-3281
- [**Best Western-Airport**](#)
1450 Airpointe Drive
Columbus, OH 43219
614-337-8400
- [**Country Inn and Suites**](#)
2900 Airport Drive
Columbus, OH 43219
614-478-2900
- [**Hampton Inn**](#)
3920 Tuller Road
Dublin, OH 43017
614-889-0573

Additional hotels are listed on Capital U’s [Visit](#) page. Also, for more things local, check out our [Local Arrangements Map](#), which we are continuing to add to. It includes more hotels, lunch and dinner spots, local establishments of interest, and local attractions. If you’re interested in checking out events during your stay, below are a few that will be happening in the area at the time:

- [**Titanic Exhibit at COSI**](#)
- [**Blooms and Butterflies at Franklin Park Conservatory**](#)
- Columbus Museum of Art: [**Sapphic Paris**](#)

- [**Robin F. Williams: We’ve Been Expecting You**](#)
- [**Hell City Tattoo Festival 2024**](#)
- [**Columbus Symphony Orchestra, Beethoven’s Symphony No. 2**](#)

Parking

Free onsite parking at Capital University is available in any of the S or F lots; no pass is required. Our conference spaces are inside the Harry C. Moores Student Union; the closest lots are S4 on College Avenue and S3 on Pleasant Ridge Avenue. A [campus map is available](#) on the Capital University website.

Registration Fees

Registration Fees for both the full meeting and virtual-only option are tiered as follows:

- Early bird rate (Monday, March 25, 2024 to Monday, April 15, 2024): \$80 for members, \$120 for non-members, and \$30 for students
- Regular registration rate (ends Wednesday, May 8, 2024): \$85 for members, \$125 for non-members, and \$35 for students
- On-site registration: \$75 for members, \$115 for non-members, and \$40 for students
- Registration for the virtual-only option (Monday, March 25, 2024 to Wednesday, May 15, 2024): \$40 for members, \$80 for non-members, and \$25 for students.

The Educational Programming Committee members have been working hard to bring you an amazing conference. Thank you to our committee members:

- **Rachael Bussert**, Dayton Metro Library
- **Melissa Dalton**, Independent Archivist/Public Historian (SOA President)
- **Matt Francis**, Ohio Northern University (SOA Vice-President)
- **Betsy Hedler**, Ohio History Connection (SOA/OHC Liaison)
- **Angela Keltner**, Dayton Metro Library
- **Riza Miklowski**, Akron-Summit County Public Library
- **William Modrow**, Miami University
- **Sara Mouch**, University of Toledo (EPC Co-chair)
- **Kieth Peppers**, Baldwin Wallace University
- **Nathaniel Ricks**
- **Michelle Sweetser**, Bowling Green State University (EPC Co-chair)
- **Adam Wantner**, MidPointe Library System

If you have any questions, please feel free to contact the EPC co-chairs **Sara Mouch** or **Michelle Sweetser**. We can’t wait to see you in Columbus!

2024 Slate of Candidates

Vice President / President-Elect

Jennifer Long
Morehart

Treasurer

Sophia McGuire

Council

Jim DaMico

The following statements were given by the candidates seeking election as officers or council members to the Society of Ohio Archivists in 2024. Voting will take place at the annual meeting.

Candidates were asked to answer all questions in one essay of up to 1,000 words.

1. **What skills and experiences can you offer to SOA?**
2. **Tell us about your past experience that would make you a good fit for this position.**
3. **What issue or theme would you like to address during your terms?**
4. **How would you address one of the charges of the JEDAI Committee?**

CANDIDATES' STATEMENTS



Vice President / President-Elect

Jennifer Long Morehart

University Archivist, Bowling Green State University

We are part of a long, vibrant story of archivists serving, helping, and educating each other since the Society of Ohio Archivists began in 1968.

What a privilege it is for each of us to be connected to the

many SOA members who have created, formed, and transformed our organization over the years.

If given the opportunity to serve as SOA Vice President/President-Elect, I would like to empower SOA members in experiencing more connection with each other and with SOA as an organization. I am especially concerned that underrepresented voices, students, small archives, and lone arrangers feel connected. Happily, SOA is already working in this direction.

The current SOA Strategic Plan involves several opportunities to increase connection at an organizational level. One approach is developing mentorship initiatives: the mentorship of committee chairs/emerging leaders and an SOA member mentorship program. Another important connecting principle is cultivating greater diversity among SOA leadership. A third avenue is further connection with archives-related graduate programs. Deepening connection among leaders, archivists with a diversity of perspectives, experiences, and viewpoints, and future archivists is vital to the health of our organization and profession.

Connection is also a vital part of the work of the Justice, Equity, Diversity, Accessibility, and Inclusion (JEDAI) Committee.

First and foremost, I want to prioritize the JEDAI Committee's needs, plans, and feedback and recognize that all of the JEDAI Committee's charges are vital. For this particular position, I am drawn to the JEDAI committee's first charge: Identify and develop sustainable ways to incorporate JEDAI into the work of SOA Council and its committees. I would like for SOA officers, council members, and committees to constantly utilize a JEDAI lens in all that we do—in our committee charges, missions, responsibilities, decisions, and how we carry out our work. Who are we thinking about? What assumptions are we making? Who are we including and excluding? Why? Which knowledge, experiences, and perspectives are we lacking? How do we learn more? What do we need to change? How do we need to transform to make SOA better? What is our action plan?

In the past year, the SOA Membership and Awards Committee has been charged with developing a statement about the benefits of SOA membership—both current membership benefits and potential benefits. To this end, we held two brainstorming sessions about SOA membership benefits. Interestingly, connection was a prominent theme. The committee recognized the Marketing and Communications Committee's excellent work in connecting members through the SOA listserv, social media, and website, while at the same time recognizing the importance of the SOA newsletter. The committee also brainstormed more specific ideas for connecting with students, helping to connect archivists locally, building partnerships, and providing more networking opportunities. It would be exciting for these ideas to come to fruition.

The challenge, of course, is the time and energy to facilitate all

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of this connection. We are a volunteer organization. We may experience heavy workloads, work temporary or even multiple jobs, navigate classes, complete internships, and negotiate the availability of professional development funds. And then there is life—family responsibilities, work/life balance, joys, and difficulties. How can we better connect with SOA members who may not be able to serve, present, write, post, or otherwise actively engage with SOA due to work and life circumstances? How can we make it easier for SOA members to engage?

