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
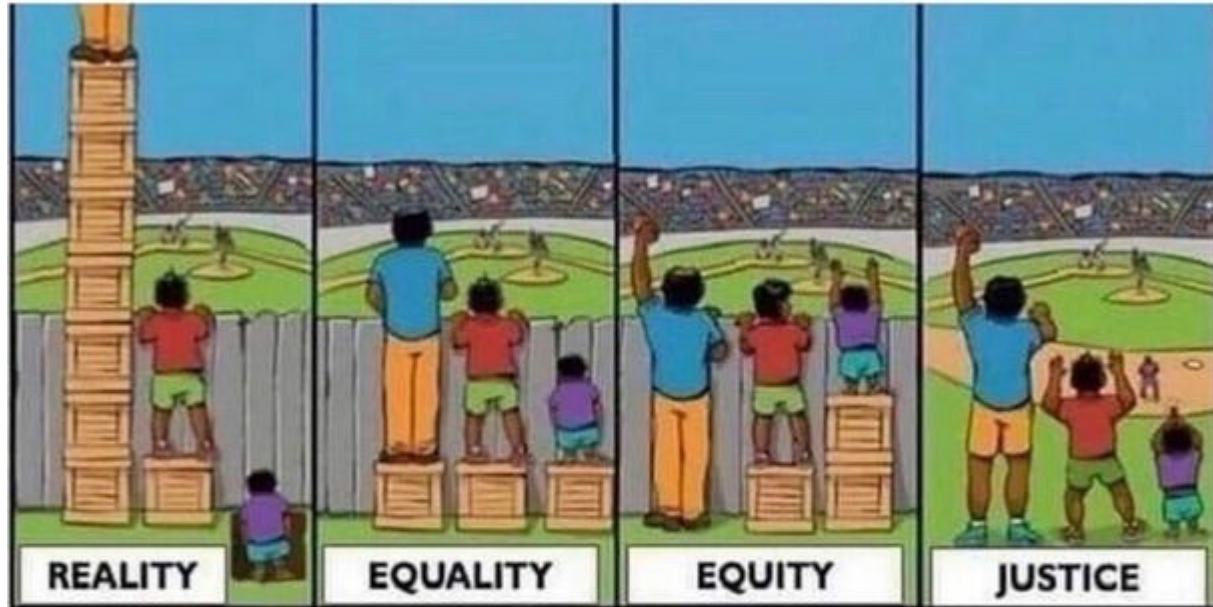
SAA Code of Conduct

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

RACE
RELIGION
SEXUAL IDENTITY
DISABILITY
INTERSECTIONAL IDENTITIES
GENDER
CLASS
RELATIONAL STATUS
TRAUMA
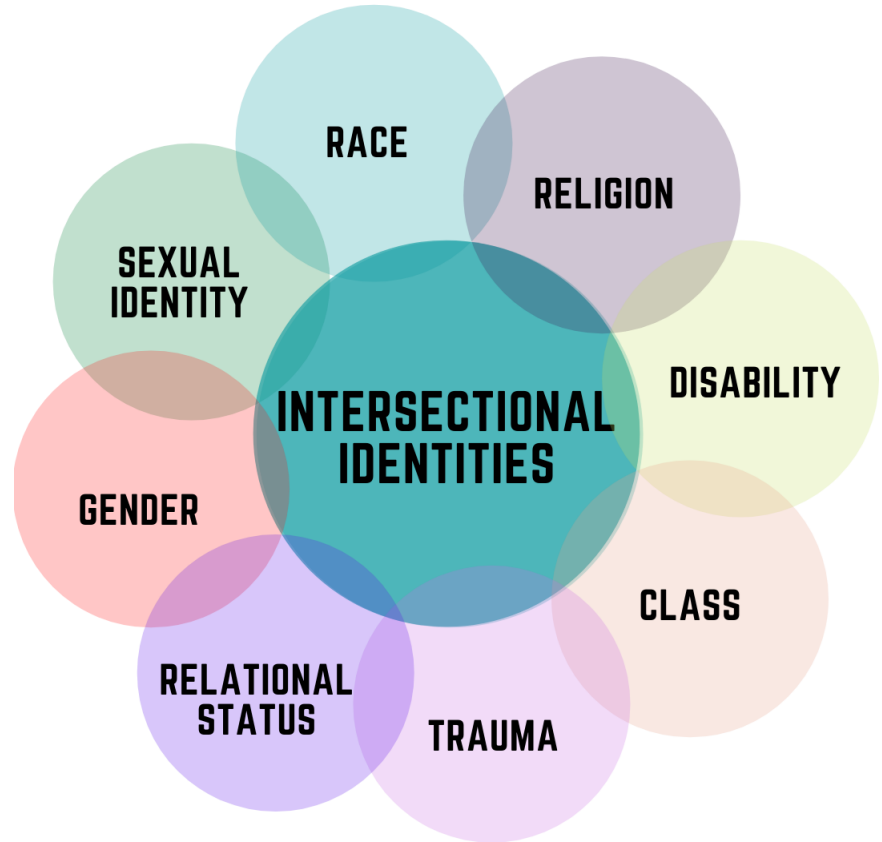
What do we mean when we talk about DEI

