

2018-19 Activities Report from the Committee on Diversity of the AAPA

Submitted by Susan Antón (Chair, AAPA COD)

The AAPA Committee on Diversity (COD) is an umbrella organization seeking to develop programs that increase the recruitment, participation and retention of diverse scholars within the field of physical/biological anthropology. We have 7 current interest groups¹ and a steering committee comprised of the co-chairs and liaisons of these.

This year the committee has run national and international workshops, published demographic data and histories, developed meeting programming and supported the inclusion of diverse criteria into AAPA programming.

The COD has worked across sub-committees as well as with the officers and executive committee of AAPA this year in several capacities.

Demographic Surveys. In 2014, the AAPA COD and the AAPA ExComm developed a demographic survey that is now part of the AAPA membership profile and can be filled or updated by each member throughout the year (through your membership number, see physanth.org membership page). Unfortunately, a very small percentage of members participate in the member profile. For this reason, in order to ensure a comparative framework for AAPA programs, AAPA will conduct anonymous demographic surveys annually. The first will be administered in 2019. Review of previous surveys can be found in the 2018 Yearbook of Physical Anthropology (See Appendix I).

Student Evaluations of Teaching (SET). Primary research has established that instructor identity strongly influences SET results producing lower scores for women and minority scholars. Given this and the broad use of SETs in contexts unrelated to teaching, such as annual review and promotion, at the request of AAPA President Aiello, COD members from across the subgroups along with other AAPA constituencies formed the majority of members of an ad-hoc committee to advise on an AAPA statement on best practices for use of Student Evaluations of Teaching.

Recommendations for updating the AAPA statement on race. A cross-committee subgroup of COD members has undertaken a review of the current AAPA statement on race with an eye to making recommendations to the executive committee. The proposal will be brought to the COD at the 2019 meeting and then forwarded to the executive committee for their consideration.

COD Events at the 2019 AAPA Conference. COD will host several meetings of the subcommittees, a combined meeting for representatives of all the subcommittees, and a number of activities. Meetings are open to all AAPA members

Wednesday:

COD-IDEAS Workshop; 8-5pm [application required; Hilton Center St B]
COD-WIN Workshop; 8am-12pm [application required; Hilton Superior B]
COD-Undergraduate Research Symposium; 6-8pm [Conv Ctr; Ballroom AB]

¹ Committee on Diversity Increasing Diversity in Evolutionary Anthropological Sciences (COD-IDEAS); COD Women's Initiative (COD-WIN); COD Undergraduate Research Symposium (COD-UGRS); COD LGBTQQIAA interest group; COD Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (COD-AACT) Task Force; COD International (COD-I); COD TASK #####

Thursday:

COD-LGBTQQIAA Committee meeting; 12-2pm [Convention Center Room 16]
COD-AACT Committee meeting; 12:15-2:15 [Convention Center Room 13]
COD-AACT 2:30-6 pm: Poster Session - *Teaching Bio Anth Within and Without a Classroom* [see program]
COD-I Mixer 5-7pm [Hilton Center Street B]

Friday:

COD-WIN committee meeting. 7:30-9am [Convention Center Room 13]
COD-AACT *Teaching Anthropology in the 21st Century*; 8-10am [Convention Center Room 20]
COD-IDEAS Alumni meeting. Lunch-hour [Hilton Center Street B]
COD TASK Workshop: 10am -12pm (registration required) "*Citing marginalized scholars*" [Convention Center Room 20]

Saturday:

COD-MAIN Steering Committee Meeting; 7:30-9am [Hilton Center Street A]
COD-International: 9-10am [Hilton Center Street A]
COD-AACT 2:30-4:30: Workshop - *Mentoring for Teaching-Focused Careers* [Convention Center Room 20]

Highlights from the 2018-19 activities of each COD group are (see appendices for full reports):

A) COD IDEAS: An NSF grant to AAPA COD - IDEAS funds a project to increase ethnic diversity of scholars in the field of physical anthropology by building infrastructure to train and retain minority students currently in physical anthropology and create outreach programs. The fourth IDEAS workshop will be held in Cleveland in 2019. COD-IDEAS sponsored a scientific symposium at SACNAS (the STEM diversity conference) and staffed a booth to promote biological anthropology to STEM students. See Appendix I.