Connection—and sometimes feeling a lack of connection—has been an interest of mine since the beginning of my archival career when SOA provided much appreciated opportunity. Increasing communication and connection with SOA members was a goal in chairing the Public Information Committee (now the Marketing and Communication Committee) about a decade ago. The desire to help others feel better connected was my motivation in agreeing to co-chair the Membership and Awards Committee. And now, I would welcome the opportunity to continue to foster connection and inclusion as an SOA officer. I have the following skills and experiences to offer both the Society of Ohio Archivists as an organization and specifically in the Vice President/President-Elect position.

First, I have cultivated the ability to listen and incorporate feedback and needs into an actionable vision. Multi-way communication throughout an organization is a deeply held value for me; I want to ensure that everyone has the opportunity to be heard, that we develop mutual purpose, and that we can work together to benefit Ohio memory workers. I intend to apply this skill by supporting the work of the Strategic Plan that was created with SOA member feedback, actively listening to and empowering the JEDAI committee, and facilitating communication among committee and SOA members.

Second, experience working in a number of SOA committees off and on for more than a decade, in both leadership and member roles, provides me with a broader comprehension of SOA committee work and a bit of institutional memory in which to place decisions. At the same time, I am committed to listening, learning, and asking questions, as I know that there are many valuable perspectives and experiences among SOA members.

Third, work experience in and among people from a variety of archives and libraries enables me to better understand the many contexts within which archivists work. From student worker to paraprofessional to professional, I have worked in public libraries, religious archives, both small and large academic settings, private organizations, public organizations, as a very lone arranger archivist, and as one of a whole group of archivists with whom to consult and share experiences. I am eager to hear from and share space with memory workers of many different experiences, perspectives, and settings.

I look forward to serving SOA in whatever capacity is needed. Thank you for your consideration regarding the Vice-President/President-Elect position.

Previous Positions

Evangelical Lutheran Church in America Region 6 Archives (Columbus, Ohio)

ELCA Region 6 Archivist, 2018-2020, Trinity Lutheran Seminary at Capital University

ELCA Region 6 Archivist, 2008-2018, Evangelical Lutheran Church in America

Interim ELCA Region 6 Archivist, 2006-2008, Evangelical Lutheran Church in America Region 6

Education

M.L.I.S., Kent State University, 2006

M.A. Religion, Claremont School of Theology, 2004

B.A. History, English with Creative Writing emphasis majors, Hiram College, 2002

Professional Associations

Society of Ohio Archivists, c.2007-2019, 2022-present; Bylaws Committee member, 2023-2024; Membership & Awards Committee, Co-chair, 2022-2024; Public Information Committee, Chair, 2012-2015; Education Committee member, 2012-2013

Midwest Archives Conference, c.2007-present; Program Committee & Poster subcommittee member, 2022-2023

Society of American Archivists, 2019-present

National Association of Government Archives and Records Administrators, 2020-present

ARMA, 2021-present



Treasurer

Sophia McGuire

Records Management Analyst, City of Gahanna

I greatly appreciate the opportunity to run for a Society of Ohio Archivists Treasurer position! I have worked in archives or archives-adjacent fields for 13 years and earned MLIS with a concentration in

archives & records management in the process. As of 2023, I am also a Certified Records Analyst through the ICRM. My work has included university special collections, college archives, museum

education, government records, and religious archives. If elected to SOA's council, I am confident I would bring a well-rounded perspective and would work to serve SOA to the very best of my abilities. In my current position, I am responsible for overseeing the records program for the City of Gahanna. This has included the development of a records and information management policy, delving into the city's historic records (and attempting to fill the gaps!), and communicating with city staff on the importance of properly maintaining the local government's records to preserve them for the future.

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I have quite a bit of experience related directly to the role of Treasurer. During my work in Licking County (outlined below in Previous Positions), I managed several budgets, including those of small grant projects as well as entire departments. During this time, I also acted as the treasurer while serving on the board of the Licking County Governmental Preservation Society, a group tasked with raising funds to preserve and eventually restore the Licking County Historic Jail. I maintained the board's financial records, monitored the budget, and gave regular financial reports to the board. In my current role as the Records Management Analyst for the City of Gahanna, I am beginning to manage the department finances yet again, a task I am quite comfortable with.

Outside of experiences with government and non-profit budgets, I have many areas of interest within the realm of archives & records. I am particularly interested in connecting those in our field with resources that they may not know exist. As an example, my role with the City of Gahanna is situated within the City Council Office. I am working to connect other municipal workers that deal with records and archives with the resources they need to preserve and provide access to their records. A recent success in this area was having several local government attendees at a Coffee Chat presented by SAA. Therefore, themes and issues that I would love help SOA target include:

- Connecting with members and expanding membership to all nooks and crannies of Ohio's archives, and ensuring members are getting the resources that they want from SOA;
- Continuing to develop and promote affordable educational opportunities for Ohio's archivists;
- Bringing awareness to where archives intersect with nontraditional entities/institutions;
- Considering how to assist archives with fewer resources make their collections more accessible.

In looking at the JEDAI Committee, its charges focus heavily on education and resource sharing. I have expressed how passionate I am about connecting others with resources, and my interest here can be carried over into JEDAI as well. Identifying JEDAI-focused resources to share with membership, inviting speakers

and presentation topics on JEDAI initiatives, and ensuring that our membership efforts are focused on diverse and underserved populations are ways in which I would address the charges of the JEDAI committee.

Again, I truly appreciate the opportunity to run for the Treasurer of the Society of Ohio Archivists. If elected, I would work my hardest to advocate for Ohio's archives and the profession. My entire career has been rooted in advocating and educating others on the importance of preserving local and institutional histories, and I believe I can bring a diverse experience to the table!

