Sustaining the Profession

CONTINUING EDUCATION, PROFESSIONAL ADVOCACY & EQUITY IN THE FIELD OF AUDIOVISUAL ARCHIVING
Brenda Flora & Pamela Vadakan
AMIA Advocacy Committee

Brianna Toth & Andy Uhrich
AMIA Continuing Education Advocacy (CEA) Task Force

Jacqueline Stewart & Teague Schneiter
National Film Preservation Board (NFPB) Diversity Task Force
ADVOCACY
AMIA Advocacy Committee of the Board (ACOB)

EQUITY & INCLUSION
National Film Preservation Board (NFPB) Diversity Task Force

CONTINUING EDUCATION
AMIA Continuing Education Advocacy (CEA) Task Force
MEMBERS
Rachel E. Beattie, co-chair
Brenda Flora, co-chair
Pamela Vadakan, co-chair
Audrey Amidon
Ray Edmondson
Karma Foley
Candace Ming
Jen O’Leary
Ariel Schudson
Rosie Taylor

BOARD LIAISONS
Casey Davis Kaufman
Yvonne Ng
Teague Schneiter
WHO RESPONDED?

- 51 individuals responded to the survey
- 49 identified as current AMIA members
- Total: 5% of AMIA’s membership
- Survey was open from Nov 2018 – Jan 2019

Annual Advocacy Survey

AREAS OF INTEREST:

- Diversity, equity, and inclusion
- More effective communication with those both inside and outside the field
- Workplace support: access to stable, well-compensated jobs and sufficient resources for archival work
ACOB Findings

STAFF RESOURCES

57%
Job security and liveable wages are the most important challenges to the profession

42%
Full time, permanent positions

38%
Increase salaries

27%
Help unionizing

25%
Short-term contract work and job instability are problems

25%
Labor is often invisible

13%
AMIA could support unionizing

Stop unpaid internships
36% Preservation issues are the most important issues in the field today

- Over dependence on grants to fund the day-to-day work of the archives.
- Needed collections care is not funded by grants.
- Grants require a specific set of rigid, costly, technical guidelines for digital projects, which limit who may qualify for funding.
Majority of survey respondents and roundtable participants felt very strongly that the single path of obtaining a Masters degree can be a significant financial burden and alternatives are needed

- Training (like webinars or in-person training) can provide platforms for standards
- Paid internships/mentorships/apprenticeships
- Stipends and scholarships for professional development
Should AMIA Offer A/V Certification?

42% YES
23% NO
35% UNSURE/DIVIDED
ACOB Findings
DIVERSITY, EQUITY, AND INCLUSION (DEI)

26% DEI issues are the most important issues in the field today

30% Tied barriers such as implicit bias, educational requirements, and lack of job security to issues of diversity, equity and inclusion

96% AMIA could be doing more to promote DEI

4% AMIA is already doing enough/should not be a focus
ACOB RECOMMENDATIONS

**FUNDING & EMPLOYMENT**
- Salary transparency
- Travel grants
- Development

**EDUCATION**
- One-sheets and messaging
- Collaborate with Continuing Education Advisory Task Force

**DIVERSITY, EQUITY, & INCLUSION**
- Survey
- Travel grants
- Safe and moderated spaces
- Opportunities for leadership

**RESPECT OUTSIDE THE FIELD**
- Build on and contribute to the work of others
- Collaboration

**TECHNICAL CONCERNS**
- Deep dive assessment
- Develop and promote standards
- Articulate "good enough" vs. "best" practices

**CLIMATE CRISIS**
- Topic of discussion
- Live-streamed and virtual events
- Investments
- Collections

**ADVOCACY WITHIN ONE'S ORGANIZATION**
- Roundtable discussions
- Additional networking

**PROCESS FOR BRINGING ADVOCACY ISSUES TO AMIA/ACOB**
- Google form on the AMIA website
**NEXT STEPS**

**FORM SUB-GROUPS TO ADDRESS RECOMMENDATIONS**
- Salary equity and labor
- Development
- Climate change

**COLLABORATE**
- Partner with existing committees, task forces, and working groups
- Membership participation

**FACE OUTWARD**
- Liaise with related professional organizations doing similar work
- Continue to collaborate and co-sponsor workshops, conferences, symposia, and events
AMIA CEA Task Force

MEMBERS
Janet Ceja Essoru, co-chair
Andy Uhrich, co-chair
Snowden Becker
Karen Gracy
Kimberly Tarr
Brianna Toth
Erwin Verbruggen

BOARD LIAISONS
Teague Schneiter
Casey Davis Kaufman
AMIA CEA Task Force charge

Created by the AMIA Board in 2018 to help design a coordinated approach to offering A/V archival training
What did the CEA Task Force do?

- **Summarized Current Training Programs**
  - Researched preexisting degree programs, classes, webinars and workshops on AV archiving

- **What training is AMIA best primed to provide?**

- **Core Competencies**
  - Built off of initial findings of the AV Competency Framework Working Group

- **Listening Session at Last AMIA**
  - Included comments from listening sessions from 2018 AMIA conference.
Core CEA Task Force Findings

High Quality of Existing Programs but Educational Needs Still Exist

Mid-career professionals, workers in allied fields, students looking to break into the field, family archivists, etc

Barriers of Cost and Geographic Location

Need for regional, low cost training

Excellent Online Resources Exist but Are Not Coordinated

Need for Proof of Experience Outside of Degree Programs
Survey needs of AMIA membership

Search for funding for a paid position to manage AMIA’s educational offerings

More research and discussion on whether AMIA offer training certificates for its online webinars and workshops

Coordination with other AMIA and NFPB education efforts
# National Film Preservation Board

**Diversity Task Force**

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<th>Members</th>
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<tr>
<td>Jacqueline Stewart</td>
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<td>Teague Schneiter</td>
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<td>Greg Barnes</td>
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<td>Schawn Belston</td>
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<td>Tracy Cahill</td>
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<td>Dennis Doros</td>
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<td>Jan-Christopher Horak</td>
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<td>Richard Wesley</td>
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Report:
"Cultural Equity & Inclusion in the Moving Image Archival Workforce"
Data Gathering Methods

• In collaboration with AMIA, field-wide survey of the moving image archive profession to gather socio-economic, demographic, salary and advancement data – 545 respondents!

