

Building the Canadian Archive of Women in STEM: the next phase

WORKSHOP SCHEDULE

October 4 2019, from 9:00 to 16:30

9:00 Welcome by Monique Frize : expectations for the day

9:15 Opening by Jacques Beauvais, Dean, Faculty of Engineering, University of Ottawa

9:30 Where are we at with the project? (Ruby Heap and Marina Bokovay)

9:50 Tour de table (partners, collaborating organisations and friends: potential interaction with the project, expectations and contributions)

10:15 Break

10:45 Small group discussions:

General theme: "Ensuring the long-term growth and sustainability of the Canadian Archive of Women in STEM"

Group 1: How to foster the growth and the sustainability of the Archive's Portal (database). Group leader: Marina Bokovay

Group 2: Exploring various models of governance. Group leaders: Ruby Heap and Peggy Layne

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

12:30 Working lunch

13:30 Continue small group discussions:

General theme: "Allocating Resources"

Prepare a business plan and identify potential sources of funding

15:00 Report, wrap up and prioritization

15:50 Leslie Weir, Librarian and Archivist of Canada

16:00 Suggestions for fundraising (each group)

16:20 Closing remarks

16:30 End of the workshop

Bâtir les Archives sur les femmes canadiennes en STIM : prochaines étapes

AGENDA DE L'ATELIER

4 octobre 2019, de 9h00 à 16h30

9h00 Accueil par Monique Frize. Attentes pour la journée

9h15 Ouverture par Jacques Beauvais, Doyen de la Faculté de génie, Université d'Ottawa

9h30 Où en sommes-nous avec le projet ? (Ruby Heap et Marina Bokovay)

9h50 Tour de table (partenaires, organisations collaboratrices et amies : interaction potentielle avec le projet, attentes et contribution)

10h15 Pause

10h45 Discussions en petits groupes

Thème général : « Assurer la croissance et la pérennité des Archives canadiennes des Femmes en STIM »

Groupe 1: Comment favoriser la croissance et la durabilité du portail des archives (base de données). Responsable de groupe: Marina Bokovay

Groupe 2: Explorer différents modèles de gouvernance. Responsables de groupe: Ruby Heap et Peggy Layne

Groupe 3: Accroître la collaboration et les liens avec les partenaires et amis des Archives canadiennes des Femmes en STIM. Responsables de groupe: Monique Frize et Claire Deschênes

12h30 Lunch de travail

13h30 Poursuite des discussions en petits groupes:

Thème général : « Attribuer des ressources »

Proposer un plan d'affaire et des sources potentielles de fonds

15h00 Compte rendu, sommaire et priorisation

15h50 Leslie Weir, Bibliothécaire et archiviste du Canada

16h00 Suggestions pour la collecte de fonds (par chaque groupe)

16h20 Remarques de clôture

16h30 Fin de l'atelier

Date...

To :

Subject : Invitation to Workshop : *Building the Archive on Women in Canadian STEM: The Next Phase*

Dear.....name

As Secretary General of the International Network of Women Engineers and Scientists – Education and Research Institute (ERI), I wish to invite you to the upcoming workshop *Building the Archive on Women in Canadian STEM: The Next Phase*. This meeting is 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 Archive at the University of Ottawa in June 2018. Along with its partners, the University of Ottawa Library and Library and Archives Canada (LAC), INWES-ERI will bring together representatives of various groups, organizations and institutions supporting this major initiative, which aims to establish a national centre of expertise, for the benefit of current and future researchers, and document the largely unknown history of women who have contributed to Canadian STEM. Participants will discuss the next steps and develop recommendations to ensure the long term growth and sustainability of the Canadian Archive of Women in STEM.

If you cannot attend the workshop, an internet connexion will enable you to assist to the opening, take part in the morning presentations and final wrap-ups, and transmit to us your comments, questions and recommendations.

Details are as follows:

Date and time: **Friday October 4, 2019, 9am-5pm** (Lunch is included)

Location: **C540, Learning Crossroads Building (CRX), University of Ottawa**

Please RSVP to claire.deschenes@gmc.ulaval.ca by **August 30** to confirm your presence. I hope you will be able to accept this invitation, and I look forward to hearing from you.

Sincerely yours

Prof. Claire Deschênes, Ph.D., C.M.

