

**2019 AMIA**

# ***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

# ACOB FINDINGS



## *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%**

Stop unpaid internships

**27%**

Help unionizing

**13%**

AMIA could support unionizing

**25%**

Short-term contract work and job instability are problems

**25%**

Labor is often invisible

# ACOB Findings

## COLLECTIONS CARE RESOURCES



**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.**

# ACOB Findings

## EDUCATION



**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**



# ACOB Findings

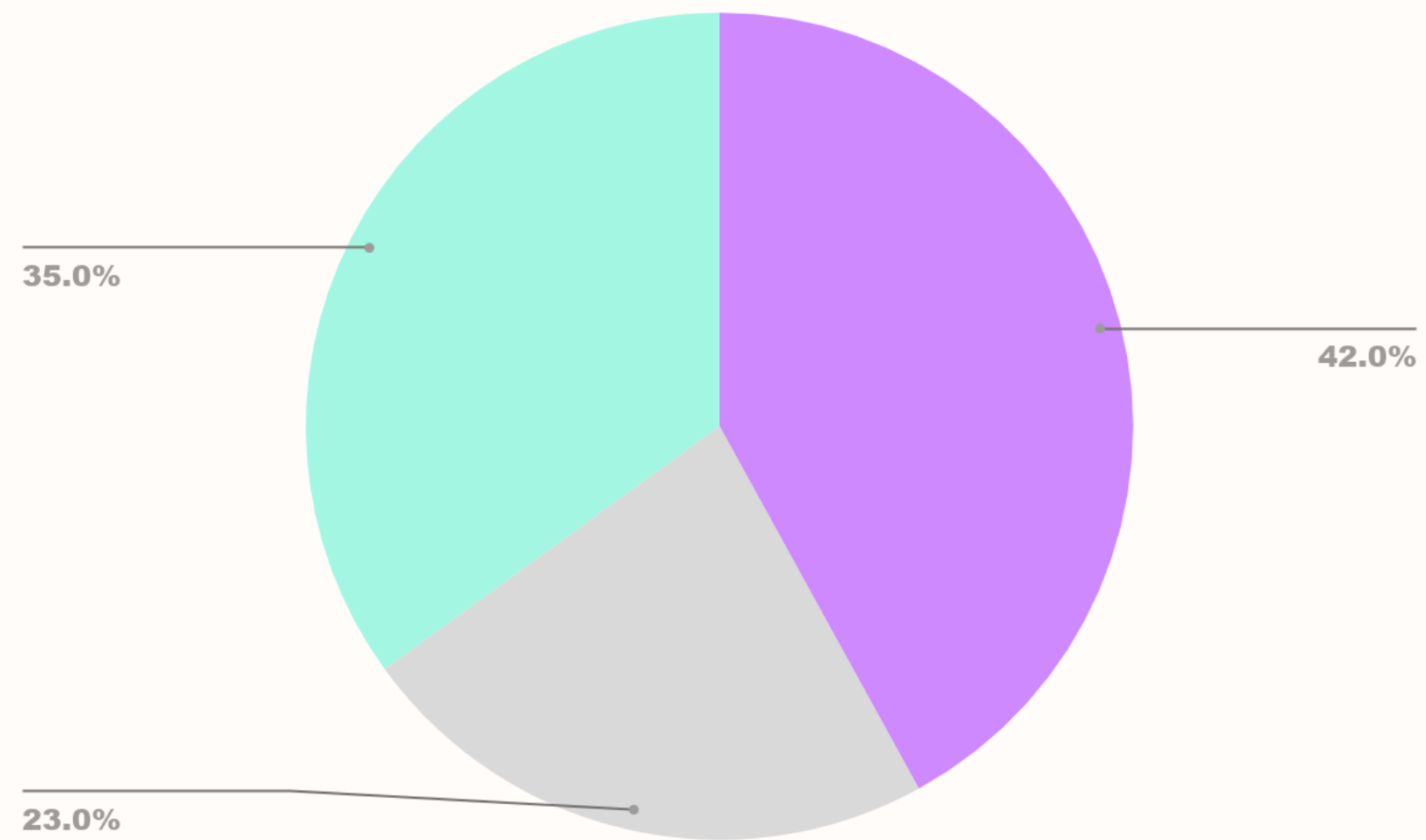
