

**Project Title:** Centering BIPOC Memory Keepers and Advancing Equity and Inclusion

**Project Justification:** Our IMLS Laura Bush 21st Century Librarian Program proposal, "Centering BIPOC Memory Keepers and Advancing Equity and Inclusion" (**\$531,789**), envisions a three-year project (**09/01/2022 - 08/31/2025**) to implement a Community Archivist Fellowship Program (Pre-professional) at Arizona State University (ASU) Library. The program will cultivate a comprehensive approach to **supporting and empowering Black, Indigenous, and People of Color (BIPOC)** as it addresses a gap in developing a diverse workforce in libraries by introducing historically marginalized communities to archives and preservation work at community college and undergraduate level to prepare them for graduate programs in LIS. This program directly addresses the following inequities within the LIS profession and archives more specifically:

- Across the country, BIPOC communities have been excluded from institutional archives and collective memory in America. The vast majority of marginalized communities, especially outside of academia, are not familiar with archives or the traditional function of a repository. Example: [Arizona Archives Matrix](#)
- Lack of diversity within the LIS profession. A 2015 survey conducted by the Society of American Archivists (SAA) showed that 86% of archivists are White and female.
- Emerging literature in the library and archive field shows that BIPOC who do enter the profession are constantly tokenized, face micro-aggression due to racism, and experience heavy workloads and burnout. Simultaneously, some archivists of color have chosen to leave the field because of the legacy of silence, systemic oppression, and passiveness in the profession.
- Over the last 20 years, libraries and academia have supported diversity and inclusion initiatives that support graduate students like the Knowledge River Program, Kaleidoscope Diversity Scholars, and ARL/SAA Mosaic Program; however, there is a lack of support for these individuals before they enter higher education.

**Project Work Plan:** This **implementation grant** will build on the work accomplished by BIPOC archivists at [ASU Library's Community-Driven Archives \(CDA\) Initiative](#) and the [Labriola National American Indian Data Center](#). The Principal Investigators (PIs) will be [Nancy Godoy](#) (Head of Archives and CDA Initiative), [Alex Soto](#) (Director of Labriola Center), and [Jessica Salow](#) (Archivist of Black Collections). The project team will refine an equitable framework that can be used by other academic institutions who aim to promote inclusion in higher education, improve the educational pipeline for minoritized communities, identify and ameliorate oppressive systems within the profession, and diversify archival collections. The **Community Archivist Fellowship Program** will humanize marginalized students and nurture the growth of the next generation of Community Archivists. This comprehensive approach will empower underserved and underrepresented students who may want to enter the field of library science. ASU Library will center the lived experiences of these students, celebrate this embodied knowledge, and create safe spaces where students can reflect on new concepts like [Community-Driven Archives theory](#). **Two cohorts (28 students total)** will receive CDA training and complete a one-year Service Learning Project. They will be encouraged to self-reflect and tailor their project around their own personal or community history. ASU will provide the knowledge and archival supplies needed for fellows to lead current and future preservation projects. Fellows will also be assigned a mentor, a professional archivist and a graduate student from the [Knowledge River \(KR\)](#) program in order to create a circle of knowledge and peer mentoring. ASU Library has an existing partnership with the KR program at the University of Arizona, School of Information. All fellows will receive a scholarship (\$2,500) when they complete the program.

## **Project Timeline**

**Year 1 (09/01/2022 - 08/31/2023)** 1) Hire Project Archivist and Knowledge River students (2 people per year) who will work very closely with PIs. IMLS funds will be used to hire one Knowledge River student per year and ASU Library will cover a second position for 3 years total. 2) Create a fellowship curriculum that introduces students to community-driven archives work, Indigenous Studies, Black Studies, and Ethnic Studies. 3) Recruit the 1st cohort of fellows from local community colleges we have existing relationships with (Mesa CC and Tohono O'odham CC) and undergraduates from ASU. 4) Create data gathering and analysis tools.

**Year 2 (09/01/2023 - 08/31/2024)** 1) 1st cohort of fellows starts (14 community college/ undergraduate students). 2) Host CDA Symposium to showcase projects led by fellows and residents. Evaluate data collected in Year 1 and 2. 3) Make improvements to the programs as needed.

**Year 3 (09/01/2024 - 08/31/2025)** 1) 2nd cohort of fellows starts (14 students). 2) Host final CDA Symposium. 3) Analyze data and create an online toolkit to share the best strategies to engage and support marginalized communities before, during, and after graduate school.

**Diversity Plan:** Arizona State University is a comprehensive public research university, measured not by whom we exclude but rather by whom we include and how they succeed. This project aligns with ASU's mission and goals, which include increasing our local impact and social embeddedness and developing innovative solutions for real challenges. In 2020, ASU President Dr. Michael Crow made a commitment ([LIFT Initiative](#)) to permanently fund the CDA Initiative and the University's ongoing engagement with underrepresented communities, with a strong focus on Arizona's Black community. In addition, ASU Library has committed to be advocates of Indigenous knowledge systems and research methodologies with its adoption of their first [land acknowledgement statement](#) in 2020. The Principal Investigators are BIPOC archivists and librarians who have been in the profession and academia for 4 to 10 years. Godoy and Soto also have first-hand experiences with the BIPOC educational program as Knowledge River and Kaleidoscope/Mosaic program alumni. The project team seeks to reimagine archives and the profession by empowering future change makers from high school to early career status.

**Project Results:** The CDA Initiative, [an award-winning program](#), is actively transforming archival theory and practice in Arizona and across the country. Establishing a pre-professional Community Archivists Fellowship Program and an early career Residency Program at ASU will continue to tear down barriers that have excluded minoritized communities from the profession and archival collections. This lifelong learning project will 1) humanize marginalized students, 2) promote higher education and a career in the library field, 3) create a framework that supports student success and retention, 4) build more inclusive archival collections, and 5) nurture the growth of the next generation of Community Archivists. Throughout the project, quantitative and qualitative data will be collected in order to track progress, make modifications to the program if needed, and to share results with colleagues throughout the field. There will be a strong focus on capturing autoethnographies, a form of qualitative research and data, in order to humanize students and BIPOC archivists and preserve the resiliency and struggles faced by communities. In addition, the project team and residents will publish a scholarly article and present at conferences like the Society of American Archivists conference to document the work accomplished and lessons learned. When the grant project is completed, the programs will be sustained and managed by the CDA Initiative.

**Budget Summary:** We are requesting \$531,789 for this project. This will fund \$217,798 for a Project Archivist (Salary/Fringe Benefits), \$9,000 for travel, \$70,000 for student support (28 fellows), \$93,000 Consulting Costs (KR Student stipends) and \$141,991 for indirect costs. This will be matched with \$531,789 of cost share using salary, fringe benefits, student support, and indirect costs.