Previous Positions

Assistant Director of Archives, Dominican Sisters of Peace, 2022-2023
Special Projects Coordinator (Records), Licking County Prosecutor, 2020-2022
Special Projects Coordinator (Records), Licking County Records & Archives, 2019-2020
Records Manager & Archivist, Licking County Government, 2014-2019
Intern, Washington & Jefferson College Archives, 2013-2014
Gallery Attendant & Museum Educator, Andy Warhol Museum, 2012-2014
Special Collections Student Employee, Ohio State University Libraries, 2010-2012

Education

Certified Records Analyst, ICRM, 2023
MLIS - Archives & Records Management concentration, University of Pittsburgh, 2014
BA, History of Art, Ohio State University, 2012

Professional Associations

County Archives & Records Managers Association (CARMA), 2014-2019, 2023-present
National Association of Government Archivists and Records Administrators (NAGARA), 2015-2019; 2023-present
Ohio Municipal Clerks Association (OMCA), 2023-present
International Institute of Municipal Clerks (IIMC), 2023-present
Society of American Archivists (SAA), 2022-; section leader 2022-present



Council

Jim DaMico

Archivist, Cincinnati Children's Hospital

I can offer my 16 plus years of experience working in a diverse range of archives and serving on committees from which I have developed excellent organizational and collaboration skills and professional community connections in the archives and preservation fields. I believe that working as a solo archivist in a medical archive will bring a different perspective to SOA as well. While chair of the New England Archivist's Education Committee, I advocated for and helped support a

survey of repositories throughout New England to increase awareness of NEA's resources to non-academic organizations.

I served as the chair of the Ohio Preservation Council from November 2021 – December 2023 and during this time, worked with our leadership team of nine to update OPC's bylaws to establish a community liaison role, collaborate with Ohio Digitization Interest Group to craft a memorandum of understanding to partner with OPC, collaborate with the State Library of Ohio on the LSTA Preservation and Conservation grant of which OPC created the educational modules and reviews grant

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applications. We reviewed all aspects of the grant process to make it more inclusive to a wider audience. During this period, OPC leadership also agreed to support the funding of SOA's Student/New Professional Scholarship for five years. Prior to becoming chair, I was chair-elect and was responsible for managing and promoting OPC's Professional Development grant.

I served on the New England Archivists Education Committee as chair from 2010-2014 and led a team of seven to develop workshops for bi-annual and stand-alone meetings, acquired and reviewed curriculum development services from independent contractors, and liaison with the Society of American Archivists Education team to bring the Digital Archives Specialist curriculum to NEA members.

I believe that some of the most important issues that SOA should address are diversifying the membership to include more non-academic organizations such as all volunteer organizations that have little to no archives experience but have historic collections and non-traditional citizen archivists. In my experience as a member of a variety of professional organizations, I have observed that they skew to academic institutions and coming from non-academic institutions, I did not feel that my experience was well represented. Addressing this will encompass all four core values of SOA. Another area that SOA can help address is the impact that the management of archives has on climate change. This can take the form of inviting speakers to present via webinars, and publishing articles in the SOA newsletter.

(Identify and develop ways to continually engage the membership about the JEDAI Committee.) I believe that the first step would be to ensure that SOA's committees reflect the diversity of the archives field in Ohio and the backgrounds of those that work in repositories across the state.

As the work of the Committee develops, ensure that projects, resources, etc. are promoted through SOA's website and social media channels and list-serves such as OhioNet and the Society of American Archivists. Broadcasting the work outside of the Ohio region is important as it will open possible future collaborations with other statewide organizations.

Collaborate with the Marketing and Communications and Advocacy and Outreach committees to develop a robust communication plan to keep members engaged with the work of the JEDAI Committee. This work should include reaching out to sister organizations that have similar committees to learn what worked and what didn't in how they engaged with their membership.

Seek out members and non-members to share their own research and work in Justice, Equity, Diversity, Accessibility, and Inclusion as it relates to the archives field and provide a platform such as publication, webinars or in person workshops.

Survey and ask for feedback from the membership on how, in their jobs, they approach Justice, Equity, Diversity, Accessibility, and Inclusion and how they can share their experiences.

Interview (podcast) regional and national archivists and librarians doing research and hands on work in JEDAI and make available to members and non-members as a resource via the SOA website. Ensure that those interviewed are from diverse backgrounds and organizations.

Previous Positions

Curator of Audiovisual Collections, Cincinnati Museum Center, 2014-2021

Special Collections Curator, Rhode Island Historical Society, 2007-2014

Education

MLIS, University of Pittsburgh, 2005

B.S. Film and Video, Rochester Institute of Technology, 1994

Professional Associations

Ohio Preservation Council, (OPC), 2017-present; Chair 2021-2023; Chair elect

Society of Ohio Archivists, 2015-present

Librarians, Archivists, & Museum Professionals in the History of the Health Sciences (LAMPHHS), 2022-present

Cincinnati Area Archivists Roundtable, 2015-present

Cincinnati Area Health Sciences Libraries Association, 2022-present

New England Archivists (NEA), 2008-2014; Education Committee Chair 2010-2014

Finding Your First Professional Archives Job

A STEP-BY-STEP PLAN

Colleen Badenhop, M.M., M.L.I.S.

IF THE TITLE OF this article speaks to you, then it's likely you are new to the archival profession. Maybe you're a current graduate student in archival studies, library science, or public history who is starting to wonder, "What comes next after graduation?" Perhaps you are a recent graduate asking yourself, "How will I actually find my first job in archives so I can start to apply what I have learned?" Or it may be that you have taken a different path that has led you to desire employment in the archival field. As someone who has recently "reinvented" myself as an archivist/librarian following a few decades as an education professional, I have spent no small amount of time pondering these questions. In the last semester of my M.L.I.S. program, one of my faculty advisors told me (and I quote) that "the archival field is notoriously hard to break into," as she wished me lots of luck. It may indeed be hard to find archives jobs, but I believe there are positive steps that aspiring archival professionals can take to help us make the move from graduate student to archives employee, without relying only on luck. So, what's the plan? It starts with visualizing our ideal jobs, considering where we are willing to compromise, and searching in the right places. If a step-by-step plan to put you in control of your archives job search sounds useful to you, read on to find out more!

STEP 1: Visualizing your ideal job

Before you begin your job search, it might be a useful exercise to visualize how your ideal job would look. Dr. Heather Soyka, assistant professor in the School of Information at Kent State University, suggests that aspiring archivists think in various dimensions when considering where to apply. The type of job, the type of institution, and affinity of the job situation with your lifestyle are three dimensions that I will explore in more detail.

Job Types

When you are conducting a job search online, it might help to have some keywords in mind. Simply typing "archivist" into the search bar on a job posting website may not return all of the possibly

STEP 1: Visualizing your ideal job

- Job type
- Institution type
- Work/life affinity

STEP 2: Consider compromises

- "Your first job is only your first"
- Keep an open mind
- Build your skills

STEP 3: Get searching!

