

Beyond Checking the EEO Box

Do our job postings reflect our commitment to diversity, equity, inclusion, and cultural competency?

The importance of diversity, equity, inclusion (DEI), and cultural competency (CC) is widely acknowledged among archival professionals. Statements reflecting a commitment to DEI and requiring these skills in position descriptions are steps toward building a culturally competent profession, which in turn can contribute to a more diverse archival record and more inclusive workplaces and services. As a profession, how are we doing?



29%

Only 29% of archival job ads include language showing the employer values diversity, equity, or inclusion (DEI)

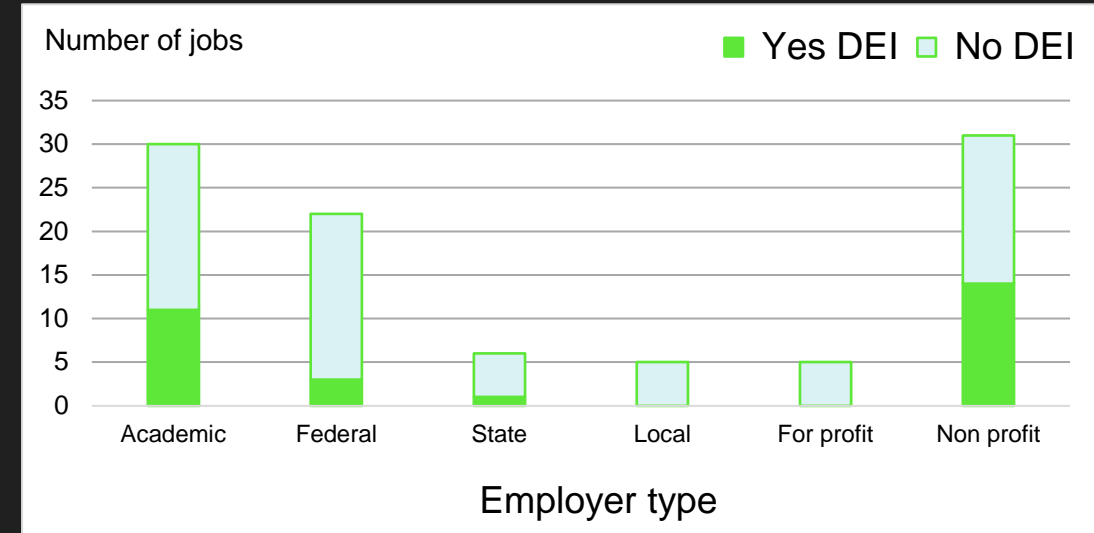
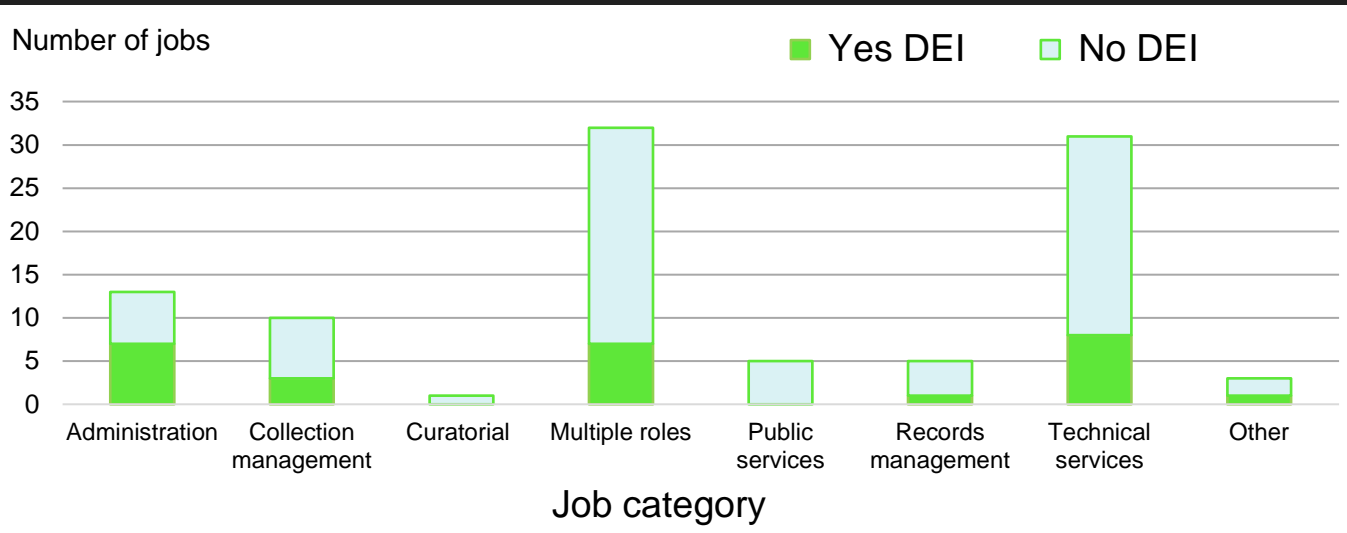
7%

Only 7% of archival job ads explicitly express an expectation for cultural competency (CC)

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Research questions

- What percentage of job postings include DEI statements or require cultural competency skills?
- Do patterns emerge among job categories or employer types?

Methodology

- Piloted and codified process
- Developed, tested, & revised codebook
- Collected data and coded 100 U.S. jobs from archivesgig.com (Spring 2021)

Next steps

- Expand data pool to compare 2019 and 2021 job ads
- Limit representation of Federal jobs to 10%
- Ensure interreliability between three coders