Report: Understanding the international landscape of trauma and archives
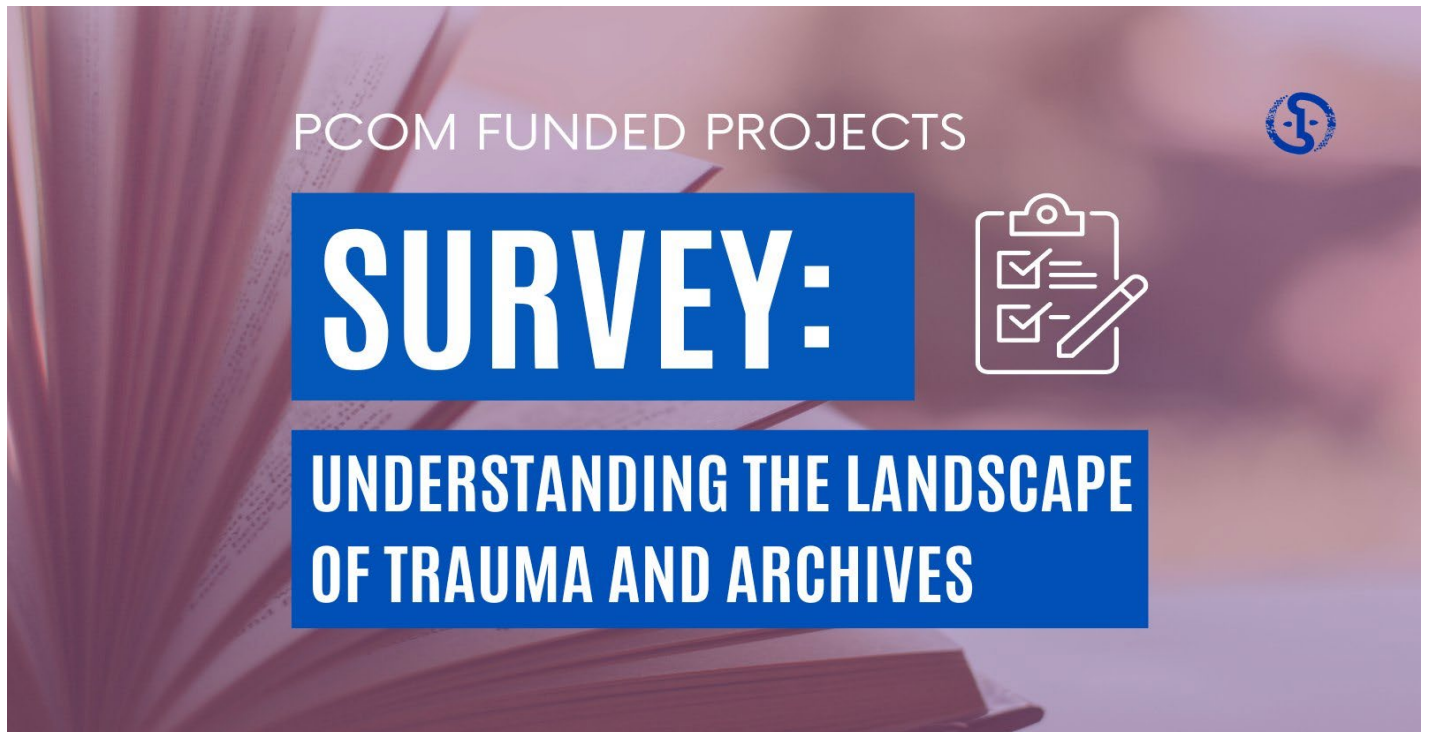
Nicola Laurent and Kirsten Wright / February 2023

PCOM FUNDED PROJECTS

SURVEY:

UNDERSTANDING THE LANDSCAPE OF TRAUMA AND ARCHIVES

International Council on Archives
Conseil International des Archives

Section for Archival Education and Training
Section pour l'Enseignement de l'Archivistique et la Formation des Archivistes

This project was supported by the International Council on Archives (ICA) through the Programme Commission and was completed in partnership with the ICA Section for Archival Education and Training (SAE).
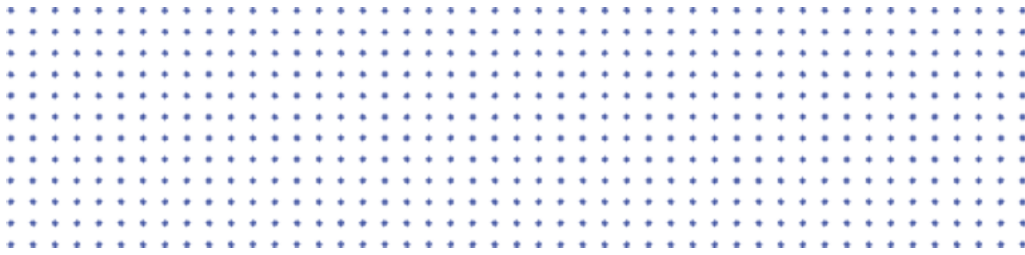
TABLE OF CONTENTS

INTRODUCTION

This report presents an initial analysis of the data received from an international survey asking for archivists' understanding and experiences of trauma and archives. The *Understanding the landscape of trauma and archives* survey was conducted in English, French and Spanish in 2022, receiving 1138 valid responses from 100 countries.

The report introduces the background to the survey and the topics it covers, information about the survey design and dissemination, before presenting an initial analysis of the results, and recommendations for training and education. The survey questions, ethics statement and consent form are provided in the Appendix to this report.

This project was supported by the International Council on Archives (ICA) through the Programme Commission and was completed in partnership with the ICA Section for Archival Education and Training (SAE). This project has human research ethics approval from The University of Melbourne, number 2022-24600-32214-3. Translation of content from/to French and Spanish was completed by paid accredited translators. Further analysis and distribution of the survey results will continue to occur. The scope of this report does not give the space to analyse and report on the results by demographics, workplace experience or sector specifics.
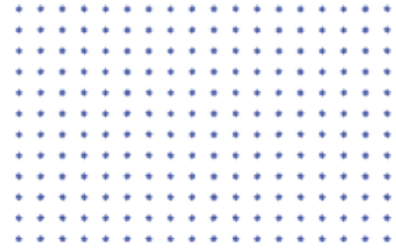
Background

In recent years there has been growing awareness and understanding about issues of trauma experienced both by archives users and archives workers[1]. Surveys covering these topics have been conducted in Canada[2], however no large-scale analysis of issues of trauma and archives has occurred, and little quantitative data exists.