Cell 1-418-455-2080

Date :

À :

Objet : Invitation à l'atelier de travail : *Bâtir les Archives canadiennes des femmes en STIM : Prochaine étape*

Chère madame,

À titre de Secrétaire générale de l'International Network of Women Engineers and Scientists-Education and Research Institute (INWES-ERI), j'aimerais vous inviter à l'atelier de travail *Bâtir les Archives Canadiennes des Femmes en STIM : Prochaine étape*. 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 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), INWES-ERI rassemblera des représentants et représentantes de divers groupes, organisations et institutions appuyant cette importante initiative, dont l'objectif principal est d'établir un centre 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 échangeront sur les prochaines étapes et soumettront des recommandations visant à assurer la croissance à long terme et la pérennité des Archives canadiennes des femmes en STIM.

L'événement aura lieu le **vendredi le 4 octobre 2019 de 9h00—à 17h00** (lunch inclus) à l'espace **C540 du Carrefour des apprentissages (CRX), Université d'Ottawa**.

En espérant que vous serez des nôtres, nous vous prions de bien vouloir confirmer votre présence avant le **31 août** par courriel à l'adresse **Claire.deschenes@gmc.ulaval.ca**.

Si vous ne pouvez assister à l'atelier, une connexion internet vous permettra de prendre part à l'ouverture, aux présentations du matin et aux séances de clôture, et de nous transmettre vos commentaires, questions et recommandations.

Je vous prie d'agréer mes salutations distinguées.

Claire Deschenes, Ph.D., C.M.

Cell 1-418-455-2080

Cc. Monique Frize, présidente INWES-ERI

2019-12-15



Les archives canadiennes des femmes en STIM/The Canadian Archive of Women in STEM

WHERE WE COME FROM AND WHERE
WE ARE NOW

Project's Launching Pad: September 11-12, 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"*

- The history of women in Canadian STEM remains largely to be written. The creation of a national Archive represents an essential step towards providing current and future women in Canadian STEM an accurate and inspiring understanding of their past.
- Interdisciplinary workshop organized under the auspices of INWES-ERI and the NSERC Pratt & Whitney Chair for Women in Science and Engineering for Ontario, with the generous support of sponsors such as SSHRC, NSERC, the Ottawa British High Commission, IBM, the Canadian Commission for UNESCO, and the University of Ottawa's Faculty of Engineering, Faculty of Science and Institute for Science, Society and Policy (ISSP).
- Close to 50 participants from Ottawa and other parts of Canada, from the US and the UK, including women in STEM, historians, archivists, science journalists, and representatives from national granting agencies.
- Main outcome: adoption of an action plan aimed at promoting the creation of a national archive.



“On the Campaign Trail”

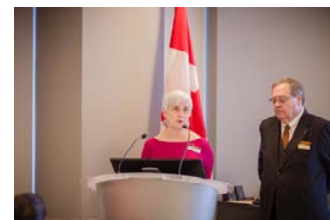
- 2015-2017: The project is presented and discussed at several national and international scholarly and professional conferences and meetings, covering the STEM fields and those linked to the Humanities and Social Sciences. This helps build and widen its support base.
- 2017-2018 : A series of meetings are held with the head librarians at the University of Ottawa, and with the CEO of Library and Archives Canada (LAC). They result in the creation of a formal partnership between the University of Ottawa Library, LAC and INWES-ERI.
- The partners successfully negotiate the creation of a national archive of women in STEM, to be located at the University of Ottawa’s Archives and Special Collections.



uOttawa

Reaching our Goal

- June 19, 2018: *The Canadian Archive of Women in STEM/ Archives Canadiennes des Femmes en STIM* is launched at the University of Ottawa.
- Guests include the President and Vice-Chancellor of the University of Ottawa, Jacques Frémont, Guy Berthiaume, Librarian and Archivist of Canada, Kirsty Duncan, Federal Minister of Science and Minister of Sport and Persons with Disabilities, and Mona Nemer, Canada’s Chief Science Advisor.



The Canadian Archive of Women in STEM

➤ <https://biblio.uottawa.ca/en/women-in-stem/about>

- University of Ottawa hosted website
 - introductory page
 - access to **the portal**
 - profile in focus blog
 - Donation guide
 - list of partners and sponsors



Image; Bibliothèque et Archives Canada, Image 4365937
 Sister Ste. Croix, professor of nutritive chemistry, is explaining the stability of whipped egg whites in non-fat cakes to a group of graduating students in the Faculty of Art's School of Home Economics.

