



Caption: Martin Luther King Jr. on the picket line for Scripto Strike, January 15, 1965. (AFL-CIO Information Department, Photographic Prints collection)

Consciously Editing Finding Aids: AFL-CIO Civil Rights Department records

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“Our Interactions with Contentious Archives: Repairing Historical Narratives”
MARAC
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Good afternoon, my name is Jen Eidson, and today I’m going to talk about the conscious editing work we’ve begun at University of Maryland, and share some examples from a pilot editing project with the AFL-CIO Civil Rights Department records.

The conscious editing initiative at University of Maryland was established by my colleague Liz Caringola. With her permission I’m sharing a summary of her work in these first few slides. Then, I’ll talk about the specific editing I did in the Civil Rights Department records.

First, I’d like to take a few moments to share my personal perspective and how it relates to conscious editing in archives. In the past, I would sometimes notice harmful language or topics and not know what I could do, other than present the facts in archival description. Because archives are supposed to be neutral, right? Well, it’s pretty hard to be neutral if you see any of our national or world news. But, I would set aside the conflict in my mind.

In the past few years, I’ve gained a better understanding of my place in archives, and in my community, with the realization that my generation can do something. Hearing

about the circumstances surrounding the deaths of people of color in 2020, it was finally time for me to pay attention more. I began my own anti-racist work. One part of that was participating in a small Antiracist Community Group here at University of Maryland where we went through an 8 week curriculum of readings and discussion. I learned so much and it helped shift my thought. I can now identify that, yes, my life as a white married woman is privileged, and I could tell you how I was privileged. I better understand how oppression and systemic racism played a major role in the history of our nation and world, and how members of my own family were likely racist oppressors -- because I've come across it in these very labor collections I work with at UMD. I feel disappointed, frustrated, and angry. And, if that's how I feel, I can only imagine a researcher coming across a document in the archive that really breaks their heart.

I'm not going to say I know everything I need to know, because I've seen that every experience and conversation I have (even recently) helps me grow, and I firmly believe I will know what I need to know when I need it. So, I want to encourage all of you here today, to begin your own anti-racist work. It is a critical element of consciously editing archival description. Talk to a friend, speak up when you see something troubling, read an article or book, join a community discussion group, and let's commit to growing together.

So, overall, one result of beginning the work, is that when I come across harmful language in archival description, 1. I notice it because I'm paying attention more, and 2. I'm ready and willing to do something about it.

What is conscious language?

“Conscious language... refers to language rooted in critical thinking and compassion, used skillfully in a specific context. Using conscious language involves asking yourself questions such as:

- Who is my audience?
- What tone and level of formality do I want?
- What am I trying to achieve?
- How might history change the impact of my language choices regardless of my intentions?
- Who's being excluded?”

<https://consciousstyleguide.com/about/>

What is conscious editing?

“Archivists at UNC-Chapel Hill are engaged in ‘conscious editing’ of archival description. We aspire to re-envision our descriptive practice so that whiteness is no longer the presumed default, language in our description products is inclusive and accessible, and our description does not obscure collection material that documents the lives of enslaved people.”

Dean, “Conscious Editing of Archival Description at UNC-Chapel Hill.”

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So, what is conscious language? And what is conscious editing? We heard a bit about these concepts in the first presentation by Kayla, but let’s take a brief look at it again.

[read quote about conscious language]

And, here’s a quote to help us think about conscious editing:

[read quote]

Harmful Language in Finding Aids

If you encounter language in our finding aids that is harmful or offensive, we welcome your feedback, questions, or concerns. Please email us at askhornbake@umd.edu. A staff member will respond to your feedback and communicate any action we will take to update the language.

Finding aids contextualize archival collections and describe their arrangement and contents so that researchers can discover materials relevant to their needs. However, researchers may encounter harmful, offensive, or outdated language in our finding aids. This is in part because our finding aids were written over the course of many decades, and in the past, it has not been a priority to regularly review and update language. Additionally, sometimes we reused description that came directly from the materials' original creators without altering the language. We recognize that librarianship is a predominantly white profession with a historical commitment to the impossible goal of describing material from a neutral point of view. This practice reinforces the marginalization of underrepresented communities by both upholding harmful naming conventions and failing to include descriptive information that would help identify materials about these communities in the future.