B) COD-WIN: An Elsevier foundation grant to the AAPA COD-Women's Initiative supported an international workshop delivered by COD-WIN in South Africa in 2018. In Cleveland in 2019, the group is sponsoring a Wednesday workshop on Mentoring the Mentor. See Appendix II.

C) COD-UGRS: The 2018 COD-Undergraduate Research Symposium held its 8th annual symposium and awarded undergraduate travel supplements. A new mentors session will precede the 2019 COD URS in Cleveland. See Appendix III.

D) COD-LGBTQQIAA: In 2018 COD-LGBTQQIAA held a social and fundraising event and donated to a local LGBT youth group in Austin. In 2019 the group organized several subcommittees, including a field safety committee, and they will hold their annual committee meeting during the lunch hour on Friday and a social event from 9-10pm on Friday, place TBD See Appendix IV.

E) COD-AACT: COD-AACT sponsors a workshop (Saturday) and a poster session (Thursday) at the 2019 AAPA meeting. *Teaching Anthropology in the 21st Century* workshop, focusing this year on web resources, will be offered again in 2019 (on Friday). See Appendix V.

F) COD-I: The International Scholars group changed its acronym in 2018 to COD International (COD I). COD I will hold an inaugural mixer in Cleveland in 2019 (Thursday evening). See Appendix VI.

G) COD-TASK: A new group Transforming Anthropological and Scientific Knowledge, co-chaired by Deborah Bolnick and Rick Smith, self-organized in 2018. The group is presenting a workshop on Citing Marginalized Scholars at the Cleveland meetings. See Appendix VII

Want to start another subgroup?: Contact Susan Antón the COD Chair.

Appendices – Subcommittee Reports

- I) COD - IDEAS
- II) COD - WIN
- III) COD – UG Research Symposium
- IV) COD – LGBTQQIAA
- V) COD – AACT
- VI) COD – I
- VII) COD- TASK

Appendices

I) Report of the annual activities of the AAPA COD-IDEAS:

AAPA-COD IDEAS (Increasing Diversity in Evolutionary Anthropological Sciences) aims to increase ethnic diversity of scholars in the field of physical anthropology by building infrastructure to train and retain minority students currently in physical anthropology and creating outreach programs to raise the visibility of biological anthropology in minority communities.

Publications and Resources

AA Vital Topics: Malhi RS , Antón SC, and Fuentes A contributed *Increasing Diversity in Evolutionary Anthropological Sciences – the IDEAS Program* to the upcoming American Anthropologist Vital Topics issue edited by Bolnick, Smith and Fuentes.

Yearbook of Physical Anthropology Article: *Race and diversity in U.S. Physical Anthropology – A Decade of Initiatives by the AAPA*, 165:158-180 DOI: 10.1002/ajpa.23382 was contributed by Antón SC, Malhi RS and Fuentes A. The paper aggregates and compares AAPA member survey data with national statistics on representation in Anthropology and related sciences, and reviews the past decade of work by the AAPA Committee on Diversity, with a focus on the COD-IDEAS projects.

Web Resources: The above publication, white papers on previous survey results, and links to comparative data and programs are provided on the COD-IDEAS page of physanth.org. We

continue to maintain a COD-IDEAS Facebook page, and the COD-Main listserv. Visit our webpage on physanth.org for instructions on how to join these.

At the CLEVELAND Meetings in 2019 COD-IDEAS is sponsoring several events.

Boys and Girls Club: IDEAS Faculty will offer afternoon bioanth workshops (including forensic anthropology) at the Boys and Girls Club. Thanks to Denise Su for arranging the opportunity.

IDEAS Alumni Event: During the 2019 AAPA conference in Cleveland the COD will host an IDEAS Alumni luncheon meeting to encourage networking across IDEAS cohorts and vertical mentoring among IDEAS undergraduates, graduates and faculty.

IDEAS NSF Workshop: In 2015 the AAPA was awarded three years of NSF funding for the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) project. The COD has managed and delivered this program since 2016 with additional support from the AAPA. Via a no-cost extension, we deliver the fourth IDEAS workshop in Cleveland in 2019.

