Effecting Transformational Change: AMIA Pathways Fellowship

The Association of Moving Image Archivists (AMIA) seeks $249,400 in funding for a 30-month Implementation Grant from the IMLS Laura Bush 21st Century Librarian Program to support the expansion of the AMIA Pathways Fellowship (APF). The initial launch of APF is currently being funded by IMLS through a Laura Bush 21st Century Librarian Program grant awarded in 2021.

APF supports paid internships in combination with mentorship and professional development training to forge pathways into the media preservation field for people from groups historically underrepresented in the profession–which include BIPOC, LGBTQAI+, and those who are disabled, neurodivergent and/or have a chronic illness; welcoming those with intersectional identities, and diverse perspectives, work experiences, lifestyles and cultures–in addition to those entering the field without traditional graduate education, with the goal of permanently transforming the landscape of the field. The program continues to be one of the only programs of its kind.

This next phase of APF will build upon the foundation of the program, using lessons learned from the first cohort in order to refine and expand the program, add dynamic new tools, and provide additional scaffolding as these new professionals emerge into the media preservation field.

Project Justification

The APF program was initially sparked by an National Film Preservation Board (NFPB) funded study examining diversity, equity, and inclusion (DEI) in the moving image archives field. Qualitative and quantitative data revealed the chronic lack of cultural equity and inclusion in the profession. Notably, the study determined that those working in audiovisual archives are 17% non-White. For those that identified as Senior Management, only 12.5% are BIPOC. This lack of diversity has broad and persistent negative impacts on the communities that media archives serve and are part of, and on the collections mandates of both public and private archives and hinders the profession's ability to attract and retain talented new collaborators. The NFPB DEI report to the Library of Congress recommended: advocating for dedicated scholarship funding for students from underrepresented backgrounds; developing a field-wide paid internship program that is inclusive of trainees of different ages, levels of experience and backgrounds; and supporting underrepresented individuals along their career pathways. A Diversity and Inclusion Fellowship Pilot Program (ADIFP) was funded by the NFPB through the Council of Library and Information Resources (CLIR) and administered for six fellows during 2020[1]. This pilot was subsequently adapted into the IMLS-funded Pathways Fellowship, informed by previous experiential and cohort-based learning initiatives.[2]

We have recently concluded the first IMLS-funded Pathways cohort.[3] It is a unique program and this is the optimal time to take advantage of the momentum gained building the APF by moving into the next phase, avoiding a funding gap while addressing critical lessons learned during our first APF year. The APF program cycle aligns indirectly with the IMLS funding period, so while there would be an administrative period overlap, there would not be programmatic overlap and a 2025 cohort could take place.

[1] For additional detail, see https://amianet.org/about/amia-diversity-and-inclusion-Fellowship/
[2] These models include the National Digital Stewardship Residency Program and the Academy Gold Rising Program
[3] amianet.org/wp-content/uploads/The-2022-Pathways-Cohort.pdf

The next phase of the program will honor its initial ethos, which hopes to see the creation of a sustainable model that, in time, will provide scaffolding through which a more diverse and representative pool of audiovisual heritage workers are prepared to steward our collective media heritage. Having completed our 2022 cohort and in recent follow up with our 2020 pilot cohort, it has become clear that there is a need for ongoing support beyond the Fellowship and that the ultimate strength of this program will lie not only in its ability to build pathways into the profession, but to overcome barriers of belonging and ensure we are able to retain these emerging professionals in our field. Providing sustainable support through professional development opportunities and a growing cohort community will be important as Fellows begin entering the field as new professionals and as they grow as leaders within it.

Our original intent with this initiative was to offer all in-person internships but the ongoing pandemic made that impossible, and internships were in person, remote, and hybrid. This led to an important lesson for the next iteration of the program, of which a mix of remote, hybrid, and in person internships will be an intentional part, allowing participation from those who would otherwise be excluded due to disability or geographic constraints. Yet an important component of an in-person internship is the ability for hands-on learning, so to balance this, for the next iteration of APF all Fellows will receive an audiovisual formats toolbox via mail to be used during a virtual immersion week the first week of the Fellowship, to give them a grounding in basic hands-on skills before starting their internships and moving forward with the curriculum.

As with the current project, internship host sites will represent a mix of libraries, archives, and museums from a range of geographic regions across the country, institutional size, and focus. While the program will continue to expand its cadre of host sites, current sites have indicated interest in continuing their participation, including Navajo Nation Museum, Smithsonian National Museum of African American History & Culture (NMAAHC), 'Ulu'Ulu: The Henry Ku'ualoha Giugni Moving Image Archive of Hawai'i, University of California Los Angeles, Nickerson Research, Inc, Tribesourcing Southwest Film Project, South Side Home Movie Project, Texas Archive of the Moving Image, Prelinger Library, The University of Indiana’s Black Film Center Archive, and the Mid-Atlantic Regional Moving Image Archive.

APF directly and positively impacts the Fellows, host sites, and all participants, creating working partnerships that will endure as a living support system long beyond the term of this project. Building on the successes and the momentum of the current APF and integrating the lessons learned from the 2022 and 2023 cohorts will work to effect change in the field by recognizing that it is not enough to build bridges into the profession without the scaffolding needed to ensure there is a forward path as well. "Effecting Transformational Change: AMIA Pathways Fellowship" fulfills Goal 3 and Objectives 1, 2, 3, with a specific emphasis on Objective 3, as the project champions lifelong learning through support to both the emerging and seasoned professionals involved in the project.

