

STRATEGIC PLAN 2021- 2025

OUR GOALS



ADVOCACY & LEADERSHIP

Be the collective voice for Georgia's archives and archivists and the authoritative source of information on issues impacting our profession.



EDUCATION & PROFESSIONAL DEVELOPMENT

Be the professional home for Georgia's archives workers by offering robust educational, leadership, and mentorship opportunities.



INCLUSION AND COLLABORATION

Enact plans and policies that recognize diversity as a core organizational asset that drives innovation.



ORGANIZATIONAL SUSTAINABILITY

Ensure member support, fiscal accountability, and the continued growth of the organization and its leaders.



OUR HISTORY

Founded in 1969, the Society of Georgia Archivists (SGA) represents over 200 individuals and 100 repositories that care for historical records. In association with its member archivists, librarians, records managers, museum and historical agency personnel, and educators, the Society of Georgia Archivists is working to preserve the past and the present for the future.



OUR VISION

Inspire our world to recognize the vital role and value of archives and archivists in creating a just and enlightened society.

OUR MISSION

*The Society of Georgia Archivists fosters and supports the archival community by advocating for professionals, collections, and repositories; encouraging diversity in the field; promoting education and professional development; and advancing scholarly research and innovation through the publication of *Provenance*.*

OUR 2020 SGA BOARD MEMBERS

Angela Stanley, Holly Croft, James Irby, Virginia Angles, Katherine Fisher, Louanne Heintz, Rose Marie Kimbell, Alex McGee, Alison Reynolds, Becky Sherman, Amber Moore, Tamara Livingston, Shanee' Murrain, Katie Twomey, Heather Oswald, Cathy Miller, Jessamyn Swan, Megan Kerkhoff



1. Advocacy & Leadership



Communicate and advocate on federal, state, and local legislative issues affecting archives and records.



1

Work closely with the Regional Archival Associations Consortium and, by extension, the National Coalition for History to identify priority legislative issues.

2

Identify and pursue funding streams for these efforts and personnel to assist with legislative advocacy and lobbying.

3

Build a network for support with other Georgia GLAM organizations and their advocates (such as the Friends of the Georgia Archives and the Georgia Council) to strengthen and broadcast messages.

Address the impact of laws, policies, and trends affecting archives and libraries.



1

Create a tailored message to convey SGA's needs, demands, and mission to stakeholders.

2

Enable shared messaging through the creation of downloadable online toolkits, impact modeling, infographics, and talking points. Incorporate shared impact stories, case studies, and qualitative feedback regarding SGA's work.

3

Develop ways for archives-adjacent advocates to receive and share messaging, possibly through the creation of a supporters email list, Friends group, social media groups, or other.



Support initiatives that center archival work, and advocate for fair wages and salary transparency.

1

Offer wage negotiation workshops, conference sessions, and training resources to SGA members.

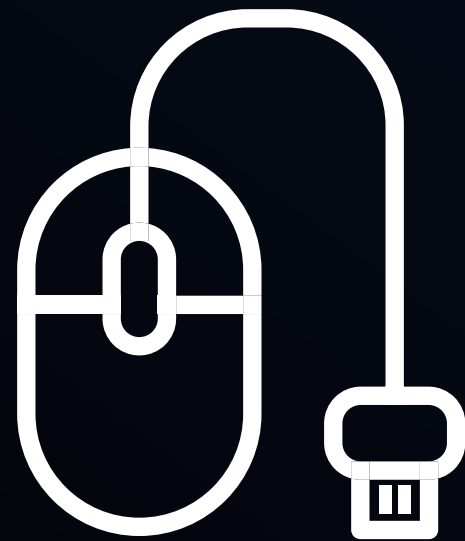
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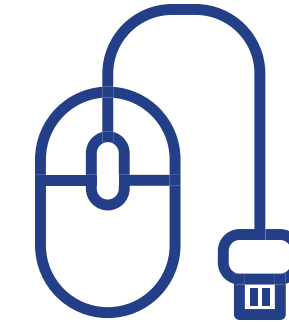
Develop and maintain a list of resources for determining the salaries for different types of positions as a basis for comparison.

3

Provide additional support to students, early career archivists, and job seekers, including resume review workshops, listings of internship opportunities, and an online resource hub for job seekers.

2. Education and Professional Development





Provide leadership training that supports archives professionals at all stages in their careers.

1

Make leadership workshops and trainings available to members, both at the Annual Meeting and throughout the year. Center the work and leadership of archivists of color.

2

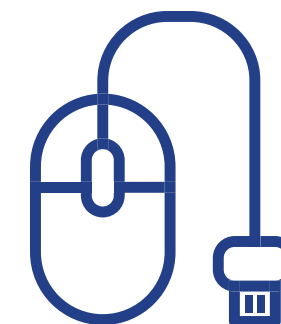
Offer financial support to members attending workshops or trainings provided by allied organizations, such as the Archives Leadership Institute.