The IDEAS program includes mentoring and outreach activities at annual AAPA meetings, social media (via you tube posted videos of IDEAS scholars and faculty) and community outreach to foster interest in human and primate biology and evolution, and building infrastructure to support the development of and synergies between Broader Impacts programs across physical anthropology. The IDEAS Workshops bring underrepresented students to the AAPA meeting for a pre-meeting, science and mentoring workshop and networking activities throughout the meeting.

2019 IDEAS Workshop: In Fall 2018 the COD put out the call for applications for the IDEAS workshop to undergraduate and graduate students. There were 60 applicants for 16 slots. A panel of IDEAS faculty reviewed the applicants and selected the finalists and alternates in early 2019. The AAPA COD will provide funding support for IDEAS scholars to attend the 2019 meeting in Cleveland. Several previous faculty who have rotated off now serve in elected positions on the AAPA executive board (Cabana, Nelson, Torres-Rouff).

The 2019 AAPA IDEAS faculty are: Susan Anton, Ripan Malhi, Agustín Fuentes, Jada Benn-Torres, Rick Bribiescas, Chrisandra Kufeldt, Amy Lu, Arion Mayes, Luseadra McKerracher, Milena Shattuck, Phoebe Stubblefield, Zaneta Thayer, Teresa Wilson.

The 2019 AAPA Student Scholars are: Olumayowa Adegboyega, Ebony Creswell, Missy Gandarilla, Sydney Garcia, Enrique Gomez, Pamela Gonzalez, Diego Hernandez, Amanda Lee, Stacey-Anne Park, Sana Saiyed, Safaa Siddiqui, Xaulanda Thorpe, Sahara Vilchis, Thomas Wilson, Taiye Winful, Eric Zamora

Workshop Assessment: Each year we undertake program assessment and evaluation - to summarize the evaluation of the IDEAS workshop and program to date:

A total of 47 IDEAS scholars (3 cohorts) have passed through the program (self-identified as 34 female, 10 male and 3 non-binary, many who are first generation in their family to attend college and who are from USA Census category underrepresented groups).

100% of respondents of the post-workshop questionnaires in 2016, 2017 and 2018 as well as in the follow-up surveys indicated that they would recommend IDEAS workshop to other students. Also, there was a strong “promoter score” of 100 in the follow-up survey in 2017.

96% of the participants strongly agreed or agreed that the workshop activities will help to achieve their career goals

100% of the participants (post-questionnaire) plan to remain in contact with the IDEAS and AAPA community with 100% of the participants planning to continue doing research in BioAnth or a close related field.

Other Outreach by COD-IDEAS in 2018-19.

IDEAS NSF Videos: Videos from the Atlanta, New Orleans and Austin COD IDEAS collaboration with the Boas Network funded by NSF are publicly available at the American Association of Physical Anthropologists youtube channel
https://www.youtube.com/channel/UCNJwd-YXBLwgz9K3zx__Bxw

Diversity and AAFS: In February 2019, IDEAS faculty Stubblefield and Antón presented in an invited session on Diversity and Forensic Science at the American Academy of Forensic Sciences in Baltimore. Antón moderated the panel sponsored by the AAFS Anthropology Section's Diversity Committee (which patterns itself loosely off the AAPA COD).

Broader Recruitment and SACNAS: Since 2016 IDEAS has sponsored a booth at SACNAS, to raise the profile of biological anthropology as a graduate career direction for STEM oriented students from racialized minorities. SACNAS brings minority undergraduate and graduate students together for mentoring, science and graduate programming. The booth was staffed by IDEAS Faculty Zaneta Thayer and NYU students Amber Trujillo and Eva Mann.

IDEAS also sponsored a scientific symposium at SACNAS *Ideas in Action: Improving the Science of Human Evolution Via Inclusion and Innovation* with scientific presentations by Agustín Fuentes, Susan Antón, Amber Trujillo and Zaneta Thayer. Next year's meeting is in Hawaii – members who are interested in helping out please contact Susan Antón.

Respectfully submitted,
Drs. Agustín Fuentes, Ripan Malhi and Susan Antón, co-chairs

II) Annual activities of the AAPA COD-Women's Initiative:

This annual report summarizes the activities of the AAPA Committee on Diversity's Women's Initiative (COD-WIN), the AAPA year 2018-2019.