Project Work Plan

The APF selects a minimum of sixteen individuals, over two cohorts, from underrepresented groups and provides paid internships (30 hours per week for 10 weeks) to support them financially as they expand their field knowledge and fosters their career networks at a pivotal stage of professional development. At least half of these Fellows will intern in regional or community archives supported by IMLS funding. APF further supports the Fellows and the host sites through one-on-one mentorship, weekly webinars training encompassing core competencies, cohort-building activities, and the support of a larger network

of specialists from the AMIA community. Additionally, APF supports host sites through orientations, regular check-ins, and the cultivation of a network of host sites and individuals working to support Pathways program goals. Our recruitment strategy for Fellows, Host Sites and and Mentors will be discussed in greater detail later on.

In addition to their primary projects, during the Fellowship period, APF fellows will devote roughly two hours per week to webinars that include skill-building topics in core and specialized technical competencies with broader, more conversational presentations from professionals working across the field. While offering remote and hybrid opportunities will allow those not otherwise able to participate due to disability, chronic illness, or geographic location, a hands-on component of the internship experience is lost, particularly in regards to the core understanding of tactile AV formats. The project now includes a partnership with the Community Archiving Workshop (CAW) to provide an "AV Format Toolbox" that can be mailed to fellows at the beginning of the Fellowship to use alongside each of the three webinars that introduce audiovisual formats. This core training would be offered as three webinars in the first week, as an immersive entry to the Fellowship and the hands-on-skills needed for internships. Weekly webinars that build upon this work will be held throughout the Fellowship.

Instructors of webinars will be paid for their instruction hours and for development of curriculum materials for use in continuing professional education. The webinar training of the project also intentionally supports broader engagement with the community of audiovisual archives and archivists—an outcome cited as missing, but highly desirable, by participants in some of our model programs. It will provide fellows exposure to and engagement with practitioners who are at different stages of their careers, and who are involved in many different kinds of media preservation and heritage work across different sectors of the field. Regular lightweight evaluation and feedback in the weekly webinars will provide qualitative data on the educational impact to fellows and offer the ability to make ongoing adjustments as needed. Specific webinar topics will revolve around a mixture of technical and cultural skills development, for example, leadership management and cataloging. As with our first cohort, we will have up to 25 instructors joining the program from various sectors of the field, types of institutions and bringing myriad types of expertise, reflecting both the diversity goals of the project and the diversity of institutions in the field. Examples of past instructors include Carmel Curtis from the University of Indiana's Black Film Center Archive and Mona Jimenez, former Associate Director for NYU's Moving Image Preservation Program, and now involved in CAW and Audiovisual Preservation Exchange (APEX).

All project staff who have worked to build this project from its inception will be continuing in this next iteration. In order to effectively design and carry out the program, the APF team will consist of a Project Manager (PM), Mentorship Program Coordinator (MPC), Curriculum Coordinator (CC), and the new role of Alumni Coordinator (AC), which will be assumed by a current key staff member and Fellowship alum. There will also be an Advisory Board, led by the Advisory Board Chair (ABC). The Advisory Board will be formed by the ABC and will represent a broad range of constituencies. The Advisory Board will provide outreach, and guide the implementation of the APF program objectives, and will focus on big-picture strategies and sustainability.

The PM will ensure that the APF achieves its strategic objectives while staying on time and within budget and manage the fellows recruitment and selection process (described in greater detail later in proposal), including targeted outreach to Tribal Universities, HBCUs, community colleges, and schools with diverse student bodies. The MPC will work under the direction of the PM to engage a group of

mentors, with the goal of sharing intersectional cultural affinities with the fellows. The MPC will help to develop the Mentorship Handbook, and provide leadership, training, and guidance for the program's mentors and mentees. The AC will lead the development of an alumni program. Finally, the CC will develop the webinar schedule, and organize pre-Fellowship training for mentors and host sites on topics such as effective mentorship, inclusive leadership, hiring practices, and cultural competency.

The PM works individually with each host site as they develop their internship description to help scope fellows' primary projects and identify competency-based learning objectives. Fellowship projects and activities might include, but not be limited to,

- Conducting surveys to identify and describe audiovisual holdings in collections throughout a larger institution
- Preparing media collections for digitization
- Inspecting, cleaning, rehousing, and doing basic cataloging or collections processing
- Developing or updating cataloging standards for audiovisual materials
- Conducting research
- Creating audiovisual preservation and digitization workspaces, or building out capacity in existing workspaces
- Drafting documentation and developing project workflows
- Planning virtual or physical exhibitions based on audiovisual collections, or other programming and access activities

Within the Fellowship, we plan to offer four structured cohort and community-building social events and provide the opportunity for Fellows to connect in a variety of cohort-building activities. Additionally, fellows will be encouraged - through multiple channels that include Slack, Discord, Basecamp and one-on-one texting - to set up dedicated ways and regular times to communicate with one another as a cohort. Other model programs report significant benefits from having safe spaces for participants to talk through issues with their peers as they arise in the workplace, whether communications occur through private channels, in-person meetups, or virtual hangouts. Program alumni also cite their supportive cohort relationships as among the most valuable takeaways from their Fellowship experiences.