Recognizing the impact of language on both our researchers and those represented within our collections, Special Collections and University Archives staff are dedicated to identifying and reducing harmful language in our finding aids. We are taking the following steps:

Reviewing all finding aids to identify where we have used harmful language.

Updating language or, in cases where existing language is retained, adding contextual information to explain why.

Updating internal style guidelines to ensure that we develop and implement archival description practices that are anti-oppressive and consistent with how the subjects of our materials describe themselves.

Beyond these initial efforts to rectify harmful language, we commit to regularly reviewing our practices and finding aids to keep pace with ongoing changes in language and archival practices. Although we will strive to create inclusive, respectful, and accurate description, we will make mistakes along the way. We welcome your feedback via email at askhornbake@umd.edu.

A list of [resources](#) that we've consulted to inform this work is also available for anyone interested in learning more.

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As our special collections at UMD began considering how to address any harmful language that might exist in our finding aid descriptions or collection content, we developed this "Statement on Harmful Language." To do this we reviewed several examples from other archives, and drafted a statement. This was then shared with the entire archives department for feedback, and then included on our ArchivesSpace website.

I know this is a lot of text for one slide, but please take a look at our website when you have a chance.

Resources for Conscious Editing

The screenshot shows a LibGuide page from the University of Maryland Libraries. The page title is "Resources for Creating Inclusive and Conscious Archival Description". It features a navigation menu on the left with categories like "General Resources" and "Subject Guide". The main content area includes a "Welcome" message and a list of "General resources" with links to various articles and presentations. A small portrait of a woman is visible in the "Subject Guide" section.

UNIVERSITY OF MARYLAND LIBRARIES RESEARCH GUIDES

UMD Libraries | Research Guides | Resources for Creating Inclusive and Conscious Archival Description | General Resources


Resources for Creating Inclusive and Conscious Archival Description

This guide provides information and learning resources for writing inclusive and conscious archival description.

General Resources

- Tools, Style Guides, and Resources by Area of Focus
- Statement on Harmful Language in Finding Aids
- About Special Collections and University Archives
- Contact Us

Subject Guide



Welcome

This guide provides information and resources for writing inclusive and conscious archival description. Archival description, usually in the form of a **finding aid**, is written by archivists to describe the arrangement and contents of an archival collection. The following resources are intended to educate and assist archivists in creating description that is accurate, inclusive, and respectful of the people and communities that create, use, and are represented in archival collections.

General resources

- Case studies
- Style guides and local practices
- Training and self-reflection
- Further reading and listening

Amayo-Ramirez, Elnia. "Invisible Defaults and Perceived Limitations: Processing the Juan Gelman Files." Medium, October 30, 2016. Presented at the Fall 2016 meeting of the Preservation and Archiving Special Interest Group, New York, NY, October 28, 2016. <https://medium.com/ow-archiv/invisible-defaults-and-perceived-limitations-processing-the-juan-gelman-files-4187f6636759>

Bolding, Kelly. "Reparative Processing: A Case Study in Auditing Legacy Archival Description for Racism." Presented at the Midwest Archivist Conference, Chicago, IL, March 24, 2016. https://docs.google.com/presentation/d/1MhOXsZVyb_8plvFqMqLxUJ0HFFM4sSEP4qsAedf7usp-sharing

Dean, Jackie. "Conscious Editing of Archival Description at UNC-Chapel Hill." *Journal of the Society of North Carolina Archivists* 19 (2019): 41-55. https://www.ncarchivists.org/resources/Documents/JSNCAJSNCA_Vol16_2019.pdf

deGrafenried, Alexandra. "Reparative Processing of the Luis Alberto Sánchez papers: Engaging the Conflict between Archival Values and Minimal Processing Practices." *Across the Discipline* 10, no. 12 (2021-2022): 33-46. <https://doi.org/10.37594/ATD-J.2021.10.12.34>

