

APPENDIX A: Recommendations, Ideas and Actions for LAM Cross-Sector Connection

Appendix of Collective Wisdom: An Exploration of Library, Archives and Museum Cultures

Both the white paper and the appendix are available online at:

<http://www.coalitiontoadvancelearning.org/projects/collective-wisdom-white-paper/>

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Contents

Informed by our experiences and dialogues about work, education and values during the three national 2016 Library, Archives and Museum (LAM) sector conferences, the Collective Wisdom cohort offers several recommendations and suggestions to improve, innovate and direct the future of continuing education and professional development (CE/PD) across the national LAM sectors. As our thoughts coalesced into several separate topic areas, we were inspired by Nexus LAB's recent "[Layers of Leadership](#)" framework to organize our proposals via its three levels of engagement: Self (individual learning and networking); Institution (within an institution or collaboration between institutions); and Professional (through professional organizations or committees). We believe that this structure will allow individuals and organizations to see our ideas more clearly and will enable them to engage LAMs in actionable ways appropriate to their professional situations.

The categories in this framework of recommendations correspond (approximately) with these sections in the white paper:

3. FINDING CONVERGENCE ACROSS LAMS, pages 13 – 14
4. BRIDGING DIFFERENCE, pages 16 – 19



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	Self	Institution	Profession
Advocacy & Articulating Our Value	<ul style="list-style-type: none"> • Develop an “elevator” speech to summarize to interested people what LAM institutions do and their importance and impact on the community • Take MOOCs or participate in workshops related to storytelling or advocacy • Be willing to engage in one-on-one conversations with colleagues of different backgrounds, training or perspectives to attempt to break through barriers that exist in understanding between sectors • Directly communicate professional best cross-sector practices to specific funders, board members and administrators • Develop opportunities for employees from outside LAMs but within organizations to participate in or to shadow LAM work 	<ul style="list-style-type: none"> • Provide training for staff on the institutional missions, goal and vision to better inform and advance public advocacy efforts on behalf of the institution through a LAM lens • Institute hiring policies, orientations and internal training opportunities to attract and retain people with a diversity of backgrounds and levels of training, which will develop more advocates in the institution • Communicate with funders, politicians and other stakeholders on shared values, professional best practices and institutional contributions to the community to create advocates for the institution to the public • Organize joint workshops on developing storytelling skills 	<ul style="list-style-type: none"> • Provide training on basic advocacy techniques and different methods of reaching the public • Provide opportunities for staff of varying levels of an organization as well as professionals from across different types of organizations to gather together in safe spaces (in-person or online) to communicate as equals on advocacy efforts • Communicate LAM professional best practices and shared values to funders, board members and administrators to enhance advocacy initiatives • Develop outreach and advocacy campaigns across sectors, with committee members or creators from multiple professional organizations • Delineate protocols for proposing joint advocacy statements across organizational boundaries
Cross-sector Outreach	<ul style="list-style-type: none"> • Look beyond own profession for social media conversations to participate in and accounts to follow and read • Meet and converse with LAM practitioners from all sectors in your community, formally or informally • Join a cross-sector committee, like the Committee for Archives, Libraries and Museums (CALM), and urge more relevance, visibility and consciousness of LAM students’ & workers’ needs 	<ul style="list-style-type: none"> • Collaborate on outreach and promotional materials with other LAMs related to similar topics or in the same area, such as social media campaigns highlighting collections • Assemble departments from different specialty areas to address needs across the organization. • Support employees serving on cross-sector committees - either with direct funding or allowing them to serve during paid work time; help them maintain work/life balances and encourage professional education and service 	<ul style="list-style-type: none"> • Expand CALM membership to all LAM individuals (not based on memberships or degrees or workplaces, but on self-affiliation with LAMs) • Expand CALM meetings, discussions and projects beyond in-person meetings at three conferences to include virtual participation • Increase cross-LAM visioning, planning and action, and prioritize cross-sector collaboration across the professions • Invite similar committees at other organizations to participate in your committee meetings and roundtables

