

**Society of American Archivists  
Council Meeting  
January 23 - 26, 2014  
Chicago, Illinois**

**Discussion: Annual Review of SAA's  
Equal Opportunity/Non-Discrimination Policy  
(Prepared by Nancy Beaumont)**

**BACKGROUND / DISCUSSION**

The SAA Council reviewed and revised SAA's Equal Opportunity/Non-Discrimination Policy in February 2009. In February 2010, as the Council discussed creation of a Statement on Diversity and reviewed the Strategic Priorities, the group revised the language in Strategic Priority #2: Diversity, Desired Outcome #4, Activity a., as follows (strikethrough = deletion, underline = addition):

Ensure that SAA's Equal Opportunity / Non-Discrimination Policy remains up to date and widely available to SAA members and the profession at large. (Ongoing)

- Conduct ~~a~~ an annual review of the Equal Opportunity / Non-Discrimination Policy ~~every three years~~ to ensure that it remains up to date. (Council, Staff; annual review at winter Council meeting)

Although the Strategic Priorities document has been superseded by the Strategic Plan 2013-2018 (which does not capture this action and cannot, practically, capture all actions of the Society), I recommend that the Council continue to review the policy on an annual basis. This reminder is included in the Council Reminders List but, in the interest of transparency, might also be included with the policy itself. This could be achieved by simply adding at the end of the statement the following language: This policy will be reviewed by the SAA Council annually.

Upon adoption of the SAA Statement on Diversity in August 2010, the Council noted that the Statement should be reviewed every three years in conjunction with the Equal Opportunity/Non-Discrimination Policy. The two documents were presented together for review at the January 2013 Council meeting. No changes were made in either document.

**Following is SAA's current Equal Opportunity/Non-Discrimination Policy:**

The Society of American Archivists is a professional organization established to serve the education and information needs of its members. SAA promotes cooperation, research, standards, public awareness, and relations with allied

professions and thereby advances the identification, preservation, and use of records of enduring value. Because discrimination and unequal treatment are inimical to the Society's goals, SAA hereby declares that discrimination on the grounds of age, color, creed, disability, family relationship, gender identity/expression, individual life style, marital status, national origin, race, religion, sex, sexual orientation, or veteran status is prohibited within the Society. SAA will vigorously pursue a policy of non-discrimination and equal opportunity through its programs, activities, services, operations, employment, and business contracts.

### **DISCUSSION QUESTIONS:**

1. Do Council members wish to recommend any changes to SAA's current Equal Opportunity/Non-Discrimination Policy?
2. Do Council members think that this policy should be explicitly reviewed every year or is periodic review as part of the overall Governance Manual review sufficient?
3. If you think that the policy should be reviewed annually, do you agree with the proposed solution to indicate annual review?