

Workshop Report/ *Rapport de l'atelier de travail*

Friday October 4, 2019, 9am-5pm

C540, Learning Crossroads Building (CRX), University of Ottawa

« Building The Canadian Archive of Women in STEM/ Archives Canadiennes des femmes en STIM: The Next Phase”

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1. GOAL AND OBJECTIVES OF THE WORKSHOP

This meeting was a strategic follow-up to the 2014 workshop *Creating the Memories and Celebrating the Legacy of the Bold and the Brave: Building the Archives of Women Scientists and Engineers in Canada* and to the launch of The Canadian Archive of Women in STEM at the University of Ottawa in June 2018.

Along with its partners, the University of Ottawa Library, Library and Archives Canada (LAC), and CIWES (formerly INWES-ERI) brought together representatives of various groups, organizations and institutions supporting this major initiative. Its aims are to establish a national network of expertise, for the benefit of current and future researchers, and to document the largely unknown history of women who have contributed to Canadian STEM.

Participants discussed the next steps and developed recommendations to ensure the long-term growth and sustainability of The Canadian Archive of Women in STEM.

BUT ET OBJECTIFS DE L'ATELIER DE TRAVAIL

Cette rencontre stratégique fait suite à l'atelier de travail qui s'est déroulé en 2014 sous le thème Créer la mémoire et célébrer l'héritage des « audacieuses et des courageuses » : Bâtir les archives des femmes scientifiques et ingénieures du Canada, et au lancement des Archives canadiennes des femmes en STIM à l'Université d'Ottawa en juin 2018. Avec ses partenaires, la Bibliothèque de l'Université d'Ottawa et Bibliothèque et Archives Canada (BAC), ICFIS (auparavant INWES-ERI) a rassemblé des représentantes et représentants de divers groupes, organisations et institutions appuyant cette importante initiative, dont l'objectif principal est d'établir un réseau national d'expertise favorisant la recherche sur l'histoire encore largement méconnue de la présence et de la contribution des femmes dans les STIM au Canada. Les participants et participantes ont discuté des prochaines étapes à suivre en soumettant des recommandations visant à assurer la croissance à long terme et la pérennité des Archives canadiennes des femmes en STIM.

2. SUMMARY OF DISCUSSIONS DURING THE WORKSHOP

PRINCIPAL POINTS OF INTRODUCTORY REMARKS

Following the 2014 workshop, with the support of archivists, historians, women scientists and engineers, a partnership between University of Ottawa library, LAC and INWES-ERI (now CIWES) was developed.

The Canadian Archive of women in STEM Portal was launched the 19th of June 2018, at University of Ottawa. Hosted by the Library, the Portal currently contains 320 different entries and links collections across the country: biographies, profiles and interviews of women in STEM and organizations of women who support women in STEM.

The time was right to discuss with experts and brainstorm in groups. In the plenary, we will establish the main priorities of the action plan to be undertaken in the next five years and determine ways to raise funds.

KEY IMPORTANCE OF THE CANADIAN ARCHIVE OF WOMEN IN STEM

- [Jacques Beauvais] To help reach 30% of women engineers by 2030, role models, mentors, coaches, and sponsors are needed. The Archive will provide role models to women in STEM and will illustrate the various ways women have succeeded in STEM over the years. Showcase what can be achieved and demonstrate that lots of women have succeeded in STEM
- [Ruby Heap] The history of women in STEM remains to be written. The Archive intends to become both a major source and a hub that will help increase interest in this field of research. At the same time, the Archive contains useful material for those interested in science policy, the history of technology and the development of STEM disciplines, including new areas such as biomedicine.
[Troy Eller English] In the United States, the Society of Women Engineers (SWE) Archives are now consulted by a broad group of researchers interested in a wide range of topics, such as journalists producing biographical work and doctoral candidates studying the language and rhetoric used by women engineers when they talk about themselves.

MAIN THEMES AND QUESTIONS RAISED BY GROUP DISCUSSIONS

Group 1. How to foster growth and sustainability for The Canadian Archive of women in STEM Portal

Group leader: Marina Bokovay

Question:

How to foster the growth and the sustainability of the Archive's Portal (database)?

Main concerns and challenges identified to ensure growth and sustainability:

- Keep the Portal up to date
- Build trust with potential donors and contributors
- Raise funds (advancement offices, granting agencies, private...)
- Prepare a budget (a person dedicated to the project at U. Ottawa?)

Practical elements to ensure human and financial resources:

- Build a network of contributors (include info about them on Portal and have links on their webpages, highlight the benefits of being a contributor, connect with other groups such as historians/professional associations, province and territory council of archives, increase visibility of historians and archivists who used the Portal)
- Create material and hold events (research guides, organise conferences, exhibits, teaching resources)
- Use crowdsourcing (a sourcing model in which an organization obtains goods and services, ideas and finances, from a large, relatively open group of internet users, to achieve a cumulative result)

Group 2: Exploring various models of governance

Group leaders: Ruby Heap and Peggy Layne

Questions:

What is the best model for The Canadian Archive of Women in STEM?

What are the prevailing models of governance of Canadian archival services (see appendix VIII for details)?