- Information-specific job listing websites
- Local repositories and libraries
- Professional network and mentors
- Prepare to apply

relevant positions. In an analysis of entry-level archival job postings, Haack et al. (2017) found that the term "archive" did not appear in one-third of the job titles for job descriptions that the authors deemed to be archival in nature. Some of the job titles they found included: "reference and instruction librarian, assistant professor, manuscript cataloger, manuscript librarian, special collections librarian, digital projects librarian, reference librarian, digital services librarian, assistant librarian, librarian, curator, information specialist, and Methodist librarian" (p. 24). They recommend carefully reading job descriptions for postings with these titles to determine whether the job actually involves archival work. Terms like *records*, *preservation*, or *metadata* may be useful as well.

Another aspect to consider is the type of job functions required for the position. The majority of the archives jobs Haack et al. examined were technical in nature, involving tasks such as processing, accessioning, archival description, and curating exhibits. Some archives jobs are public facing, such as those involving outreach, reference, and interacting with researchers. Many positions include a mixture of both kinds of duties. Haack et al. note that an increasing number of archives job descriptions now specifically include working with digital materials. When you visualize your ideal job, what kinds of tasks make you feel excited? Which tasks do you feel less confident about performing? Consider creating a list of search queries that include combinations of the titles listed above with various task-related terms that might be found in the full text of the job description.

Institution Types

Haack et al. found that archives and special libraries in academic settings were the most common type of institution represented in the job postings they studied. Other kinds of institutions where archives jobs might be found include government institutions, museums, historical societies, non-profit organizations, and corporate or private repositories. The missions of the archives in each of these settings might be very different. Think about the kind of institution where you would feel the most comfortable. What kinds of collections would you most like to work with? What kinds of user bases

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would you most like to serve?

The size of the institution may also factor into your decision. Would you like to be part of a large team of archivists with more focused job descriptions, or would you prefer to work in an organization with a smaller staff where each person is expected to take on a variety of duties? Would you be comfortable being a “lone arranger,” or would you prefer a position where you could be mentored by a more experienced archivist?

Work/Life Affinity

Work/life affinity encompasses the practical aspects of accepting a position that will match your lifestyle. Perhaps you have a minimum annual salary in mind that will factor into your decision. Perhaps you have constraints related to time. Are you looking for a full-time job or a part-time job? Do you want to have a set schedule, a variable schedule, or flexible work hours? Would you prefer to find a permanent position, or would you be interested in a term position that will last only one or two years?

Another aspect of work/life affinity involves location. The density of archives job opportunities varies greatly across the country. Depending on the community where you currently reside, there may be many potential employers near you, or there may be very few. Think about whether you are willing or able to relocate. Being flexible about location will likely increase your options. In a survey of new archival professionals, Shannon Lausch (2012), in cooperation with Rebecca Goldman, found that 58.9% of respondents had relocated for a professional archives position. Although that survey is a bit dated, the reality of relocation is still a factor for many archival job seekers. Don't forget to consider the possibility of remote work, which is becoming increasingly common in the archival field.

STEP 2:

Consider compromises

Now that you have taken the time to visualize your ideal job, it's time to take a step back and consider which of these dimensions you would be willing to compromise on for the first position that you accept. It is important to recognize that your first job after graduation may not be your “forever” job. Your first position may be merely a step on the ladder of your career. It may be that you find an opportunity that perfectly matches your goals in two of the dimensions, but not in all three. Would you be willing to take a job where the tasks involved were different from the ones you imagined, but where you would be working in an institution you felt good about, and where the location and hours were perfect for you? What if you were really hoping to find a job processing collections in an academic setting, but a government records job became available nearby? Or what if you find the perfect kind of job, in the right kind of organization, in another city or state? Would you be able to relocate for a few years to get work experience, with the intention of eventually moving to a position in the place you really want to live?

These may seem like difficult choices, and they are! But recognizing that “your first job is only your first,” as Dr. Soyka phrases it, may allow you to keep an open mind about the entry-level positions available to you. The reality is that many archives jobs

(continued)

Sites Where Employers Post Archives and Library Jobs:

- [AAM - American Alliance of Museums](#)
- [AASLH - American Association for State and Local History](#)
- [AHA - American Historical Association](#)
- [AIIM - Association for Intelligent Information Management](#)
- [ALA - American Library Association](#)
- [AMIA - Association of Moving Image Archivists](#)
- [Archives Gig](#)
- [ARL - Association of Research Libraries](#)
- [ARMA International](#)
- [ARLIS - Art Libraries Society of North America](#)
- [ASIS&T - Assoc for Info Science & Technology](#)
- [Global Museum](#)
- [INALJ - I Need a Library Job](#)
- [Indeed](#)
- [LibGig](#)
- [Libternship](#)
- [LinkedIn](#)
- [Lyrisis](#)
- [Museum Jobs](#)
- [Museums Association](#)
- [Music Library Association](#)
- [NAGARA - National Association of Government Archives & Records Administrators](#)
- [National Council on Public History](#)
- [New Librarian Reference Shelf](#)
- [Ohio Museums Association](#)
- [OhioNet](#)
- [OLC - Ohio Library Council](#)
- [SAA - Society of American Archivists](#)
- [SLA - Special Library Association](#)
- [SOA - Society of Ohio Archivists](#)
- [SWON Libraries Consortium](#)
- [USAJobs](#)
- [ZipRecruiter](#)

require applicants to have a certain number of years of experience before the hiring manager will even consider your application. In this [Unbound blog](#) from the Smithsonian Libraries and Archives (2021), Jennifer Wright says that “intern, volunteer, or other hands-on experience will often be a critical factor in deciding which applicant to hire.” If you have the financial flexibility to do volunteer work or internships as you conduct your job search, this could help your résumé stand out. Look for a first job where you will have opportunities to gain the experience and build the skills that will help you land that ideal job further down the road.

STEP 3:

Get searching (in the right places)!

This is where your information-seeking and organizing skills are really going to help you. I already mentioned my recommendation for creating a list of search queries to enter on job search websites. But where are those websites? You could start with general job search websites like Indeed or ZipRecruiter, but you might have more success in searching in more information-specific or archives-specific sites. National organizations like the Society of American Archivists (SAA), ARMA International (originally the Association of Records Managers and Administrators), National Association of Government Archives and Records Administrators (NAGARA), The Association of Moving Image Archivists (AMIA), and the Association for Intelligent Information Management (AIIM) offer job listings pages, as do state and regional organizations like the Society of Ohio Archivists (SOA). You can also find listings offered on national sites like ArchivesGig and I Need a Library Job (INALJ).

