

2017-18 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 6 current interest groups¹ and a steering committee comprised of the co-chairs 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 with the officers and executive committee of AAPA this year in several important ways.

W. Montague Cobb Professional Development Grants. Based on a proposal from COD the Excomm has named the *W. Montague Cobb Professional Development Awards* <http://physanth.org/about/awards-funding-and-other-opportunities/professional-development-grant/>. Cobb, an anatomist and social leader was the first (and to date only) African American AAPA president (he was also twice Vice President and an elected president of the NAACP). Long overlooked in the history of AAPA, the Cobb awards honor an important ancestor and return his foundational work to the collective memory.

Expansion of Pollitzer Travel Awards. Based on a proposal from Early Career Liaison Felicia Gomez and the COD, additional awards are now provided to student travel awards to support diversity. Additionally, revised review protocols include consideration of diversity criteria that consider access to resources including: first generation scholars, students at undergraduate only institutions, developing country scholars, minority and LGBTQ scholars.

Yearbook Publications. COD has contributed two publications to the 2018 Yearbook of Physical Anthropology. A paper by Turner et al., considers progress for women in biological anthropology, marshalling data from COD WIN workshops. The paper by Antón et al., presents demographic data from program and member surveys developed by COD IDEAS and recounts the history of the COD in the past decade. Citations are provided in the ‘Highlights’ section below.

Demographics. In addition to the above published papers, the COD webpage includes a subpage with links to past program and membership demographic surveys. 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

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).

percentage of members fill out their member profile either partially or completely. We are exploring with AAPA ExComm the possibility of administering periodic anonymous surveys to members.

COD Events at the 2018 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 [previous application required]
COD-Undergraduate Research Symposium; 6-8pm [Marriott Hotel; Griffin Hall]
COD-IDEAS Poster Session *IDEAS ALUMNI Symposium: Creating and Supporting Diverse Communities within AAPA*. 8pm-11pm; [Marriott Hotel; Grand Foyer]

Thursday:

COD-LGBTQQIAA Committee meeting; 12-2pm [Foothills I]
COD-AACT Committee meeting; 12:15-2:15 [Big Thicket]
AAPA & COD Sponsored Panel Discussion *Reflections on the 2017 Symposium and Future Directions for Biological Anthropology* 12:15-2:15 [Zilker 4]

Friday:

COD-WIN committee meeting. 7:30-9am [Big Thicket]
COD-AACT *Teaching Anthropology in the 21st Century*; 8-10am [Big Bend]
COD-IDEAS (underrepresented minority) committee. noon-1 [Big Bend BC]
COD AACT Panel: “*The Anthropologist’s Academic Taboo II: Discussing alternative opportunities to ‘traditional’ R1 anthropology faculty positions*”. 2:30-4:30 [Foothills 1]
AAPA & COD-WIN Open Forum – Forming an AAPA Mentoring Network 12:15-2:15 [Hill County A; pre-reg required]
COD-WIN sponsored workshop *Balanced: A panel on family life and careers in academia*; 12:15-2:15 [Texas 1; pre-reg required]

Saturday:

COD-MAIN Steering Committee Meeting; 7:30-9am [Hill County A]
COD-International Scholars: 9-10am [Hill County A]

Highlights from the 2017-18 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 to raise the visibility of physical anthropology in minority communities. The third IDEAS workshop will be held in Austin in 2018. IDEAS Scholar Videos are posted on the YouTube Channel. IDEAS members represented AAPA at SACNAS, the STEM Diversity Conference. An *American Journal of Physical Anthropology* Yearbook article: *Race and diversity in U.S.*

Physical Anthropology – A Decade of Initiatives by the AAPA, 165:158-180 was contributed by Antón SC, Malhi RS and Fuentes A. 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 Austin in 2018, the group is sponsoring a panel discussion on balancing family and career and an open forum on developing an AAPA-wide mentoring program. An *American Journal of Physical Anthropology* Yearbook article: *Participation, representation, and shared experiences of women scholars in biological anthropology* was contributed by Turner TR, Bernstein RM, Taylor AB. See Appendix II.

C) COD-UGRS: The 2017 COD-Undergraduate Research Symposium held its 7th annual symposium and awarded undergraduate travel supplements. See Appendix III.

D) COD-LGBTQQIAA: In 2017 COD-LGBTQQIAA held a social and fundraising event and donated to a local LGBT youth group in New Orleans. In 2018 the group will hold it’s annual committee meeting to take up various questions. See Appendix IV.