As previously mentioned, this iteration of the program will offer an intentional mix of hybrid, remote, and in-person internships. This model has allowed for participation from individuals who have been so far unable to participate in in-person internships, due to disability or geographic limitations, to enable full participation in the program and share their experiences, directly supporting our programmatic mission of equity and diversity. A statement from Pathways participant Veronica Franco noted "AMIA Pathways has made it possible for me to actually do an internship, as well as work as part of a cohort virtually for 2022…thank you AMIA and Pathways, for making my first-year post-graduation in a global pandemic as an immunocompromised person not become or feel like a total loss, but instead a total gain."

Having completed the first year of the Fellowship, we have also found that the focus on community archives has its own challenges. Smaller community institutions do not necessarily have a full-time, trained, moving image archivist(s) on staff to provide professional training for an intern. The new program iteration will address this reality in a more targeted way, expanding potential host sites by collaborating with Community Archiving Workshop (CAW) to provide a technical advisor to work with the institution and the intern, providing training where needed and applied skills guidance to those overseeing interns. By providing this additional assistance, APF can expand its potential host sites

providing both Fellow and host institutions the opportunity to learn, providing both with an experience of lasting impact.

Recruitment of Fellows, Host Sites and Mentors
Media collections exist in communities of all types, in all areas of the country, documenting their unique histories and frequently reflecting experiences typically left out of the dominant narrative. To reflect this, host sites are recruited with a focus on criteria that emphasizes a diverse mix of institutions of all sizes and capacities, representing a variety of libraries, archives, museums, community organizations and projects, and geographic locations, as well as a mix of remote, in person, and hybrid opportunities. Community archives, in particular, are often small and understaffed and cannot support dedicated workers that have audiovisual specialized skills. In recruitment of smaller community-based host sites, additional consideration is given to the potential synergy of the impact between host site and Fellow.

In the initial phase of each annual recruitment cycle, organizations are invited to apply to participate as a host site through a range of outreach efforts:
- Ongoing, open call for inquiries/expressions of interest posted on the AMIA web site, listserv and social media accounts, with requests for signal-boosting from sister organizations and strategic partners
- Targeted outreach to a range of partner sites, including members of Association of Tribal Archives, Libraries, and Museums (ATALM)

Host sites must demonstrate commitment to project goals, and must prioritize interns' learning and professional skill development. Additionally, during this iteration of the Fellowship, all host institutions will be asked to complete a webinar series that includes cultural competencies, inherent bias, and inclusive hiring practices to ensure they are in alignment with AMIA's organizational values. Participating sites and internship supervisors will be directed to the best practices information and guidelines developed by this and other model programs previously cited, and will be encouraged to reflect on the ways in which their local practices and workplace culture might become more inclusive.

While the funding available is based on an anticipated eight fellows per cohort, the total number of fellows may be larger if organizations with existing paid internship programs apply to be included in the program. We anticipate limiting the total number of fellows per cohort to approximately 8-10, however, to ensure individualized support, and to support peer mentoring and bonding within the Fellowship group.

Once host sites are selected, their internship opportunities will be listed on the AMIA site and prospective fellows will be invited to apply for the openings. In addition to promotion by the host sites themselves and by AMIA through the channels described above, recruitment of fellows will include such activities as:

- Broad outreach to graduate and professional degree programs, undergraduate programs, community colleges, HBCUs, Tribal Colleges. Collaboration with the ATALM will assist with the identification of priority tribal/indigenous archives and collections most in need of help, while partnerships with HBCU's including Spelman College and the Atlanta University Center Art History + Curatorial Studies Collective, the latter of which was established with the purpose of preparing the next generation of undergraduate students at the nation's largest HBCU network for careers in the museum and arts industry, will assist with outreach to these communities

- Initiatives such as the iSchool Inclusion Institute (i3) to encourage awareness of and participation in the Fellowship program
- Outreach to professional organizations in other disciplines (such as the media production guilds and trade unions, public and oral historians, media studies, etc.) where teachers or supervisors may be able to help us connect with interested applicants not otherwise connected with the audiovisual archives community

Just as the participating sites and projects inform the recruitment of each cohort of fellows, the needs of each cohort—and the individuals that make up that cohort—will inform the process of mentor recruitment and the kinds of support built in for program participants. APF announcements at all stages will include solicitation for potential mentors to be in contact ("If you are interested in supporting the AMIA Pathways Fellowship program as a mentor for emerging professionals from underrepresented backgrounds, please visit…"). Outreach for potential mentors will be leveraged with the member networks of AMIA, its APF project partners and collaborators, and regional archives associations in the areas where host sites are located. Calls for participation may highlight qualities and qualifications which are of particular relevance for the current cohort.

Potential mentors will be invited to provide additional information about their professional background, personal characteristics, or areas of interest and ability in the field to support matching them with fellows as early as possible in the process. Mentors will be compensated for through a stipend, will undertake a professional mentorship training developed by the program, and both mentors and fellows will be provided with ongoing guidelines, suggested practices, and advisory support to ensure they get the most from their support networks during and after the Fellowship period.

