



# **DIVERSITY PLAN**

To promote diversity, inclusion and equity

**SASKATCHEWAN COUNCIL FOR  
ARCHIVES AND ARCHIVISTS**

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## **Introduction:**

Diversity, within the societal context, refers to any of the differences existing between individuals. It may refer to differences in race, religion, sexual orientation, age, or any of the multitudes of factors that make human beings distinct from one another. This Diversity Plan was created with the intention of encouraging SCAA members at all levels to understand diversity and what it means for archives. Expanded knowledge of diversity and how it relates to archival work would not only produce an environment of inclusivity and respect where all members of the community are served and valued, but would also increase the range of archival holdings in the province, expand membership in the SCAA, and ultimately spread awareness of what archives are and the function they serve.

## **Section One: Priority Overview**

- 1. Grants:** Promote and encourage diversity projects through grant applications. Stress to applicants that projects with a “Diversity” component will receive priority over other projects.
- 2. Workshops and Professional Development:** Hosting workshops, lectures, and other professional opportunities that teach a variety of topics that pertain to diversity, including diversity in archival holdings, and serving a diverse clientele.
- 3. Promotions:** Communicate through various means the importance of diversity in all that we and our members do
- 4. Membership:** Re-think what membership provides (individual and institutional) with an emphasis on value for marginalized communities.

## Section Two: Details of the Plan

Priority Area	Goals	Actions – Key Activities	Outcomes	Estimated Resources
<b>Grants</b>	Promote and encourage diversity projects through grant applications	<p>Stress to applicants that projects with a “Diversity” component will receive priority over other projects</p> <p>To ensure that through its grant applications, the holdings of SCAA members reflect the diversity of our communities.</p> <p>Explore potential options with other similar groups and organizations.</p>	Greater diversity output from Saskatchewan’s archival community	
<b>Workshops and Professional Development.</b>	<p>Implementing workshops, lectures, and other opportunities that correspond with diversity goals</p> <p>Keep board and staff education up-to-date.</p>	<p>Find trainers by reaching out to a variety of communities and develop a series of workshops.</p> <p>Determine specific topics for programs (ie. emphasis on oral history.)</p> <p>Aim to have one big diversity workshop per annum.</p> <p>Look for opportunities to cooperate with other organizations.</p>	Our membership would have more awareness, understanding, and respect for the diverse communities that make up our province.	
<b>Promotions</b>	Communicate through various means the importance of diversity in all that we and our members do	<p>Whenever possible (SCAA Events, AGMs, Archives Week) introduce to member the idea of “Diversity”. Stress the value and relevance of this idea – our province is changing, we need to change with it.</p> <p>Stress that diversity is all-inclusive (Race, gender, culture, sexual orientation,</p>	Increase awareness of only of the province’s diversity, but spread professional awareness of how marginalized communities are being (or	

		disabilities/accessibilities.)  Determine effective and engaging means of communicating these messages.	could be) served, accessed, and represented by archives.	
<b>Membership</b>	Broaden both the SCAA's membership, and the archival holdings of our constituents by reaching out to a variety of communities.	The Diversity Working Group will create a list of groups and contacts that will serve as a starting point for reaching out to various communities.  Re-think what membership provides (individual and institutional) with an emphasis on value for marginalized communities	Make connections that will reciprocally benefit both the archival community, and marginalized communities.	

### Section Three: Evaluation

<b>Priority Area</b>	<b>Desired Change</b>	<b>Anticipated Results (Outcomes)</b>	<b>Success Indicators (How you will know it is working)</b>	<b>Possible Long-Term Impact</b>
<b>Grants</b>	Introduce and explain the rationale behind this "Diversity" initiative, and encourage projects that include a Diversity component	Receive grant applications that have a Diversity aspect.  Develop methods and ideas (relating to Diversity planning) that might be useful to others	More applications with diversity projects – better understanding of need for diversity planning.	Increase in diversity projects.
<b>Workshops and Professional Development</b>	Working collaboratively with a variety of groups on diversity projects that reciprocally benefit the archival community, and the diverse	Offering more courses on diversity topics will create a more educated archival community, which will in turn contribute to the generation of a more inclusive public record.  Planning collaborative diversity projects.	Increased workshop attendance, more "diversity" projects, better collaboration, new SCAA members from our target groups  Reach out to a minimum of two other groups (in our target demographic) per year	Evidence of increased archival material relating to First Nations, newcomers, and other marginalized groups in the province.  New groups (from our target

	people of Saskatchewan by sharing knowledge both ways.			demographic) joining SCAA
<b>Promotions</b>	Communicate the importance of diversity in all that we do and our members do	<p>The production of a consistent message and increased recognition of the importance of diversity.</p> <p>We will create an environment where successful diversity programs in our community are shared and celebrated.</p>	Evidence that the archival community is talking about diversity initiatives and issues. The creation of a discourse.	<p>Change in member activities and increased promotion through them.</p> <p>The beginning of a cultural shift towards more inclusivity in provincial archival practice.</p>
<b>Membership</b>	To see a membership that is educated about diversity in the province, and a membership that is growing in diversity itself.	<p>More connections between members, and between members and the province's diverse communities.</p> <p>Broader membership.</p> <p>A more aware and inclusive membership.</p>	<p>An increase in members from a variety of communities.</p> <p>Broader and more inclusive archival holdings province wide.</p>	Changed attitude among archivists towards the relationship between diversity and archival work, and greater representation among SCAA members.