E) COD-AACT: COD-AACT sponsors a panel and a teaching workshop at the 2018 AAPA meeting. Teaching Anthropology in the 21st Century workshop will be offered again in 2018. See Appendix V.

F) COD-IS: The International Scholars group changed it’s acronym in 2017, is working on a Facebook page and holds their third formal meeting in Austin in 2018. See Appendix VI.

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

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 physical anthropology in minority communities.

Publication of AAPA Demographic Data and history of IDEAS

Yearbook of Physical Anthropology Article: *Race and diversity in U.S. Physical Anthropology – A Decade of Initiatives by the AAPA*, 165:158-180 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 AUSTIN Meetings in 2018 COD-IDEAS is sponsoring several events.

IDEAS Alumni Poster Session: Felicia Gomez led efforts to develop an IDEAS poster symposium for alumni to present their research and promote how research from diverse scholars produces outstanding studies. Twenty IDEAS faculty and alumni will present in the symposium, which will be held Wednesday night in the Marriott Grand Foyer adjacent to the AAPA Opening Reception. *IDEAS ALUMNI Symposium: Creating and Supporting Diverse Communities within AAPA*. 8pm-11pm; [Marriott Hotel; Grand Foyer].

COD-IDEAS Sponsored Panel Discussion: Deborah Bolnick and Rick Smith developed a panel discussion co-sponsored by COD-IDEAS *Reflections on the 2017 Symposium and Future Directions for Biological Anthropology* 12:15-2:15 [Zilker 4]

IDEAS Annual Committee Meeting: During the 2018 AAPA conference in Austin the COD will host a luncheon meeting to discuss specific projects related to the increase in representation and inclusion of under-represented minorities in Biological Anthropology and a general COD meeting for all of the sub-committees to discuss their efforts and to enhance communication between the various groups under the COD umbrella. Both meetings are open to all AAPA members. See the earlier program notes for times and places.

IDEAS NSF Workshop: In 2015 the AAPA was awarded three years of NSF funding for the IDEAS pathway program which includes mentoring and outreach activities at annual AAPA meetings, social media 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 minority students to the AAPA meeting for a pre-meeting, science and mentoring workshop and networking activities throughout the meeting.

2018 IDEAS Workshop: In Fall 2017 the COD put out the call for applications for the IDEAS workshop to undergraduate and graduate students. There were 34 applicants for 16 slots. A panel of IDEAS faculty reviewed the applicants and selected the finalists and alternates in early 2018. The AAPA COD will provide funding support for IDEAS scholars to attend the 2018 meeting in Austin. For the 2018 IDEAS workshop a few faculty from California will not attend the AAPA meetings due to state legislation stating that state employees of California will not be funded to travel to Texas. For the 2018 IDEAS workshop three additional faculty, Teresa Wilson, Jada Benn-Torres and Amy Lu agreed to join as faculty.

The 2018 AAPA IDEAS faculty are: Ripan Malhi, Agustín Fuentes, Jada Benn-Torres, Rick Bribiescas, Graciela Cabana, Kerry Dore, Amy Lu, Robin Nelson, John Mitani, Milena Shattuck, Phoebe Stubblefield, Zaneta Thayer, Claudia Valeggia, Teresa Wilson.

The 2018 AAPA Student Scholars are: Cesar Arcasi Matta, Antonia Carter, Jennifer Corona, Isis Dwyer, Kristen Herlosky, Sydney Gonzalez, Natalie Grube, Emily Lau, Marcela Lopez, Shay-Akil McLean, Tiffany Pan, Amanda Rossillo, Katharine Ryan, Sana Saboowala, Chelsea Wanstead, Aaron Young,

2017 IDEAS Workshop Assessment: The AAPA COD provided funding support for all IDEAS student scholars to attend the 2017 meeting in New Orleans where they participated in an all-day Wednesday workshop and are mentored and assisted in making connections throughout the entire AAPA conference. Following the workshop we performed exit surveys to evaluate the 2017 IDEAS workshop and program. We summarize these as follows:

- ✓ **Participants rated the IDEAS topics and activities at AAPA 2017 as excellent (71%) or very good (29%)**
- ✓ **Participants will recommend IDEAS workshop to other students. Promoter Score: 100**
- ✓ **94% of the participants strongly agreed or agreed that the workshop activities will help/helped to achieve their career goals.**
- ✓ **87% of participants strongly agreed and agreed that the “mini-science sessions” were relevant to their interest in biological anthropology**
- ✓ **The graduate-undergraduate discussions were recognized as the most relevant** followed-up by the speed up mentoring and sharing the stories. The undergraduate students especially valued much more the interactions with graduate students and faculty rather than the mentoring.
- ✓ **Mentoring groups, 81% strongly agreed or agreed** that contributed to their interest
- ✓ **Increased confidence:** 94% reported increased confidence to pursue a career in biological anthropology
- ✓ **100% of the participants plan to remain in contact with the IDEAS community with 100% of the participants planning to continue doing research in Biological Anthropology.**

Other Outreach by COD-IDEAS in 2017-18.