Mentor pairings may not necessarily be local, as the professional interests and expressed cultural affinities (such as race, ethnicity, gender, sexuality, or disability) of the Fellows is prioritized. In light of this, as additional support for both Fellows and mentors, and to ensure the best match, each Fellow will be paired with a Mentorship Advisor (MA) throughout the mentorship process. With the MPC, the MA reviews the Fellows' application and initial survey and meets with the Fellow to create a profile to match with potential mentors. After the mentorship pairing the MA and MPC check in with both mentor and Fellow throughout the mentorship serving in an informal mentor role and resource to both Fellows and mentors. MAs are recruited from the AMIA Mentorship Task Force (AMTF) which provides support and resources for AMIA's mentorship efforts, including APF and a broader AMIA Mentorship Program, first piloted in 2022.

In AMIA, mentorship is defined as a relationship between two people with the goal of two-way professional and personal development. While mentees report a range of benefits from supportive relationships with senior colleagues, mentors also value the opportunities these relationships afford for staying current with a rising generation of colleagues, and for reflecting on their own practices and experiences in the field. Feedback from project mentors on the impact and value of their mentoring experience with the fellows will inform recruitment for the second round of Fellowships, and will be included in final project reporting. Additionally, a key deliverable from the Mentorship portion of the current program was an expanded version of the "Mentorship Handbook" from the 2020 ADIFP program. This handbook was used to develop a broader AMIA Mentorship Pilot Program. Using lessons learned from both programs, the Handbook will be reviewed and revised annually as needed.

As indicated earlier, we have identified a need for expanded focus on the alumni component of the program, which we hope to gradually build into a robust cadre of partners committed to both the sustenance of the APF program itself and its impact on the growth of the field. The scaffolding built through the alumni program will also allow past cohort members to mentor the current fellows. To implement this growth, we have added the Alumni Coordinator (AC) position to lead the development of a fellowship Alumni Program that will continue to engage all cohorts of the ADIFP and Pathways programs.

The Alumni program will provide continued professional development and connections to leaders in the field as well as an opportunity for peer-to-peer mentorship between cohorts. Cohorts from prior years will be invited to participate in the program, which will include ongoing ways to connect with community (for example, a Google group, Basecamp and a Slack Channel), a monthly newsletter with up-to-date job listings and resources, quarterly training webinars for ongoing skills development (such as project management, grant writing, and leadership), and support for securing initial opportunities and advancing and progressing for careers in the field. This crucial component of the program reflects the value of additional support for program participants who, as individuals historically marginalized from the profession, can use this alumni program to cultivate a sense of belonging - and ideally scaffolding to progress - in a field where they may otherwise have difficulty finding such a network of support. Tony Best, mentor from the 2022 Fellowship program, noted that "Mentors can guide mentees around the landmines that tend to discourage or prevent BIPOCs from advancing in their careers." This can also be said of building a strong network of alumni from the Fellowship program who can offer peer-to-peer advice and mentorship as fellows navigate advancement in the field.

Alumni programs can provide long-term benefits, creating a network of professional connections with shared experiences. Entering any profession field creates challenges that demand intellectual and professional growth. Whether addressing those challenges together – or the same challenges at different times – alumni have a shared vocabulary of experience.

Beyond the Fellowship

Fellows will again be funded to attend the annual AMIA conference, meeting each other in person, meeting with mentors, and further broadening their networks. As part of their professional development, they will present at the conference, in what for most Fellows will be their first professional presentation. In preparation for their conference presentation, Fellows will work with their mentors and host sites, and are offered prep sessions led by the PM and other project team members to offer guidance. While our hope is that all Fellows are able to attend the conference in person, we are prepared to ensure all can present, even if not physically present. In 2022, for example, the session was pre-recorded, so all Fellows could participate, and all able to attend in person were present for a live Q&A with the audience.

Any remaining professional development funds will be allocated for each Fellow to be used at their discretion, with their mentors assisting them in identifying learning opportunities and setting priorities for use of their funds. Fellows will be asked to provide brief justifications for their professional development spending, and to report within their cohort on outcomes and benefits of their experiences, as is typical in professional settings. Reporting on outcomes for this project will include description and qualitative analysis of the impact of the guaranteed funding and guidance for professional development.

Particular effort will be devoted to sharing information about the committee structure and leadership models of AMIA and other professional organizations. Fellows will hear from mentors and guest

speakers how their service work on projects, committees, task forces, etc. contributes to the field, and learn about how such work builds resumes and broadens professional networks. Committees and interest groups such as AMIA's Advocacy, Accessibility, Independent Media, International Outreach, LGBT, Oral History, and Regional Audiovisual Archives Committees, in addition to an APF alumni program, will serve as continuing sources of camaraderie, mentorship, and support as APF fellows continue establishing their careers in the field. Furthermore, these are among the capacities in which fellows might explore alternative approaches to leadership roles, and can have a direct and meaningful impact on the field through the work of the organization and its members. We also hope the APF will serve as a model to structure other similar programs, and discussed below, we will seek to share its blueprint so that others may adapt it for their own uses.

To ensure that APF can continue, we will work to develop a sustainability plan, that will include the continued expansion of the community of hosts, mentors, advisors, and institutions, tools to support the program, development of tools for smaller archives to fund interns, and fundraising to underwrite the ongoing administration of the program.