Main concerns and challenges:

- Capacity
- Digitalisation (preservation, born-digital materials, developing standards for describing materials, formalizing taxonomies)
- Connecting archives, rare books, library collections, and artifacts.
- Accessibility, classified work for private organizations
- Convincing women in STEM that their work and their materials are of great value

Recommendations:

- Examine different models of governance in existence (see appendix VIII): Universities, Consortia and regional groups, Government (NRC & Crown corps), Municipal provincial, Public-private partnerships (e.g., Wayne St Uni and SWE)
- Clarify what the website and Portal consist of and what are the expectations from contributing organizations for the website
- Address sustainability and fundraising issues
- Address digital preservations, classified work, capacity, standards for describing, metadata/taxonomy/identification, artefacts
- Develop and strengthen relationships with potential donors and urge female scientists to preserve and eventually donate their archival materials

Group 3 Enhancing collaboration and joining forces with partners and friends of the Canadian Archive of Women in STEM

Group leaders: Monique Frize and Claire Deschênes

What could be the potential role of collaborators?

- Roles of supporters, partners ,collaborators, friends, influencers to speak on CIWES behalf... need to be defined consistently considering : cash and/or in-kind contributions, mutualism, participation to CIWES projects, expected benefits), such as in the following table (See [Appendix VIII](#) for more details):

	Example	In-kind	\$	Mutu- alism	Involvement in CIWES projects	Benefits
Supporters	Only interested in giving money		X		Not involved directly	
Partners	U. of Ottawa Library and LAC	X		X	Very involved	
Collaborators	AFFESTIM, NSERC, FRQ, Engineers Canada, Faculties, CNS...	X		X	Not directly involved	
Friends				X	Not directly involved	
Influencers				X?		

Who are the potential collaborators and how to solicit their support?

Potential collaborators: INGENIUM –RSC – College of Scholars, the Academy of Engineers, the Royal Society of Canada (RSC), the Association de la francophonie à propos des femmes en Sciences, Technologies, Ingénierie et Mathématiques (AFFESTIM) and its associated organizations like les Scientifines, Indigenous women – Heritage Canada, Royal Geographical Society, NRC-CAN, UNESCO, SSHRC (Partnership Development Grants and Connection Grant), CBC – Radio Canada, the Canadian Association of Science Communicators, the Canadian Nuclear Safety Commission (CNSC), private companies, ISSP, Historica Canada, Canada Post previous and future stamps, Bank of Canada, etc.

How to develop these collaborations and potential form of governance?

- Develop a solid plan before approaching collaborators
- Create a Joint Working Committee Canada-US Group on women and science and engineering – some very high-level women
- Create a Steering Committee to identify the necessary steps to move forward
- Develop a fundraising strategy (grant proposals, brochure or factsheet, donations (common missions with potential funders, assess their strategic plans and their Corporate Social Responsibility)
- CIWES needs additional board members with expertise on social media communications, fundraising, and governance. These issues will be discussed early in the new year.

3. PLENARY, MAIN STEPS FOR SUSTAINABILITY

- 1) Build partnerships and develop proper models of governance: build network of contributors to the archives, formalize relationships with contributors to the Portal, define role of contributors/partners, building of network – archivists, donors, historians, educators, etc.
- 2) Set up a steering committee, which would discuss the future of the website and the Portal, define if it is a continuing model or just a single project, think of sustainability, add to collection, digitization, outreach, perform gap analysis, communications strategy etc. include students, sponsored students, women in STEM from the private and public sectors.
- 3) An important focus should be put on the development of the Portal itself. First, evaluate How the Portal is perceived, who uses it and why, its role in the development of a network of contributors, an eventual name change, other items that should be considered.
- 4) Fundraise (\$450,000 to \$1M ??) for website to add new features, for promo/marketing, for educational programming, to have people work on project (includes outreach, education, building the Portal). Ask contributors to help. Diverse portfolio – funding agencies, private sector, banks, umbrella organizations (can open up doors), United Way campaign, individuals, crowdsourcing. Involve students

4. SUMMARY OF CONCLUDING REMARKS

[Talia Chung, University Librarian and Vice Provost (Knowledge Systems)] Objectives need to be set for this Portal for the coming years. A demonstration of the impact of the work that's been done would be very helpful and valuable. Also, the Canadian government's views on the project would help identify what makes sense in terms of governance of the Portal.

[Leslie Weir, Librarian and Archivist of Canada] LAC is present and engaged and excited to work with CIWES.

[Monique Frize, CIWES president] Thank you to everyone for contributing so much enriching material. We will write a report and everyone will have a copy. We want all universities to be visible in the Portal. Together, we can make this happen. It is not just going to stay in notes, it will be done.

[Claire Deschênes, CIWES director] *Permettez-moi de vous remercier toutes et tous pour votre participation enthousiaste à l'atelier d'aujourd'hui. L'ensemble des compétences et expertises réunies ici est impressionnante et nous permettra de porter le projet des Archives canadiennes des femmes en STIM vers une deuxième étape de développement.*

[Ruby Heap, CIWES director] My most sincere thanks to all of you for being here today. I was very pleased to welcome new colleagues and partners who shared with us their knowledge and views. Many thanks to Leslie Weir, Talia Chung and Marina Bokovay for their continuing support and critical role in the creation of The Canadian Archive of Women in STEM/Les Archives canadiennes des femmes en STIM.



Groupe 1



Groupe 2



Groupe 3