3

Create additional educational resources and training opportunities for mid-career professionals and new managers, on topics such as budget management, human resources, and staff development.

Encourage and develop future archives leaders.

2.2



1

Assess membership interest in the creation of an Emerging Archivists or New Archives Professionals Roundtable.

2

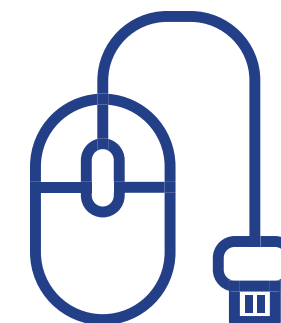
Enlarge the mentorship program, creating more peer to peer connections and a more nimble, adaptable program.

3

Increase scholarship award amounts to help offset the additional travel costs incurred for events like the SGA Annual Meeting, SAA Annual, and the Georgia Archives Institute.

*Invest in students, early career professionals,
and new SGA members.*

2.3



1

Create a clearer pathway and “in-reach” for new members, connecting them to regional contacts and services like the mentorship program, scholarships, and resources for job seekers.

2

Establish an Annual Meeting buddy program that will connect students and new members with experienced SGA members. Explore including a first timers coffee break in the program schedule for new Annual Meeting attendees.

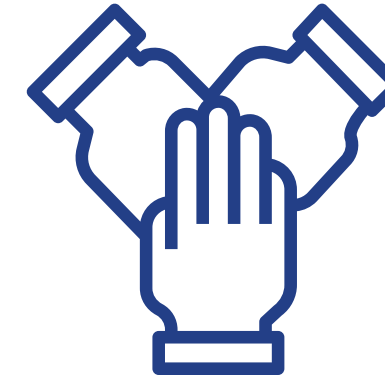
3

Reach out to archival science / studies programs in the southeast and invite feedback on how SGA can better connect with and serve their students.

3. Inclusion and Collaboration



Center SGA's Statement on Diversity and Inclusion and SAA's Statement on Black Lives and Archives in all aspects of our work. All SGA Board members take responsibility for diversity and inclusion measures and leadership development.



1

Build equity, diversity, inclusivity, and accessibility training into an annual Board training process and into the Annual Meeting programming. Develop relationship management and member engagement as core Board competencies.

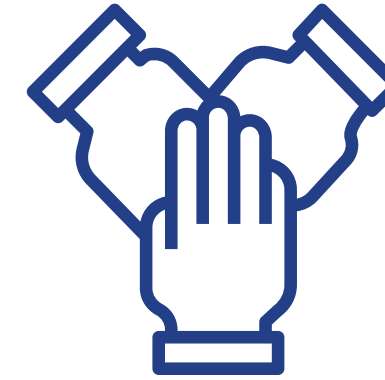
2

Recruit a wide diversity of candidates to serve in SGA leadership positions, including candidates whose experience may be outside of traditional archives.

3

Evaluate interest in establishing caucus groups to inform and improve organizational practice. Make space for the discussion of and action around critical writings on the archives profession by archivists of color.

Enact programs that will build capacity for rural and independent archives.



3.2

1

Explore options for funding and/or partnering to establish a traveling archivist / circuit rider archivist program, for the purpose of working directly with microshops.

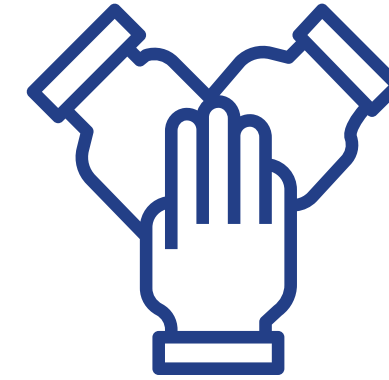
2

Develop a competitive application program for the purchase of archival supplies by microshops.

3

Explore the possibility of creating an SGA-led volunteer program that would offer labor to small institutions at their direction.

Connect with allied organizations, including archives-adjacent cultural heritage, community-led archives, and memory keeping institutions.



3.3

1

Partner on joint conferences, outreach, and advocacy efforts.

2

Develop reciprocal member discounts and/or a funding strategy for member travel and conference attendance at other GLAM conferences.

3

Develop a discounted membership incentive program if prospective members join more than one organization.

4. Organizational Sustainability



Ensure SGA's fiscal sustainability and maintain the highest standards in oversight and accountability.



4.1

1

Develop robust member fundraising and vendor sponsorship programs.

2

Evaluate annual meeting costs and ensure that registration and membership rates continue to keep pace with expenses. Ensure that membership benefits continue to attract new members and retain existing ones.

3

Create budget lines for each committee and invest in onboarding and training to support committee chairs as budget managers.

Continue to develop institutional knowledge management and continuity of operations documentation.



4.2

1

Finalize a digital preservation plan and digitization strategy.

2

Consolidate organizational records onto the shared SGA Google Drive.