Research & Analysis
We will rely on an independent analyst who will survey as well as interview Fellows. Our identified analyst is Dr. Brian Real, Assistant Professor in the School of Information Science at the University of Kentucky. Dr. Real has prior experience working as an analyst on two IMLS-funded projects, including a Digital Inclusion Survey and an ALA report on rural libraries. Through his university, he will obtain IRB approval.

Throughout the Fellowship beginning with the opening orientation event, fellows, mentors, mentor advisors, host sites and instructors are surveyed on relevant segments of the program. The ongoing feedback supplied by project participants is utilized to inform iterations in everything from curriculum design for the current cohort, changes in program elements for future cohorts. We use an ongoing evaluative and iterative process to ensure maximum impact to participants.

Diversity Plan

Diversity, equity and inclusion practices are the key drivers of the APF project. The aforementioned 2019 NFPB DEI study that continues shaping this project and the subsequent 2020/2021 AMIA Demographic and Salary Survey of the Field (also administered under IRB) examined a broad range of diversity factors. APF is driven by the crucially important goal of growing diversity and inclusion at all levels of the media archiving profession and expanding the profession's impact to underserved communities, with special focus on BIPOC and disabled people/people with disabilities.

Project Results

In 2021-2022, APF boldly asked how emerging professionals from marginalized communities can contribute to the work of established and non-traditional media collections. In 2023 we are building upon this initial question with an even bolder, broader inquiry into how the network evolving from the continued growth of the APF can gradually effect transformational change to the audiovisual archives ecosystem. As outlined, this next phase of the project seeks to even more profoundly ensure the development, growth and success of participants through continued scaffolding that will create and sustain a shifted culture–of, by and for people historically underrepresented in the profession.

Through the first year of the APF we have gained feedback from Fellows, host sites, and mentors as well as our 2020 pilot cohort, providing important ways to strengthen the program. This has included a greater awareness of the importance of creating a consistent fellowship experience for all participants regardless of ability or geographic location and the need for continued, as well as the critical need for continued professional development and cohort building beyond the duration of the fellowship as Fellows begin their professional journeys in the field. This feedback has been the basis of our proposal for this next phase of APF.

Our lessons from this first APF year have also included early indications that the program is making an impact. Two of the institutions hosting interns used the APF pay rate to advocate for additional funding for their interns, resulting in an increase in per-hour wages for their internship program–demonstrating that this project has already had a positive impact on equitable pay in the field. Further, of our first cohort of eight fellows, three have continued to work for their host site, two of which had entered the program without any educational background in archival work– all contributing to our goal of leveraging this program to diversify pathways into the audiovisual archives field.

The 2022 APF curriculum included webinars developed in collaboration with PBPF, with both programs participating in four webinars allowing the cohorts to meet and interact. Two informal meetings with other fellowship and educational programs (including Bay Area Video Coalition Fellowship, GBH, and the University of Alabama). APF collaborated on an article for the Journal of Archival Organizations on Broadening the Landscape with Fellowships in Audiovisual Preservation. As APF evolves, we will continue to expand these relationships. APF is also working with the Dr. Marika Cifor IMLS project, Valuing Library and Archives Labor, sharing resources, documentation, and findings to support her project focusing on implications of internships and fellowships for recruiting, training, developing, and retaining a diverse workforce in libraries and archives.