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[1] See for example: Cheryl Regehr, Wendy Duff, Henria Aton & Christa Sato (2023) Grief and Trauma in the Archives, Journal of Loss and Trauma, DOI: 10.1080/15325024.2022.2164143; Jennifer Douglas, Alexandra Alisauskas, Elizabeth Bassett, Noah Duranseaud, Ted Lee, and Christina Mantey (2022) "'These Are Not Just Pieces of Paper': Acknowledging Grief and Other Emotions in Pursuit of Person-Centered Archives", Archives & Manuscripts 50 (1), 5-29. DOI: 10.37683/asa.v50.10211; Kirsten Thorpe (2021) The dangers of libraries and archives for Indigenous Australian workers: Investigating the question of Indigenous cultural safety, IFLA Journal, 47 (3), 341-350. DOI: 10.1177/0340035220987574; Kirsten Wright and Nicola Laurent (2021) Safety, Collaboration, and Empowerment: Trauma-Informed Archival Practice, Archivaria 91 (June), 38-73. https://archivaria.ca/index.php/archivaria/article/view/13787.
[2] Cheryl Regehr, Wendy Duff, Henria Aton & Christa Sato (2022) "Humans and records are entangled": empathic engagement and emotional response in archivists, Archival Science, 563–583 DOI: 10.1007/s10502-022-09392-5; Katie Sloan, Jennifer Vanderfluit and Jennifer

By better understanding the role of trauma in records and archives, we can build capacity to move to a trauma-informed

approach[3] to support a more diverse and inclusive profession for those wanting to work within, and engage with, archives.

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[3] Trauma-informed practice is a strengths-based approach that is founded on the core principles of safety, trust and transparency, choice, collaboration, and empowerment. It originated in the mental health field and was first articulated in Maxine Harris and Roger D. Fallot (2001) Envisioning a Trauma-Informed Service System: A Vital Paradigm Shift, New Directions for Mental Health Services, 89, 3–22. DOI:10.1002/yd.23320018903

SURVEY

The survey called *Understanding the landscape of trauma and archives* was conducted in English, French and Spanish between 30th September 2022 and 26th October 2022. The survey was designed to be anonymous and gain an international view of the current issues, asking: is the potential for traumatic experiences in archives well understood? How widespread are experiences? What support is there? Are resources and training needed? Is different education required? Is this a global challenge, or specific to certain regions, cultures, or communities?

Design

The survey was created in English using the Qualtrics platform and consisted of 43 questions. It covered five areas:

- Demographics and archival experience: these questions related to personal and career information, to help understand the geographic, cultural, and professional implications of trauma within archives

- Trauma awareness: this area included questions to understand current levels of awareness of trauma in archives

- Trauma experiences: these questions asked people whether they had experienced specific trauma scenarios in the archives to help understand how wide-spread experiences were

- Sharing experiences: this part centred on understanding the comfort people had in sharing their experiences, and the current support structures in place

- Resources: these questions were designed to help us understand if different education, resources and training were needed.

Given the potentially difficult nature of the survey questions, all questions were optional, and people could exit the survey at any point. Links to international crisis support lines were included at the start and end of the survey.

The survey questions, ethics statement and consent form were translated into French and Spanish to facilitate respondents' engagement. Direct links for the survey were created in each language, however respondents could also change the language via a toggle at any point.

Dissemination

The survey was distributed to archivists using the networks of the project team and the ICA.

The ICA communicated via direct emails, social media, listservs, and newsletters to its members. Communications were drafted in English and the ICA supported the translation into French and Spanish.

Direct emails were sent by the project team to all Chairs/Presidents of ICA networks detailed below and asked to share with their members:

- Professional Sections

- Programme Commission

- Expert Groups

- Forum of National Archivists and Forum of Professional Associations

- New Professionals Programme

Additional networks the survey was shared with by the project team include:

- Trauma-informed archives community of practice

- Listservs in New Zealand, Canada, UK, ICA Section on University and Research Institution Archives, and the Archival Education and Research Institute

- Twitter

- LinkedIn

Reminders of the survey and its closing date were shared across a range of platforms.

RESULTS
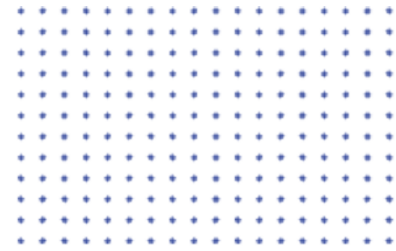
The survey received 1138 valid responses. A valid response was identified as anyone who consented and completed at least one part of the survey. 639 responses were received in English, 251 in French, and 248 in Spanish. This section will present the high-level results of an initial quantitative analysis of the survey. For some questions, respondents had the option of providing a free text response. Analysis of these responses are not included in this report. When discussing statistics in this report, percentages of respondents have been used. This is to enable comparison of results between questions as not all participants responded to each question, with an average response of 917.

Demographics and archival experience

To understand who completed the survey a brief overview of the demographics is provided.

The majority (67%) of the respondents identified as women, 28% identified as men, 3% as non-binary / gender diverse, and the remaining preferred not to say or provided an alternative identity. 16% of respondents identified as coming from a marginalised community. 99% of respondents identified which country they were from (Figure 1), with responses from people across 100 countries.

The top ten countries people responded from were:

1. France
2. Australia
3. United Kingdom of Great Britain and Northern Ireland
4. Canada
5. Mexico
6. United States of America
7. Spain
8. Germany
9. New Zealand
10. Portugal

Figure 1 World map displaying the countries people identified as living in.

When considering employment within the archival profession, 78% identified as working in full time employment, 12% in part time employment, and 6% in ad hoc employment. 75% shared that they had an ongoing or permanent position, 20% were in fixed term or contract work, 2% had sessional/casual employment, 4% people volunteered, and 2% had no employment in the field. As identified in Figure 2, there was an even dispersal in the amount of time people had worked in archives or an associated profession. Additionally, 16% of respondents identified as currently studying a records or archives-related course.

Figure 2 Graph displaying the length of experience in archives.