I have included a list of sites where employers often post archives and library jobs. Consider keeping a copy of this list in a spreadsheet and periodically visiting each site on the list in a systematic way. (Some of these sites are specific to Ohio. If you live in a different state, consider looking up your state’s library and archives organizations to find more sources for your own list.)

Another option, especially if you are constrained by location, is to create a list of local repositories and/or libraries. Visit the websites of those organizations to view their current job postings. Many websites will include a page marked “Employment” or “Careers.” Bookmark or copy these links into a spreadsheet to easily revisit those employment pages regularly as part of your search. If you are in Ohio, you can consult this [comprehensive list of Ohio archival repositories](#) provided by the archival studies program at Kent State University. If you make your own copy of the list, you can sort alphabetically or by region to zero in on nearby options. For those outside of Ohio, consider downloading the repository list from the [RepoData project](#) (Goldman et al., 2023) and sorting by state to find archives near you.

Although searching online has become the modern standard for job searching, don’t forget about using your professional network to your advantage as well! Join the [SAA Students and New Archival Professionals Section \(SNAP\)](#) to get access to the job listings that are often posted to the SNAP discussion board. While you are there, you can participate in discussions relevant to early-career archivists, read the SNAP [blog](#), and be connected with an SAA mentor who can give you honest feedback and advice. Look for archivist groups in your local area where

you can meet local archivists and get to know the local archives landscape. Examples include [Cleveland Archival Roundtable](#), the [Cincinnati Area Archives Roundtable](#) (CAART), and the [Miami Valley Archives Roundtable](#) (MVAR) in the Dayton area. News of upcoming job openings may be shared at roundtable meetings or posted to the group email list. If you are a current student, subscribing to your school’s listserv may be a good source for job listing messages. If you are a recent graduate, consider subscribing to your alma mater’s listserv with your personal email address to continue to receive job listing emails after graduation. Finally, make a habit of adding every professional contact you meet to your LinkedIn network right away. Sometimes finding the perfect job opportunity really does come down to “who you know.”

When you identify a job listing that looks promising, be sure to bookmark it so you can easily find it again. (Consider copying and pasting the contents of job listings into a text document so you can continue to access the information after the advertisements are taken down.) Then, get ready to apply! You’ll want to write a cover letter that is specific to the position, and you should adjust your résumé to mirror the language found in the job description. Consult your school’s career services department for more guidance on creating these documents. Finally, remember that your archives faculty members want you to succeed in your new career, and they will probably be happy to provide advice or to serve as professional references for your applications.

Conclusion

Finding your first job in archives will take some planning and thought. A bit of good fortune doesn’t hurt, but you have more than luck on your side. Picture your perfect job, recognize practical compromises you can make (while still working toward your ultimate goal), and use your network and organizational skills to find a good place to start. You might need to apply for several jobs before the right one comes along, but do not give up! Believe in your skills and your knowledge, and know that the right opportunity could be just around the corner. Best of luck on your job search!

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- Colleen Badenhop holds a Master of Library and Information Science from Kent State University and a Master of Music from Wright State University. Colleen was the 2023 recipient of the Society of Ohio Archivists/Ohio Preservation Council Student/New Professional Scholarship.

Digitizing the Columbus Dispatch Photo Archives

Angela O'Neal, Local History & Genealogy Manager, Columbus Metropolitan Library

IN THE SPRING OF 2023, the Columbus Metropolitan Library's Local History & Genealogy Division (CML) received word that the *Columbus Dispatch*, Central Ohio's only remaining daily newspaper, was ready to donate their photo archives to the library. Years of conversations took place leading up to that moment, including acquisition of the *Dispatch*'s complete run of hard-copy bound newspapers in 2019. The donation process began with a survey of the collection due to the lack of an existing inventory. While CML did not take everything in the collection, nearly a thousand cubic feet of materials were transferred in July 2023. The bulk of the collection includes photographs, negatives, and slides. There are some artifacts, such as the *Dispatch*'s straw poll box and some old newspaper bags. Photographs are divided into several categories, which are being processed as distinct series: Local People, National People, Subjects, Movies, and Music. Slides follow a similar structure, but negatives are organized by publication date only with no keyword or subject access. Other materials in the collection include 4x5" negatives and items from publications that were owned or purchased by the *Dispatch*, including the *Citizen-Journal* and *Columbus Monthly* magazine.

The deed of gift process was especially important with this collection. As a public library, CML requires that all items in the collection are publicly accessible. In this case, the library also wanted to secure rights to digitize the collection and make it available online. While CML has permission to make the collection available online, users who want to use it for commercial purposes will have to request permission from Imagn, the USA Today Media Group Company that manages rights to the *Dispatch*'s images. When noted on the photograph, images that list a specific photographer or creator or than the *Dispatch* are listed in the metadata when items are digitized.

Due to the size and scope of the collection, CML developed a dual processing and digitization plan that allows for some items to be available while staff are continuing to process the collection. Also, knowing there would be a strong demand for access as soon as the public knew that the library had the collection, CML wanted

to have as much accessible as possible when we announced the collection to the public. The Local People series was processed first since the team expects that it will be of the most interest to researchers. Processing primarily involves rehousing into archival folders and adding boxes/folders to the inventory. In total, the Local People series resulted in 180 archival boxes, or approximately 90 cubic feet. Once processing was completed on the Local People series, the team moved on to the Subjects and then National People series.

CML's Customer Service Specialists, volunteers and student workers are trained at image capture and started digitizing the Local People series as soon as it was processed. When there is information on the back of the photograph, it is scanned, which is most of the time. Images in the collection are digitized using FADGI 3-star quality levels. GoldenThread software is used to verify quality standards for each image. While running images through the GoldenThread process adds a step in the workflow, it makes a difference in ensuring the quality we want to achieve.

CML uses OCLC's CONTENTdm and preservation archive for access and long-term storage. Items are described using a qualified Dublin Core metadata schema that will also allow for harvesting for DPLA. Since many of the photographs in the *Dispatch* collection can easily be cross-referenced with newspaper articles, the descriptive metadata is lighter than typical. CML staff rely primarily on the caption on the back of the photograph for much of the descriptive metadata and use the searchable Columbus Dispatch database as needed. In contrast, other metadata projects involve a lengthier research process.

