



american
institute for
conservation

**50 Years of Preserving
Cultural Heritage**

Equity & Inclusion Committee Annual Updates for May 2022

[Accessibility Survey and Report](#)

In 2021, the Committee launched a survey to better understand the presence of People with Disabilities within the field as well as accessibility challenges faced by conservators, allied professionals, and potential conservators. The committee, led in this project by Ronel Namde, and members Jennifer Hain Teper and Sally G. Kim have submitted the report to the Board for approval. *The report authors are presenting a poster summarizing the results at the 2022 Annual Meeting. Check it out in the Poster Hall!*

Annual Meeting Feedback

The Committee has created or provided feedback on numerous annual meeting resources on topics such as accessible presentations, land acknowledgements, and first-time attendees. If you use these resources and have any feedback, please reach out!

Language Hub

EIC is collaborating with ECPN and APOYOnline to create an online hub for conservation resources in languages other than English. Aside from translating two documents into Spanish and Portuguese through APOYO, the group has solicited links which will be compiled and included in the Language Hub to facilitate access.

- AIC Equity & Inclusion Committee's Guiding Principles, Working Agreement, and Non-negotiables (in [English](#), [Portuguese](#), and [Spanish](#))
- AIC 2020 Position Statement On Contested Commemorative and Confederate Monuments (in [English](#), [Portuguese](#), and [Spanish](#))

Affinity Groups

The [BIPOC Affinity Group](#) and [Rainbow Caucus](#) launched in 2021. If you identify with these groups, consider joining them! Both are open to anyone, regardless of AIC membership. If you have ideas for other affinity groups, feel free to reach out about how to get started.

Social Media Holidays and Events

The Committee works with F/AIC to ensure that DEAI-related holidays and events are recognized on the F/AIC social media channels.

F/AIC Executive Director Search Committee

Anisha Gupta served on the search committee with F/AIC board members to recruit the next director of the organization. We are pleased to welcome Lissa Rosenthal-Yoffe as our new Executive Director.

Ongoing Discussions with Other Committees/groups

EIC continues to provide DEIA guidance, review guidelines, and discuss relevant topics with others at AIC. In the past year, we have worked with F/AIC, ECPN, ETC, MDWG, and with individual members. For example, we provided feedback for the Code of Ethics revision task force and assisted the Member Designation Working Group by reviewing drafts, co-hosting a listening session on the topic with ECPN, and finally endorsing the proposal.

Mentor Workshop Planning

EIC members are working with ETC and ECPN to plan a virtual workshop for mentors in fall 2022. Stay tuned for details!

Meet and Greet

We have been hosting virtual Meet and Greets, an opportunity for EIC members to provide updates and have discussions with conservators. Look out for our next Meet and Greet this summer!

Member Changes

The terms of co-chair Anisha Gupta and members Nora Frankel and Ronel Namde are coming to an end. EIC thanks them for their exemplary dedication to the committee and AIC. Anya Dani's term as co-chair is also ending, but she will remain as a committee member. EIC is pleased to welcome new co-chairs Josie Maldonado and Bianca Garcia, and new members Anita Dey and Kayla Henry-Griffin.

For more information, please visit our [Resources page](#).

If you have any questions or feedback, please feel free to email us at eic@culturalheritage.org or message us [anonymously](#).