People were asked to identify the type of organisation(s) they worked in (Figure 3), with a significant majority working in a government archive (this included local, municipal, state, national, department). Several people who specified "other" identified health or hospital archives, working as independent contractors or consultants, or for international organisations.
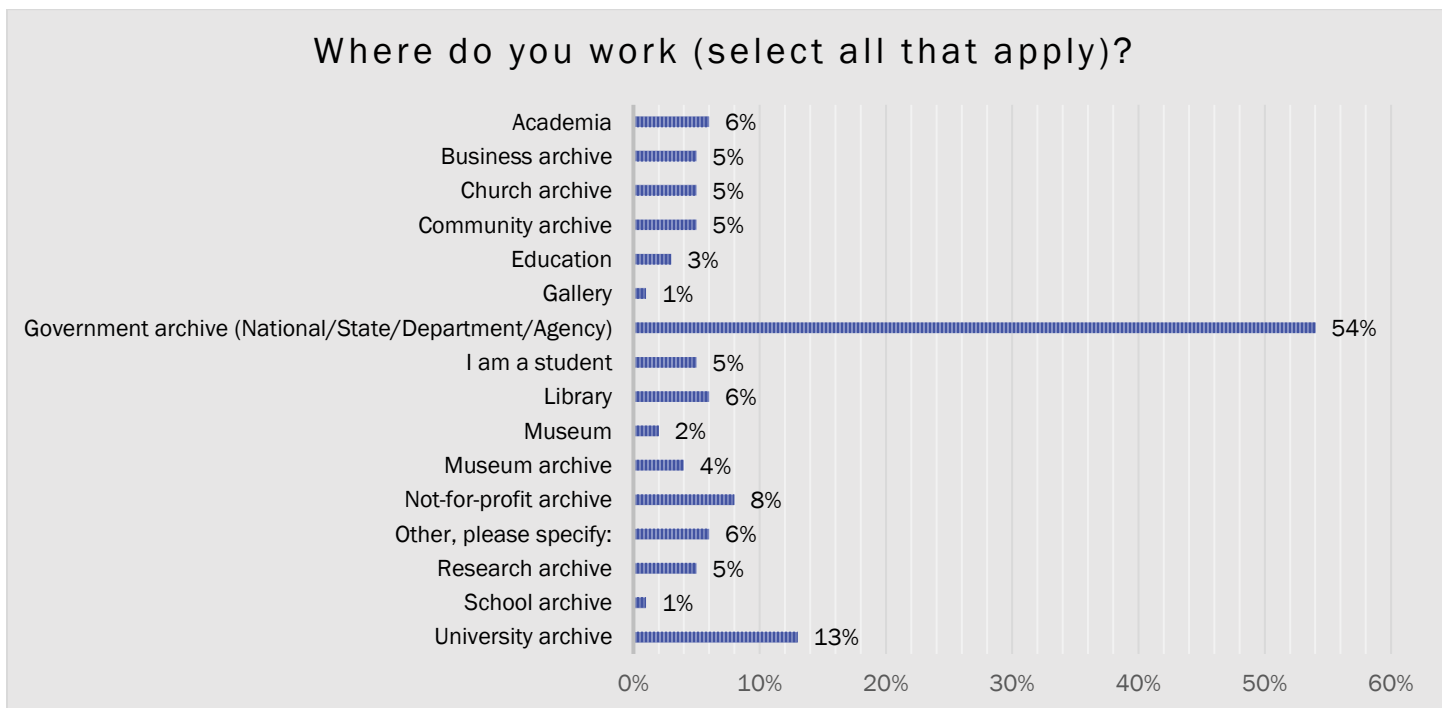
Figure 3 Chart displaying type of organisation people work in. Note people could select all options that were relevant to them, percentages are based off total number of respondents to this question.

The size of the archive people worked in varied, with 32% working in a small archive with under five staff or volunteers, 13% working in an archive with between five-ten staff or volunteers, 16% working with between 10-20 staff or volunteers, 15% between 20-50 staff or volunteers, and 24% working in large archives with over 50 staff or volunteers.

These responses highlight the wide range of voices that completed the survey, including diversity in career experience, location and background.

Trauma Awareness

This section discusses the current understanding of awareness of trauma in archives as identified in the survey results.

Critically, the survey responses make it clear that respondents fundamentally agreed (87%) that people who interact with archives (both staff and archives users) can experience a traumatic or distressing reaction (Figure 4). While dissenting views

were expressed, and it is possible that people who disagreed with the notion of this topic entirely did not engage with this survey, such a clear figure in agreement highlights the importance of these issues.

Do you think that people (staff, volunteers and users) can experience a traumatic reaction in the archives?

13%

No
Yes

87%
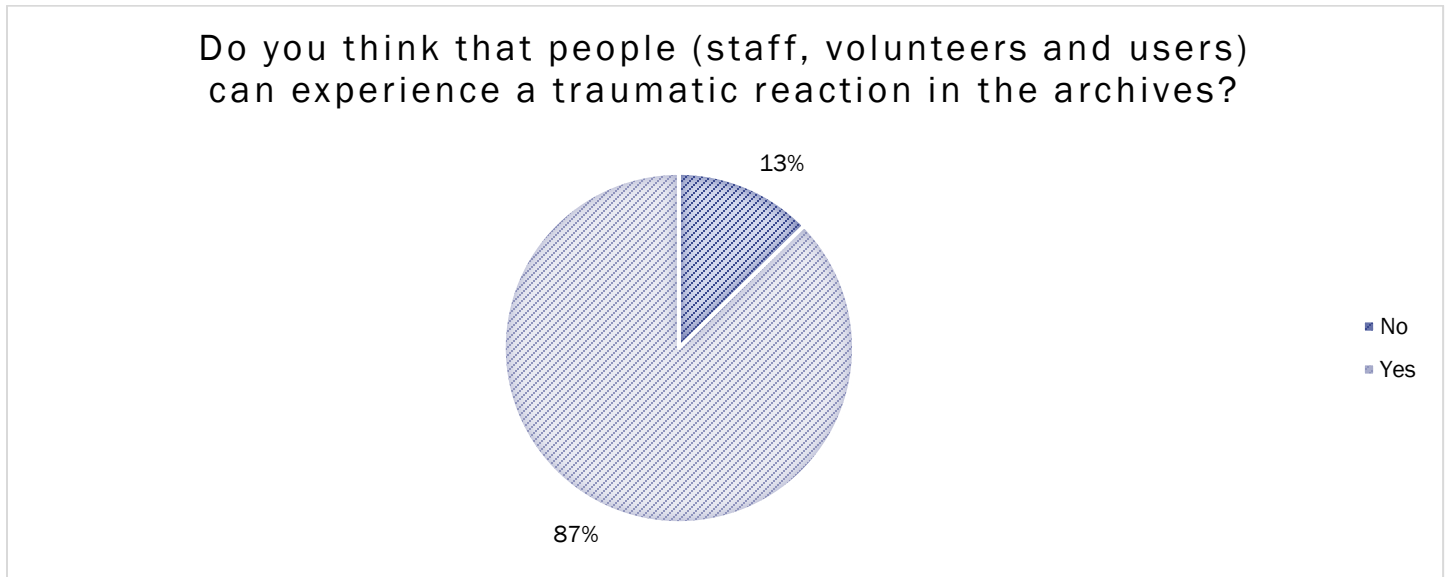
Figure 4 Pie chart displaying results of whether people believe a traumatic reaction in the archives is possible.

When considering if language such as "trauma" is the most appropriate, we see less distinct answers. Definitions of terms used in these questions were purposefully not included to understand whether people knew these terms prior to undertaking this survey. However, 70% of respondents agreed that the language of "trauma" and "trauma-informed" was appropriate for archives. This question generated much additional commentary, with some highlighting the emotional or emotive impact of archives but questioning the use of the word "trauma" in this context. Others strongly supported the use of the word "trauma" within archives to truly represent what people may experience.