CML received the collection at the end of June 2023 and will officially announce its availability to researchers on March 20, 2024. Staff are continuing to work on a policy for dealing with sensitive images and procedures for processing the rest of the collection. A draft finding aid and information on how to request digital files are available at [My History, the library's digital collection database](#).

WE WANT TO HEAR FROM YOU!

12 Ideas for Articles You Can Submit to The Ohio Archivist

Emily Ahlin, Catholic Diocese of Cleveland

WHEN I MOVED TO Ohio nearly three years ago for my current position as the Diocesan Archivist for the Catholic Diocese of Cleveland, there were a lot of things about Ohio that I didn't expect to fall in love with. Some of these things include the natural beauty, especially in the parks in and around the Cleveland area (Cuyahoga Valley NP and the various beaches along the Lake Erie shoreline), the multiple varieties of high quality ice cream available (I was on my way to being an ice cream snob before I came here but moving here made it ten times worse), and the wonderful traditions, especially in Cleveland, that have taken root in the wide variety of ethnic communities that are still happening today (I think of the Feast in Little Italy and Kurentovanje in the Slovenian community).

I was kind of aware, though, that there were great networks of other information and cultural heritage professionals throughout Ohio, and I've been thoroughly impressed by the quality and availability of professional development opportunities, resources, and idea sharing by colleagues around the state. I have more connections now than when I moved here, but I also know I've only met a fraction of our colleagues who are working in various institutions across the state to preserve and protect Ohio's historical record for generations to come.

I'm always interested in meeting more people and hearing from more information professionals about the work they are doing in their institutions, and I think all of our colleagues who read *The Ohio Archivist* are too. So, this article is a call for help – help me to connect with you and the work you are doing so that we can feature it in this newsletter! There is no one who is doing a project too small or too unimportant for us to highlight. In the last edition, I waxed poetic about one of my favorite collections in my archive and a project I kind of started but was mostly just thinking about (then got sidetracked with other things and still have yet to actually start it).

I recognize that just about all of us have incredibly full plates at work, often have to wear more than one hat in our institutions, and that we all could use at least one if not three more full time staff in our Archives. Writing an article is the last thing you have time for. The benefit of networking, and sharing lessons learned by failure with the rest of us, or celebrating your successes, though, is worth it. And you don't have to do it alone! Ask a colleague to co-write with you, whether it's someone who works for your institution or another one. It's part of my job as one of the assistant editors to look over submissions, and I'm happy to do that at any point throughout the process as well.

I'm including below a list of twelve topic ideas, because I realize when you're asking someone for help it's helpful to be as clear and specific as possible. I also think sometimes coming up with the

idea for an article is the hard part, so I'm hoping that by providing a few ideas, that will make this more feasible.

Here are my ideas. These are not an exhaustive list! If something else gets jogged as you read this, go with it!

1. Look up a word in the [SAA Dictionary of Archives Terminology](#) and talk about how the definition of the word informs your archival practice in your institution.
2. Highlight a project you were able to complete because you got an OHRAB grant.
3. Have a particularly enthusiastic “repeat customer” as a researcher? Invite them to co-author an article about the usefulness of your collections to their research.
4. Write reviews of your favorite microfilm readers, scanners, or other pieces of archival technology/software.
5. What was your latest physical or digital exhibit? Tell us more!
6. Did you have a particularly successful outreach recently? Where did you go (or who came to you) and what did you do?
7. What collection from your backlog surprised you the most as you processed it?
8. Have you been collecting material? Write and reflect on the idea of “archivist as collector.”
9. What is most misunderstood about your particular institution, even by other colleagues? Do you often get referrals that you can't fulfill? Clarify what collections you have or don't have so we stop sending people you can't help to you.
10. Talk about your experience becoming a Certified Archivist or doing the DAS or A&D certificates from SAA, and if you would recommend that other colleagues partake in these professional development opportunities.
11. Write about something that you wish you would have covered while working on your master's (either in library school or another history/public history degree) that you have since learned on the job.
12. Write about the hidden gems of your archive, or the collections that are the most underrated and underutilized.

I hope these were helpful, and I'd love to hear anyone's ideas on how to expound on one or more of these twelve ideas for a full article in the Fall 2024 edition of *The Ohio Archivist*. I can be reached at eahlin@dioceseofcleveland.org. I'm looking forward to hearing from you, making more connections to colleagues from around the state, and hearing more about the fantastic work I know everyone is doing.

Individual Member News

Devhra Bennett Jones joined the **Henry R. Winkler Center** at the University of Cincinnati's Health Sciences Library as Archivist Curator, Associate Librarian. The Winkler Center is an archive and exhibit facility chronicling the history of the health sciences. The Winkler Center holds over 35,000 volumes of rare and classic

works on health history including sources from 15th Century Europe. In addition to archival collections, books, and medical artifacts, the Winkler Center presents educational programming, and workshops throughout the year.

Institutional Member News

Logan County Collaboration: On Christmas Day 2022, the Logan County Library in Bellefontaine suffered a disaster when their water pipes burst. The library had to be closed indefinitely while everything was removed, and cleaning and remodeling took place. **Beth Marshall**, Logan County History Center Archivist, who had retired from the library, contacted her former co-worker, **Alicia Wilkins**, Reference Services Supervisor, about the possibility of some of the library workers helping in the Archives. Alicia contacted Library Director, **Bev Arlequeuw**, and they both decided it was a great idea and a "win/win" situation. Archives would get the extra help needed, and they would keep some of their staff doing meaningful work and helping in the community.

Electronic Records Archivist; in Digital Services: **Katy Scullin**, Ohio Memory Program Coordinator, and **David McDevitt**, National Digital Newspaper Program in Ohio Project Assistant; in Archives Services: **Daniel Willis**, Audiovisual Archivist, and **Olivia Wood**, Manuscripts Archivist; and in Library Services: **Elizabeth Zeitz**, Department Manager. In addition, **Wendy Korwin** was promoted to Archives Services Manager. These staff join others in the Cultural Resources & Libraries Division in our mission to build our collections and provide increased access to our resources, both in-person and virtually.

The Ohio History Connection Archives & Library is also happy to share that, for the first time since March 2020, researchers no longer need an appointment to visit and use the Archives & Library, though we do encourage new researchers or folk with complex questions to schedule a **personalized research experience** before they visit. Check our **website** for current hours and information about our services!



