



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

Name: Lisa Mix
Institution: California State University, Fullerton
Candidate for: Vice President/President-elect
Years: 2022-2025 (3-year term)

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

I am currently the Director of University Archives & Special Collections at CSU Fullerton, a position that I started in October 2021. I lead all aspects of the program, including planning, collection development, outreach, reference, processing, developing budgets, and supervising staff and students. Immediately prior to that, I worked as a part-time contract archivist on the Opioid Industry Documents Archive, and did archives consulting work for various non-profits. I was Head of the Medical Center Archives at Weill Cornell Medicine in New York city, 2011-2017. From 2002-2011 I was the Manager of Archives & Special Collections at UC San Francisco, during which time I was active in SCA. I relocated from NYC to LA County in the fall of 2017 (for my husband's career). I then spent four years applying for jobs – while doing part-time (temporary) contract work, doing consulting gigs, and experiencing periods of unemployment – before landing the full-time faculty position that I now hold. Thus, I have first-hand experience with the challenges of the archives job market, as well as precarious employment, and bring that perspective to my advocacy work.

Educational Background (degrees and other applicable training):

- Master of Liberal Arts, History of Ideas, Johns Hopkins University
- B.A., History, Goucher College
- Academy of Certified Archivists, Certified Archivist, 2001– (recertifying in 2022)

- Archives Leadership Institute 2012
- SAA Digital Archives Specialist certification 2014–2024 (renewed 2019)

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

Society of California Archivists, 2002–2011; 2018–

- Chair, Advocacy and Public Policy Committee 2020–
- Education Committee 2006–2007
- Annual Meeting Local Arrangements Committee 2006
- Nominating Committee 2003–04
- Western Archives Institute Management Committee 2003

Society of American Archivists, 1987–

- Mentor, SAA Mentoring Program 2018–
- Publications Board 2008–2016
- Co-Chair, Science, Technology, and Health Care Roundtable 2001–2003
- Steering Committee, Science, Technology, and Health Care Roundtable 1993–2008

Academy of Certified Archivists, 2001–

- Exam Development Committee 2020–

Digital Library Federation Committee for Equity and Inclusion, December 2020–

- Advocacy, Recruitment, and Leadership subgroup, February 2021–

Archivists Round Table of Metropolitan New York, 2011–2018

- Education Committee 2012–2017

In what direction do you see the Society moving in the next five years? What role should the Society play on a state, regional, and national basis?

SCA is beginning to make inroads on tackling issues related to labor as well as equity and inclusion, and I believe that the Society should build on that work. The Task Force on Labor Issues in Archives brought to light some serious concerns such as term contract positions, the lack of salary transparency, and barriers that deter diversity in our profession. SCA has begun to implement some of the Task Force’s recommendations – such as the requirement that job postings list a salary or range – and should continue this work over the next five years. Clearly, members want SCA to advocate for better working conditions, for more ethical and equitable hiring practices, to support those in precarious employment positions, and to work to end the dependence on term labor. A good next step would be to officially adopt and then promulgate the Fair Labor Principles listed in the Task Force report. Further, I would recommend that SCA officially endorse the [Best Practices for Archival Term Positions](#).

Labor issues go hand-in-hand with efforts to advance diversity, equity, inclusion, and accessibility. SCA has made some progress in this area, such as implementing a pay-what-you-can membership model, but there is still much work to be done. We must look at ways to reduce barriers to entry in our profession, and actively create opportunities to engage and support archives workers from under-represented groups throughout their careers.

It is important to serve our members in all walks of the profession – archivists from a wide variety of repositories as well as community archivists – and at all stages of their careers.

Please detail your efforts to integrate equity and inclusion practices into your work and any plans you may have for this as Vice President/President-elect.

In several of my positions I have been involved in or led efforts to amplify under-represented voices in the cultural record. As stewards of the historical record, archivists have a distinct role in furthering equity, inclusion, and anti-racism by documenting the diverse groups and individuals that make up the multi-faceted history of an institution, a profession, or a geographic region – and by making their records discoverable through accurate, thoughtful metadata.

As mentioned above, equity and inclusion are inextricably tied to labor practices. I am working on these issues in the library and archives profession through my service on the Digital Library Federation's Committee for Equity and Inclusion, and on a subgroup that addresses advocacy and recruitment issues with the aim of building a more inclusive profession. I currently Chair SCA's Committee on Advocacy and Public Policy, and much of our work has focused on labor and equity. I will continue to work on these issues as president of SCA.

Labor issues are only part of the picture, however. On a larger scale, we must take a critical look at our institutions, our collecting policies, our procedures, and acknowledge the role they have played in upholding racist colonial structures – and actively work together to bring about change. I will strive to seek out and listen to a diversity of perspectives – especially from groups that have been unheard in the past.