When the next question asked if people were aware of trauma-informed practice and the associated five principles of safety, trust and transparency, choice, collaboration, and empowerment, 72% responded they were not. This indicates that while most people agree that a trauma reaction can occur in archives, they are less aware of existing frameworks or tools which may provide support.

Similarly, when asked specifically about awareness of trauma-informed practice in archives, it resulted in 68% saying they were not aware. Awareness of vicarious trauma was slightly higher with 51% of respondents being aware of the concept, and 56% being aware that vicarious trauma could be experienced within archives.

Regarding opportunities to learn about these topics, the majority of respondents (92%) were not taught about this during their archival education (Figure 5), and if they had learnt about these concepts (34%), it was during professional development, training or further education (Figure 6).
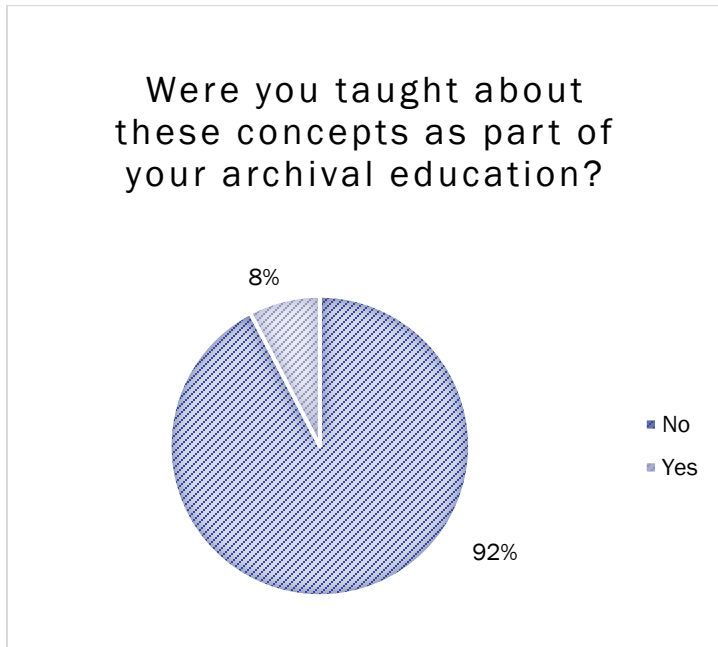
Figure 5 Pie chart displaying whether concepts related to trauma in archives were taught in archival education.
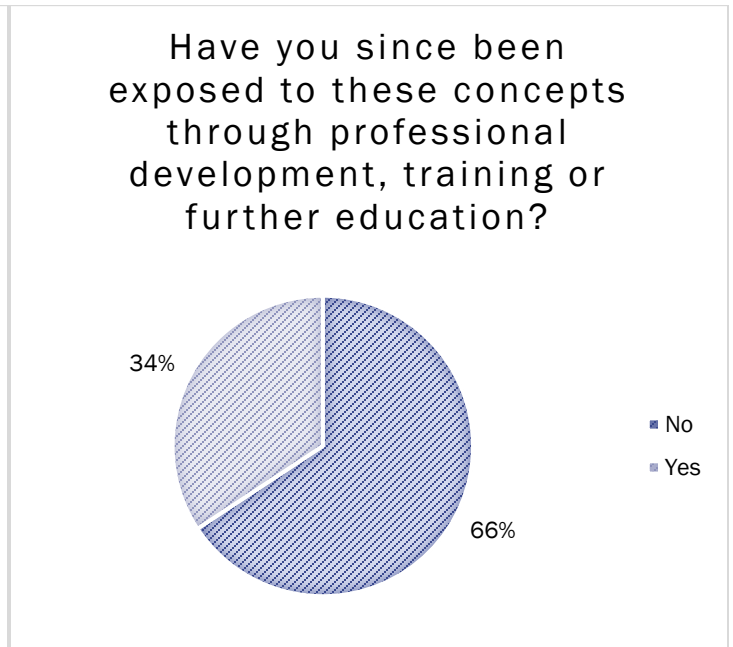
Figure 6 Pie chart displaying whether people have been exposed to concepts related to trauma in archives through professional development.

This lack of knowledge was apparent even for those who had only recently completed their studies (those with no experience or up to five years' experience). 90% of newer graduates indicated they were not taught these concepts during their courses, and only 24% had since learned about them, highlighting that teaching about these concepts is not currently a widespread part of archival education courses.

Trauma Experiences

This section quantifies the trauma experiences people reported having in archives. The survey asked about exposure to distressing content, distressing situations (for example, a distressing interaction with an archives user) and experiences of vicarious trauma. In this section, a definition of vicarious trauma was provided to assist respondents' understanding. Significantly, responses showed that more people had experienced some form of trauma in archives than those who had not.

68% of respondents reported exposure to traumatic or distressing content (Figure 7), 52% to a traumatic or distressing situation, and 51% reported experiencing vicarious trauma as a result.

Have you ever been exposed to content that you found distressing or traumatic within archives?

32%

68%

- No
- Yes

Figure 7 Pie chart showing exposure to distressing/traumatic content in archives.

When asked to consider the experiences of those around them, 44% of people responded that they were aware of an archives user who had experienced a trauma reaction in the archives, which increased to 50% when asked about a colleague. These responses demonstrate that a significant number of people have experienced trauma in archives.

Sharing Experiences

This section reports on the comfort people had in sharing their experiences, and current support structures in place.

What is evident in these results is that people were more likely to tell their peers than management or their workplace about a distressing or traumatising experience in the archives, and that peer support was the most common form of support provided.

In the previous section we saw high numbers of people sharing that they, a colleague or archives user had distressing or traumatising experiences in archives. When asked if they, their colleague or the user informed their workplace of the experience, only 35% said yes. More people (53%) indicated they had shared the experience with their peers. Note that many people selected unknown/not applicable to these questions, highlighting that they may not be aware of how their peers or a user responded.

When asked what support was provided to themselves or their colleagues, (Figure 8), the number one response was peer support, followed closely by no support provided. Other answers varied greatly, including that responses from their workplace

were not adequate, for example *"i was removed from the project even though i felt very strongly about continuing to work on it, so the "support" i was provided did not actually feel supportive"*. When asked who provided that support it is again clear (Figure 9) that colleagues provided the most support, then informally through the workplace, and then friends/family, meaning that most support relies on someone's personal and professional networks.

What support was provided to you or your colleagues (select all that apply)?

Category	Percentage
Training	9%
Time off work	5%
Peer support	28%
No support provided	24%
Flexible workload	6%
Employee Assistance Program	7%
Counselling	13%
Change of duties	8%
Other, please explain:	14%
Unknown / not applicable	32%

Figure 8 Chart displaying support provided to you or your colleagues. Note people could select all options that were relevant to them, percentages are based off total number of respondents to this question.