Librarian Haley Gibson assisting in the Archives



Melinda Ridgway and Mari Smith on loan from the library

In February, Reference Staff members **Mari Smith** and **Melinda Ridgway**, along with **Haley Gibson** from the Patron Services department, began working in the Archives. For more than 10 months they helped with projects including transferring a photo negative collection index to a usable form and scanning deteriorating negatives. Among other projects, files and oversize boxes were sorted and indexed, and a large collection was filed. They also helped prepare for the History Center's "Salute to Logan County Schools" and the Christmas Open Houses.

Their technical skills were very beneficial, and their help has been extremely valuable and much appreciated. The History Center has benefited so much from the hard work the librarians have given over the past year, amounting to over 600 hours. Our collections will continue to benefit from their efforts for many years to come. We cannot thank the Logan County Libraries enough for their generosity and partnership.

Ohio History Connection's Cultural Resources & Libraries Division has had several staff changes since last spring! New hires include, in State Archives: **Lealand Bachus**,



The Find Digital Ohio Digital Collections Advocacy Toolkit is now available! This free toolkit includes **step-by-step guides** for creating marketing materials that promote your digital collections, as well as **customizable templates and graphics** for social media, public programs, and on-demand learning

resources. You will also find collateral samples like bookmarks, flyers, and magnets. Our toolkit is completely customizable to swap out with your institution's colors, logos, and digital images. We encourage you to use the materials we've provided to get the word out about your collections and hope that you will share this resource with others in your community with digital collections to promote. This project is supported by the State Library of Ohio, as part of their ILEAD Program, with federal funds from the Institute of Museum and Library Services (IMLS). Thank you in advance for your interest and support, and if you have any questions, please feel free to **contact us**. Team Find Digital Ohio includes **Virginia Dressler**, Kent State University; **Grace Freeman**, Columbus Metropolitan Library; **Cari Hillman**, MidPointe Library System; **Jenni Salamon**, Ohio History Connection; and **Adam Wanter**, MidPointe Library System.

End-of-Life for **OhioLINK EAD FACTORY**: **OhioLINK** and the **Kent State University Libraries** have made the difficult decision to sunset the EAD FACTORY on July 1, 2024. The EAD FACTORY consists of a **Finding Aid Creation Tool** and a **Finding Aid Repository**. **Institutions with content in the**

(continued)

[Finding Aid Repository](#) have been contacted several times since fall. For those that opted in, OhioLINK will be maintaining a static online Finding Aid Repository until 2029. For more information, see the [EAD FACTORY End of Life Information page](#). Please contact [OhioLINK Support](#) if you have questions.

In January, The Ohio State University Libraries launched its [Gray Digital Preservation Repository \(Gray Repo\)](#) service, which provides a path to preservation for born digital (or received as digital) content that has been accessioned and is only intended to be minimally processed and/or is temporally restricted. As such, and in accordance with our Distinctive Collections' accessioning policies and procedures, it is the default digital preservation repository. Further, it provides a preservation environment for some legacy digitized preservation files. The Gray

The HBCU Radio Preservation Project

WYSO Public Radio receives \$5 million grant for HBCU radio preservation work

Press Release: YELLOW SPRINGS, OH, January 30, 2024—For the fourth time in as many years, WYSO has been awarded major funding from the [Mellon Foundation](#) to support [The HBCU Radio Preservation Project](#). This initiative, a collaborative effort between the [WYSO Archives](#) and the [Northeast Document Conservation Center \(NEDCC\)](#), supports radio stations at Historically Black Colleges and Universities throughout the country in preserving their legacies and cultural heritage.

With this latest grant, Mellon's generous support now totals more than \$5.6 million and will allow the HBCU Radio Preservation Project to expand to all 29 HBCU radio stations and their campus archives or libraries.

"This is sacred work," says **Jocelyn Robinson**, the project's founding director and the director of radio preservation and archives at WYSO. "And now we can help every HBCU station save precious primary recordings and other historical source materials that document the diversity of the Black experience. And we're not just preventing the loss of invaluable historical records—we're encouraging institutions in developing a culture and practice of preservation. That will ensure they never face the looming preservation crisis this project was created to prevent."

The project's comprehensive and sustainable approach to preserving past, present and future HBCU radio materials has three parts:

Preservation Training & Education—includes workshops for campus stations, archivists and community members, mini-grants for professional development and hiring a fellow and intern each year of the grant cycle

Preservation—consists of eld archivists collaborating with stations and campus archivists on collections assessments and follow-up eld services such as inventories, reformatting, rehousing and other preservation activities

Public History & Preservation Praxis—consists of oral historians interviewing a range of community members with ties to

Repo is an open-source Fedora preservation platform, hosted in Amazon Web Services. We have strung together a series of open-source and off-the-shelf software tools to process the digital materials prior to ingest.

Gray Repo is a "dim digital preservation archive" that allows for curatorial deposit and limited curatorial access but provides no public access to the University Libraries' digital objects stored within. This is in contrast to a "light archive" which provides public access, or a "dark archive" which only allows custodial access. It is much more akin to a physical archival storage facility, much like our Book Depository, where items are stored on shelves in an environmentally regulated and well managed manner, and appropriately described in conformance with accepted standards, while the public and unvetted personnel are not allowed to wander the stacks. [Learn more about Ohio State's Gray Repo and the processing workflow.](#)

respective stations, including former radio staff, students, alumni, and listeners as well as oral history training, digital content creation, frequent public presentations, and annual symposia

As a result of the HBCU Radio Preservation Project work with HBCU radio stations and their campus communities, a collection of reformatted historical HBCU radio material will (be) available at the [American Archive of Public Broadcasting](#) along with an oral history collection that will be housed at [Jackson State University's Margaret Walker Center](#).



Jocelyn Robinson is the founding director of the HBCU Radio Preservation Project. She has an extensive and diverse background in cultural studies and in public history/archives. Inspired by her preservation work at WYSO, where she serves as the director of radio preservation and archives, Robinson created this project in 2017, after imagining that if a small college radio station in the Midwest like WYSO held

such a trove of the Black experience reflected in historical radio, then certainly the case might be the same at HBCU radio stations.