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Cross-organizational Communication	<ul style="list-style-type: none"> • Find the counterpart of a committee on which you serve in another organization and keep in touch by attending each other’s events and sharing ideas • Join and/or follow LAM social media groups, blogs, listservs and websites • Join a cross-sector committee, like the Committee for Archives, Libraries and Museums (CALM), and urge more relevance, visibility and consciousness of LAM students’ and workers’ needs • Give the National Agenda and <i>Collective Wisdom: Exploration of LAM Cultures</i> to colleagues, friends and other stakeholders 	<ul style="list-style-type: none"> • Promote employees’ professional cross-sector service to board members, funders, the public and other stakeholders to foster and encourage enthusiasm for this kind of work • Cross-train staff to improve communication across skill sets and generations, and to address internal disputes among staff over credentials • Distribute field documents like the National Agenda and <i>Collective Wisdom: Exploration of LAM Cultures</i> to staff members and departments 	<ul style="list-style-type: none"> • Reach out to allied professions to offer and encourage promotion of opportunities of interest to your members via listservs, TV, radio, newsletters and other media communications • Reserve space in publications to showcase cross-sector LAM collaboration and skills to help broaden the horizons of your members • Create an exchange between LAM publications for stories that are centered on one field but might be of interest to others; help expose your members to other perspectives • Facilitate non-member access to ideas, communications and documents created by your committees • Develop communication and dissemination strategies for cross-sector committees and projects that ensure that professionals in multiple fields have access to this work • Disseminate CE/PD field documents like the National Agenda and <i>Collective Wisdom: Exploration of LAM Cultures</i> to sub-committees, listservs and members • Showcase opportunities outside your professional organization that promote cross-disciplinary exchange • Invite and encourage active participation in shared CE/PD from a wide variety of practitioners
Subject-focused Collaboration	<ul style="list-style-type: none"> • Seek out professional organizations and people with interests, research, or work similar to your own, regardless of the profession they primarily serve • Get involved with allied organizations’ literature, events and/or CE/PD • Start conversations about your common work and goals with professionals in other fields 	<ul style="list-style-type: none"> • Send staff to subject-focused conferences to foster engagement with a broader network of professionals around topics of shared interest • Encourage connections and collaboration locally • Pursue local, small-scale, institution-specific cross-sector collaborations • Partner with institutions with similar collections/ subjects; focus on portals/access, exhibits or events (either physical or digital) 	<ul style="list-style-type: none"> • Collaborate to create and curate digital materials • Place more emphasis on trust and collaboration between LAM sectors in training opportunities. • Initiate more collaborative projects between LAM institutions, such as disaster response training (e.g., New Jersey Cultural Alliance for Response post-Hurricane Sandy), reciprocal tours or staff exchange programs, and/or regional outreach

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Diversity, Equity & Inclusion	<ul style="list-style-type: none"> • Apply to and help increase awareness of diversity focused scholarships and opportunities for graduate education and conference attendance (e.g., SAA’s Mosaic and ALA’s Spectrum programs) • Reference diverse LAM websites (e.g., Museum Hue, Pacific Islands Association of Libraries, Archives, and Museums, or the Association of Tribal Archives, Libraries, and Museums (ATALM)) 	<ul style="list-style-type: none"> • Encourage employees of diverse backgrounds or differently abled who are under-represented among mainstream administrators and managers to seek and develop leadership skills through CE/PD • Actively seek employees from a variety of backgrounds, particularly to address gaps in knowledge or experience as compared with the larger community and/or workforce • Actively seek to build with, not for, communities, constituents and stakeholders by including them in decision-making and planning processes • Encourage and provide time for employees to participate in mentoring programs that aim to create paths for people who are underrepresented in the LAM workforce 	<ul style="list-style-type: none"> • Support and create scholarships for diverse minority populations and expand support beyond paying for graduate credits • In addition to focusing on recruiting college students or young college graduates, create recruitment or early exposure programs at the middle or high school level, introducing a broader range of individuals to LAM fields to encourage under-represented groups to pursue such career paths • Enrich existing mentorship programs between LAM professionals and graduate students, particularly for under-represented groups
Cultural Sensitivity	<ul style="list-style-type: none"> • Participate in or follow conversations on social media led by people of color, the LGBTQIA+ community, individuals who are differently abled, and all less commonly heard voices within the LAM sectors • Encourage professionals from diverse backgrounds and perspectives to participate in conversations to ensure that everyone’s perspectives are invited and welcome at the table; be inclusive • Be open to new ideas from your colleagues of diverse backgrounds/languages and listen to their perspectives • Attend conference sessions or workshops about cultural competence and cultural relevance, especially related to communities you are not serving or may not be familiar with • Pursue CE/PD on culturally relevant descriptive practices that are traditional or innovative 	<ul style="list-style-type: none"> • Strengthen hiring policies and practices that encourage cultural diversity, equity and inclusion (including diversity of perspectives) • Conduct cultural sensitivity trainings to educate students and workers about societal issues of race, sexuality, equality, etc., and how the informational and cultural work of a LAM organization can support more diverse populations 	<ul style="list-style-type: none"> • Support trainings in cultural sensitivity on a broad scale • Spread best practices used by big organizations to applicable institutions of varying sizes and types • Foster supporting mechanisms for more diverse professionals to get into and stay with the profession • Recognize affiliated and relevant ethnic groups and LAMs at the national and international level • Design new approaches to descriptive practices that incorporate culturally diverse perspectives, terms, languages and ideas • Generate new models and ideas about ownership, stewardship and laws about traditional cultural information and knowledge

