

2021 NAGARA READI Survey Results

The READI Committee (which stands for racism, equity, accessibility, diversity, and inclusivity) created a survey to seek input from membership on how we can support them. The survey went out to all members and was posted on Community Chat. Open from June 11 to June 30, the response rate was about 8%. Of over 1,200 members, the highest number of responses was 147 and the lowest 115. Overall, the READI Committee was pleased with the response rate and the responses to the survey. The READI Committee is identifying specific action items to suggest to appropriate NAGARA committees. All answers to the survey were anonymous. Please contact the READI Committee if you have questions about the survey or are interested in volunteering on the Committee.

1. The first question on the survey is an attempt to gauge areas of interest in the membership. Topics include: accessibility in an online environment; hiring and retaining a diverse workforce, how to identify systemic racism in government institutions; defining inclusion in the workplace and creating more equitable workplaces.

Accessibility in an online environment

Most important .24
Important .13
In the middle .2
Less important .2
Least important .23

Hiring diverse workforce

Most important .23
Important .18
In the middle .36
Less important .11
Least important .19

Identifying structural racism

Most important .25
Important .18
In the middle .13
Less important .19
Least important .24

Defining inclusion in the workplace

Most important .18
Important .14
In the middle .24
Less important .19
Least important .25

Creating more equitable workplaces

Most important .24
Important .13
In the middle .2
Less important .2
Least important .23

No topic rose to the top. In most questions the topics rated equally for most important and least important. The open-ended answers suggested that NAGARA's membership is divided in the areas of DEIA topics. The comments reflect this, with some asking why we think libraries and archives are racist and others asking for work on a deeper understanding of structural racism.

No specific comments about accessibility in an online environment creating more equitable workplaces.

Comments specific to hiring a diverse workforce:

- Unconscious bias
- Garnering buy-in from top down to make business case for racial equity, diversity and inclusion

Comments about identifying structural racism:

- Interested in exploring barriers to data access and how to create more equitable access
- Using structural racism to explore why outcomes across race are not equitable
- NAGARA should focus on archives, records, and information management; topics like racism and diversity and inclusion are a distraction from the mission of NAGARA

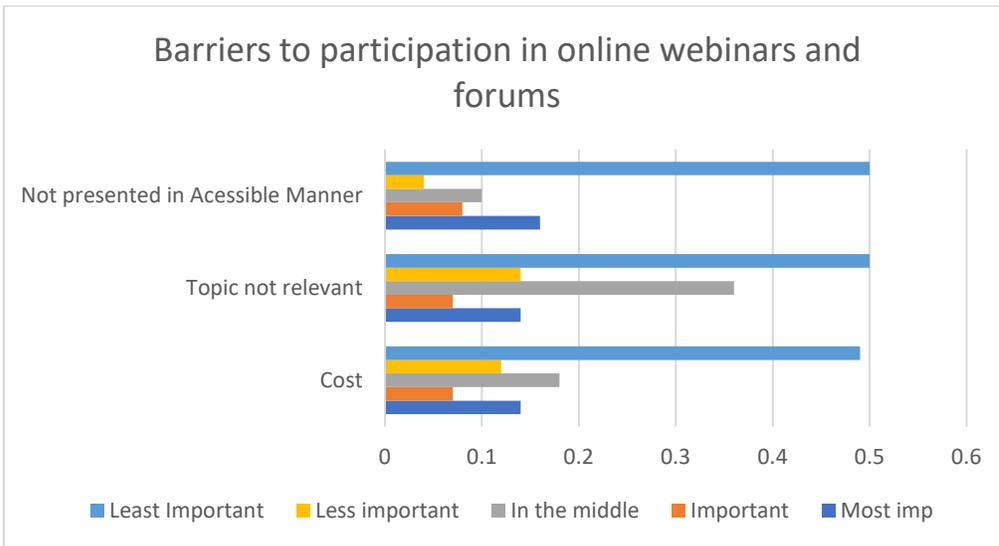
Comments about defining inclusion in the workplace:

- Inclusivity extends beyond race; we need to include gender and age as well
- Include mental health disorders
- Not just defining inclusion but including people from all backgrounds and maintaining diverse workforce and leadership; measurable goals for equitable pay
- What are hallmarks of non-inclusive institutions?