Who was support provided by (select all that apply)?

Category	Percentage
Professional associations	4%
No support provided	12%
Informally through workplace	22%
Friends/Family	20%
Formally through workplace	16%
Colleagues	31%
Other, please explain:	5%
Unknown / not applicable	34%

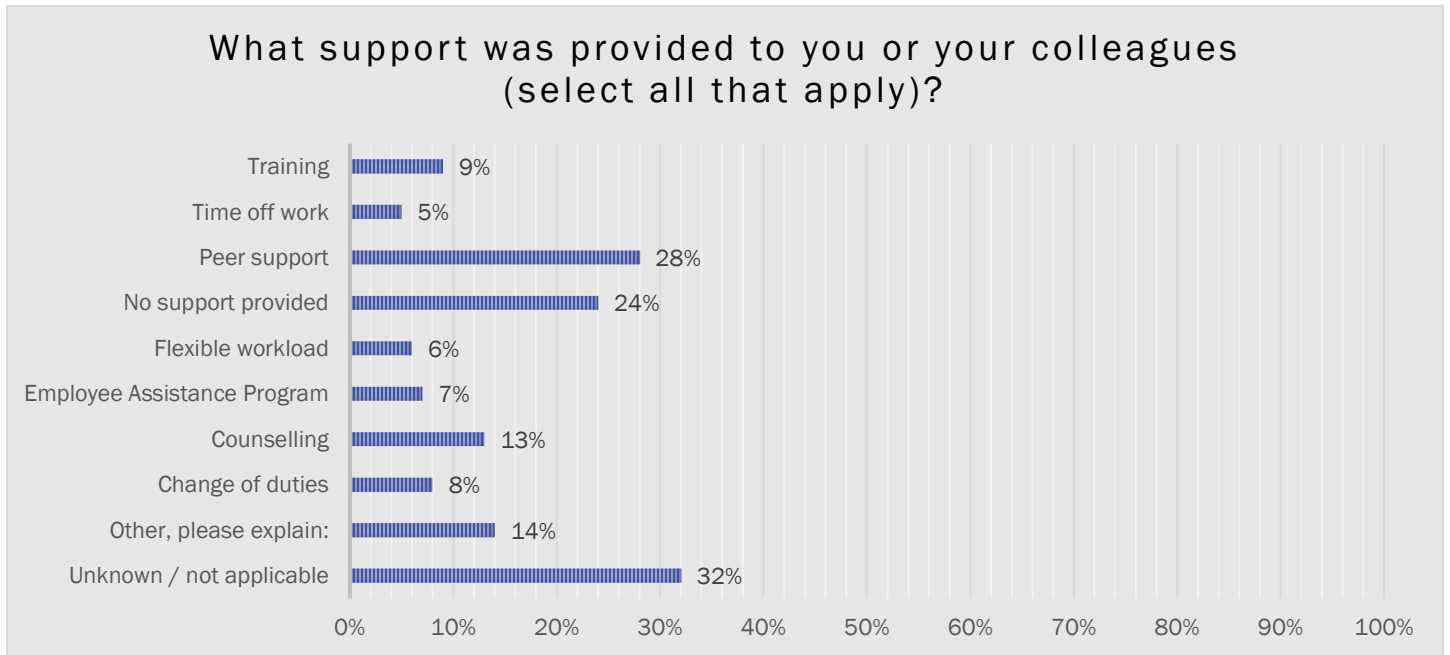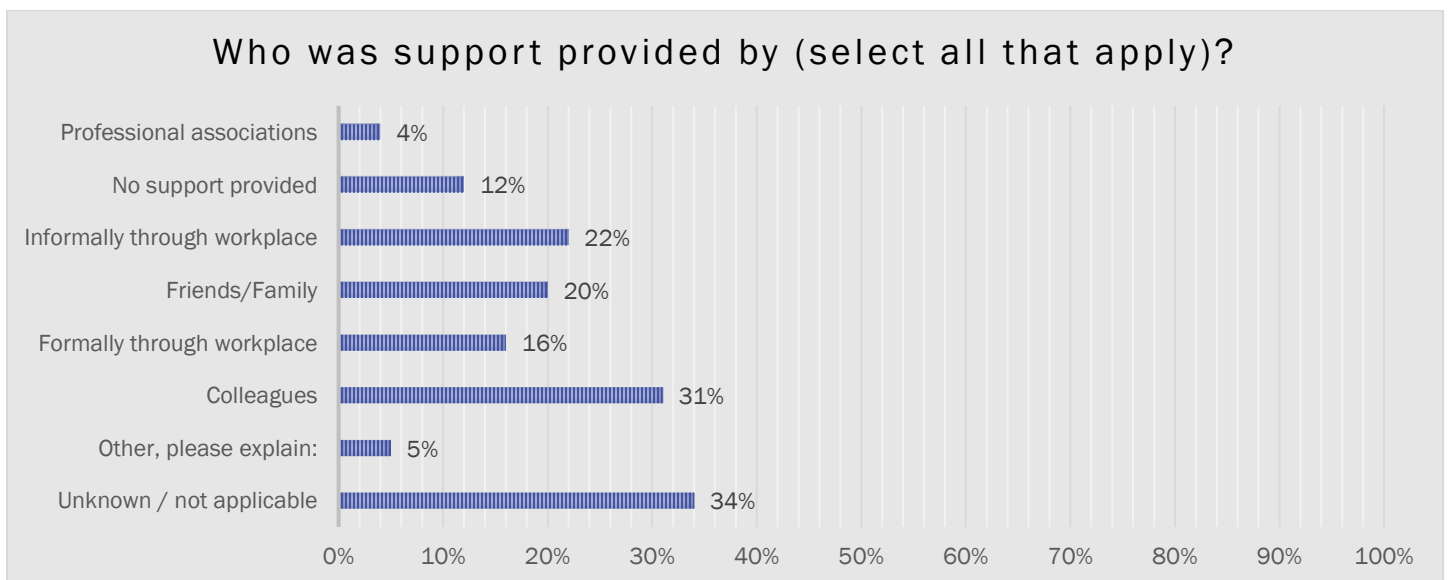*Figure 9 Chart displaying who provided support. Note people could select all options that were relevant to them, percentages are based off total number of respondents to this question.*

Resources

This section focuses on education, training and resources and what is needed by the archival community.

Shifting from what is currently being experienced to what people would like to see, survey respondents indicated they were looking for training and counselling to be provided formally through workplaces. This represents a significant shift in responses to these issues, with leadership being required from managers in workplaces, professional associations, and archival educators.

