Intersectional DEI
We are Nobody without Everybody

A common-sense approach to accessibility
Land Acknowledgement Statement

As Dominican Sisters of Peace and Associates, we give thanks for the sacred land on which we gather and express our gratitude to the peoples who have cared for this holy ground. We acknowledge that our Columbus motherhouse and this conference center occupy the ancestral and contemporary territory of the Shawnee, Potawatomi, Delaware, Miami, Peoria, Seneca, Wyandotte, Ojibwe and Cherokee peoples. We lament the forced removal of these tribes through the Indian Removal Act of 1830. We honor the resiliency of tribal nations and recognize the historical contexts that continue to affect the Indigenous peoples of this land.
Ground Rules

Treat everyone with Kindness
There are no ‘stupid’ questions
This is a safe space Please act accordingly

SAA Code of Conduct
Think about how others move through your world and ways to allow people to thrive, regardless of how they interact with the world.
Intersectional Identities

- All the ways you are you

https://medium.com/i-am-intersectionality/i-am-intersectionality-6ebc6da347e3
What do we mean when we talk about DEI

REALITY
One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

EQUALITY
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

EQUITY
Everyone gets the support they need, which produces equity.

JUSTICE
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

https://www.calcrround.org/the_stem_frontline/famous-equity-meme-revisted
Demographics in the Archival World

- The proportion of Disabled individuals in the archival profession was self-reported at 16.5% with 6% unwilling to answer the question in the 2022 A*Census II.
- Demographic information that was not even collected in the 2007 A*Census survey of the profession.
Making our repositories Diverse, Inclusive, and Equitable

- Archives are traditionally from the cis, white, male, able-bodied perspective
- Expanding perspectives make for more complete collections
- Inclusive environments foster collaboration
- Equitability gives everyone a chance to fully contribute
- Disability crosses all identities
Archival Accessibility
No cost – low-cost accessibility accommodations

- Accessibility tools for your website
- Accessibility tools for your reading room
- Accessibility to materials
  - Physical
  - Digital
Accessible Reading Rooms

- Physical access to the room
- Interactions between patrons and archival workers
- What our spaces say
Accessible Websites

- Provide alternatives for non-text content.
- Provide different options for viewing media content.
- Create content that can be viewed on different platforms.
- Make content easy to hear and see.
- Make all functions keyboard accessible.
- Allow users to adjust timing.
- Avoid content that blinks or flashes.
- Provide tools to help navigate your website.
- Accommodate various input options.
- Ensure text content is grammatically correct.
- Design predictable website features.

https://tinyurl.com/mvfd37b4
Disability and Job Posting

- Must be able to lift 40 lbs
Accessibility and the Job Interview

Disability and Disclosure

Do I Need to disclose?  
When should I disclose?
What can I do?

Diversity, Equity, Inclusion and Belonging (DEIB) at Organizations

- Welcoming and representation of different dimension of diversity
- Be accountable
- DEI is the base to build on
- Feeling accepted as members of a group, valued, and connected with the company
- Truly own and lead by example
- Make it a conscious effort
- Accept that your company isn’t for everybody
- Building a work environment where everyone’s thoughts, ideas, and perspectives matter
- Ensuring that all individuals have access to the same opportunities and that they are treated fairly
- Focus on purpose

https://www.aihr.com/blog/diversity-equity-inclusion-belonging-deib/
How do I make advocacy work?

Advocating for Yourself

Advocating for Others

https://www.linkedin.com/pulse/showing-your-weakness-new-advocating-yourself-april-tsuei/

https://www.azquotes.com/quotes/topics/advocacy.html

Our lives begin to end the day we become silent about things that matter.
—Martin Luther King
Interpersonal DEI

- What is an ally?
- What is allyship?
Examples of Allyship

- Speaking up in non-diverse settings
- Taking on emotional labor (as a white or cis person)
- Calling out harmful behavior in ‘closed’ settings
Disrupting Patterns

- Model what you want to see.
- Hold dysfunctional systems accountable.
- Engage and empower to collectively find solutions.

Learn communication preferences of your staff:
- How do you check in without being intimidating or micromanaging?
- How do you provide feedback without seeming attacking?
Holding Systems Accountable

- Archivists in leadership or managerial roles
  - Holding up past policies to the light
  - Avoiding pitfalls before they become problems
  - Pushing administration to update or change outdated policies, procedures and style guides

- Archivists in the trenches
  - Identify issues in real time
  - Support changes from above
  - Modelling behavior
Fostering Inclusivity

Subtle Diversification
● Examples
● Displays
● Signage
Leveraging Privilege for Good

- Being an Ally
- Being a Mentor
- Being a Leader

“No one else can lead the life you live.”

-Fred Rogers
How to apply this in the real world

- Look for small things that can be easily adjusted
- Build support for the big things that need institutional support for change
- Pick your battles
Affecting Positive Change

- Being comfortable calling out inappropriateness
- Support from the sidelines
- Using your privilege for good

“Look for the helpers. You will always find people who are helping... Because if you look for the helpers, you will know that there is hope.”

-Fred Rogers
Taking care of your mental health

- Meditate/Breathing
- Stretching
- reading/listening to audio books
- Doing something indulgent for yourself
Just remember

“Never be cruel. Never be cowardly. Hate is always foolish. Love is always wise. Always try to be nice, but never fail to be kind.”
Questions?

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