• 4 Open Forum meetings in New York, Washington DC, Los Angeles and Online – 105 participants shared their experiences and ideas for improving cultural equity and inclusion within the moving image archive profession

• 10 online Focus Groups where over 90 participants discussed their experiences navigating the field, identifying needs and barriers to entry and advancement, as well as coming up with recommendations for possible strategies

• Consultation with peers from allied professions (archivists, librarians, technologists) to help identify best practices and mutual concerns within diversity, cultural equity and inclusion for the profession
DISCUSSION GROUP FINDINGS

- LACK OF JOBS
- LACK OF AFFORDABLE TRAINING/EDUCATION
- DEBT TO SALARY RATIO
- REGIONAL CLUMPING OF JOBS
- LACK OF WOMEN IN TECHNOLOGY POSITIONS
- SPACES NOT BUILT BY AND FOR PEOPLE OF COLOR
- LACK OF PUBLIC AWARENESS OF THE PROFESSION
- LACK OF CONNECTION TO COMMUNITIES
- PROFILE OF FIELD NEEDS TO BE RAISED
KEY FINDINGS - CULTURAL INCLUSION IN THE WORKFORCE:

- 61% are female
- 17% are non-White (compared to current US workforce of 33 percent)
- 23% are LGBTQAI+
- 15% speak a language other than English as their primary language
- 15% have a form of disability or are neurodivergent
- For those that identified as Senior Management, 60% are female
- For those that identified as Senior Management, 12.5% are people of color
MOVING IMAGE ARCHIVE WORKFORCE

% OF PROFESSIONALS BY GENDER

406 US respondents (%)

[Bar chart showing the distribution of professionals by gender, with the majority being female.]
% OF PROFESSIONALS BY RACE/ETHNICITY

What is your race or ethnicity? Note, you may select more than one.

Answered: 402    Skipped: 4

- White
- Hispanic or Latina/o/x
- Black or African American
- Asian (East Asian, South Asian, Central Asian, Southeast Asian)
- Middle Eastern or North African
- American Indian or Alaskan Native
- Native Hawaiian or Other Pacific Islander
- Multiracial, Multicultural, or Biracial
- I choose not to specify

406 US respondents (%)

MOVING IMAGE ARCHIVE WORKFORCE
KEY FINDINGS - LABOR & EDUCATION IN THE WORKFORCE:

- 70.28% have master’s degree
- 20% unemployed or under-employed
- Median salary range is between $55,000 to $74,999
- 45% work for an Academic institution or University Library
- 21% work in the Non-Profit sector
- 69% of professionals had to take students loans
- 57% are still paying back loans
- 10% have over 60k in loans
RECOMMENDATIONS

RECRUIT MORE DIVERSE INDIVIDUALS

• Create career packets - careers in audiovisual archiving/preservation
• Speakers Group to diverse educational institutions (HS, College, Uni)
• Training & Education Institutes - HBCUs, Tribal Universities/Colleges
RECOMMENDATIONS - cont.
CREATE MORE PATHWAYS FOR TRAINING & EDUCATION

• Scholarships for people from underrepresented communities

• Paid Internship Program (Including funding for small institutions)

• Apprenticeship/Traineeship/Certification Pathway

• Continuing Education/Training Program

• Regional Hands-on-Training Summer/Winter Schools
RECOMMENDATIONS - cont.

FOCUS ON LABOR ISSUES FOR AV ARCHIVISTS

• National Forum to identify fair labor practices with allied fields - (w/ SAA !)
  Salary transparency data

SHIFTING PROFESSIONAL CULTURE TOWARDS EQUITY

• Cultural competency training for employers and employees
• Inclusive hiring practices
• Collegial connection and support
ADVISORY WORKING GROUP

NFPB DTF, AMIA, and allied professionals work towards a preliminary list of prioritized projects

IMPLEMENTATION FORUM

At the 2020 AMIA conference in El Paso DTF members will meet with community to discuss implementation

SUPPORT FOR IMPLEMENTATION

Additional research, data gathering, and fundraising undertaken by stakeholder groups
OVERLAPPING ISSUES

- More jobs!
- More online resources and regional training beyond urban areas
- Salary transparency & equity
- Certification for professional development and advocacy for certification
- Improve labor conditions: permanent positions, unionization, etc.
- Paid internships (AMIA D&I Fellowship Pilot Task Force happening now!)
- More visibility and better messaging about the profession, which may make the field more welcoming and make for a more
- More research and finer grain information
We Want YOUR Feedback!!!

COMMENTS & QUESTIONS SURVEY: https://forms.gle/PuyXqTvYz5NduFRT7
Read the Reports

http://www.amiaconference.net/sustaining-the-profession-session

ACOB
CEA
NFPB
Thank you!

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