As shown in Figure 10, 74% identified training as a support mechanism they wanted, followed by counselling (57%) and peer support (46%). Furthermore, in Figure 11, 80% of respondents identified formal support through workplaces as their preferred support provider, followed by professional associations at 55%, and colleagues at 35%, we see a move away from current approaches and the reliance on peers and colleagues.
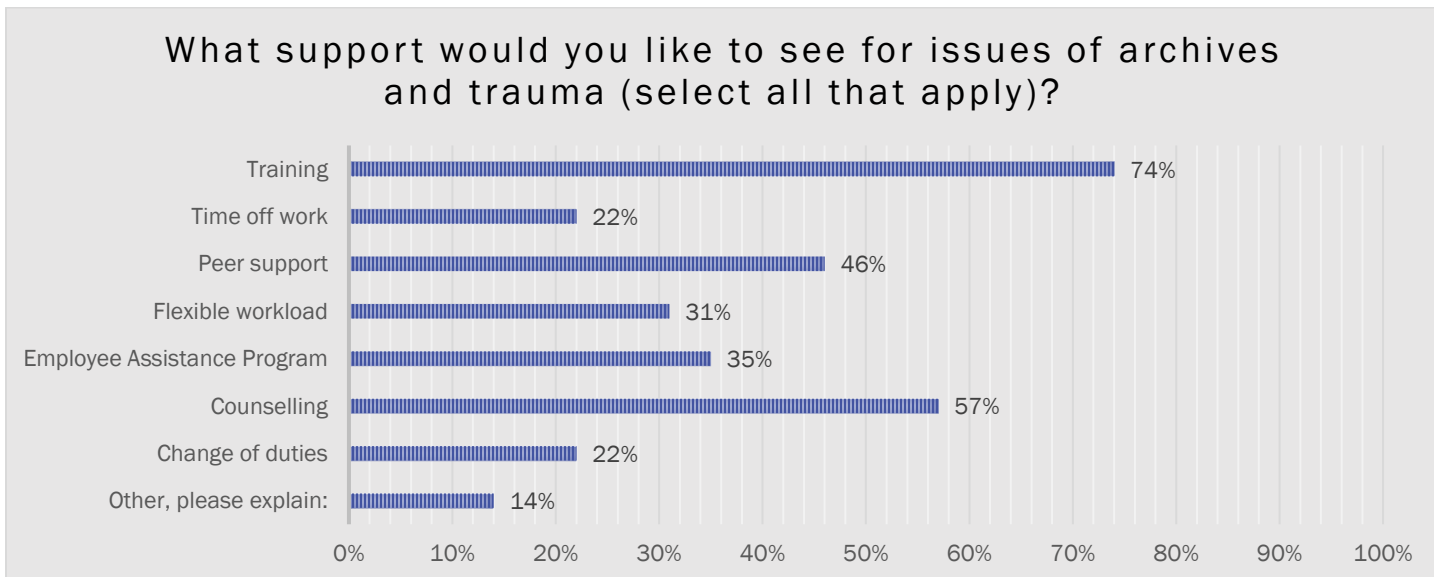
Figure 10 Chart displaying preferred support mechanisms. Note people could select all options that were relevant to them, percentages are based off total number of respondents to this question.

Who should provide that support (select all that apply)?

Category	Percentage
Professional associations	55%
Informally through workplace	31%
Friends/Family	13%
Formally through workplace	80%
Colleagues	35%
Other, please explain:	6%
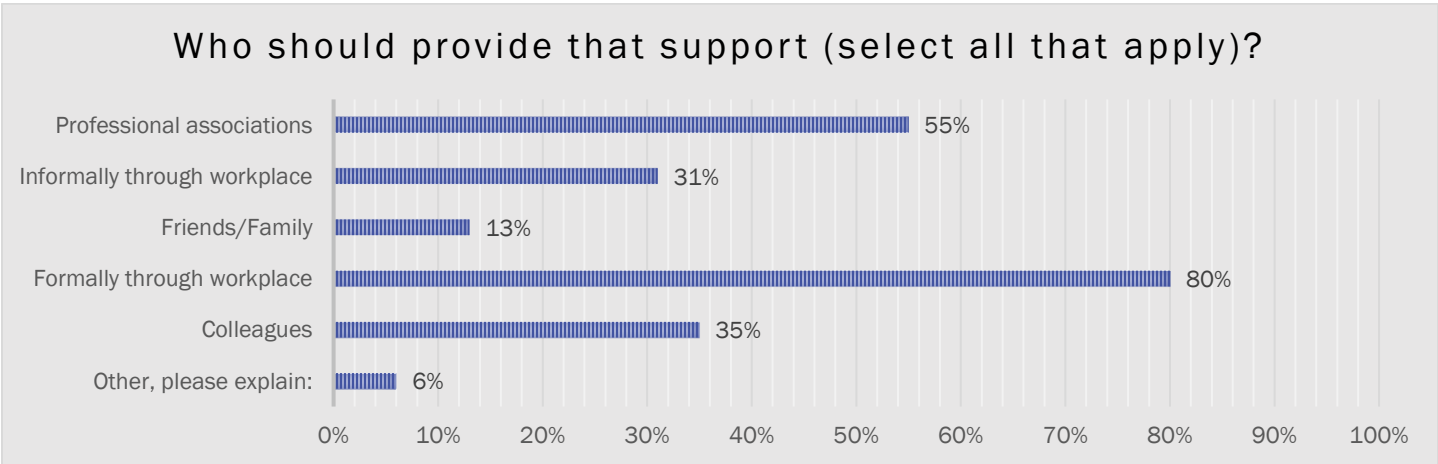
Figure 11 Chart displaying preferred support providers. Note people could select all options that were relevant to them, percentages are based off total number of respondents to this question.

When asked how important it was to include these topics within formal archival education courses over 97% of respondents thought it was important to include all three topics of vicarious trauma, trauma-informed archival practice, and support mechanisms. This highlights the critical need to include these topics within archival education.

RECOMMENDATIONS
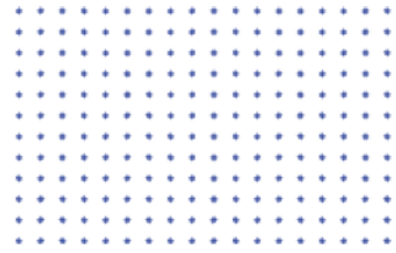
These recommendations have been developed for consideration for the SAE, to respond to the survey results from an education and training perspective. Further analysis, discussion, and recommendations will continue to be made available.

The recommendations sit under the underlying principle that *All in the archival profession need to be aware of the potential for trauma in archives.* The SAE can enact this principle by implementing the following recommendations:

1. *Raise awareness of trauma, trauma-informed practice and vicarious trauma*

   Global recognition of these issues is needed for structural and cultural change. Professional associations can raise awareness to empower individuals and inform archival organisations so that they recognise their responsibilities to support their staff.

2. *Promote the inclusion of trauma, trauma-informed practice and vicarious trauma as topics in archival education programmes*

   As part of the work to prepare new students for work in archives, archival education programmes must discuss issues of trauma, trauma-informed practice and the potential for vicarious trauma.