IDEAS NSF Videos: At the Atlanta and New Orleans meetings the COD IDEAS in collaboration with the Boas Network and funded by NSF undertook scholar interviews. The videos are publicly available at the American Association of Physical Anthropologists youtube channel https://www.youtube.com/channel/UCNJwd-YXBLwgz9K3zx__Bxw

Broader Recruitment and SACNAS: To raise the profile of biological anthropology as a graduate career direction for STEM oriented students from racialized minorities, for the second year COD IDEAS sponsored a booth at the annual SACNAS conference in October. SACNAS brings minority undergraduate and graduate students together for mentoring, science and graduate programming. The booth was staffed by IDEAS Faculty Susan Antón and IDEAS Student Scholar Vanessa Graves and NYU MA Student. We made good contacts and introduced the possibility of biological anthropology to students in STEM disciplines. Next year's meeting is in San Antonio – 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), from April 20, 2017 to April 13, 2018.

International workshop

We offered our final Elsevier-funded international workshop on March 10, 2018. This workshop was open to women biological anthropologists of all ranks and was held at the University of Cape Town, South Africa, co-organized by Andrea Taylor and Rebecca Rogers Ackermann and delivered by A. Taylor as part of AAPA COD-WIN. The workshop was modeled on, and adapted from, a combination of the 'Enhancing Your Career with Strategies for Mentoring and Networking' and 'Improving Your Work-Life Satisfaction' workshops created by the Association of Women in Science (AWIS). Participants were between the ages of 23-51 years and ranged in rank from masters-level to Senior Lecturer. Many participants were affiliated with UCT but also came from the University of Pretoria, University of Botswana, Wits University, and the Ditsong National Museum of Natural History. Areas of interest included paleoanthropology, genetics, forensic anthropology, bioarchaeology and skeletal biology/functional morphology. Funds from the New Scholars award covered the costs of travel and lodging, supplies, food and small gifts for participants.

Publication of COD-WIN workshop survey data

We published survey data collected from four Elsevier-funded workshops (N=117 participants) as part of an *American Journal of Physical Anthropology* Yearbook article: Turner TR, Bernstein RM, Taylor AB, with contributions from Abigail Asangba, Traci Bekelman, Jennifer Danzy Cramer, Sarah Elton, Katerine Harvati, Erin Marie Williams-Hatala, Laurie Kauffman, Emily Middleton, Joan Richtsmeier, Emőke Szathmáry, Christina Torres-Rouff, Zaneta Thayer, Amelia Villaseñor and Erin Vogel, 2018. Participation, representation, and shared experiences of women scholars in biological anthropology, 165:126-157.

Workshops sponsored and facilitated at the Austin AAPA meeting

COD-WIN sponsored two workshops at the 2018 annual meeting of the AAPA in Austin. One workshop was an open forum organized and facilitated by R. Bernstein and A. Taylor to discuss the development of a formal association-wide mentoring program. COD-WIN also sponsored a

workshop entitled "Balanced: A panel on family life and careers in academia, organized by Kathryn Grow Allen.

Formation of a formal COD-WIN Steering Committee

A. Taylor and R. Bernstein, COD-WIN Co-Chairs, have initiated the development of a formal Steering Committee. We are seeking to develop a diverse committee of 5-7 members to help support and promote the mission of the committee. Current members: Kersten Bergstrom (PhD student, Anthropology Department, Texas A&M University), Lauren N. Butaric (Assistant Professor, Department of Anatomy, Des Moines University) and Kristi Lewton (Assistant Professor, Keck School of Medicine, University of Southern California).

Submitted by:

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

III) AAPA COD – Undergraduate Research Symposium 2017-2018

In 2017, we held our 7th Annual Committee on Diversity Undergraduate Research Symposium (COD URS). We had 63 posters from 49 universities and colleges. Twenty-one of the students who presented were first generation college students. We had 29 graduate mentors who worked closely (via email) with the students on their posters, their “elevator” talk, and what it is like in graduate school; 8 of these mentors were past participants in the COD URS. The abstracts from last year are found on the website under Meeting Archives: <http://physanth.org/annual-meetings/meeting-supplement-archive/>

In 2018 we will be having our 8th Annual COD URS on Wednesday, April 11th. We have accepted 59 posters representing 36 programs. 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.