Steering Committee Meetings

This year COD-WIN held several virtual meetings throughout the year. During these meetings the Committee discussed plans for AAPA 2019 and future initiatives.

New Initiatives at the AAPA Annual Meetings

Wednesday workshop – "Mentoring the Mentor" Workshop Providing professional mentoring to mentors is one of the top priorities that emerged from last year's "Open Forum: Developing an Association-Wide Mentoring Program" held in Austin, Texas. The Mentoring the Mentor Workshop was spearheaded by the COD-WIN in partnership with the Executive Committee-Career Development. The workshop was open to any AAPA member in good standing at the rank of Assistant, Associate or Full Professor (or equivalent) and was facilitated by Dr. Kelly

Diggs-Andrews, a professional consultant from CIMER (Center for the Improvement of Mentored Experiences in Research).

Continuing Initiatives Online

The COD-WIN continues to maintain a listserv (https://mailman-mail5.webfaction.com/listinfo/aapa_cod_win) and webpage (<http://physanth.org/about/committees/diversity/cod-wins-womens-initiative/>). The webpage was substantially updated this year to include sections on Who We Are and our mission, History, Events, a link to upcoming events, a link to join the COD-WIN Initiative, and a list of our Committee members with active links to photos and information about each member.
Submitted by:

Robin Bernstein and Andrea Taylor, co-Chairs, AAPA COD-Women's Initiative

III) AAPA COD – Undergraduate Research Symposium 2018-2019

Last year, we held our 8th Annual Committee on Diversity Undergraduate Research Symposium (COD URS). We had 59 posters from 36 universities and colleges. At least seventeen of the students presenting are first generation college students. Fourteen of these programs do not have graduate options in anthropology (one does not have a BA or BS either!) so this symposium offers a crucial opportunity for these students to meet and talk with graduate students and potential graduate advisors. We have 39 graduate mentors this year, 10 of whom are past participants. The abstracts from last year are found on the website under Meeting Archives: <http://physanth.org/annual-meetings/meeting-supplement-archive/>

In 2019 we will be having our 9th Annual COD URS on Wednesday, March 27th. This year we are trying a new mentoring program that involves mentors meeting in small groups with the undergraduates just prior to the Symposium and working with them on their presentation verbiage and style. Additionally, students are encouraged to ask any questions they might have about graduate school and other opportunities; for many of these students, this continues to be their first experience meeting with both graduate students and potential graduate mentors. At the time of this writing, the applications have only just arrived, but we have 65 applications from 44 different institutions. Thirteen (20%) are first generation college students.

Respectfully submitted by
Dr. Cara Wall-Scheffler, Symposium Chair

IV) AAPA COD - LGBTQQIAA interest group 2018-19 activities

Chair: Stephanie Meredith
Treasurer: Stephanie Meredith
Secretary: Kristi Lewton

In 2018-2019 we assigned subcommittees in an attempt to get more work done.

Social media subcommittee: Caroline Znachko, chair
Marcela Benitez, Kristi Carnahan, Melissa Torquato, Sarah Phillips-Garcia, Michael B.C. Rivera, Amanda Rae Carter, Danamarie Donatelli, Stacy Hackner, Chris Schmitt

Team merch: Evan Garofalo, chair

Claudia Astorino, Ellis Locke, Joel Bray, Sam Patterson, Amanda Jean Hardie
The subcommittee oversees design and distribution of the fund-raising swag.

Field safety: Amy Lu, Stephanie Meredith, Ellis Locke, Chris Schmitt, Laura Abondano,
Jonathan Bethard, Loca Pozzi, Siobhan Cooke

This subcommittee is working to put together recommendations for field sites interested in considering queer field safety. Most of us have found that our straight colleagues have not considered issues of queer safety at their field sites, and several of us have had experiences in which straight colleagues have given us advice about queer safety that seems incautious and not data-based. We will be working on generating recommendations/best practices for queer allies to consider regarding queer safety.