Tang, Annie, Dorothy Berry, Kelly Bolding, and Rachel E. Winston. "Toward Culturally Compliant Archival (Re)Description of Marginalized Histories." Presented at the annual meeting of the Society of American Archivists, Washington, DC, August 18, 2016. https://digitalcommons.chapman.edu/library_presentations/23

My colleague, Liz, and her team of students reviewed and selected key resources for the basis of our conscious editing work, such as journal articles, blog posts, and other conference presentations. We encourage all who plan to do conscious editing to spend some time reading and reflecting on topics of equity, diversity, inclusion, cultural humility, human rights, ethics, and empathy, just to name a few. Then, observe, whether or not your readings shifted your understanding, and what questions do you have going forward. These resources were organized into a LibGuide that is available not only to our archives department, but also the general public.

Access Team Survey

Survey phases:

- Phase 0: Finding aid audit
- Phase 1: Review audit, create editing plan
- Phase 2: Make edits and document

Audit ratings:

- 0: Need more information
- 1: Issues in offensive or harmful language used to describe people or communities
- 2: Needs better contextualization about events, issues, and social standards of the time described.
- 3: No suggestions/edits
- 4: Folder Title Issues

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The next step we took was doing a finding aid audit, or survey.

“Phase 0” of our conscious editing, launched in March 2020. Our Access Team students reviewed over 1,000 published finding aids and identified which ones needed to be edited. Instructions were shared with them about how to locate finding aids, and which descriptive fields to review. Then, they gave the finding aid an audit rating:

0: Need more information

1: Issues in offensive or harmful language used to describe people or communities

2: Needs better contextualization about events, issues, and social standards of the time described.

3: No suggestions/edits

4: Folder Title Issues

Advancing Workers Rights in the American South: Digitizing the Records of the AFL-CIO's Civil Rights Division

- CLIR grant: Digitizing Hidden Collections
- 3 Year Grant: 2021-2023
- Partner grant:
 - University of Maryland
 - Georgia State University
- Goal: Digitize and provide access to AFL-CIO Civil Rights Southeast Division and national-level records from the AFL, CIO, and AFL-CIO Civil Rights Department, 1943-1999
- 119 linear feet total from both partners
- Opportunity for University of Maryland to enhance and revise collection description in general, and consciously review and edit

Mr. George Meany, Pres.
AFL - CIO International Headquarters
815 15th St. N.W.
Wash. D.C. 20005

April 21, 1976.

Dear Brother Meany:

We are writing in abhorrence of the growing wave of racist violence against unskilled laborers to the anti-union campaign led by certain politicians here in Boston. We believe that our union must take a powerful stand condemning these neo-fascist attacks and call on all trade unionists to help put a stop to them. We praise the recent example of the three white UAW drivers who helped defend their two black brothers against a group of vicious racists in South Boston on April 17th. Our entire union solidarity and strength depends on our ability to mobilize against and stamp out this racist violence. These attacks are anti-union as well as racist and pose a threat to our jobs as well as our physical safety. For example, the Amalgamated Meat Cutters have been forced to cease meeting at their South Boston headquarters due to vandalism and attacks on black members, black taxiater and bus drivers have been periodically stoned in South Boston and Boston Globe drivers were stoned last summer supposedly due to the anger of anti-unionists against that newspaper. The list does not end here and is growing daily as you have probably heard. There have been retaliations against innocent whites as a result of this racist violence going unchecked by the authorities. This, of course, we oppose as well, but only see these harmful retaliations as the rise unless the progressive, anti-racist forces in the labor movement come forward now and show that there is an alternative to race war. Our unions must stand up unified and strong against racism as we have done before in the past.

It is time that the entire AFL-CIO took a positive step in stopping this vicious racism in the bid. We can not allow it to build more fear in our own ranks, erode our unions and their ability to fight for decent wages and working conditions in our opening contracts and possibly under some of us.

We look to you to demonstrate some leadership now. Let us publicly call for

- Making racist violence a federal crime.
- Our membership taking a united stand to help defend our black brothers and sisters against racist attacks on our jobs and in our communities.

In solidarity,

cc: Paul Quirk, Pres.
Local 509, UAW
Franklin Murphy, Pres.
AFL-CIO, Greater Boston
Regional Office
George Hardy, Int. Pres.
MCA

(The following signatures
are of workers at the Grove
Hall Welfare Office in
Dorchester.)