3. *Develop and provide training and professional development materials on trauma, trauma-informed practice and vicarious trauma*

   There is important work to be done to ensure that people already working in archives also have access to information and support on these issues. Professional associations have a critical role in developing and providing training and resources because there are many organisations that are not resourced or able to provide this support.

APPENDIX
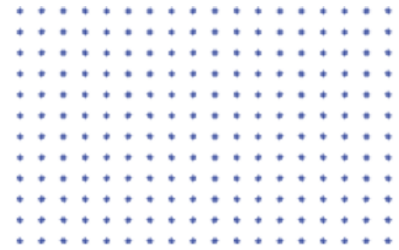
Survey: Understanding the landscape of trauma and archives

Responsible Researcher: Nicola Laurent
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Additional Researchers:
Kirsten Wright Email: kirsten.wright@unimelb.edu.au

Please note: this survey is available in English, French and Spanish. To change the language, use the dropdown menu in the top right hand corner.

This survey is for people who work, study, or volunteer in the archival profession or related fields. It also asks people to reflect on their experiences with users of the archives which can include anyone who engages with archives, including donors. When the phrase "in archives" is used, please apply this as appropriate to your situation. It is not meant to restrict answers to experiences physically within an archive, but can apply to offsite or online work, study, or volunteering.

This international survey is designed to raise awareness of, and better understand the issues archivists face regarding trauma; gauge current understandings of issues of trauma in archives; and ask what training, education and resources are needed.

For the purposes of this survey, "trauma" is defined as an emotional response to a deeply distressing event or series of events. These events may pose a threat to someone's physical or psychological wellbeing. This event or events may lead people to feel helpless and overwhelmed, diminish or alter their sense of self, and reduce their ability to respond to challenges or other issues they encounter.

In the context of archives and other memory organisations such as libraries and museums, trauma reactions may occur as a result of viewing or engaging with distressing materials (which we are referring to as "traumatic content" in this survey), or as a reaction to having a distressing or upsetting interaction with another individual or organisation, either in person, over the phone, or online (which we are referring to as "traumatic encounters" in the survey).

It will take around 10-15 minutes to complete the survey.

This project was supported by the International Council on Archives (ICA) through the Programme Commission.

Introduction
Thank you for your interest in participating in this research project *Understanding the landscape of trauma and archives*. The following preamble will provide you with further information about the project, so that you can decide if you would like to take part in this research.

Please take the time to read this information carefully. If you have any questions, please contact the researchers who can provide more information.

Your participation is voluntary and anonymous. Your responses will be confidential, and we do not collect identifying information such as your name, email address or IP address. If you do not wish to take part, you do not have to. If you begin participating, you can also stop at any time.

What is this research about?
This research project is to learn more about the role of trauma in records and archives, to get a better understanding of the extent and type of people's experiences in this area. This is so that support can be provided to build a more diverse and inclusive profession for those wanting to work within, and engage with, archives. This project seeks to better understand the issues archivists face regarding trauma; gauge current understandings of issues of trauma in archives; and ask what training, education and resources are needed.

What will I be asked to do?
Should you agree to participate, you will be asked to anonymously complete the following survey about your experiences of trauma and archives.

What are the possible benefits?
The researchers hope that this research project will provide an international view of the current issues of archives and trauma; and provide some statistical evidence for what has previously mostly been anecdotal only.

It will help us understand how wide-spread experiences of trauma are, what support is currently available, and what support people would like. It will also allow us to consider what resources, training and education are needed, and to determine whether this is a global challenge, or specific to certain regions, cultures or communities.

By taking part in the project and completing the survey, you will have the opportunity to share your experiences and views with the researchers and have these help shape the outcomes and recommendations that the researchers will develop.

What are the possible risks?
There is a chance that recalling past upsetting or traumatic experiences may be difficult, and bring up feelings of distress for you in the present. Please feel free to exit the survey or skip questions at any time. For any free text responses, please feel free to share as much or as little about your experiences as you feel comfortable – do not feel obliged to share anything.

If completing this survey does bring up feelings of distress, click here for a list of international crisis support lines, and we encourage you to contact one in your area.

Do I have to take part?
No. Participation is completely voluntary. You can withdraw at any time by immediately exiting the survey. You can also skip any question you do not feel comfortable answering, and provide as little or as much detail in your responses as you feel comfortable doing.

Will I hear about the results of this project?
Yes. The researchers will be writing a report about the results of the survey and this will be distributed via the ICA listserv and shared on the ICA website.

What will happen to information about me?
The survey is designed to be anonymous to ensure the privacy of individuals when sharing experiences of trauma in archives. All responses to this study will be used for scholarly purposes only and will not be shared beyond the researchers and in some cases, translators.

If you respond to the survey in French or Spanish, your responses will be shared with translators so they can be translated into English.

Some comments or quotes from the survey results may be included in the final report to illustrate any overall trends or themes that emerge. Any self-identifying information will be removed before being included in any reporting or sharing of results. If a comment or quote is used, only broadly identifying information might be included to provide context, such as the type of archive you work in.

The researchers will keep digital copies of the survey results, translations and the analysis then done, to help them prepare the final report, and to enable future publication and presentation opportunities to share the results. No one will be able to access these files except the researchers. They will keep these files for a period of 5 years after the project, in case they need to refer to them again. After 5 years, the files will be deleted. Only the final report about the survey results will be kept permanently.

Who is funding this project?

Where can I get further information?

If you would like more information about the project, please contact the researchers; Nicola Laurent (Nicola.laurent@unimelb.edu.au) or Kirsten Wright (kirsten.wright@unimelb.edu.au).

Who can I contact if I have any concerns about the project?

This project has human research ethics approval from The University of Melbourne, number 2022-24600-32214-3. If you have any concerns or complaints about the conduct of this research project, which you do not wish to discuss with the research team, you should contact the Research Integrity Administrator, Office of Research Ethics and Integrity, University of Melbourne, VIC 3010. Tel: +61 8344 1376 or Email: research-integrity@unimelb.edu.au. All complaints will be treated confidentially. In any correspondence please provide the name of the research team and/or the name or ethics ID number of the research project.

Electronic consent

Please select your choice below.

Clicking on the "agree" button below indicates that:

- you have read the above information
- you voluntarily agree to participate, knowing you can exit the survey at any time you are at least 18 years of age
- you work, study or volunteer in the archival profession or related fields

If you do not wish to participate in the research study, please decline participation by clicking on the "disagree" button.

○ Agree
○ Disagree

Personal and demographic questions:

Please note that thinking about or writing about distressing or traumatic experiences may be difficult. Please feel free to exit the survey at any time. If completing this survey does bring up feelings of distress for you, click here for a list of international crisis support lines, and we encourage you to contact one in your area.