[WYSO](#) is a listener-supported, community owned public radio station serving Southwest Ohio with news, music, and storytelling. We are the area's only NPR News station, carrying flagship programs such as *Morning Edition* and *All Things Considered*. Our own news department delivers local and state news, public affairs programming, and news specials. Our music department produces 14 different local music programs featuring hand-selected music from songwriters and bands that reach across genres. Our Center for Community Voices provides hands-on audio production and digital storytelling training from public radio professionals.

The Archival Role in Racial Healing

Michelle Ganz, Dominican Sisters of Peace

RACISM AFFECTS ALL OF US, whether we are aware of it or not. It affects our ability to know, relate to, and value one another. Systemically, it is one of the biggest obstacles to solving the challenges we face in our communities. Archives provide people with closure by giving them information about how people died, where they are buried, the outcome of legal cases, etc. We supply context to traumatic events that help people work through their trauma.

Racial healing is at the heart of racial equity. Racial healing is the people's work that leads to the transformation of systems; the telling of hard truths about past wrongs and present consequences; repairing the harm of racism; authentic relationship-building across real and perceived differences. The National Day of Racial Healing is a time to contemplate our shared values and create the blueprint together for #HowWeHeal from the effects of racism. Launched on Jan. 17, 2017, it is an opportunity to bring ALL people together in their common humanity and inspire collective action to create a more just and equitable world. This annual observance is hosted by the W.K. Kellogg Foundation (WKKF)¹ and was created with and builds on the work and learnings of the Truth, Racial Healing & Transformation (TRHT) community partners². Fundamental to this day is a clear understanding that racial healing is at the core of racial equity. This day is observed every year on the Tuesday following Martin Luther King, Jr. Day.

Archives ensure that stories and facts are remembered for posterity. Archival collections are record keepers for the actions of our institutions; they are also repositories of personal accounts of regular people affected by institutions. It is these stories that contextualize facts; we provide confirmation of the Truth surrounding events. Archives help facilitate the return of cultural materials back to their home cultures/countries. Original documents are essential for validating personal stories, supporting legal cases, and connecting individuals with their lost family, heritage, and culture. Archival records can help give people their identity back. Marginalized communities / refugee communities' voices are often missing from traditional history education. Archives also play a vital role in amplifying the voices of marginalized or refugee communities, filling historical gaps and providing a platform for these communities to share their stories. Vital records are often lost when a community experiences diaspora but more than that, personal stories are lost. People's identities are lost or dismissed as unimportant to our collective memory. Vital records, including census data, are instrumental

in understanding how our ancestors were viewed in the United States at a given time. Archives also play a role in issues of reparations, supplying evidence for descendants of enslaved peoples and survivors of historical events like the Holocaust.

Personal anecdotes further emphasize the importance of archives. For instance, the experience of a family losing its identity due to the lack of official papers underscores the critical role archives play in preserving personal stories and identities. My father's birth certificate is handwritten; my grandparents had no official papers when they arrived at the refugee camp. Without those papers they were classified as people with no nation. After having their humanity stripped away, they were stripped of their identity, and stripped of their community/support structures/lives.

I am the archivist for the Dominican Sisters of Peace; this article grew out of a presentation I did for the Sisters. The Dominican Sisters of Peace are vowed Catholic Sisters who are dedicated to living a life of peace-making wherever they are and in everything they do. The Sisters build peace and show love through our actions. Through their ministries across the nation and around the world, they offer food, shelter, medical care, education, career training, spiritual development, care for the Earth and more.³

I was inspired to do this presentation because of the work the Sisters have been doing to support racial healing. The *I Was Here* project event in Kentucky in 2023 was the culmination of this effort. Sisters searched for as many names as possible to sanctify the men, women, and children who were held in bondage at the St. Catharine Motherhouse. By acknowledging the wrongs of the past, we are taking steps to support the racial healing of the Black community in and around St Catharine, KY.

Anecdotes from the Dominican Sisters of Peace highlight how archives provide emotional context to historical events, humanizing the facts and offering a deeper understanding of the past. We have an account of Sisters last days in Cuba as told by Sister Eileen Patricia Primrose. Sister Eileen writes, "it was about one o'clock now and a very hot afternoon but we galvanized now into action...Herman met with Sr Anne Marie and explained that when the Sisters left, he and his family would be the next one persecuted because they had always befriended the Sisters." The Sisters immediately arrange for visa for Herman and his family through the embassy. The students and their

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1 Retrieved 01/08/2024 from <https://healourcommunities.org/>

2 Retrieved 01/08/2024 from <https://dayofracialhealing.org/>

3 For more information about the Dominican Sisters of Peace please see our website <https://opeace.org/who-we-are/>

families had to go into hiding because of their association with the Sister-run school. The Sisters had to destroy much of their archival material to keep Castro from arresting the Sisters or the families they worked with. This is a very common example of how archival records can be used for nefarious reasons. By destroying the archives, the Sisters were protecting people while also making it very difficult for descendants of those people to document that time period.

These stories are echoed in so many people's experience; they give us the emotional context that humanizes the cold-hard facts of a given event. The significance of archives extends beyond preserving historical records; it is a crucial element in the ongoing work towards racial healing, equity, and understanding of our shared humanity.

Archives Month Poster:

CALL FOR IMAGES 2024

Collette McDonough, *Lettering Foundation*, and Jim McKinnon, *University of Dayton*,
Advocacy and Outreach Committee Co-Chairs

This year's annual Society of Ohio Archivists' October Archives Month theme is "O-H-I-Olympics: Competitors from the Buckeye State." In conjunction with the 2024 summer Olympics, we want to highlight Ohio connections to Olympic competitions.

We looked for archival images not only related to the summer and winter international Olympic Games, but also those connected to the Paralympic Games and to the Special Olympics. These can be images connected with people who competed in the games, even if they *didn't* bring home the

gold (or any medal)! We also included images connected to trainers, coaches, and spectators. Institutions or individuals were able to submit a maximum of three (3) images.

SOA members will have the opportunity to vote on their favorite entries between Monday, April 8 and Friday, April 26, 2024.

We look forward to your participation! View previous [Ohio Archives Month posters](#).

Thank you,
Society of Ohio Archivists
[Advocacy and Outreach Committee](#)

Editor's Note

Thank you to everyone who helps make *Ohio Archivist* possible.

For the most up-to-date information on SOA including ways to get involved, please visit the [website](#) and join us on the [SOA listserv](#).

Have a happy and healthy spring and summer.

Thanks, Ohio!

Jessica

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