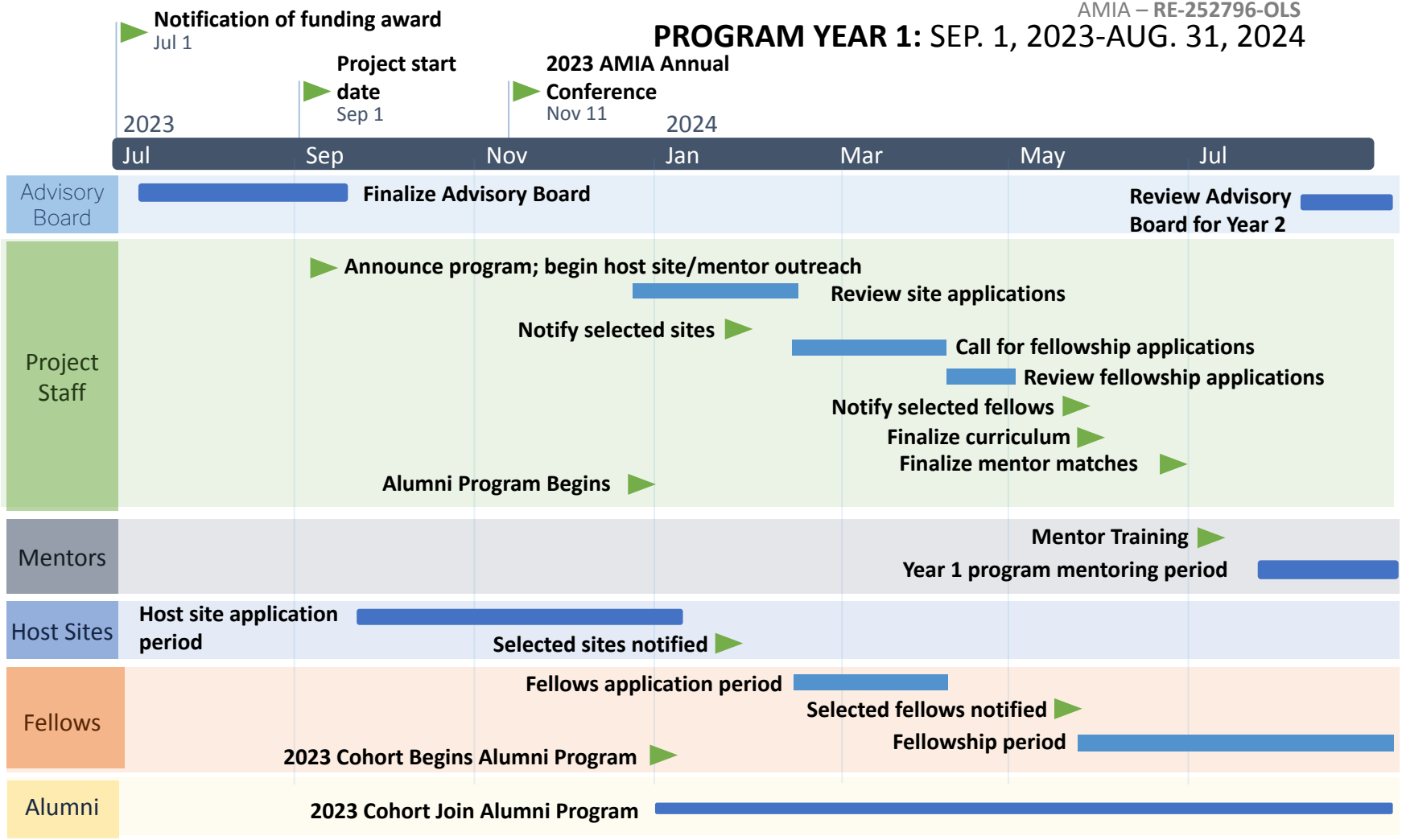
We have received inquiries expressing interest in modeling the Fellowship. Though APF has centered its work in the US, we have had inquiries from AMIA international member organizations and partners about how to model the Fellowship. The current Pathways Task Force includes members in Southeast Asia and Europe, with interest in using resources developed by APF to create programs locally. We have shared our Mentorship Training module with the GBH Public Broadcasting Preservation Fellowship (PBPF), as well as offering training for its program mentors. Documentation from each area of the Fellowship (curriculum, mentorship, internship, and alumni) will be made openly available through the AMIA website and through a Pathways Fellowship URL.

This work to effect transformational change to the audiovisual archives field is, by necessity, collaborative. Through APF, we are seeking to build an ecosystem that not only triggers systemic change but also creates a culture of shared values to increase equity. More than 65 people, including mentors, advisors, host site supervisors, instructors, and staff, came together in support of the 2022 cohort, creating a community of shared vision with potential to grow. APF recognizes that others are working to create this change as well, and collaboration and sharing of resources is a core principle of the program. In concert, this all adds to the sustainability of the program moving forward, through holistic nurturing of a more broadly just and inclusive ecosystem.

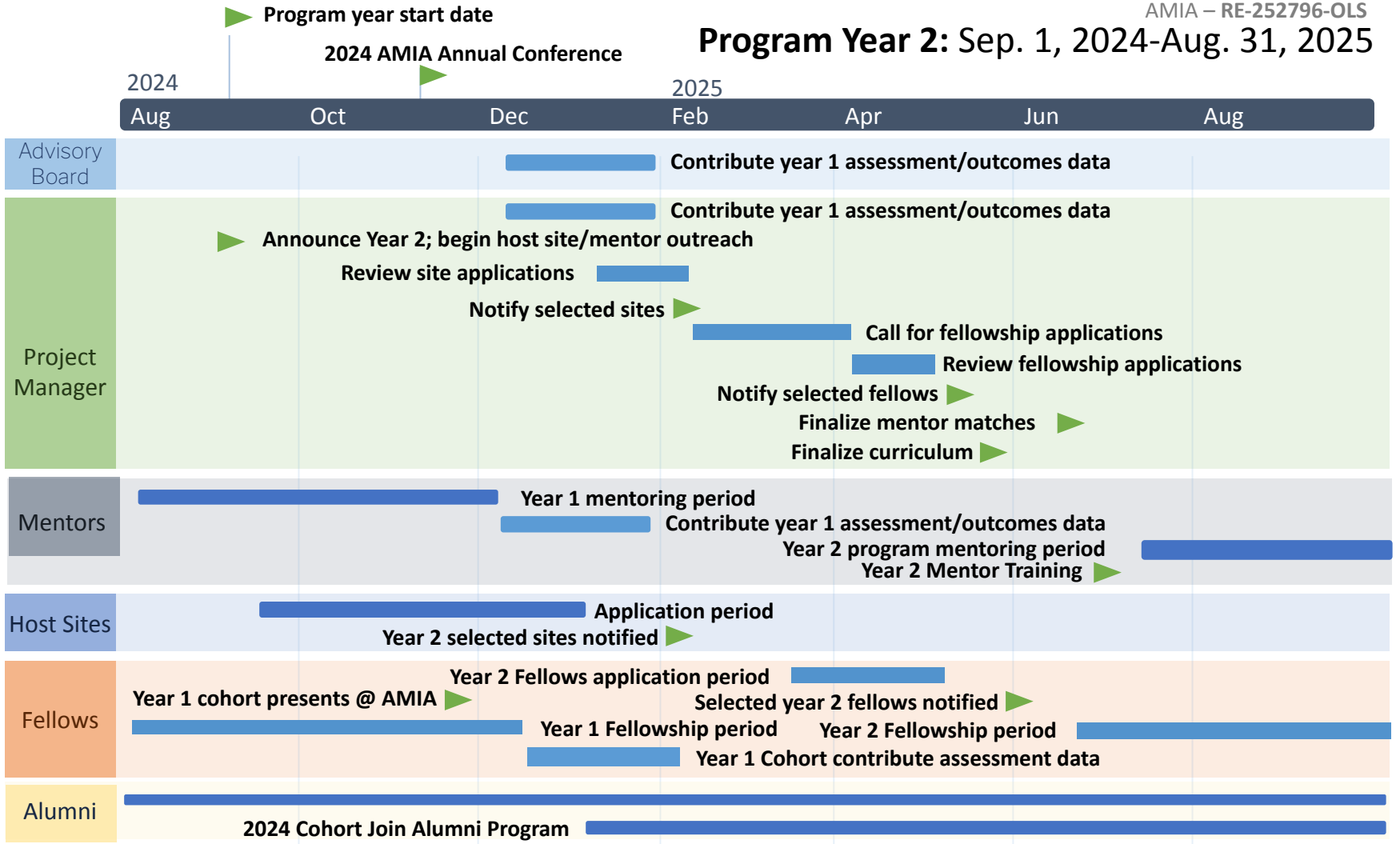
Even one year into the implementation of the first phase of this program, we are seeing how the program gradually perpetuates small changes with a collective, but small changes that inevitably are creating tremendous impact for all program participants. If funded, by 2026, this program will have