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

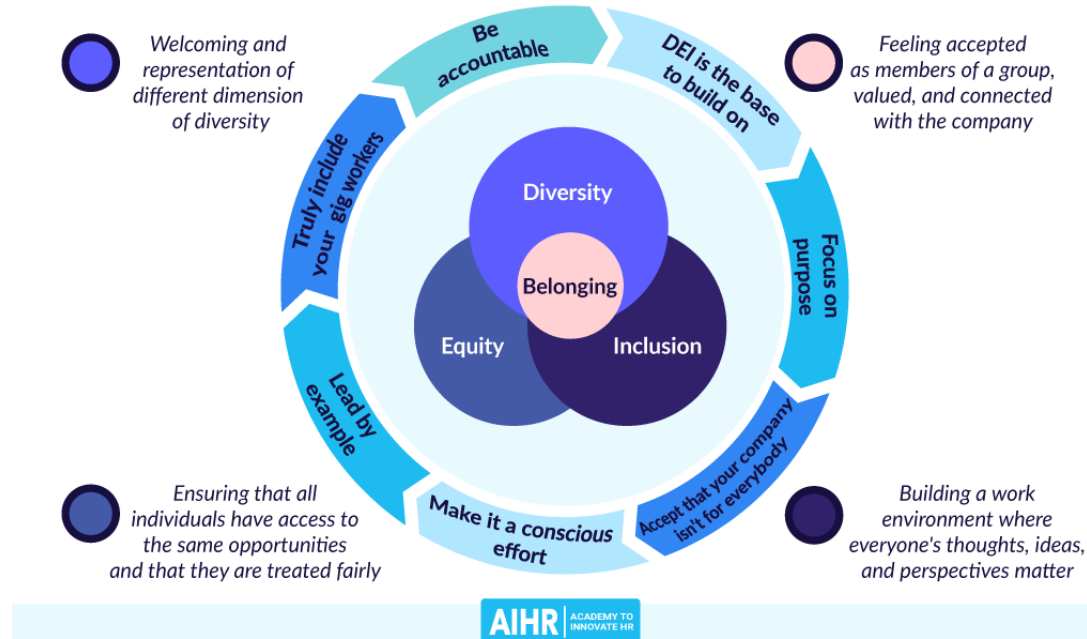# Accessibility and the Job Interview

Disability and Disclosure

Do I *Need* to disclose?

When *should* I disclose?

What can I do?

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

- Be accountable
- DEI is the base to build on — Feeling accepted as members of a group, valued, and connected with the company
- Truly include your gig workers — Welcoming and representation of different dimension of diversity
- Focus on purpose
- 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

Diversity · Belonging · Equity · Inclusion

AIHR | ACADEMY TO INNOVATE HR

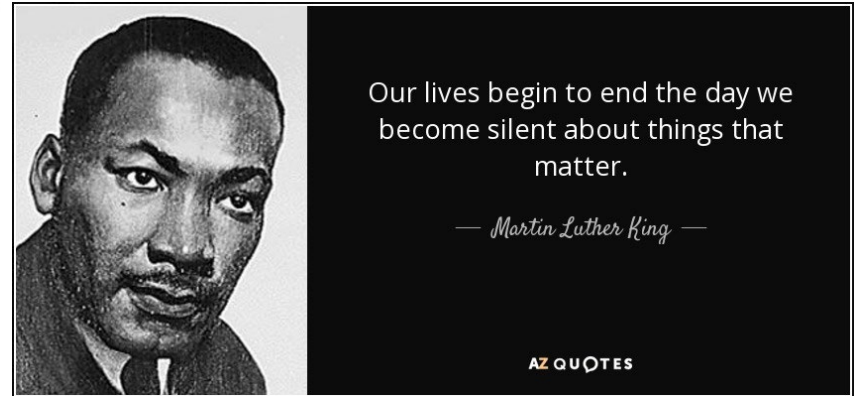https://www.aihr.com/blog/diversity-equity-inclusion-belonging-deib/

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

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

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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

FRED ROGERS CENTER
for early learning and children's media
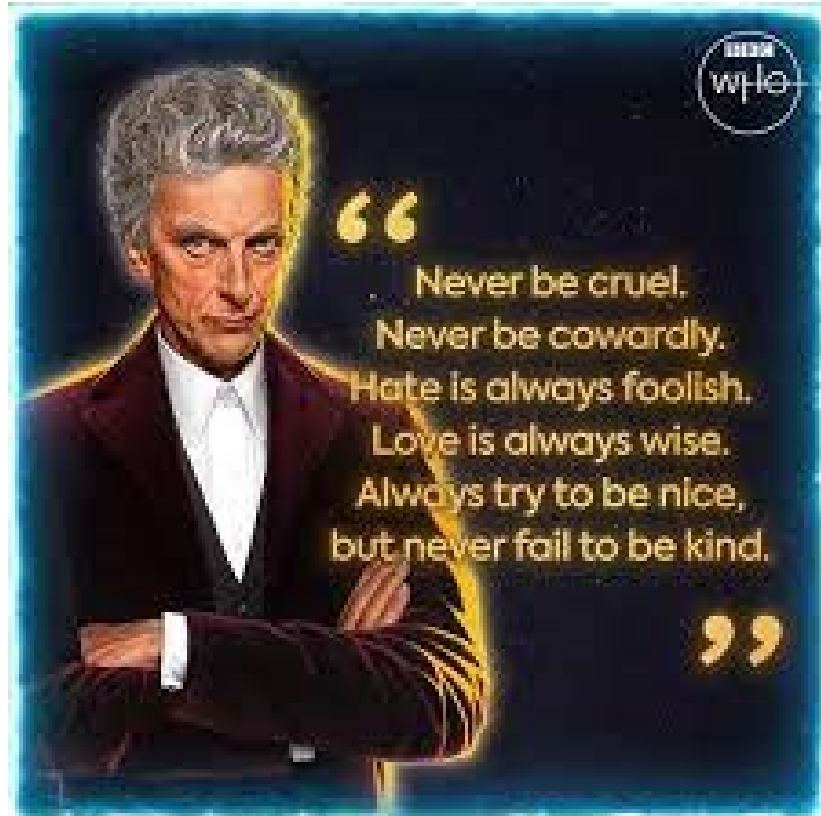at Saint Vincent College

"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

Questions?

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