## EDUCATION

### 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

## ADVOCACY

### 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

### ADVOCACY WITHIN ONE'S ORGANIZATION

- Roundtable discussions
- Additional networking

### 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

### PROCESS FOR BRINGING ADVOCACY ISSUES TO AMIA/ACOB

- Google form on the AMIA website



## ***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 Schneider

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

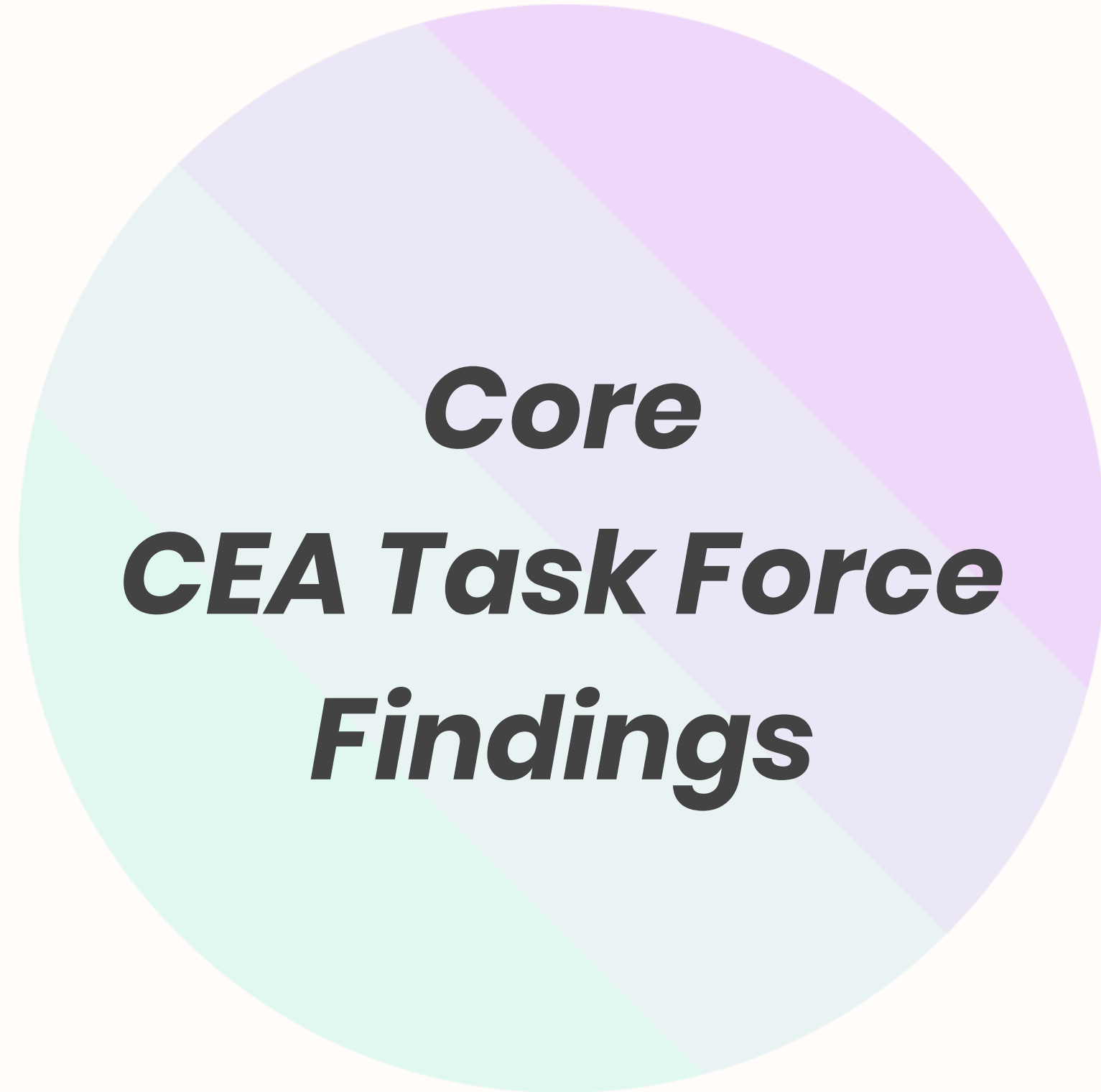
*What training is AMIA best primed to provide?*

