



**Society of California Archivists
Candidate's Statement for 2022 Election**

Name: Erin Hurley
Institution: UC Berkeley
Candidate for: Member-at-Large
Years: 2022-2024 (2-year term)

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

I will soon begin working as a Copyright and Information Policy Specialist in UC Berkeley's Office of Scholarly Communications, where I will assist with copyright research for archival collections held by the Bancroft Library. I have over 6 years of experience as an archivist and have worked at institutions like the Getty Research Institute, Stanford University, the California Historical Society, and UCSF, mostly in contract positions. I have experience with nearly all parts of the archival process, including accessioning, processing, reference, and digitization.

Educational Background (degrees and other applicable training):

- BA, Oberlin College, degrees in English and Art History, 2004
- MLIS, UCLA, specializations in Archival Studies and Informatics, 2015

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

Collective Responsibility Steering Committee

- Member, January 2020-January 2021

Digital Library Federation

- Labor Working Group, Member, March 2019 - present

Society of California Archivists

- Task Force on Labor Issues in Archives, July 2019-July 2021
- Nominating Committee, Member, April 2019 –July 2021
- Member, September 2018-present

Los Angeles Archivists Collective

- Chair, Archival Education Subcommittee, November 2015-August 2016
- Member, December 2014 – July 2015

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?

Having recently served on SCA’s Labor Task Force, which conducted a survey about labor-related issues such as temporary labor, low salaries, and a lack of diversity within the profession at large, I feel particularly connected to the SCA membership and its concerns.

For example, it concerns me that only 54% of California archivists consider a lack of diversity a “challenge to fair and ethical labor.” This makes me worry that SCA membership itself lacks diversity and feel that we need to do more to recruit a diverse membership, including elected positions and the SCA board. I hope to explore this issue specifically if elected to Member-at-Large.

I’d also like to do more to help educate the membership about organizing, including getting the most out of your own union, forming a union if in a non-represented workplace, and providing resources and education around self-advocacy, as well as advocating for each other - particularly those in term positions. I’d like to explore what we can do, collectively, to hold our administrators and our institutions accountable for their decisions and their treatment of workers, and hope to foreground issues that have arisen during the pandemic, such as precarity, low morale, a renewed interest in DEI initiatives, and workplace safety. I hope to leverage the power of a large professional organization to make actual, quantifiable progress on these issues and to provide a place for archivists to work together to improve our safety, security, morale, and general well being.

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.

As a member of SCA's Nominating Committee, I sought out a diverse slate of candidates and made myself available to answer questions and encourage their candidacy. In my position at UCSF, I did extensive research on the subject of reparative description and how UCSF might adapt, scale, and eventually implement this work.

I see issues such as adequate pay and temporary labor as directly connected to the problem of a lack of diversity within the profession. Additionally, a lack of diversity on search committees or within the ranks of hiring managers and administrators seems to contribute to our BIPOC colleagues feeling marginalized or unheard. One possible idea for my time as Member-at-Large is a task force assigned to investigating and exploring the issue of diversity in archives, including an opportunity to reflect on recent DEI practices and initiatives within our institutions and their successes and failures. As a prominent professional organization representing one of the most diverse and progressive states in the U.S., I believe it our responsibility to lead on these issues and to make sure our membership reflects this diversity.