graduated 38 fellows, establishing significant pathways into eventual leadership positions in the audiovisual archives community. Audiovisual archivists represent a small percentage of the broader library and archives sphere. Therefore, the impact of 38 fellows from underrepresented communities entering and progressing in the field will have the opportunity to effect significant and lasting transformational change in the broader representation and culture of the audiovisual archives field.

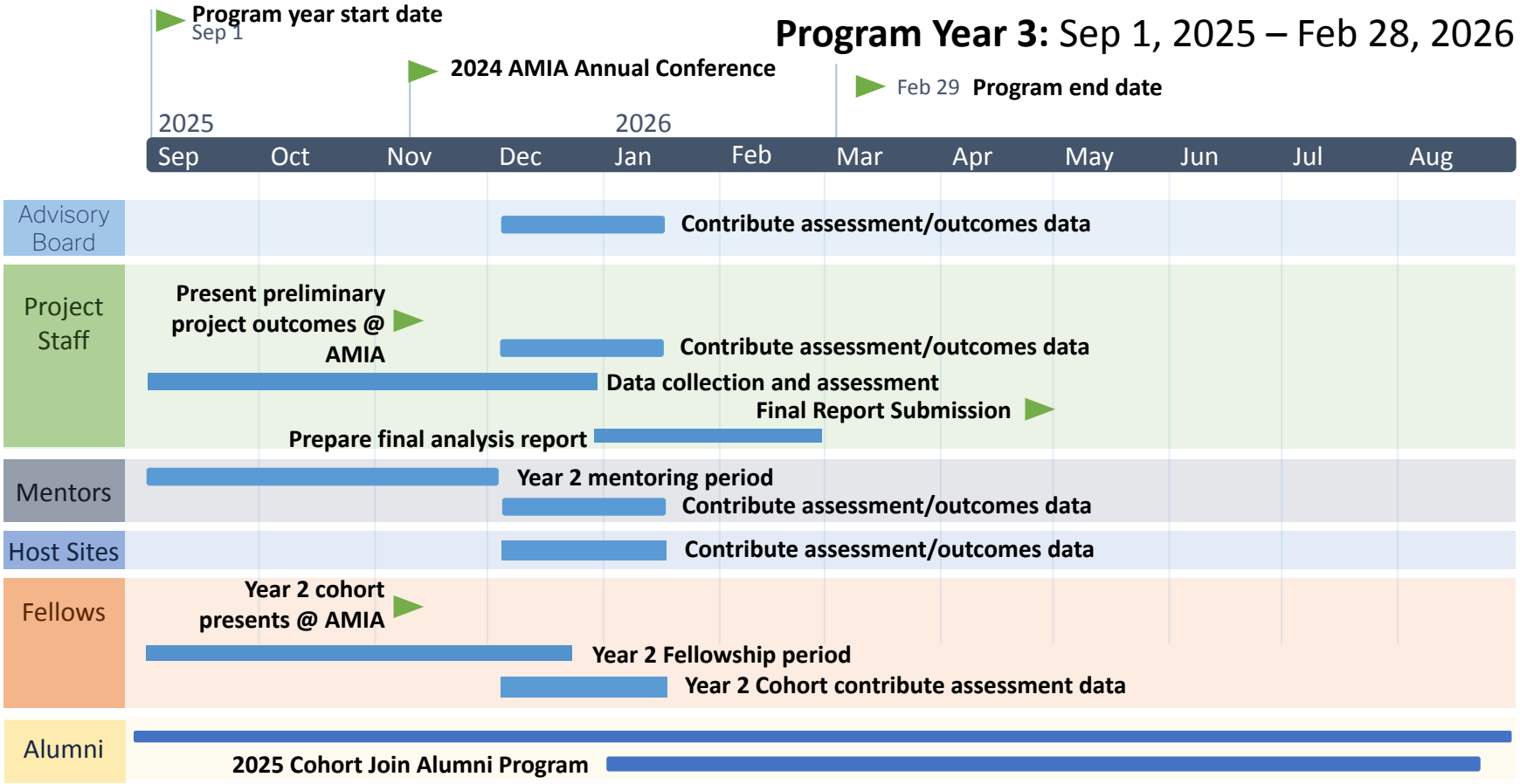
PROGRAM YEAR 1: SEP. 1, 2023-AUG. 31, 2024



