**Collaborative Notes - AMIA 2016**

AMIA 2016 Plenary Discussions

Wednesday 09 November 2016

Note takers: <feel free to put your name in!>

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Programme abstracts: <http://www.amiaconference.net/amia-2016-opening-plenary/>

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| AMIA 2016 Welcome Wednesday 10 November 2016 - 8:00am | |
| welcomeAndrea Kalas, AMIA President Welcome everybody!  Thank you conference programme committee.  Next year’s conf: New Orleans! Nov 29 - Dec 2nd   * Rick Chase Foundation Scholarship: Franny > MIAP * Sony Pictures Scholarship: Robin Margolis > UCLA * Universal Pictures Preservation Scholarship: Fatma Amar > P&P Amsterdam * Eclair scholarship: the Scots speak English with a French accent!: Thelma > P&P Amsterdam | |
| Action for Diversity, Inclusion, and Equity in AMIA Thursday, November 10, 2016 - 8:30am  Chair: Moriah Ulinskas, University of California, Santa Barbara  Chair: Jacqueline Stewart, University of Chicago, Cinema and Media Studies  Panelist: Brian Graney, Indiana University Bloomington**;** Mark A Puente, Association of Research Libraries; Janet Ceja, Simmons College, School of Library and Information Science; Carmel Curtis, United Nations | |
| Mariah Ulinskas Introduction. Brian Graney, Indiana University Bloomington <https://twitter.com/AMIAnet/status/796709040113991680>  Brian Graney on @AMIAnet ’s shortcoming in emphasizing only diversity in types of profession when talking about diversity #AMIA16  Tweet by @ng\_yvonne Mark A Puente, Association of Research Libraries - Realized throughout previous programming efforts that we need to educate institution leadership instead of just inserting minorities into preexisting system Janet Ceja, Simmons College, School of Library and Information ScienceCarmel Curtis, United Nations Spoke about work with XRF\_Collective and what AMIA can learn and possibly adopt at both a community and individual level.  **Jacqueline Stewart**  Posed questions to group  Talk about partnerships and initiatives and way we can look at sister institutions/organization to offer best practices with these issues.  Mark - Need to create a default within organization to have all activities reflect on how it fits in with mission of diversity/inclusion.  How do we engage with individual engagement with diverse materials and inclusiveness within the workplace without going to generic   * Important for students to see us engaging in these conversations * The field and professors lack the vocabulary or comfort in addressing diversity * Mark - Work at ARL focused on issues of race and social justice   + Where is association currently at and what steps can we make in a focused way   + We need to show support for people entering our profession or we will lose them   Can these issues be addressed in our archival training programs?   * Carmel - Worked with various group and diverse projects at NYU program but program in itself is cost prohibitive to attend for many. * Janet - As individuals we may not have power to change things high up but there are still ways to reach out and spread the word with public. Connect to other communities (ie. community archiving workshop), collaborate across institutions. Make an effort to stop siloed work.   Why is it important for AMIA to have a diversity statement?   * Be a part of a community that values diversity. It represents a vision of what AMIA can become and continue to grow. A desire to be a part of something larger. * Important to telegraph to your organization and those outside of your org. To show what your organization values and stands for. * Have a statement as a way to begin and continue a conversation. Can be frightening to speak about these issues (not feeling certain you have the right vocabulary). * Embrace the discomfort of the conversation. It’s ok. It’s what it’s about. * It’s not easy to put out a set of shared goals across such a diverse community. * If we can’t do this here then how can we expect to do it outside of our organization as well. | |
| Taking Action for Diversity, Inclusion, and Equity Thursday, November 10, 2016 - 9:45am | |
| Read through diversity statement draft which Board is ready to approve  Process for getting it acknowledged and approved by membership? Want buy in from whole community and not just committees or members of diversity committee.  It’s about teaching empathy and cultivating a community of understanding. Not just focused on bringing people in who represent diversity.  Have ongoing activities that cultivate diversity each year at AMIA  Embed in the diversity statement a “responsibility by members” to cultivate and support diversity?  Goes back to a need for a Strategic Plan by Organization. The last year AMIA had one was 2007?  Board has had conversations about having a strategic plan outlined again. Much relates to being able to bring in revenue to support strategic plan. Have focused on supporting the Code of Conduct and Diversity Statement and talked about strategic plan at the Board Meeting earlier this week.  Idea: Form a group within AMIA of white men to talk through these issues. Create a group of these members within AMIA to show support on the necessity to educating ourselves on these issues.  The word “Diversity” is used in a very general sense. How does AMIA define Diversity  Statement needs to be more action oriented. The code of conduct while great does not have actions to back it up or activities.  Physical and mental health, international/geographical, race, sexuality, immigration status, age…  The problem is by listing groups the more we risk leaving groups of people out by accident. A way to write is as inclusively as possible.  Connection across groups  Feeling we still need to name the groups or risk the statement being watered down and generalized  Familial responsibilities need to be included.  Break into groups (notetaker and representative for plenary tomorrow morning. Also want reps from committees)  Articulate where we’ve be struggling, what we need to do, how we will know we’ve been successful  Talk about what committees and task forces can do  Respect, Openness, Participation, Equity | |
| Discussion into Action:  Ideas for Diversity, Inclusion, and Equity within AMIA Friday, November 11, 2016 - 8:30am | |
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