Robert M. Boyd
Franklin Murphy
George Hardy
Marcus M. Gibson
Frank Williams
Carlisle County
Alvin White

RECEIVED
APR 21 1976

Caption: Letter from workers at the Grove Hall Welfare Office in Dorchester, MA to George Meany regarding racist anti-union attacks, April 21, 1976. (AFL, CIO, and AFL-CIO Civil Rights Department, Discrimination Case Files)

In Spring 2021, the University of Maryland was awarded a 3 year Digitizing Hidden Collections CLIR grant in which we are partners with Georgia State University. The grant title is: "Advancing Workers Rights in the American South: Digitizing the Records of the AFL-CIO's Civil Rights Division."

The goal is to digitize 119 linear feet of material from both institutions to provide access to AFL-CIO Civil Rights Southeast Division and national-level records from the AFL, the CIO, and the AFL-CIO Civil Rights Department. The inclusive dates covered are 1943-1999.

This was an opportunity for University of Maryland to enhance and revise collection description in general, as well as consciously review and edit archival description for the AFL-CIO Civil Rights Department. The next step was for me to transition my personal antiracist work into conscious editing theory. And then, into actual editing. For me, the before and after examples shared in other presentations were the most helpful to me figuring out what to edit and how to edit.

AFL-CIO Civil Rights Department records



AFL, CIO, and AFL-CIO Civil Rights Department records (0044-LBR-RG9-001).

No suggestions/edits recommended



AFL, CIO, and AFL-CIO Civil Rights Department, Discrimination Case Files (0054-LBR-RG9-002).

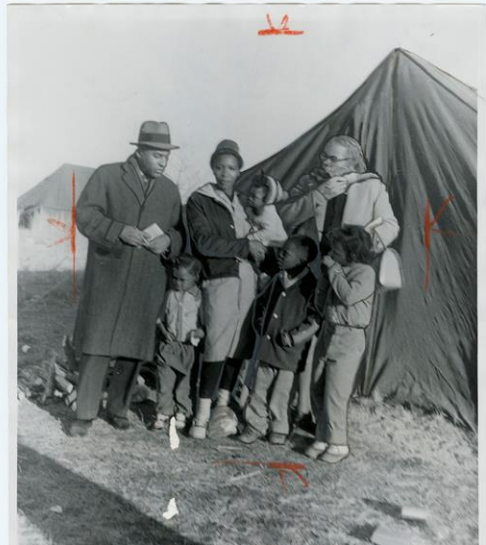
Issues in offensive or harmful language used to describe people or communities: Problematic descriptions in reference to disability. Series 1: Case Files: 1947-1984; Scope and Content description uses word "handicap" in series.



AFL, CIO, and AFL-CIO Civil Rights Department records (0068-LBR-RG9-003).

No suggestions/edits recommended

Caption: Evicted sharecropper, Mrs. Early B. Williams (center), is shown with her four children in front of their tent in "Freedom Village," Somerville, Tenn., after being evicted from her home along with other Negroes allegedly for voting in presidential election. At left is Theodore Brown, assistant director of AFL-CIO Dept. of Civil Rights, while at right is Mrs. Victoria Davidson, missionary nurse from Chicago, 1961. (AFL-CIO Information Department, Photographic Prints collection)



At University of Maryland we have three finding aids for the AFL-CIO Civil Rights Department. Here are the results of the initial conscious editing survey of these three finding aids by our Access Team students.

In the first collection, no suggestions or edits were recommended.

In the second collection, the term "handicap" was flagged as harmful language.

In the third collection, no suggestions or edits were recommended.

As part of the CLIR grant, I was able to spend some focused time reviewing these finding aids more in depth, and I determined more edits were needed..