Respectfully submitted by,
Dr. Stephanie Meredith

V) Activities of the AAPA COD AACT Task Force 2018-2019

Since its inception in 2014, The *Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (AACT) Task Force* has aimed to provide a venue for AAPA members outside of traditional research positions, and students aspiring to nontraditional (i.e. non-research or non-academic) careers. We have presented our work through poster sessions on education-related topics, and have hosted panels covering non-traditional career pathways. These events have generated great interest. The following events are planned for the 2019 AAPA meetings in Cleveland:

Thursday 2:30-6 pm: Poster Session - Teaching Bio Anth Within and Without a Classroom co-sponsored with the Education Committee

This year, AACT is teaming up with the AAPA Education Committee to host a poster session to share strategies for promoting education and outreach to the local community, K-12 education, and higher education. This poster session will highlight novel lesson plans, activities, and mentoring strategies created by anthropologists working in a variety of formal and informal education settings. We include submissions from research and teaching faculty, undergraduate and graduate students, museum professionals, and non-traditional educators. Symposium topics include units or lesson plans created for public outreach and education, efforts to mentor and train the next generation of teachers, how to present research to the public, museum education, and managing student projects.

Organizers: Margarita Hernandez, Pennsylvania State University; Jessica Westin, Kirkwood Community College; Becca Peixotto, Perot Museum of Nature and Science; Molly Selba, University of Florida

Thursday Midday: Planning Meeting - COD AACT Steering Committee Meeting

Friday 8:00-10:00 am: Workshop - Teaching Biological Anthropology in the 21st Century

Online resources for teaching anthropology are accessible, helpful, and mostly free. But these resources also vary in value, and it can be a challenge to incorporate them into your curriculum. Participants are asked to bring their laptops and information about sources that have worked (or not) in their classrooms. We will also discuss teaching students how to evaluate online resources. Participants will discuss mining the Internet for valid and useful classroom resources.

Organizers: Marilyn London, University of Maryland; Susan Kirkpatrick Smith, Kennesaw State University; Gwyn Madden, Grand Valley State University

Saturday 2:30-4:30: Workshop - Mentoring for Teaching-Focused Careers

Increasing numbers of anthropologists are embracing jobs at teaching-focused colleges and universities both inside and outside of anthropology departments. As, by definition, PhD programs exist at research-focused universities, graduate students may have a difficult time finding mentors to help them prepare application materials geared towards teaching-focused institutions. In this workshop, registrants will be paired with AAPA members currently employed at community colleges, liberal arts colleges, and teaching focused universities. Before the meeting, registrants will supply drafts of their cover letter and teaching philosophy to their mentor. During this workshop, mentors and mentees will meet in person to review these application materials and discuss the teaching focused job market. The goal of this workshop is to assist job-seeking AAPA members in strengthening their applications for teaching-focused jobs, and to provide support and networking opportunities for members interested in pursuing teaching-focused careers.

Organizers: Laurie Kauffman, Oklahoma City University; Miranda Karban, Illinois College

Respectfully submitted by
Dr. Jessica L. Westin

VI) COD International Sub-Committee (COD-I)

COD – International represents the interests and concerns surrounding international scholars.

Skype Committee Call, October 2018: The committee considered the following in this call.

Broadening our membership to bring in people at international institutions who regularly attend the AAPAs. We are especially interested in growing representation from the Global South and institutions in non-Western countries.

Content development for the website. This could include (but is not limited to) things like connecting international and American researchers, relevant funding and research opportunities both in the US and in other countries, events in other countries where AAPA members can meet, etc. We're especially interested in breaking down the colonial approach and current power dynamics of the field to put international and domestic AAPA members on more equal footing.

Cocktail reception/mixer at AAPAs. We're thinking that rather than our usual meeting, we can do our work between now and then (as above) and use our AAPA slot as an opportunity to interact and grow our community.

Statement to AAPA on name change, November 2018: The committee submitted a position statement on the question of the AAPA name change to the AAPA Executive Committee via President Leslie Aiello. Full text of that letter follows this report.

Improving Committee Communication: COD-I is developing means for better communication among committee members, through the use of, for example, Google Drive and Slack

Respectfully submitted by
Dr. Rebecca Ackermann (COD-I Co-Chair)

COD-I Position Statement to AAPA ExComm

Dear AAPA Executive Committee:

We are writing as the Committee on Diversity International to provide our opinion on the issue of the name change for the AAPA, which we (COD-I) have discussed at length.