Dr. Cara Wall-Scheffler, Symposium Chair

IV) AAPA COD - LGBTQQIAA interest group 2017 activities

At the 2017 New Orleans meetings, we had 50 in attendance at our business meeting. We took in a total of \$1463 in donations: \$243 from GAYAPA t-shirts; \$893 from buttons; \$300 from our Big Gay Night out. Expenditures have been website domain names and stickers for fundraising that were lost in the mail.

We donated \$300 of our fundraising revenue to BreakOUT in New Orleans <http://www.youthbreakout.org/> an organization working to end “criminalization of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth.”

We held a sign-making fest in preparation for the March for Science and participated in the March for Science in New Orleans.

We have decided to reserve sufficient funds to cover the costs of printing fund-raising materials for each meeting, and to donate the rest of our fund-raising intake to LGBTQIA outreach groups in the location of each local meeting.

We are developing a resource for best practices in sensitivity to LGBTQIA students to be hosted on our website.

Respectfully submitted by,
Dr. Stephanie Meredith

V) Activities of the AAPA COD AACT Task Force 2017-2018

The *Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (AACT) Task Force* has the following events planned for the 2018 AAPA meetings in Austin:

Thursday lunch (Big Thicket): COD AACT committee planning meeting

Friday 8-10 (Big Bend): COD AACT Teaching in 21st Century workshop

Friday 2:30-4:30: COD AACT Panel (Foothills 1): “The Anthropologist’s Academic Taboo II: Discussing alternative opportunities to ‘traditional’ R1 anthropology faculty positions”

In this interactive panel, five panelists will talk about their experiences working in positions outside the “traditional” R1 anthropology faculty career path, including at medical universities, in teaching-focused positions, in non-teaching positions, and at museums. A special emphasis will be on how to market yourself for such positions to widen your search and potential job placement. Great for recent or soon-to-be anthropology graduates!

Additionally, we will work on planning an interactive workshop for the 2019 conference to help job seekers customize application materials for teaching-focused, non-academic, and/or non-anthropology jobs.

Respectfully submitted by
Dr. Jessica L. Westin

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

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

Annual (2017) report:

1. The Sub-Committee name was changed. The new name is COD-I: Committee on Diversity – International (or COD-I);
2. We have designed a Facebook account for COD-I (which at the time of writing is still private within the sub-committee). Once approved by AAPA officials, our plan is to present the new FB COD-I (hopefully) during the Austin meeting. We will use the FB page to inform our members on: a) COD-I future goals; b) how COD-I could help international scholars/students (including potential financial support for attending coming meetings). Tina Lasisi did a great job on the FB design.
3. Our final approved goals are:
 - a. To facilitate communication about issues of concern to International Scholars/Students /Members, particularly those from developing countries (*this goal will also have question on the FB survey to collect main concerns/questions*)
 - b. To facilitate/share information on application processes and length of VISAs /work permits in U.S. for international students and scholars (*this goal will also have question on the FB survey*)
 - c. Advocate and/or fundraise for student travel award(s) to attend AAPA meetings; specifically for international students in the US, and for international students or scholars outside of the US (particularly in countries with financial need, perhaps those that qualify for reduced registration fee).
 - d. Provide optional, volunteer-based English language editing service (i.e. abstracts for AAPA meetings; funding request opportunities, etc).
 - e. To continue advocating for universal STEM status for the biological anthropology degrees, and/or provide information to programs how to request STEM status from the Department of Homeland Security for their specific programs.

• Members and Participants (alphabetically) present at the committee meeting in New Orleans:

- Rebecca ACKERMANN (University of Cape Town, South Africa)
- Leslie AIELLO (AAPA President; Wenner-Gren Foundation)
- Graciela CABANA (University of Tennessee)
- Fabian CRESPO (University of Louisville)
- Tina LASISI (Penn State University)
- Christine LEE (California State University, Los Angeles)
- Lauren SCHROEDER (SUNY at Buffalo)
- Maja ŠEŠELJ (Bryn Mawr College)
- Riashna SITHALDEEN (University of Cape Town, South Africa)
- Claudia VALEGGIA (Yale University)

• Other COD-I members:

- Alejandra NUÑEZ-DE LA MORA (Universidad Veracruzana)
- Chalachew SEYOUM (Arizona State University)

Submitted by

Dr. Fabian Crespo (COD-I Chair)