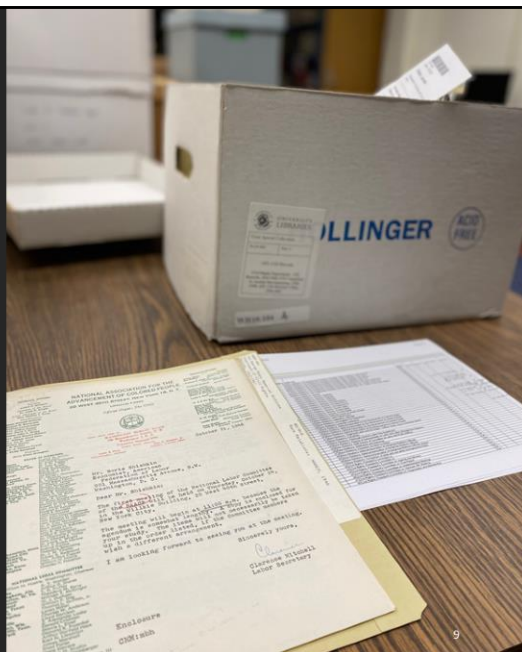
In this situation, additional time was warranted due to the grant increasing visibility of the collections. The digitized Collections will be freely accessible in the UMD Libraries' and GSU's digital collection repositories, in the Civil Rights Digital Library, the Digital Public Library of America, and Umbra Search Engine for African American History. The following level of editing may not always be possible or necessary.

CLIR Grant Review and Editing

General edits:

- Typos
- Sentence rephrasing
- Acronyms
- Folder titles

Caption: Letter from Clarence Mitchell notifying Boris Shishkin of the first meeting of the National Labor Committee of the NAACP, October 21, 1946. (AFL, CIO, and AFL-CIO Civil Rights Department records)



My edits definitely included general edits like typos, sentence rephrasing, and spelling out acronyms at all levels of description including: collection level, series level and for folder titles.

Record Group description

- Combined three different documents to create one full department history to add to each finding aid.
- Context and additional information added.
- Outdated language revised.

Example 1:

In the late 1960 and early 1970s, it worked with affiliates and with the AFL-CIO Building Trades Department and the Human Resources Development Institute (HRDI) to establish affirmative action programs for recruiting and preparing ~~minority youngsters~~ **young people of color** for **apprenticeships** and jobs in the skilled trades.

Example 2:

One of the earliest activities of the Civil Rights Department was the investigation of complaints of discrimination in employment. The department became active in the issues of fair employment practices, discrimination in housing, and school desegregation, and it began working directly with affiliated unions and state and local central bodies on civil rights issues. **The documented experiences include discrimination of race, color, gender, religion, and disability, among others.** At its 29 August 1956 meeting, the Executive Council adopted a Civil Rights Committee report that requested the creation of a subcommittee to facilitate the processing of complaints. This Subcommittee on Complaints (later Subcommittee on Compliance) first met 20 November. **There is little detailed information on the conciliation of most cases.**

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The three collections are all from one department at the AFL-CIO so we have the Civil Rights Department as one of our record groups.

My edits included:

- Combining three different documents to create one full department history to add to each finding aid's Historical Note.
- Adding context and additional information to the department history.
- Revising outdated language.
- Example 1: outdated language revised, and additional collection detail added.
- Example 2: additional information added.

Collection Level description

- Scope and Content Note
- Related Materials Note
- Added list of department staff names and a list of acronyms to the Biographical/Historical Note
- Processing Information Note
- Revision Statement

AFL, CIO, and AFL-CIO Civil Rights Department records (0044-LBR-RG9-001)

Boris Shishkin described as "Russian immigrant".

AFL, CIO, and AFL-CIO Civil Rights Department, Discrimination Case Files (0054-LBR-RG9-002)

Added sentence:

"The experiences documented in the complaints include discrimination of race, color, sex, religion, and disability, among others."

AFL-CIO Civil Rights Department records (0068-LBR-RG9-003)

Added context of APRI being an AFL-CIO constituency group as of 1965 in the Historical Note and Scope and Content Note.

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At the collection level, the most significant edits were in the Scope and Content Notes, and the Biographical/Historical Notes. I also cross referenced all three collections in the Related Materials Note, adding a few other relevant collections as well. In addition, the Processing Information Notes were updated and the Revision Statement added and published to the public.

In the first collection, [read]

In the second collection, [read]

In the third collection, [read]

A note about APRI was also added to the Scope and Content note for Series 11 in that last collection.

