

2016-17 Activities report from the Committee on Diversity of the AAPA

Submitted by Susan Antón (Incoming Chair AAPA COD)

The committee's mission is:

- To assess student and faculty diversity in the AAPA and U.S. programs of physical/biological anthropology.
- To serve as an umbrella organization within the AAPA to develop programs that increase the recruitment, participation and retention of diverse scholars within the field of physical/biological anthropology.
- To advocate for diversity within the membership, programs, committees and leadership of the AAPA.

In the 2016-17 year we have undertaken the following elements in order to fulfill these mission goals:

A) Webpage: COD serves as an umbrella for six current subgroups (COD IDEAS; COD WIN; COD UGRS; COD LGBTQQIAA; COD AACT; COD IS)¹. To enhance the mission of the COD, we have upgraded and expanded our AAPA webpages to include individual pages for each of the groups as well as pages for other activities (see below). A report from each of these groups detailing their activities over the year, goals and objectives and activities for the 2017 meeting are included as appendices to this report.

B) Demographics: 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. The results from these surveys will be posted annually on this site as well.

C) COD IDEAS: In 2015 the AAPA was awarded three years of NSF funding for the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) project. The COD manages and delivers this program. The goal of the project is 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. The second IDEAS workshop will be held in New Orleans in 2017. IDEAS Scholar Videos are posted on the YouTube Channel. See Appendix I.

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 Scholars (COD-IS)

D) COD-WIN: An Elsevier foundation grant to support the COD-Women's Initiative via mentoring workshops provides funding for workshops and provides family care travel grants that include funding to defray the cost of child and elder care while attending the AAPA meeting. COD WIN ran two satellite workshops in 2016-17 and provided funds for travel and child/elder care to the 2017 AAPA meetings. See Appendix II.

E) COD-UGRS: The 2016 COD-Undergraduate Research Symposium held its 6th annual symposium and awarded undergraduate travel supplements. See Appendix III.

F) COD-LGBTQQIAA: In 2016 COD-LGBTQQIAA held a social and fundraising event and donated to a local LGBT youth group in Atlanta. A signmaking event will be hosted in Atlanta. A website with bios has been established. See Appendix IV.

G) COD-AACT: sponsored a panel at the 2016 AAPA and hosts a poster session Wed the 19th in New Orleans. In addition, the fifth annual Teaching Anthropology in the 21st Century workshop was offered in 2016. The workshop will be offered again in 2018. Stop by the Norton Booth to discuss the upcoming online resources that will be available from that workshop. See Appendix V.

H) COD-IS: The International Scholars group held their first formal meeting in Atlanta in 2016. See Appendix VI.

I) During the 2017 AAPA conference in New Orleans the 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

COD-AACT Poster Session 8pm-11pm;

Integrating Research into Teaching: Examples from Biological Anthropology

Thursday:

COD-LGBTQQIAA Committee meeting; noon

COD-AACT Committee meeting; noon

Friday:

COD-IDEAS (underrepresented minority) committee; noon

COD-LGBTQQIAA social March for Science Sign Making; Time/Place TBD

Saturday:

COD-MAIN (all subcommittees) committee; 7:30-9am

COD-International Scholars: 9-10am

Appendices – Subcommittee Reports

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

Appendices

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

In 2015 the AAPA was awarded three years of NSF funding for the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) project. The goal of the project is 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.

The IDEAS program 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.

IDEAS Workshop: In Fall 2016 the COD put out the call for applications for the IDEAS workshop to undergraduate and graduate students. There were 78 applicants for 16 slots. A panel of IDEAS faculty reviewed the applicants and selected the finalists and alternates in early 2017. The AAPA COD provided funding support for all IDEAS student scholars to attend the 2017 meeting in New Orleans where they participate in an all-day Wednesday workshop and are mentored and assisted in making connections throughout the entire AAPA conference.

The 2017 AAPA IDEAS faculty are: Ripan Malhi, Agustín Fuentes, Rick Bribiescas, Graciela Cabana, Kerry Dore Arion Mayes, John Mitani, Robin Nelson, Milena Shattuck, Phoebe Stubblefield, Christina Torres-Rouff, Claudia Valeggia, Lu Yao, Zaneta Thayer.