Program Year 2: Sep. 1, 2024-Aug. 31, 2025



Program Year 3: Sep 1, 2025 – Feb 28, 2026



Digital Products Plan

We expect 26 audiovisual Zoom recordings to be created (10 formal webinars, 2 orientations, and 1 mentorship training per year), which will be captured in .mp4. Any resulting transcripts or slides (subject to the consent of presenters) will be formatted as PDFs or .docx Word documents to be shared with participants. All published resources including a series of handbooks (mentorship, fellowship, and hosts) will be enhanced and updated throughout the grant period. Additionally, curriculum abstracts, forms, and resource lists will be shared with stakeholders via PDFs and downloadable documents via AMIA's project management/working document repository Basecamp. There may be additional documents developed during the program as well.

All online components will be free to use and openly licensed with a Creative Commons Attribution-NonCommercial 4.0 International (CC BY-NC 4.0) license. Any photographic documentation of the fellows and cohort (mostly via screenshots) will be formatted as .jpg and select images will be utilized (with permission) as promotional material on deliverables and the project website.

Availability

The project will publish open-access video recordings of the 2024 and 2025 cohort's AMIA conference presentations on the AMIA website as well as create associated transcripts that can be turned into captions for accessibility to for the deaf and hard of hearing community. Besides the AMIA Conference presentations, to ensure our sessions are safe spaces for the community, video content will be largely restricted to internal use (e.g. project staff, Fellows, instructors, Advisory Board members).

Fellowship documentation (e.g. handbooks, astacts) will be shared publicly and will be licensed as CC BY-NC 4.0 so that the content is widely available. Other materials created that we have community consensus can be shared publicly will also be licensed as CC BY-NC 4.0. These would include presentation slides (when webinar presenters give permission) and images (with participant permission) on the AMIA Pathways project website.

Primary source data (through qualitative interviews of the fellows) will be gathered under an IRB agreement at the University of Kentucky, in order to protect the privacy and confidentiality of participants providing project feedback. Our IRB protocols will also ensure that we respect any personal or cultural sensitivities. The information will be accessed and used only for analysis. Additionally, surveys, Zoom recordings, transcripts, and any meeting notes from Advisory Board and project team meetings will only be accessed and used for analysis by the project team.

Access

The APF materials available online will be hosted on the AMIA website with the use of standard browsers. The administrator will manage any public-facing proposed deliverables (such as conference presentation documentation and training materials created), and review with the project team and Advisory Board before publication or wider circulation. Primary source data.will be kept confidential and we will follow all University of Kentucky (UK) Institutional Review Board (IRB) protocol. The data will be stored through UK sustainably and securely. Additionally, surveys, Zoom recordings, transcripts, and any meeting notes from Advisory Board and project team meetings will only be accessed and used for analysis by the project team and stored securely with the project documentation through AMIA.

Sustainability

AMIA will ensure the long term sustainability of the project's final deliverables and documentation, ensuring that they remain accessible and usable to AMIA and its members. AMIA has more than adequate storage space to organize and store files through their secure Sharepoint system. Additionally, as the formal archival repository for AMIA, the Academy of Motion Picture Arts and Sciences will be invited to acquire recordings and transcripts, as well as final deliverables. The Advisory Board will give feedback on the sustainability/preservation plan for Pathways deliverables and documentation.

Organizational Profile

The Association of Moving Image Archivists (AMIA) is an international association dedicated to the preservation and use of moving image media. AMIA supports public and professional education and fosters cooperation and communication among the individuals and organizations concerned with the acquisition, preservation, description, exhibition, and use of moving image materials. A 501(c)3 nonprofit corporation, AMIA is a UNESCO recognized NGO with consultative status.

As the only international organization dedicated solely to empowering professionals working in moving image preservation, AMIA's mission work is a unique contributor to the landscape of the public humanities through the regular exchange of information and ideas, promotion of moving image archival activities, meetings, workshops, publications, peer to peer assistance. Its vision seeks to offer moving image archivists worldwide shall have the support, the protection, the education, the information, the funding, and the resources necessary to properly and effectively preserve and make accessible the world's moving image heritage for current and future generations.

AMIA was founded in November of 1990, when representatives of over eighty American and Canadian film and television archives became the founding members after voting to evolve into a formal organization. Since then, AMIA's membership has grown to include more than 30 countries worldwide, offering both individual and institutional membership. AMIA is a non-profit corporation, chartered under the laws of California, to provide a means for cooperation among individuals concerned with the collection, preservation, exhibition and use of moving image materials, whether chemical or electronic.