3

Establish a system of reporting and analysis for all SGA programs and services so that we may report out to membership on Board-led activities and their attendance, and compare membership engagement from year to year.

Invest in succession planning for future SGA leadership.



4.3

1

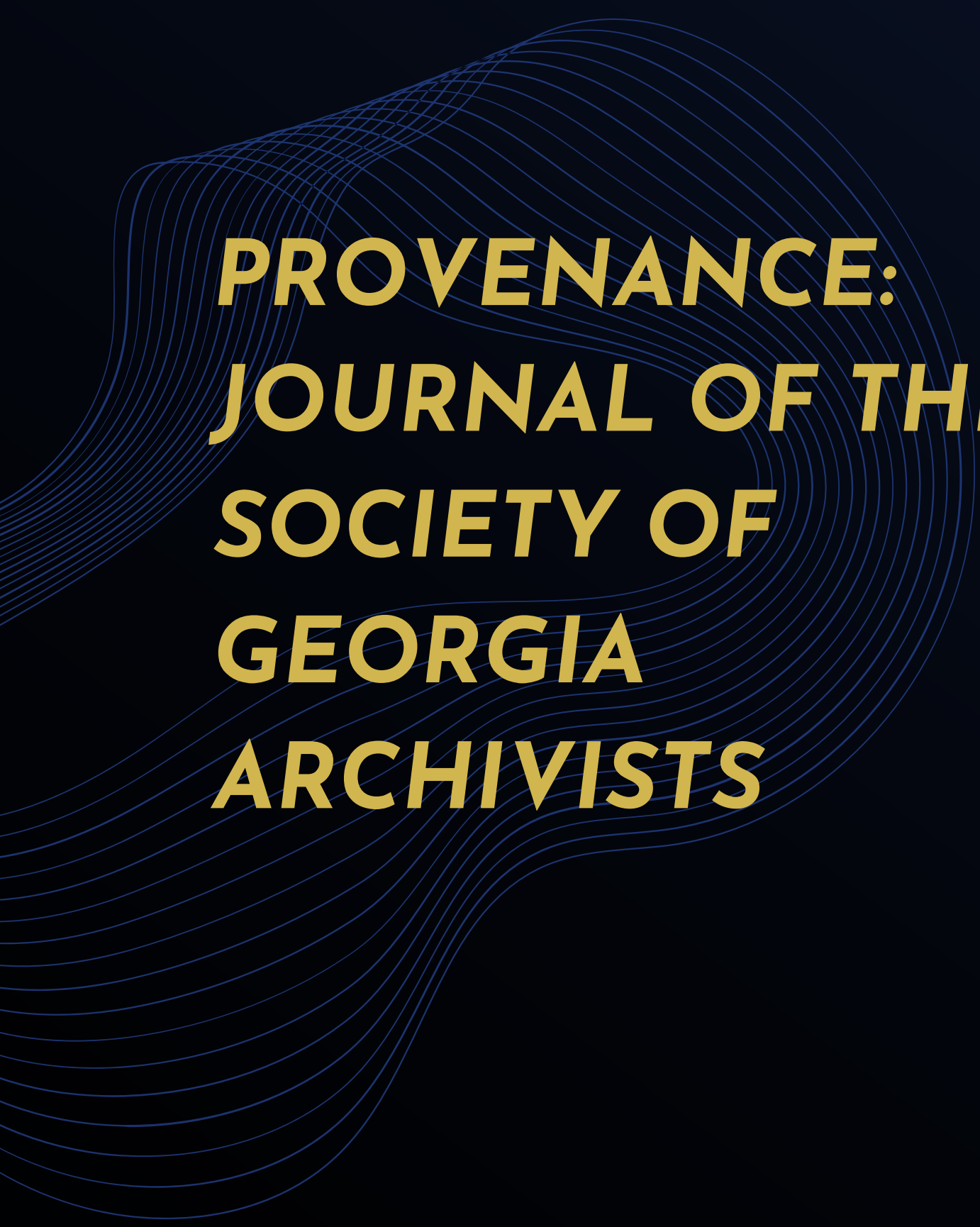
Develop core strengths for future SGA leaders, particularly following the COVID-19 pandemic.

2

Engage Fellows in the cultivation and mentoring of current and future SGA leaders.

3

Develop and promote a clear pathway to SGA leadership, including clearer documentation of the work, time commitment, and required skill sets needed for each Board role.



**PROVENANCE:
JOURNAL OF THE
SOCIETY OF
GEORGIA
ARCHIVISTS**

In 1972, Georgia Archive, now Provenance, became the first professional archival journal published by a state or regional organization. The Society of American Archivists gave the publication an award of merit in 1975. Today, Provenance is published annually and is circulated nationally and internationally to over 300 members including libraries, universities, and historical societies. The journal's primary focus concerns the archival profession in the theory and practice of archival management.

CONTACT US

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