➤ To come: New profiles, interviews, sound recordings (podcast posts) will be added shortly

The Portal

- Gateway for researchers to access all relevant fonds held across Canada
- Snapshot of the fonds including: Brief summary, STEM field, contact info for the host organization, link to full description, etc.
- The portal now has 320 entries representing collections of records related to women in STEM held in Canadian archival institutions from Newfoundland to BC
- Hope for further involvement from more archives (did not receive responses from some)



Outreach and Promotion

- Series of podcasts produced for the campus radio with interviews/bios of women in STEM
- Blog posts highlighting collections were created and will be added to the website
- Handouts, brochures, bookmarks, etc.
- Opening of the STEM building – September 20th, 2018 – Promotion table and staff on hand along with our colleague from LAC
- Sharing resource with networks including Canadian Committee on Women's History, PAR-L (Policy, Action, Research List), Ontario Women's History Network
- Participation in Canadian History Week hosted by the Department of Canadian Heritage – November 19-23 plus digital magazine



Archives Meeting – October 4, 2019

Monique Frize:

- First woman engineering student at OttawaU.
- President of institute that started this project. Directors include Ruby who is in charge of programs, Peggy is the treasurer, Marina is from archives here, and Claire is the secretary general (and new Order of Canada).
- Looking for a communications person
- Ruby's idea for the archives project. Started in 2014 with archivists, historians, women scientists and engineers. It is time now, 5 years later, to sit with experts and discuss.
- New name is Canadian Institute for Women in Engineering and Science
- In groups, brainstorm and develop ideas, like what should be the next activities etc.
- In the afternoon, we will ask you to do a plan and budget surrounding these ideas
- In plenary, we will find out what are the 3 things we can do in the next 5 years – and where are the funds from?

Jacques Beauvais, Dean of Engineering at UOttawa:

- Archives is important because it is important to have diverse fields in engineering in order to address major challenges
- Crash test dummies in cars are men (one example) of something that must be changed
- 30% of women engineers by 2030 – trying, but not going to make it
- How can we attract more women in STEM? We just recorded 4 hours of conversation about bad experiences that women in STEM face in industry
- Role models, mentors, coaches, and sponsors are important
- Archives will help illuminate role models for women in STEM
- How can we make use of the role models? Need to showcase role models at what can be achieved and to demonstrate that lots of women have succeeded in STEM

Ruby:

- First major event of the project of creating an archive of women in STEM in Canada happened in 2014. It started with a workshop.
- The history of women in STEM remains to be written. National archive a step towards this goal.
- Importance of providing role models to young Canadian women in STEM, important to have mentors and coaches, too.
- 2015-2017: project is discussed at several national and international scholarly and professional conferences and meetings, covering the STEM fields and those linked to the humanities and social science. This helps build and widen its support base.
- Came out of the presentations with a lot of support for the project
- 2017-2018: Series of meetings with head librarians at UOttawa and with the CEO of Library and Archives Canada. And the series of conversations resulted in a formal partnership between UOttawa library, LAC and INWES-ERI.
- June 19, 2018: Project is launched at UOttawa – President and Vice-Chancellor of UOttawa, Guy Berthiaume, Kirsty Duncan, and Mona Nemer attended

Marina:

- June 19, 2018: officially launched archive
- Built website that contains different aspects, introductory page that explains project and history of project, access to portal, section with blog which profiles one of the collections in portal, donation guide (women in STEM to donate their material, a guide to teach women how to prepare their donations), list of partners and sponsors
- Main part of website is STEM portal
- Profile in focus – interview with women scientists
- The portal: created a one stop shop for researchers who are interested in learning what is out there on women in STEM
- Currently, 320 different entries in portal and these are collections that are held across the country. Have records from UBC, Dalhousie, Memorial, all across the country.
- People were very enthusiastic to give content
- Can search in portal by institution, by STEM field, or by keywords
- Link to host institution, short description, link to archives
- Been in contact with municipal and provincial archives and historical societies
- Hope that more entries become available soon
- This summer, was able to hire a student to work on promotional material – series of podcasts, available on campus radio and website, on women in STEM fields
- Also created pamphlets and brochures
- Opening of STEM building September 20
- Participated in Canadian History week last November, and created digital magazine, which highlighted the archives initiative

Monique:

- Our expectation is to link the archives
- A long time ago, there were no women role models, and even 10 years ago, there were no women in science textbooks
- Archives are important to gather information on these women and tell their stories
- Administrators and others can help make this happen by helping us shape where we're going
- In a very short time, there are already 320 links
- We are building the archive, but it's still the early days, so we need everyone's help to keep this going
- Need the younger generation to get involved
- Are there any historians who have used the portal?
- Monique based a lot of her memoir on those papers. Could retrieve the articles easily