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Digital Technology	<ul style="list-style-type: none"> • Learn about a digital technology subject related to the LAM field, such as digitization or linked data • Experiment with different apps, software, languages, etc. to learn about continual changes in different technologies • Explore online technology courses to enhance a LAM skill or degree, to learn about a new software or to investigate a new development in technology • Investigate cross-sector LAM standardization of descriptive practices that will enhance the ability of LAM institutions to share data (e.g., through large portals such as Digital Public Library of America (DPLA) or iDigBio) and implement these practices where possible • Read relevant LAM literature about new and innovative technological developments that could apply to your position or institution • Choose modern, innovative communication devices and platforms to discuss and share information with colleagues 	<ul style="list-style-type: none"> • Ensure LAM IT personnel regularly attend workshops and conferences, giving them the foundation to innovate within their institutions and establish LAMs as vital organizations to 21st century society • Train and equip students and workers to perform LAM technology tasks, e.g. digitization of papers or books, use of museum measurement tools, etc., using appropriate software and equipment • Encourage staff to explore new technologies related to the LAM field and ways to incorporate them into everyday work • Support education and awareness about cross-sector LAM standardization of descriptive practices that will enhance the ability of LAM institutions to share data (e.g., through large portals such as DPLA or iDigBio) • Reach out to other LAM organizations when training staff on new technologies • Seek opportunities to partner with other institutions to utilize or develop shared technologies 	<ul style="list-style-type: none"> • Strengthen the role of LAMs in the public’s understanding of copyright by ensuring all digital content complies with copyright laws and clearly explaining licensing and use options • Create and propagate shared standards and best practices for typical LAM devices, tools and equipment used in daily work • Support cross-sector LAM standardization of descriptive practices that will enhance the ability of LAM institutions to share data (e.g., through large portals such as DPLA or iDigBio). • Create a space for LAM organizations and professionals to come together to learn about new technologies in hands-on, practical ways • Encourage collaborative projects between LAM organizations that utilize new technologies in innovative ways
Resource Challenges	<ul style="list-style-type: none"> • Seek scholarships outside of your field • Seek cross-sector scholarships and opportunities (e.g., Digital Library Federation’s cross-pollinator fellowships) • Attend regional and local conferences outside of your field • LAM students: take advantage of any membership discounts in allied professional organizations • Donate to scholarship funds through professional organizations or programs (e.g., ArchivesNext Spontaneous Scholarships for SAA Annual Meetings) 	<ul style="list-style-type: none"> • Encourage employees to explore and partake of a variety of opportunities across allied sectors • Adopt policies that provide employees with the time allowance and flexible financial support needed to pursue LAM CE/PD opportunities • Provide letters of support to employees who wish to pursue scholarships • Consider the benefits of hosting no-cost CE/PD opportunities that appeal to a local LAM audience 	<ul style="list-style-type: none"> • Examine opportunities for joint membership or shared benefits, such as shared access to professional literature • Provide conference scholarships for allied professions, and funded opportunities aimed at cross-sector engagement • LAM organizations: work with cross-sector vendors to offer less costly CE/PD products, services and opportunities • Conference organizers: aim for transparency regarding annual CE/PD budgets, aim to reduce content redundancy across LAMs, and delegate funds toward content areas of convergence • Create and distribute a funders and funding list of groups and opportunities that support LAM projects