To help us understand the geographic, cultural, and professional implications of trauma within archives, some personal and demographic questions:

Which country do you live in?

[dropdown ⌄]

To help us understand if these experiences disproportionately affect different genders, which gender do you most identify as?

○ Non-binary / gender diverse
○ Prefer not to say
○ Woman
○ Man
○ My gender identity isn't listed. I identify as:

Do you identify as coming from a marginalised community?

○ Yes
○ No

If you are willing, please share what community or communities you identify with to help us understand if these experiences

disproportionately affect marginalised communities:

[text box]

Are you currently studying a records or archives-related course?
- ○ Yes
- ○ No

Where do you work (select all that apply)?
- ○ I am a student
- ○ Government archive (National/State/Department/Agency)
- ○ Not-for-profit archive
- ○ School archive
- ○ University archive
- ○ Community archive
- ○ Church archive
- ○ Business archive
- ○ Museum archive
- ○ Research archive
- ○ Academia
- ○ Education
- ○ Library
- ○ Gallery
- ○ Museum
- ○ Other, please specify:

What is the size of the archive you work in? If your archive is within a larger organisation, please specify the number of staff or volunteers working in the archives specifically:
- ○ Under 5 staff or volunteers
- ○ 5-10 staff or volunteers
- ○ 10-20 staff or volunteers
- ○ 20-50 staff or volunteer
- ○ Over 50 staff or volunteers

How long have you worked (including volunteering) in the archival (or associated) profession?
- ○ I have no experience
- ○ 0-5 years
- ○ 5-10 years
- ○ 10-15 years
- ○ 15-20 years
- ○ 20 years plus

How much do you work or volunteer within archives (or associated fields)?
- ○ Full time
- ○ Part time
- ○ Ad hoc
- ○ No employment/volunteer work in the field

What type of employment contract do you have within archives (or associated fields)?
- ○ Ongoing/Permanent
- ○ Fixed term/Contract
- ○ Sessional/Casual
- ○ Volunteer
- ○ No employment in the field

How many staff and/or volunteers do you manage?
- ○ Under 5 staff or volunteers
- ○ 5-10 staff or volunteers
- ○ 10-20 staff or volunteers

○ 20-50 staff or volunteer
○ Over 50 staff or volunteers

Trauma awareness

This section will help us build a greater sense of current understanding of awareness of trauma in archives:

Do you think that people (staff, volunteers and users) can experience a traumatic reaction in the archives?
○ Yes
○ No

Please explain your response

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Do you think the language of "trauma" or "trauma-informed" is appropriate for archives?
○ Yes
○ No

Please explain your response

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Are you aware of trauma-informed practice and the five principles of safety, trust and transparency, choice, collaboration, and empowerment?
○ Yes
○ No

If yes, how did you become aware?

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Are you aware of trauma-informed archival practice?
○ Yes
○ No

Do you know what vicarious or secondary trauma is?
○ Yes
○ No

Are you aware that vicarious or secondary trauma can be experienced within archives?
○ Yes
○ No

Were you taught about these concepts as part of your archival education?

○ Yes
○ No

Have you since been exposed to these concepts through professional development (including conferences), training or further education?
○ Yes
○ No

Do you want to share any additional thoughts from the above questions?

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Trauma experiences

This section is to share whether you are aware of or have had specific trauma experiences in the archives to help us understand how wide-spread experiences are:

Have you ever been exposed to content that you found distressing or traumatic within archives?
- ○ Yes
- ○ No

If yes, and if you feel comfortable, to help us understand what can be distressing and traumatic content for people, please briefly share what the records/content was:

[ ]

Have you have been exposed to a situation that you found distressing or traumatic within archives?
- ○ Yes
- ○ No

If yes, and if you feel comfortable, to help us understand what can be distressing and traumatic situations for people in archives, please briefly share what the situation was:

[ ]

Have you experienced vicarious trauma in the archives? For the purposes of this question vicarious trauma is defined as "the trauma that occurs from being exposed to traumatic material, or from experiencing the trauma of others or hearing about others' trauma."
- ○ Yes
- ○ No

If you answered yes to any of the above, did the records or situation have any relationship to a marginalised community or communities you identify as part of?
- ○ Yes
- ○ No

Please explain your response

[ ]

Are you aware of an archives user (broadly defined to include anyone who has been a client/donor of the archives, or anyone using the archives for research purposes) who has experienced a traumatic reaction in the archives?
- ○ Yes
- ○ No

Are you aware of a colleague (broadly defined to include anyone volunteering or working in your workplace) who has experienced a traumatic reaction in the archives?
- ○ Yes
- ○ No

If you answered yes to any of questions in this section, did those experiences happen at your current workplace?
- ○ Yes
- ○ No

Sharing experiences

This section is to help us understand the comfort people have in sharing their experiences, and current support structures in place:

If you responded yes to any of the questions in the previous section, did you, your colleagues or the user inform your workplace

that you had a distressing or traumatising experience?
- ○ Yes
- ○ No
- ○ Unknown / not applicable

If yes, did you or your colleagues receive support from your workplace after informing them?
- ○ Yes
- ○ No
- ○ Unknown / not applicable

Did you share that you had a distressing or traumatising experience in the archives with your peers?
- ○ Yes
- ○ No
- ○ Unknown / not applicable

What support was provided to you or your colleagues (select all that apply)?
- ○ Counselling
- ○ Time off work
- ○ Training
- ○ Change of duties
- ○ Peer support
- ○ Flexible workload
- ○ Employee Assistance Program
- ○ No support provided
- ○ Unknown / not applicable
- ○ Other, please explain:

Who was support provided by (select all that apply)?
- ○ Formally through workplace
- ○ Informally through workplace
- ○ Professional associations
- ○ Colleagues
- ○ Friends/Family
- ○ No support provided
- ○ Unknown / not applicable
- ○ Other, please explain:

Resources
This section is to help us understand if different education, resources and training are needed:

What support would you like to see for issues of archives and trauma (select all that apply)?
- ○ Counselling
- ○ Time off work
- ○ Training
- ○ Change of duties
- ○ Peer support
- ○ Flexible workload
- ○ Employee Assistance Program
- ○ Unknown / not applicable
- ○ Other, please explain:

Who should provide that support (select all that apply)?
- ○ Formally through workplace
- ○ Informally through workplace
- ○ Professional associations
- ○ Colleagues
- ○ Friends/Family

○ Other, please explain:

How important is it to teach these topics within formal archival education courses?

	Not at all important 1	Slightly important 2	Moderately important 3	Very important 4	Extremely important 5
Vicarious trauma					
Trauma-informed archival practice					
Support Mechanisms					

Who should provide leadership and do the work to normalise these topics (select all that apply)?
○ Leadership and managers in workplaces
○ Professional associations
○ Educators
○ Individuals
○ Other, please explain:

Any final thoughts to share to help us better understand trauma in archives?