Ruby: historians are desperately in need of these sources. Without them, there is no way. Margaret Rossiter was able to be a detective and find 3 textbooks on women in science. Have to be creative when you dig for material. Our aim is to retrieve these documents and put them somewhere and make them accessible and known. Ursula Franklin had part 2 of her archives in her house and Ruby mentioned that part 1 of her archives are at UofT, but not part 2. Ursula suggested to distribute her papers to municipal archives across the country, but Ruby said she

needs historians who write about what she's done – to have access to part 2. How are we going to write about these women in STEM? She decided in the end to bring them to UofT.

Monique: When she wrote the *Bold and the Brave*, she had lots of cameos of women, but 2 pages on Laura Basin. When Laura was 20, she had a PhD from the University of Bologna, and got a job as a professor in experimental physics. Had 12 kids, every year published fresh research. Being able to see her materials was so important.

Joanna: for a long time, the Canadian Council of Archives has had a portal. Archives Canada has holdings from across the country. A trend that people have been contacting the CCA to ask if there was a mechanism to find LGBTQ, immigrants etc. The use of Archives Canada to connect archives across country to gather information of STEM records.

Crystal: when first starting at UOttawa, there were a number of records and she couldn't get through all of them. Records had spinoffs of more records. Elsie MacGill was an amateur historian, who tried to make sure that archives were safeguarded. She would be over the moon to know this is happening. She called the vote for the discretion of records.

Mike: what is it you're trying to capture in the archives? Is it just scientists and engineers, or also people who are also influential in promoting women in STEM?

Marina: Generous in the definition of STEM and includes organizations of women who support women in STEM. Is mostly focused on biographies, but it is not just that. Open to being more inclusive. Long list of categories in the portal

Ruby: In an ideal world, this is where we want to go. I would encourage historians of science and technology, politicians, to go and look at these women's archives, and seeing what you can learn about science policy, what it's like to be a woman professor in the faculty of mostly men. Even the evolution of a discipline, like biomedicine, how did this discipline appear, evolve etc? Invite other historians in other disciplines to read these stories of women. For example, in the 70s, the women's movement etc... It's sad that historians from other fields aren't curious to go and read and find out things.

Troy: SWE archives at Reuther are 200 to 250 linear feet of records. I have a lot more reference requests than years ago. Use archives differently now – used to be biographical from journalists etc, but now have a PhD candidate in writing and rhetoric on SWE oral history. Interested in how women engineers talk about themselves/what language do they use.

At Library Archives Canada, cover all spheres of Canadian history. Have colleagues whose mandates is the acquire archives of journalists, politicians etc. Depending on different institutions in Canada, it is key to consider what the archives are covering and what their mandate is? We should be able to cover different fields relating to the history in Canada, not just STEM. We should be able to preserve archives from different people.

END OF DAY

Tara: Important domain and many important stories that need to be brought forward. As a pragmatic person, focused on what might we want to achieve in a timeframe. What are some objectives of this portal in the coming years? Demonstrate the impact of the work that's been done. The agreement that exists between UOttawa and Archives Canada will wrap up soon. Need the government's thoughts on the project to discuss what makes sense in terms of governance of the portal.

Crystal: If everyone went home and used social media today, we could have 25 outreaches. As a group, it would magnify.

One question I had is when we were writing up women in STEM, is what does one need to be in order to be written up?

Monique answers: I don't think you need to be at a specific level. Even one woman in a field with few women is significant. You can go from half a page on a website to an entire book.

Ingenium has a women in STEM initiative called the iron guild exhibition and it's at the Science and Technology Museum in October. It tells stories about women at all stages of their career. If I can see her, I can be her. One way of telling the stories of women in STEM.

Monique: Thank you to everyone in the room who has concentrated so much enriching material. When we get the notes, we will make a report and everyone will have a copy. We will then have a strategic planning day, in which we will make everything happen. We want all universities to be visible in the portal. Together, we can make this happen. It's not just going to stay in notes, it will be done. That's my promise to you.

Ruby: I'd like to add my most sincere thanks to all of you for being here today. It was so good to see new colleagues come and share these great ideas. I'd like to thank Leslie and Marina and all the good work that she has done.