Series Level description: RG9-001, Series 1

■ Scope and Content Note

General

"topics" replaced with "issues,"
"other topics" replaced with "additional organizations,"
"on" replaced with "documenting facts about,"
"relating to" replaced with "documenting"

Sentence added as explanation in the Series Scope and Content Note regarding reason for use of terms: minorities, Jews, Negros, Orientals:

"The harmful language within the original documents was not censored because it provides historical context for understanding the era, attitudes, and opinions of their creators."

Original sentence:

"There are also four folders of material on the anti-labor White Citizens Councils."

Revised to:

"There are also five folders of material on the anti-labor and pro-segregation white citizens councils, which was a highly influential economic and political organization in the Southern states. They were led by business executives, attorneys, university trustees, civic leaders, clergymen, state governors, state politicians, and representatives in U.S. Congress and the U.S. Senate, and were active from the early 1950s until their decline in the late 1960s."

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The main edits at the series level were within 3 specific series across the 3 collections, in the Scope and Content Note.

General edits included: [read]

Example 1: In two cases, I added sentence from our "Harmful Language Statement" as a more general acknowledgement, rather than being too specific about addressing each term. 1. because we might miss other harmful terms, and 2. it depends a lot on how the word is used in the folder contents.

Example 2: [read]

Series Level description: RG9-002, Series 1

- Scope and Content Note
- Supplemental Timeline added to the Biographical/Historical Note

General

"handicap" replaced with "disability"

List of discrimination cases added after the end of the Note:

"Certain internationals had a particularly large number of locals that were involved in discrimination cases. These were the Auto Workers, Electrical Workers, Laborers, Machinists, Railway Clerks, and Steelworkers. The following cases contain a great deal of documentation:"

List of 54 cases added here: ____

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This general edit goes back to the initial finding aid audit – [read]

[Read "List of..."]

Originally this information was attached as an external document in the finding aid, but including it in the published finding aid increases discoverability.

Supplemental Timeline in the Biographical/Historical Note Added contextual information about the purpose of the organizations/agencies represented in the materials (what their mission is/was, role in relation to AFL-CIO).

Folder Level description: RG9-001, Series 1

Series 1, Box 2, Folder 12

"Race Relations: Jews" was changed to "Race Relations: National Council of Jewish Women."

Naming the full name of the Jewish council is more accurately depicting a women's organization.

Series 1, Box 2, Folder 31

"Race Relations: Negro Unemployment Rates" changed to "Race Relations: Comparison of white and non-white Unemployment Rates".

Both terms can be found in folder contents; the updated title is a more accurate description.

Series 1, Box 3, Folder 7

Government Contracts, President's Committee on: Conference, "Minority Community Resources": quotes were added to "Minority Community Resources" because that is the name of the conference according to the contents of the folder.

Series 1, Box 4, Folders 39-43

"White Citizen's Councils" was kept as is in the title because it is the form of name referenced in the folder contents.

Series 1, Box 5, Folders 7-9

"School Desegregation: Little Rock, Arkansas, Incident" was changed to "School Desegregation: Little Rock, Arkansas" omitting the adjective "Incident" in order to remove a subjective term for describing the folder contents.

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[Read each folder title edit]

I will point out that the folders titled "White Citizen's Councils" have been an ongoing internal conflict for me. I have literally lost sleep over these folders! I think I've edited the title about three times! This is an example of how conscious editing is a fluid work in progress. This is what I have at this time, and it can always be reevaluated again later. I really hope it is.

Folder Level description: RG9-003, Series 7

Series 7, Box 47, Folder 3

"Foreign Countries" replaced by
"International Countries"

Series 7, Box 47, Folder 4

"Foreign Labor" replaced by
"International Labor"

Recommended Edits:

Series 7, Box 48, Folder 19

Determine improved title for "Illegal Immigrants"

Edits made because "foreign" gives the connotation of "unknown/something I don't want to know about/different" and encourages division/separation.

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For folders 3 and 4, "foreign" was replaced with "international" because [read]

For the recommended edits, I came to a point where I needed feedback from my colleagues. It's good to recognize that, so that more than one perspective can be included. Our next step is to look at the actual physical folders together and discuss ideas and options.