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Educational Opportunities	<p><i>Academic Training</i></p> <ul style="list-style-type: none"> • LAM students: blaze a trail for other professionals by seeking educational opportunities outside of own program or track to help create connections between diverse departments and/or fields • LAM student, alumni and professionals: ask questions about joint programs and cross-listings, inter- and intra- institutional offerings and exchanges, and actively influence programs <p><i>Continuing Education/Professional Development</i></p> <ul style="list-style-type: none"> • Seek education outside of own field, and bring it back to the classroom or workplace • Read and use different professional journals to inform research • Expand your network to include practitioners from other LAM areas • Seek and share CE/PD opportunities from LAM organizations not directly related to your work via publications, online resources, contacts or potential LAM clearinghouses 	<p><i>Academic Training</i></p> <ul style="list-style-type: none"> • Partner with allied departments and show what their courses can do to help students and staff, and vice versa • Cross-list courses whenever possible • Advertise courses through allied regional professional organizations • Enable students to take a course through an allied department to meet needs for subject expertise (for example, with a lecture series or a lab portion that focuses on a particular field) • Integrate professional and non-traditional perspectives from other sectors into courses • Support and award credit for internships in other sectors <p><i>Continuing Education/Professional Development</i></p> <ul style="list-style-type: none"> • Hire staff with a wide range of professional backgrounds • Embrace flexibility in course or work requirements and support staff who seek CE/PD opportunities outside of own field • When hosting training sessions or workshops, invite LAM professionals from a variety of institutions to share ideas across sector boundaries • Ensure that all staff, no matter their length of tenure, have the necessary basic skills and training in any technologies related to the LAM field and required by their position 	<p><i>Academic Training</i></p> <ul style="list-style-type: none"> • Review and innovate new effective teaching and presentation methods • Promote or develop internships that cross LAM sector boundaries <p><i>Continuing Education/Professional Development</i></p> <ul style="list-style-type: none"> • National conference organizers: to maximize benefits and return on investment to attendees, unite to upgrade educational offerings by utilizing educational accreditation organizations (e.g., IACET) • Provide available LAM resources and information to member institutions for dissemination to multiple staff, students and stakeholders • Recognize and overcome LAM cross-sector educational stereotypes to combat misconceptions • Address the needs of institutions that span sectors, such as libraries that have archival and object collections or museums that have archives, etc. • Encourage cross-sector hiring and the inclusion of professionals with a range of backgrounds in professional organizations and initiatives • Offer more free virtual CE/PD opportunities on cross-sector topics • Collaborate on a LAM clearinghouse of CE/PD opportunities and conferences suited to cross-sector participation; this could also include listings of current scholarship opportunities across all LAM fields • Consider second career LAM professionals newly employed in the field when creating CE/PD opportunities, including conferences • Incorporate educational methods of smaller professional organizations • Create continuing education opportunities to explore topics of shared relevance and make them available to a variety of LAM professionals

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Jargon & Language Barriers	<ul style="list-style-type: none"> • Recognize terms and acronyms that could be confusing to colleagues, especially if they are from different professions; take time to describe them, whether the conversation takes place in daily life, at workshops or at conferences • Be aware that alternative definitions of commonly used terminology or phrases might exist, and be open to them • Talk to people outside of your profession about your work to see where you have any confusion • Expose yourself to other professional languages/terms through available resources (e.g., SAA’s Word of the Week) 	<ul style="list-style-type: none"> • Create and incorporate an institutional style guide, glossary and/or dictionary link, to standardize clear ways of talking about concepts that are often abbreviated in the field • Provide resources to new hires on terminologies and jargon • Be mindful of language. Are you using the word the way the rest of the profession uses the word? How do you know? If not, why? • Consider changing preferred language and terms and names of things to ease communication with other institutions and allied professionals, if possible • Expose students, employees and colleagues to cross-sector definitions of terms, or how terms differ across sectors 	<ul style="list-style-type: none"> • Publish publicly available sector glossaries that help make terms and acronyms accessible and easy to absorb for everyone, regardless of their personal or professional backgrounds • Create cross-sector glossaries to address jargon barriers, particularly for terms relating to overlapping/similar work areas • Encourage conversations around different jargons • Create and enforce an acronym policy that ensures that acronyms are spelled out and defined so that presentations at conferences are understandable to new/allied professionals
Sustainability, Environment & Labor	<ul style="list-style-type: none"> • Participate in events or groups related to sustainability, environmental and labor issues through your professional organizations • Start groups that do not yet exist and reach out to similar groups in other fields. (e.g., Archivists Responding to Climate Change). • Read the literature of other LAM fields on these topics 	<ul style="list-style-type: none"> • Support and provide informational, cultural or other resources (such as event or communications space) to events or groups related to sustainability, environmental and labor issues at your institution or in your community • Develop partnerships with LAMs with similar subject foci to examine sustainability, environmental and labor issues as they relate to your organizations 	<ul style="list-style-type: none"> • Develop formal relationships between similar organizational roundtables or sections related to shared values across sector boundaries • Encourage collaborative projects between LAM organizations that address issues of sustainability, the environment or labor at institutions or within communities