Leslie: I'm thrilled to be here. As Ruby mentioned, working with Marina and Thalia at the library. I feel strongly about women telling their own stories and about women in STEM and their impact on the world. I will be able to continue to support the work of this group and the archives of Canadian women in STEM. Excited for LAC to come and work with CIWES. LAC is present and engaged and excited to work with CIWES.

Group discussions – Archives Meeting Oct 4, 2019

Group 1:

How to foster growth and sustainability for the portal

Challenges

- Keeping the portal up to date about new fonds
- Building trust with potential donors – sometimes their experience at institutions not ...
- Archives network to share thoughts and ideas
- This portal is very UOttawa, will archives see it as a UOttawa product or as tool to promote their holdings?
- Building trust with potential donors
- How do we promote archives to women when they might not have had good experiences
- Increase buy-in from contributors
- Connect resource to users

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- Connect with potential donor - \$\$ not just archives
- Advancement office
- Grants proposal fund
- How much money would we need to have a person dedicated to the project at UOttawa?

How to foster growth & sustainability of the portal?

- Challenges
- Practical elements
- 1) Increase active engagement & participants of contributors
 - Expectation of contributors to provide updates (new fonds)
 - Create blog posts/articles about their fonds that we can host on the site
 - Links on their webpages to the initiative
 - Attendance at conferences – promote (UOttawa can provide promo material)
 - Reach out to faculties (STEM) to promote women in STEM to donate their records to an archive at their institution
 - Agree to review their information – making links etc
 - Expectation of contributors to provide new fonds
- 2) What UOttawa can do
 - Build a network of contributors
 - Reminders to update
 - Downloadable promotional material
 - Open the portal up so that contributors can edit/add content? Is this possible? (crowdsourcing)
 - Reach out to ACA special interest group
 - Create research guides – how to use the portal, but also how to discover what's not there, themes, access points
 - Conference attendance – posters – targeting historians

- Increase content of website to include new sections – contributions from contributors
- Guide other archives on how to get women to donate archival material
- Make the portal less UOttawa
- Include info about contributors
- Highlight the benefits of being contributors – promoting your collections
- Analytics
- Connect with historians/professional associations – they have connections to women in STEM
- Create, exhibit, and teaching resources
- Promo – users – on the website, highlight projects/work of historians that have used the portal
- Benefits to them
 - Cross-promotion – to get buy-in from archives contributors
 - Increase their visibility – bilingualism aspect

Summary

- Increase buy-in from contributors
- Build a network of contributors
- Portal is very UOttawa, how to make it less UOttawa
- Include info about contributors on portal
- Links on their webpages to the archive
- Highlight the benefits of being a contributor

Joanna's feedback: there are portals in the province related to labor history. Some portals were abandoned when funds dried up. Sustainability was not built into the project. A long-term presentation plan should be part of this proposal. Each province and territory has a council of archives and each has a database – this enables researchers to search Canadian archives. Without further funding, CCA hasn't been able to further develop these resources.

Laura P.: Ensure that collection is adequately supported. Find resources to sustain collections linked through the portal

Group 2:

Exploring various models of governance

Prevailing models of governance in the Canadian archival context?

- Which organizations have broad enough mandates to support initiatives such as CAWS?
- University Archives
 - Typically reside within Library networks
 - Could be part of CARL (Canadian Association of Research Libraries), could also be part of regional library organizations
 - Example from Dalhousie: Archives are a unit library within the Library system. Michael is ranked similarly to an associate dean, reports to University Librarian. Dalhousie Archives hold institutional records and collect outside of the university. Dalhousie is a