As a committee, we approve of the change from 'physical' to 'biological.'

We also believe the use of the adjective 'American' obscures the international nature of biological anthropology as a discipline and the AAPA Annual Meeting as the biggest meeting within this discipline with the largest international draw. Therefore, we would recommend that the AAPA consider dropping the term 'American' and consider the name "Association of Biological Anthropologists."

However, we also feel that simply dropping the term is meaningless unless it goes hand-in-hand with a more thoughtful reconsideration of the position of the association in a global context, and especially its role in propping up structural, systemic inequalities. A name change will not necessarily result in greater inclusiveness, or move the discipline forward on issues of decoloniality, though it could be a catalyst for both.

Moreover, we have identified a number of issues that serve as a barrier to participation for researchers from non-US institutions. Regardless of whether or not a name change includes dropping 'American,' we propose a few first steps that we could undertake as the major association for our discipline to facilitate the participation and representation of students and scholars from diverse locations from around the globe, many of which are primary sites for data collection for the majority of bioanthropological research across subdisciplines (palaeoanthropology, human biology, primatology, genetics/genomics, etc.):

1. Occasionally convene the conference in international locations (perhaps every 4 or 5 years?). This would provide opportunities for people who would like to be part of this giant and academically important association, but can't afford the cost of travel, to attend. It would rapidly have the effect of shifting the demographics and power imbalances of the meetings/association/discipline. Alternatives could include partnering with other regional meetings held internationally, or having explicitly International meetings that take place at a different time of the year at an international location, like the PPA does (<https://paleopathology-association.wildapricot.org/page-18191>).
2. Create designated international travel awards, prioritizing students and researchers from developing countries as recipients, which also provide support for international attendees for their visa applications.
3. Collect and regularly update statistics on the "international-ness" and size of the Annual Meeting, and consider approaches for increasing attendance from this community.
4. Finally, the COD-I would like to propose leading a workshop on the issue of decolonisation of the discipline at one of the upcoming meetings, possibly paired with a deliberately international symposium session.

We hope these suggestions will be of value to the Executive Committee in making their decision.

Warm regards,

Becky Ackermann, *Univ of Cape Town*

Jessica Brinkworth, *Univ of Illinois U-C*

Graciela Cabana, *Univ Tennessee Knoxville*
Mississauga

Habiba Chirchir, *Marshall Univ*

Fabien Crespo, *Univ of Louisville*

Chrisandra Kufeldt, *George Washington Univ*

Tina Lasisi, *Penn State Univ*

Christine Lee, *California State Univ*

Lauren Schroeder, *Univ Toronto*

Maja Seselj, *Bryn Mawr College*

Chalachew Seyoum, *Arizona State Univ*

Claudia Vallengia, *Yale Univ*

VII) Transforming Anthropological & Scientific Knowledge (COD-TASK)

At the 2018 AAPAs in Austin, we hosted a well-attended roundtable discussion entitled “*AAPA Diversity: Reflections on the 2017 Symposium and Future Directions for Biological Anthropology*”. One of the central areas of concern among both the panelists and attendees was the role of citational practices in our discipline, and the importance of amplifying the work of historically-marginalized scholars in our pedagogical, mentoring, and publication practices. To begin to address these issues, COD-TASK has organized a workshop on citational practices for the upcoming 2019 AAPAs in Cleveland. In this workshop, participants will hear presentations from four scholars working across the areas of paleoanthropology, primatology, bioarchaeology, and human variation/genetics. Presenters will share their strategies for shifting the standard canon in biological anthropology by highlighting the work of historically-marginalized scholars. Following these presentations, participants will take part in a 1-hour breakout discussion, where they will consider how to improve citational practices in syllabus preparation/teaching, publication, and mentoring/advising. In addition to the training participants receive, another outcome of this workshop will be the development of inclusive syllabi across a range of topics in biological anthropology, to be disseminated to AAPA membership via the COD webpage.

Respectfully submitted by,

Drs. Rick Smith and Deborah Bolnick