## **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.



## **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**

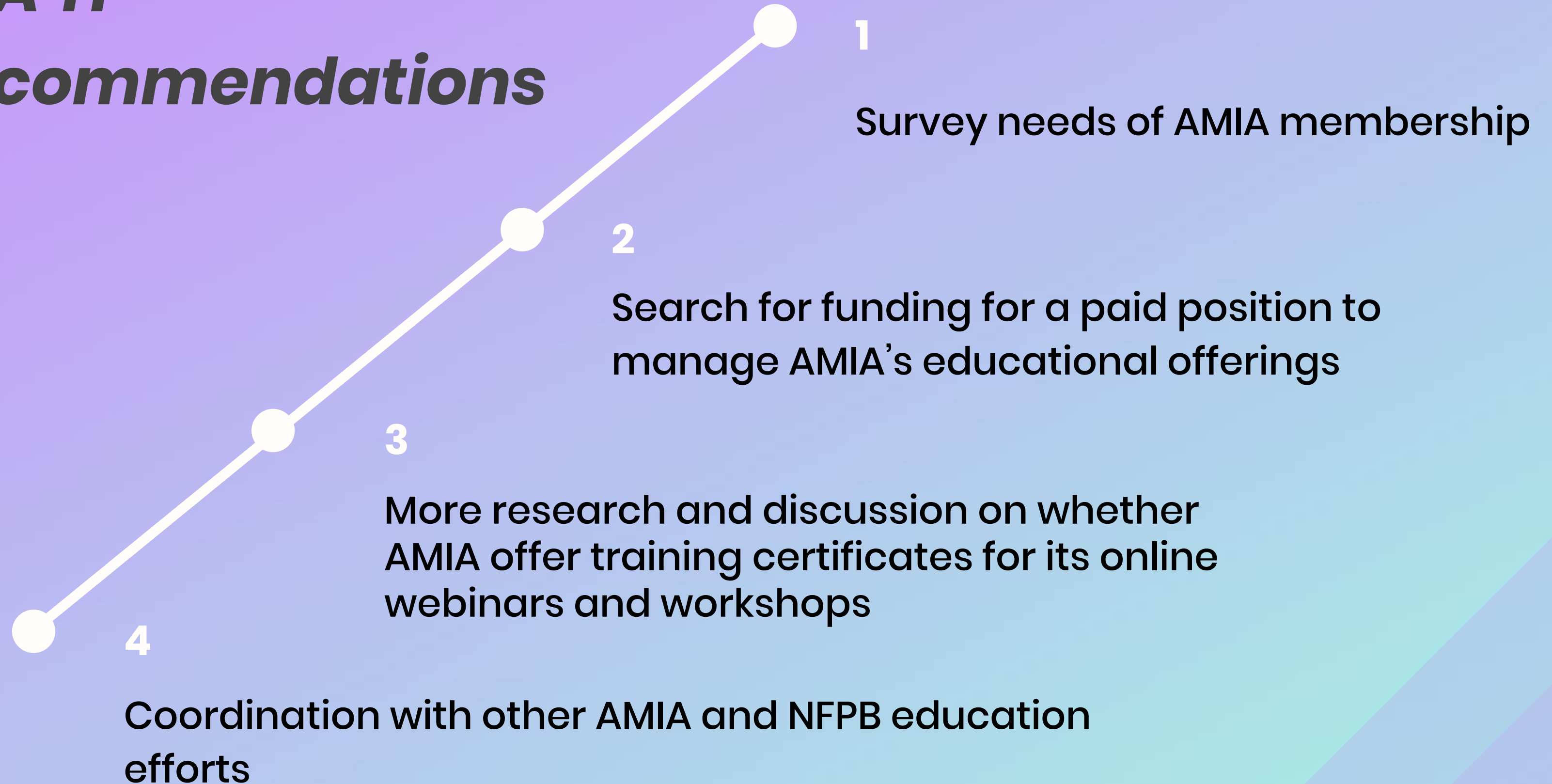
*Need for regional, low cost training*

## **Excellent Online Resources Exist but Are Not Coordinated**

## **Need for Proof of Experience Outside of Degree Programs**



# ***CEA TF Recommendations***



# ***National Film Preservation Board***



# ***Diversity Task Force***

## ***MEMBERS***

Jacqueline Stewart  