- major holder of cultural heritage materials in NS. Has thematic collections. Plays a leadership and support role for smaller archival organizations in NS. Dalhousie is also a "repository of last resort" for Atlantic Canadian researchers who may not have access to this infrastructure from their home institutions. Policies allow Dal Archives to be selective, have specific appraisal criteria. Allows donors to make informed decision.
- National appraisal criteria for partners would be an interesting goal. Would support institutions who are new to the initiative. Legacy A/V material is an emerging concern. Digital preservation is new to many archival organizations but very critical. What aspects of a person's career are we thinking about collecting -- research, papers, etc.?
 - Not all archives at universities are responsible for corporate archives/records. At the University of Ottawa, there is a separate University Archives responsible for this aspect of corporate history. University as a whole is developing more robust information management planning. At the Library's Archives and Special Collections unit: rare books, thematic collections of archival records. Areas of strength include the Women's Movement collection and the Canadian Archive of Women in STEM.
- NRC:
 - NRC Archives are part of Knowledge and Information Technologies Services. Have an agreement with LAC to maintain/manage own archives. Archives are at Sussex location. Digitization on demand service. Requests are also send to digital repository. Digitization projects when the budget allows. Currently digitizing Avro Arrow materials. Member of CARL. Member of Federal Science Library (6 or 7 libraries) who share systems and do strategic planning together.
 - Society for Women Engineers / Wayne State University:
 - University Archives and also -- Staff of 14-15 full-time archivists, half of which are funded by external organizations. SWE funds Troy's position at Wayne State. SWE's records are on deposit at the university (SWE maintains ownership of the records and have the power to take them back). Major labour history archives in US. This model means that organizations have more influence/input. Also have a 10 year embargo in the agreements with the organization. 10 years from time of creation.
 - Ingenium:
 - Archives is embedded within Library and information management. In the past, have collected objects into the collection, sometimes with archival material. Currently organizing archival material in fonds. Found that women don't tend to talk about themselves. Run activities such as a Wikipedia editathon to improve pages on women in STEM. Archival collections at Aviation and Science and Tech. Difficult to find a whole picture of someone's career, need to describe collections well to allow researchers to find these pieces. Have a digital archives portal with public domain images and the finding aids are posted in Archeon. Have a trade literature collection with brochures, manuals, ads, etc.
 - Municipal/provincial archives:
 - Can vary -- may have information management focus, reside within
 - Provincial archive councils:
 - Federation of archives
 - Part of the Canadian Council of Archives (CCA)
 - CCA: At one-time, was a major funder. They are the conduit for Young Canada Works funding for library and archives placements in association with Heritage Canada.

Areas of concern/challenges:

- Digital preservation, born-digital materials
- Digitization plans -- developing standards for describing materials, formalizing taxonomies
- Connecting archives, rare books, library collections, and artifacts.
- How to make the collection accessible
- Need for storytelling -- not all materials are exciting to look at but provide valuable information
- Negotiating relationships with donors. Raising awareness of archives, work of archivists.
- Capacity -- we have a diversity of materials. How much should we focus on each area?
- Convincing women in STEM that their work and their materials are of value
- Challenge of classified work for private organizations. Can't readily share

History/structure:

- Grew out of MOU between uOttawa and LAC
- CIWES approached uOttawa Library with proposal
- Canadian Women's Movement Archives was already at uOttawa Library
- Marina Bokovay at uOttawa Library is part of the INWES-ERI board of directors

Sustainability

Initial confusion about whether initiative would ask archives to contribute physical materials -- need to clarify that the portal is about linking out to other places. Should have a list of contributing organizations on the website.

Flipcharts:

Governance

What are prevailing models of governance in the current offer of Canadian archival services?

- Diverse models of governance in existence right now
- Universities
- Consortia and regional groups
- Government (NRC & Crown corps)
- Municipal provincial
- Public-private partnerships (e.g., Wayne St Uni and SWE)
- Archival vs corporate – how do those work together in the organizations?

Sustainability

What are the most recent challenges that archival managers experience today?

- Digital preservations and the related challenges
- Development of standards for describing
- District collections and building links between those
- Need for storytelling for accessibility
- Negotiating relationships with donors
- Very prolific female scientists don't tend to keep their archival materials in comparison to male counterparts
- Capacity management

- Classified work – maintaining those that are classified
- Metadata/taxonomy/identification
- Sustainability issue
- How can we ensure the sustainability of our archives?
- Tie in with other initiatives
- Education on importance of the initiative, advocacy
- fundraising

Joanna’s feedback: As chair of CCA, she is facing many challenges. Is this a national governance model? You can count on CCA as a potential collaborator, but we have no money.

Laura P.: We should digitize more material. Making things more friendly.

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

Background and Context

- Library is a partner they collect information and the association is about finding the money and communication etc.
- The main funder right now is NSERC \$10,000
- UNESCO gave money for the workshop
- FRQ and AFFITIM gave money
- Faculties have given money
- Engineers Canada gave money – summer student (6 months) built portal, brochure (\$20k)

Definitions

- Monique wants to go to NAC, find women and men who are interested in Women in STEM
- Goal – endowment of \$1M
- Partner Definition
 - University of Ottawa is considered a partner
 - someone who contributes not necessarily in financial – can directly participating
 - like INGENIUM – could just work in “lock-step”
- Roles need to be defined that are consistent and potentially a cash and/or in-kind dollar amount
 - What are the rights and benefits of each role with rights that don’t cost CIWES much
 - People like the titles – and clarity – clear definitions help the individuals as they can bring the definition and its rights and responsibilities to the organization for decisions