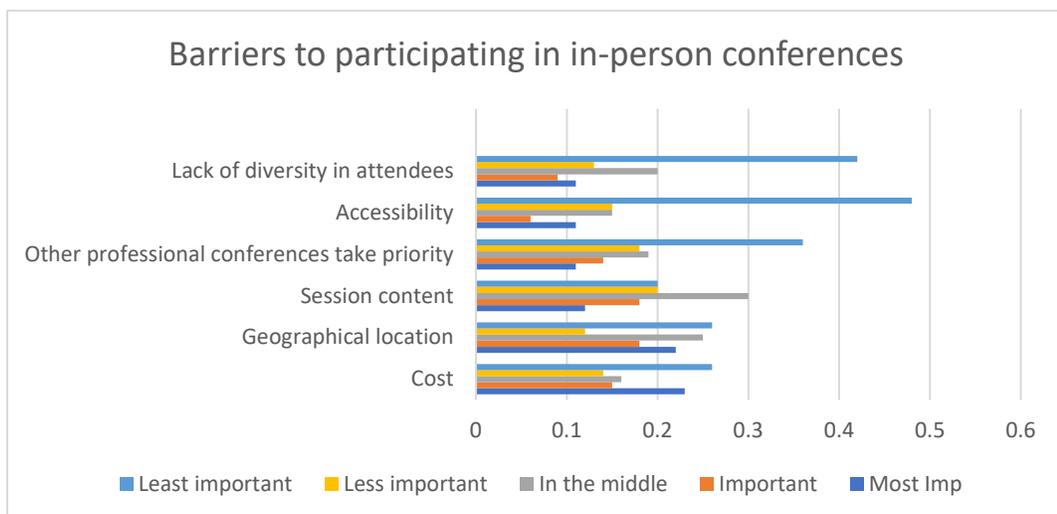
Other topics of Interest:

- READI-related:
 - Bullying
 - What are hallmarks of non-inclusive institutions?
 - Specific equity challenges for archives and records in the context of government
 - Making archival description less exclusionary
 - Encouraging diversity in college education
- Non-READI topics
 - Computer security, physical security, patron access v restricted records
 - Collaborative outreach to promote holdings, increase resource allocation
 - More business case studies, especially addressing electronic records and recordkeeping systems
 - More forums for entry level manager

2. The second question addressed barriers to participation in online NAGARA webinars and forums. The responses reflect a very positive reaction to past webinars and forums. By far, the majority of respondents listed the barriers as “least important.” There were many positive comments regarding the webinars such as: “Your topics, presentations, and presenters are more relevant, organized, and useful of any of the records-related organizations!” and “I wouldn't change anything about the NAGARA webinars. They work great for me!”



3. The third question looked at barriers to in-person conferences. There were many positive responses regarding content. As with the first answer, the members were divided. Some love in-person conferences, while others see little value in them. No barrier stood out as being very important to people; cost and geographical location are the highest in the “most important” category but less than 25% the respondents rate them in this category. Replies included “NAGARA has done such a great job of picking low cost locations, it's been easy to justify attendance to my employer. And the content on the agenda has made it even easier.” On content, respondent laments the lack of IT-based topics. Two responders want space for affinity groups. There was a request for more diversity among presenters and for closed captioning.



Characteristics of membership from responses:

- 16% Identify as having a disability.
- 17% Identify as LGTPQIA+

Ethnicity (127 answers)

- White 72%
- African-American/Black 7.8%
- Asian American 7.1%
- Latino /Hispanic 7.2%
- Native American 3.4%
- APIA 2.5%

Number of years NAGARA member

1. 1-4 years 50%
2. 5-9 years 30%
3. 10+ years 20%

Age range

- | | |
|-------|-------|
| 18-25 | 7% |
| 26-35 | 14.1% |
| 36-49 | 39.3% |
| 50-65 | 41.5% |
| 66+ | 4.4% |

Sampling of Suggested Workshops or speakers:

READI Topics

- Something READI specific and specific to archives/records and governments
- Session on implicit bias
- A full day racism training to educate what racism is, how it manifests itself, how it impacts both the perpetrator and the victim, and why it matters.
- Anti-racism and cultural competencies workshops
- Offensive content in archives
- Making resources available to the disabled and utilization of disabled staff in archives and records management
- Speakers that are non-white and do not identify as male which would create a more welcoming space for non-white people
- No suggestions – please do not dilute NAGARA’s efforts with such distractions

Non-READI topics:

- Collaborative inquiry - Knowledge sharing between academic/nonprofit and Government
- Outreach techniques to increase internal engagement
- How to Pre-Arrange Future Accessions
- Welcome to the Archives: A Crash Course of Best Practices for those without Academic Archive Training
- Records Appraisal & Management in the "Age of MS Teams"
- Electronic Records Retention best practices and schedules
- Conservative or middle-of-the road speakers/workshops on topics to help me with my job
- Working with city governments to manage their archives and creating a system of LOCKSS
- Nest-egg Archives: Best Practices for the 1-to-4 person Repository
- Novel Space-Saving Practices that Don't Break Preservation Rules