

RESEARCH QUESTION	VOLUNTEER LABOR	PRISON LABOR	STUDENT LABOR
<p>How do community archives justify the use of the unpaid labor in the form of volunteers, student workers, and even incarcerated people?</p>	<p>THE ARQUIVES</p> <p><i>“As a long-time volunteer at the ArQuives, I found myself picking up supplies or paying for photocopying on behalf of the archives without any expectation that I would be reimbursed. Many other volunteers did the same.”</i></p> <p>--Rebecka Taves Sheffield</p>	<p>FAMILYSEARCH</p> <p>According to a 2015 investigation by Mother Jones, the Church of Jesus Christ of Latter-day Saints uses incarcerated people to index genealogical records for their website FamilySearch.</p> <p>These prisoners are considered volunteers by the church and are not paid for their labor.</p> <p>In 2014, prisoners supervised by missionaries processed 7.5 million archived records.</p>	<p>SAA STATEMENT</p> <p><i>"SAA strongly encourages employers to value archival graduate students' skills by providing monetary compensation for their work commensurate with the qualifications required for the position. If monetary compensation is not indicated in the internship description, the position will not be posted to this directory."</i></p> <p>--Language on SAA Career Center Internship Directory website, first added in 2019</p>
<p>ARCHIVAL OPTIMISM</p> <p><i>“Archival optimism is archivists’ joie de vivre, our raison d’être, the fuel that lights our way through the meticulous and difficult labour of archival work. It is the knowledge that we toil for a greater purpose.”</i></p> <p>--Rebecka Taves Sheffield</p>	<p>MAISON D' HAÏTI</p> <p><i>Example of an all volunteer archiving team in a community archives setting</i></p> <p>Beginning in 2013, a group of 5 volunteers started an initiative to assess and inventory the documents in the Haitian cultural organization’s archive. Around 12 different volunteers worked on the collaborative archiving project. A volunteer archivist also joined the team and provided guidance around archival standards.</p>	<p>THE YEARBOOK PROJECT</p> <p>The Yearbook Project was operated by Oklahoma Correctional Industries (OCI) from at least 2013 until 2022.</p> <p>Libraries, museums, schools, and historical societies could have yearbooks digitized at little to no cost.</p> <p>Over the course of 2 years, the Yearbook Project earned \$629,740 of revenue for OCI.</p> <p>The incarcerated people who digitized the yearbooks were paid around 40 cents per hour.</p>	<p>GRINNELL COLLEGE</p> <p>Through creative partnerships, institutions of higher education can support community archives without assuming custody over collection holdings. One example of innovation in this area is the Service Leadership Work-Study (SLWS) program from Grinnell College.</p> <p>SLWS allows Grinnell College students to complete their work-study hours at various non-profit community partner sites. All SLWS students are paid by Grinnell College for their labor, just like work-study students who work on campus. Over the years, many SLWS students have worked at the public library in Grinnell to staff the public library’s archive of materials related to the history of the town of Grinnell.</p> <p>Without SLWS funding, the public library would not have been able to pay students for their archival work due to budgetary constraints.</p>
<p>VOCATIONAL AWE</p> <p><i>“Vocational awe” refers to the set of ideas, values, and assumptions librarians have about themselves and the profession that result in beliefs that libraries as institutions are inherently good and sacred, and therefore beyond critique.”</i></p> <p>--Fobazi Ettarh</p>	<p>LLACE : LAVENDER LIBRARY, ARCHIVES, AND CULTURAL EXCHANGE OF SACRAMENTO</p> <p>LLACE has an all-volunteer board that runs the archive on a day-to-day basis. The organization relies heavily on donations and volunteer labor.</p> <p><i>“[...] as LLACE’s archivist Ron Grantz noted, “We don’t really have a budget here. So if you need something, within reason, they’ll [the board] order it. Many times we just chip in our own.”</i></p> <p>Wakimoto, Diana K., et al. (2013)</p>		
<p>NEW THEORY OF ARCHIVAL LABOR</p> <p>Vocational awe in the context of volunteer labor = “avocational awe”</p> <p>Archival Optimism + Avocational Awe + Cost Cutting = Increasing Levels of Exploitation</p>			