	Example	In-kind	\$	Mutualism	Projects of CISEW	Benefits
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		-to CISEW	-to CISEW	-support each other's work		-Promotion of groups, speaking opportunities
Supporters (sponsors, but don't use the word) -divide into sections dependent on how much money is given	Only interested in giving money		X		Not involved in projects directly	
Partner	University of Ottawa Library Library and Archives Canada	X		X	Very involved in direct projects	
Collaborator	FRQ NSERC AFFESTIM UNESECO Engineers Canada Deans of Ottawa Canadian Nuclear Safety Commission	X		X	Not directly involved in projects	
Friend				X	Not directly involved in projects	
Influencers -could give quotes of support to printed materials etc.				X?		

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

- INGENIUM – could be a partner – but has no money to contribute
- RSC – College of Scholars – could be linked to this – as they could linked to new scholars
 - Academy of Engineers – a means to access people who need to have their records preserved
 - RSC has Applied Science and Engineering – people to connect with – ask for list of women and then connect historians to them to tell their stories
 - A roster of names could then be released to history professors to write their histories
 - AFFISTIM and its associated organizations like les scientifiques
 - Need to incorporate Indigeneous women – scholar at Mohawk College
 - Need a very solid plan before you approach funders (i.e. Heritage Canada)

- Royal Geographical Society – they have fellows - they have an exhibition space on the Rideau River (connected to the magazine – Canadian Geographic) could help and could link to others
 - Alice Evelyn Wilson (Theatre 580 Booth)
- NRC-CAN may also be helpful –
- UNESCO
- SSHRC – Partnership Development Grants and other possibilities
- SSHRC – Connection Grant
- CBC – Radio Canada – Partnership more visibility – and there is an archive too
- Canadian Association of Science Communicators
- Association communicateurs scientifiques
 - These associations have journalists and also have connection to others who to popularization
 - Could also ask to be present for their conferences
- Canadian Nuclear Safety Commission
 - President wants to provide in-kind (women and men at organization could give in-kind work) and maybe \$5k
 - First woman who carried out work in radioactive worker – first pregnant woman in this work
 - Also a refugee – a lot of her history lost – from Uganda – worried about keeping things
 - Also look at Linda Keen a former president
 - Women in Nuclear Conference – a connection as well with potential money and also women here that may be very supportive
- Consider other private companies i.e. GE etc.
- ISSP – Ruby part of this – Monica Gattinger knows – could have a hub there – Ruby has looked at Women in STEM - Institute could apply for the grant with Ruby
- Historica Canada
 - Encyclopedia
 - Heritage Minutes
- Canada Post previous and future stamps
- Bank of Canada – Bills previous and future

How do you develop these collaborations? (Potential form of governance)

- We have CIWES Board of Directors, Collaborators (UNESCO, NSERC), Partners (UofO), Friends (People interested)
- Need someone in January to do communication – from INGENIUM
- Need a fundraiser as well
- Joint Working Committee Canada-US Group on women and science and engineering – some very high-level women
 - Annette
 - Linda – CEO Linamar
- Chief Science Advisors in federal agencies – being organized by Mona Nemer as Chief Scientist
 - NRC

- NR-Can
- Canadian Space Agency etc.
- Start-Up Canada
- Shopify

Could also include an Advisory Board for CIWES – who could give more influence
 Claire Deshênes postdocs

Getting the support

What is the end goal? (Having \$1M)

Getting a grant

Would need to have someone dedicated to what you want to achieve and by when

Timeframes will need to be clear – year-by-year with how

Need a fundraising strategy

-people to answer the phones

-brochure or a fact sheet with an executive summary

-can approach from top and bottom – have someone who can give you an inside on the senior management to get the conversation going

-need to find a synergy between what they fund or do and what CIWES does

-assess their strategic plans and their Corporate Social Responsibility (CSR) (i.e. we only give to schools etc.)