I've shared all of the folders that I flagged for conscious editing today. One of the three collections did not have any folders that I thought needed editing. Overall there were 14 folders edited or under review for conscious editing out of thousands of folders.

Processing Note

- In 2022, as part of a unit-wide effort to begin the work of consciously editing archival description, the following revisions were made to this finding aid by Jennifer G. Eidson: The department history was moved into the Biographical/Historical notes from an external document, the department staff list and a list of abbreviations were added. The Scope and Content Note at the collection level, and for Series 11, were revised. Two folder titles were revised out of three specifically flagged for review. The Related Material note, the Processing Information Note, and Revision Notes were revised as well.

Revision Statement

- *2022-09-16*: Biographical/Historical Note moved from external document into finding aid, staff list and list of abbreviations were added as well. A Preferred Citation Note was added, and the Related Materials Note, the Processing Information Note, Scope and Content Notes (collection level and Series 11), and two folder titles were revised for typos and content. Revisions and updates made by Jennifer G. Eidson.

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Here are examples of one of the updated Processing Information Notes and one of the Revision Statements. I think, and expect in the future, that our archives will establish a standard phrasing for consciously edited description.

A work in progress

- Pilot phase
- Problematic LC subject headings
- Access Team will continue to address harmful language identified in Collection Survey, and as needed when notified by the general public.
- Group work VS. Individual work
- How much revision is needed VS. how much is sufficient?
- How do we strike a balance with our staff and resources?
- Continuing antiracist work: Individually and in community

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Looking forward, we can use this pilot editing project, along with several others also completed, to make this a part of our ongoing work in special collections.

We'll need to consider problematic LC subject headings:

At the present, we do not have a workflow between Special Collections and Metadata Services to add or edit LCSHs to new or legacy finding aids. We are also not automatically creating collection-level MARC records to be included in the library catalog, as happened in the past.

We'll also consider workflows to incorporate individual editing and group feedback.

In the big picture, thinking about how much editing is needed, versus how much is sufficient? And how do we strike a balance with our staff and resources?

Plus we need to give time and space to continuing our antiracist work.

Archives for Black Lives in Philadelphia

https://archivesforblacklives.files.wordpress.com/2020/11/ardr_202010.pdf

UMD LibGuide: Resources for Creating Inclusive and Conscious Archival Description

<https://lib.guides.umd.edu/conscious-archival-description/general-resources>

Urban League of Philadelphia records (Temple University)

https://library.temple.edu/finding_aids/urban-league-of-philadelphia-records

American Civil Liberties Union records (Princeton University)

<https://findingaids.princeton.edu/catalog/MC001>

Civil Rights Digital Library (re: Little Rock Integration)

http://crdl.usg.edu/events/little_rock_integration/?Welcome

Resources Consulted

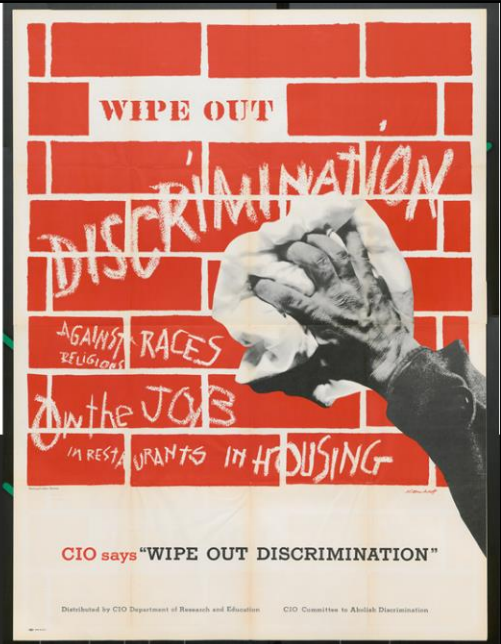
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This slide has several helpful resources and finding aids that I used for my editing. But, please take a look at the LibGuide with a much more comprehensive list of resources.

Caption: CIO poster, "Wipe Out Discrimination", undated (Labor Posters, Broad­sides, and Art collection)

Thank You!

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Thank you so much for listening!