



**Society of California Archivists
Candidate's Statement for 2021 Election**

Candidate for: Member-at-Large

Years: 2021-2023 (2-year term)

Name: Courtney Dean

Institution: UCLA Library Special Collections

Professional Background (begin with current position and areas of responsibility, and briefly summarize experience):

I am currently the Head of the Center for Primary Research and Training (CFPRT), a program within UCLA Library Special Collections which pairs graduate students with special collections projects that activate their subject knowledge and research interests. I have also held a number of project positions at UCLA (2014-2018) including Processing Archivist and *Los Angeles Times* Photo Project Archivist. Prior to that I was a project archivist at the Los Angeles County Museum of Art (LACMA) Balch Art Research Library (2013-2014) focusing on high volume accessioning of institutional records in anticipation of a collections move. As a student I interned and/or worked at UCLA Library Special Collections, LACMA, Pacifica Radio Archives, and the Wende Museum and Archive of the Cold War. Before obtaining my MLIS I worked for nearly a decade in community mental health.

Educational Background (degrees and other applicable training):

University of California, Los Angeles

MLIS, Specialization in Archival Studies; Awarded June 2013

University of California, Los Angeles

B.A. in History, Minor in Women's Studies; Awarded June 2002

Archives Leadership Institute, Berea College, KY, 2018

Professional Affiliations (list organizations, dates and extent of your involvement, e.g., SCA activities, memberships, committee work):

Society of California Archivists (2012-present)

- First Fridays Steering Committee, 2020-present
- Task-Force on Labor Issues, Co-chair (appointed), 2019-2021
- AGM Local Arrangements Committee, 2019
- AGM Program Committee, 2018

Society of American Archivists (2012-present)

- Archival Workers Emergency Fund (AWE Fund) Organizing Committee, March 2020-present
- Issues & Advocacy Section, Vice-Chair, Chair, Immediate Past Chair, 2017-2020
- Committee on Research, Data, and Assessment (CORDA), appointed member, 2019-2020
- Salary Advocacy Group (ad hoc), 2019
- Regional Archival Associations Consortium, 2015-2017

Los Angeles Archivists Collective (2014-present)

- Steering Committee, 2014-2019
- Publications Subcommittee, 2015-present
- Outreach Subcommittee, 2018-2019

Digital Library Federation (2018-present)

- Labor Working Group, 2018-present

This position represents the membership at large on the SCA Board. What are your immediate concerns about the Society, and what projects would you like to see accomplished during your term?

My ongoing advocacy work in local, regional, and national organizations has provided me with

valuable opportunities to solicit concerns and feedback about issues facing archival workers and the profession at large- precarity, salaries, retention, and the overwhelming whiteness of the field to name just a few. I have been increasingly impressed with recent efforts by SCA to acknowledge and begin to address labor issues, structural racism within archives, and increased pathways to participation, the latter through initiatives such as the First Friday meetings and a pay-what-you-can model of membership model. My immediate concerns about the Society are related to making this type of work sustainable, normalized, and integrated into every facet of leadership, operations, programming, and educational opportunities. SCA, like all professional organizations and institutions, requires an infrastructure which allows for the ongoing and iterative work of advocacy, critical self-examination, and increased opportunities for input from members and potential members.

Regional organizations have the added benefit of being more nimble and less mired in bureaucracy than their national counterparts. I'd like to see SCA harness its power to embark on projects and initiatives which are responsive to both longstanding and immediate concerns of California archivists- ethical hiring practices, reparative descriptive practices, inclusive collecting, reciprocal community engagement, BIPOC recruitment and support, and more. To this end, leveraging the First Fridays series, where anyone can attend and propose topics, can help foster a community of practice, build solidarity, and engender participation from a wider cross-section of archival workers, including students and non-academic archivists. SCA has the potential to be a model for a dynamic, inclusive, empathetic, and community-driven archival organization, and I would be thrilled to help make that happen.

Please detail your efforts to integrate equity and inclusion practices into your work and any plans you may have for this as Member-at-Large.

Equity and inclusion are paramount in my archival work and my professional involvement and leadership. I strongly believe in amplifying and centering the voices and work of my BIPOC colleagues while also not relying on them to carry the burden of anti-racist work or "fixing" issues. I would love to see more intentional engagement with BIPOC archival workers in California and across the profession. I would also encourage the fair compensation of our BIPOC colleagues for their time and knowledge in leading webinars, providing targeted feedback, and more.