Potential links for free publicity

-Science and Technology Awareness Network (STAN)/Le sensibilisation de la science et technologie

-SWCC Science Writers/Communicators Canada - Conferences

-Canadian Nuclear Women – willing to take a picture and promote it right now

-Free newsletters

Summary

- Need \$, goal of \$1M
- Need to find new collaborators, including private companies
- Who are potential collaborators? Partners, supporters, collaborators, friends, influencers
 - Roles and titles need to be consistent
- Need a solid plan before approaching collaborators
- Need to include Indigenous women
- Need a fundraiser
- What is the fundraiser strategy? Contact top to bottom, find synergy between them and CIWES

Flipcharts

- What support do we have already?
- Great support to date, want to keep connecting with them
- How do we group contributors? What are they contributing?
- What are the benefits that contributors get out of this? Can fit into a category based on this
- A structured conversation so that potential contributor can go to higher-up and discuss
- Who are potential collaborators? Canadian Nuclear Safety Committee, IISPs, Historical Canada, Igenium etc
- Connection with influencers to speak on our behalf – can reach out and tell our story
- How to develop collaborations? How do we communicate and reach out? What kind of fundraising do we need?
- Group 3 was more focused on CIWES, in order to support initiatives such as archives project

Laura P.: Having historians on board or executive committees who can identify individuals. Historians are great detectives

Group discussions follow-up/implementation

Group 1

- Governance is important because a lot of the things they want to do is based on that
- Number 1 priority is establish the governance and partnership before we tackle any of the ideas
- Formalize relationships with contributors to the portal
- Define role of contributors/partners
- Rename the Canada Archive of Women in STEM to focus more on the network/the portal (some confusion for Archives organizations and donors)
- Funding for website to add new features
- Funding for promo/marketing
- Funding for educational programming
- Building of network – archivists, donors, historians, educators
- Steering committee for archives project, which would discuss future of website and portal
 - Make decisions about look of portal/website
- Make website less UOttawa, more from contributors
- Creation of virtual exhibit
- Main focus on website itself, how it looks, whether it makes sense when people use it (including partners, contributors or donors)
- Change in some of the wording
- Building networks is important
- Build network of contributors on archives
- Ask contributors to help more and take away some of the burden

- Need to have \$\$ to have people work on project (includes outreach, education, building the portal)
- Outreach plan depends on funding and governance
- Who's responsible for what in building the archives?
- Did not come up with how much it would cost because it's difficult to come up with cost at the moment – is it a continuing model or just a single project?
- What would require money? Working on the website – who is working on the website? Part- or full-time? Outreach?
- Digitization would take money and infrastructure

Group 2

- Difficulty coming up with a budget
- Thinking of sustainability, which is one of the key things of the day
- Sustainability of portal – enhance its visibility, how to add to collection, digitization
- Reaching out across the country
- Gap analysis of the portal to find out how it's functioning, what's missing, what to add, who are the clients? Will give us a good sense to go from there
- Could do an exercise in communication outreach by using the internet to let people know who we are, what we are doing etc
- Invest time in communications strategy
- Advisory committee that would involve stakeholders from various backgrounds, and these stakeholders could be invited to come up with project proposals with the help of a small working group
- Advisory committee will make archives more visible, help promote the archives, include varying individuals
- Would cost money for first face-to-face meeting
- Maybe involving students in the project through research assistantships from students in varying disciplines and ask them to develop a program of experiential learning
 - Students could use material from the archives linked to what the archives have to offer
 - Gives good experience in developing this approach, and students would learn a lot
- Fellowship - students come to the archives and use the archives for their work, promote their research, do podcasts, use social media to promote archives
- Women in STEM in private sector in industry and at various companies, can approach them and ask if they would be interested in funding a fellowship that would bare their name
- Give or take \$450,000

Joanna: Young Canada Works as a cost-sharing program for archives internships for new grads (up to \$10,000).

Has anyone considered the documentary heritage community program funding level? This might be an opportunity for a not-profit.

Group 3

- Importance of mentorship
- Information sheet is too busy, something more concise
- Who are we going to talk to? Shouldn't go to the same people over and over
- Diverse portfolio – funding agencies, private sector, banks, umbrella organizations (can open up doors), United Way campaign, individuals, crowdsourcing
- When talking to people, short and concise, elevator pitch, be able to answer the so what or what's in it for me question?
- Three reasons it's important – have to keep up with competition, historical role models are important for younger generation to attract and retain, skills and tailor to users
- All of these issues are bottom line issues that companies will be interested in, so should package it that way
- Link to contributor
- Archives – what's that? Fun, quick way. Possibly a YouTube video and be enticed by possibilities
- Can consider other forums, such as Ted Talks to up the visibility of the organization
- Plain language and diversify to get more money
- Awards and prizes are named after men – maybe we should start promoting women role models in which prizes and awards should be named!