Teague Schneiter

(Chair)  
(Contractor)

Greg Barnes  
Schawn Belston  
Tracy Cahill  
Dennis Doros  
Jan-Christopher Horak  
Antonia Lant

Gregory Lukow  
Richard Masur  
Charles Ramirez Berg  
Rajendra Roy  
Eric Schwartz  
Richard Wesley

# NFPB DIVERSITY TASK FORCE

## 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

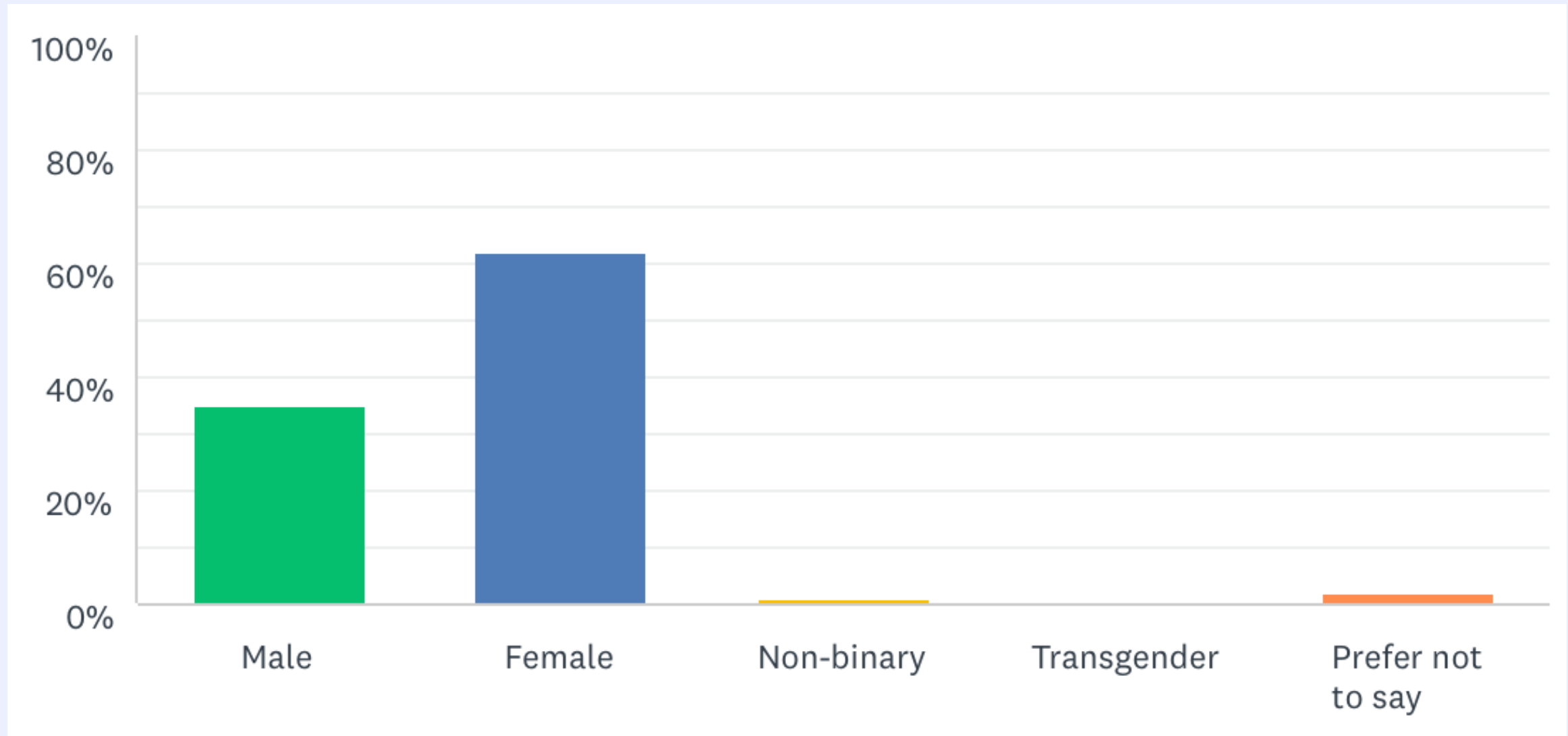
## KEY FINDINGS - CULTURAL INCLUSION IN THE WORKFORCE:

- 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

406 US  
respondents (%)

## % OF PROFESSIONALS BY GENDER



# MOVING IMAGE ARCHIVE WORKFORCE

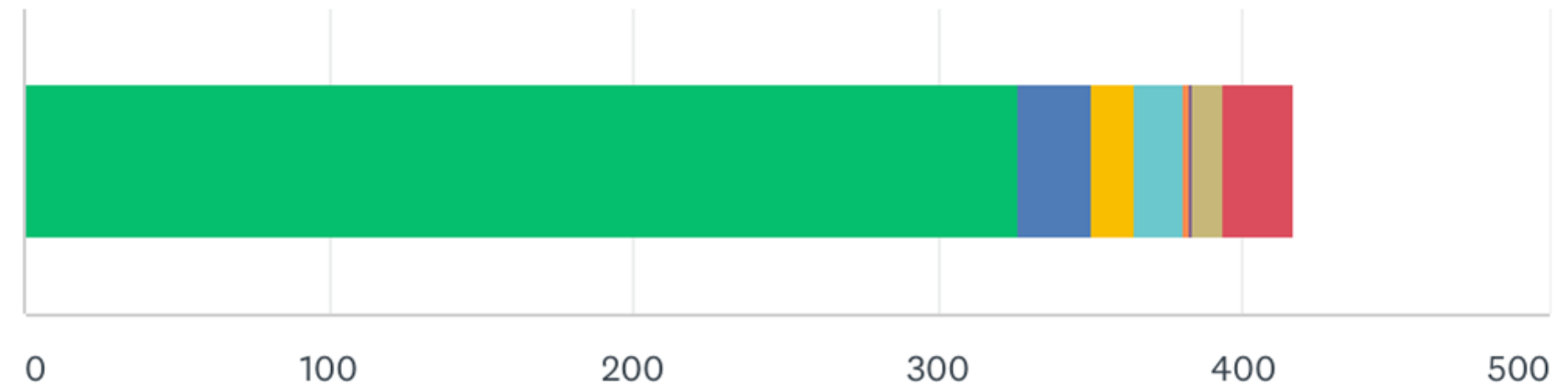
406 US  
respondents (%)

## % OF PROFESSIONALS BY RACE/ETHNICITY

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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



## 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

# NEXT STEPS



## 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**





# Q & A

***We Want YOUR Feedback!!!***

COMMENTS & QUESTIONS SURVEY: <https://forms.gle/PuyXqTvYz5NduFRT7>



# ***Read the Reports***

**ACOB**

**CEA**

**NFPB**

**<http://www.amiacconference.net/sustaining-the-profession-session>**

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***Thank you!***