

## LAMA STATEMENT ON DIVERSITY AND INCLUSION

The Louisiana Archives and Manuscripts Association (LAMA) is a statewide professional association that benefits from the participation of people from all backgrounds. Louisiana's varied institutions- and the Association's diverse membership—are committed to the use, preservation, and retention of records. LAMA strives to ensure that its membership; the holdings that archivists and institutions acquire, preserve, manage, and make accessible; and the users we serve; reflect the historical and ever-evolving diversity of society. To guide and clarify our work in this area, the LAMA Board approved this statement adapted from the Society of American Archivists' *SAA Statement on Diversity and Inclusion*, the Society of Southwest Archivists' *SSA Statement on Diversity and Inclusion*, and the Society of California Archivists' *Statement on Core Values*.

LAMA understands *diversity* to encompass:

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

LAMA identifies inclusion as our commitment to ongoing and cumulative efforts (e.g., policies, principles, practices, and activities) that engages diverse communities in a welcoming, equitable, and responsive manner. LAMA's seeks to foster inclusion within LAMA, the archives profession, and archival collections and users.

As archivists and archives, the records we hold document the historical past, transform communities, and promote unity and understanding. By embracing diversity and encouraging inclusion, LAMA more effectively and accurately reflects the entire profession, serves a fuller range of stakeholders, increases organizational credibility, and becomes a stronger advocate for the archival field. We value diversity in all its manifestations and endeavor to encourage public interest in, and public support for, archival facilities serving the people of Louisiana.

Approved by the LAMA Board of Directors, March 2018.