

CAA Statement on Diversity and Inclusion and Equal Opportunity/Non-Discrimination Policy

Chicago Area Archivists (CAA) thanks the [Society of American Archivists \(SAA\)](#) for permission to adapt their [Statement on Diversity and Inclusion](#) and their [Equal Opportunity/Non-Discrimination Policy](#) for use on the CAA website.

Statement on Diversity and Inclusion

As a professional association that benefits from the participation of people from all backgrounds, Chicago Area Archivists (CAA) strives to ensure that its membership, the holdings that archivists acquire and manage, and the users whom archivists serve reflect the evolving diversity of society.

CAA understands *diversity* to encompass:

- **Socio-cultural factors.** These factors relate to individual and community identity, and include the attributes mentioned in CAA's Equal Opportunity/Non-Discrimination Policy (see below).
- **Professional and geographic factors.** Concern about these factors reflects CAA's desire for broad participation from archivists working in various locations, repository types and sizes, and professional specializations.

CAA identifies inclusion as our commitment to ongoing and cumulative efforts (e.g., policies, principles, practices, and activities) that engage an increasingly diverse community in a welcoming, equitable, and responsive manner.

By embracing diversity and encouraging inclusion, CAA speaks more effectively on behalf of the entire profession, serves a fuller range of stakeholders, increases organizational credibility, emphasizes the need for archival collections to reflect the diversity of society, and becomes a stronger advocate for the archives profession.

Equal Opportunity/Non-Discrimination Policy

Chicago Area Archivists (CAA) is a professional organization established to serve the social, educational, and informational needs of its members. CAA's goals are to share information on issues of interest to the local archival community, to advocate preservation of and access to historically valuable resources related to the Chicago area, and to keep members informed about archival programs and resources.

Because discrimination and unequal treatment are inimical to CAA's goals, CAA hereby declares that discrimination on grounds including but not limited to age, color, creed, disability, family relationship, gender identity/expression, immigration status, individual life style, marital

status, national origin, race, religion, sex, sexual orientation, or veteran status is prohibited within CAA. CAA will vigorously pursue a policy of non-discrimination and equal opportunity through its programs, activities, services, operations, employment, and business contracts.

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