The 2017 AAPA Student Scholars are: Monica Avilez, Alyssa Bader, Tuesday Frasier, Lori Fields, Nambi Gamet, Reginald Glover, Jesse Goliath, Yahaira Gonzalez, Jordan Guerra, Aliya Hoff, Naomi Johnson, Chrisandra Kufeldt, Nerli Paredes Ruvalcaba, Emaline Reyes, Malika Sarma, Amber Trujillo.

IDEAS Videos: At the Atlanta meetings the COD IDEAS in collaboration with the Boas Network and funded by NSF undertook scholar interviews. The 2016 inaugural videos include eight short videos in the first round of a project called AAPA voices. The videos are of Minority scholars in biological anthropology answering questions about the field of biological anthropology to help with recruiting efforts. The videos are publically available at the American Association of Physical Anthropologists youtube channel https://www.youtube.com/channel/UCNJwd-YXBLwgz9K3zx_Bxw And at the Boas network (<http://boasnetwork.com/explore-videos/lets-get-physical/>)

The 2017 meeting will also see the production of the IDEAS outreach videos focused on the IDEAS scholars experiences at the meetings.

Broader Recruitment and SACNAS: To raise the profile of biological anthropology as a graduate career direction for STEM oriented students from racialized minorities, 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 Zaneta Thayer and IDEAS Student Scholars Vanessa Graves and Amber Trujillo. We made good contacts and introduced the possibility of biological anthropology to students in STEM disciplines. Next year's meeting is in Salt Lake City – members who are interested in helping out please contact Susan Antón.

Annual Committee Meeting: During the 2017 AAPA conference in New Orleans 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

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) that were funded by a New Scholars Award (*Action through organization: supporting mentoring and networking for early career women scientists through the AAPA Women's Initiative*) from April 13, 2016 through April 20, 2017. In total, we have delivered four workshops (three domestic, one international) to 120 participants, and awarded \$12,143 in travel and family care awards to women scholars in biological anthropology.

Domestic Workshops:

We offered our first Elsevier-funded domestic workshop in Atlanta in April 2016, scheduled for the Tuesday prior to the start of the AAPA meetings. We focused this workshop for graduate student women biological anthropologists and included: 1) personal narratives by junior and senior women faculty, 2) speed mentoring sessions, 3) guided discussions with mentors on grants and publications, and 4) a luncheon featuring a speaker who has made significant contributions to understanding women's issues in biological anthropology. Thirty-eight women graduate students participated in this workshop, including participants from universities across the US, Canada, and Germany. Sixteen mentors (18 including the COD-WIN co-Chairs) including representatives from major funding agencies and journals in our field worked with the graduate students across all of these activities. The AAPA provided funding for the space, A/V, food, and some gifts for participants. Funds from the New Scholars award provided travel awards to 19 workshop participants totaling \$3,213. Most of these awards covered the costs of one night of hotel prior to the day of the workshop. In addition to workshop-associated travel awards, we offered family care awards for women scholars giving a presentation at the conference. We supported three junior women biological anthropologists through this mechanism totaling \$1,400.

In early October 2016, we offered the first of our Elsevier-funded workshops to be modeled on a combination of the 'Mentoring and Networking' and 'Work-Life Satisfaction' workshops created by the Association for Women in Science (AWIS). This workshop was open to women biological anthropologists of all ranks, and was held at the University of Colorado, Boulder organized by Robin Bernstein, AAPA COD-WIN, and delivered by D. Dean and C. Simpson, of AWIS. We enrolled 23 participants (13 graduate students, 1 adjunct professor, 4 assistant professors, 2 associate professors, and 2 full professors), mainly coming from universities and colleges in Colorado although some participants came from as far as the UK, France, and Mexico. Funds from the New Scholars award covered the costs of travel awards, A/V, office supplies, and food. We gave ten travel awards totaling \$2,496. We included coffee before the first workshop, lunch in between the first and the second workshop, and food following the second workshop to create an atmosphere conducive to informal networking.

In January 2017, and based on feedback from the Boulder workshop, we offered a slightly modified version of the AWIS workshop for our first Elsevier-funded international workshop, organized by Joanna Setchell and delivered by Robin Bernstein as part of AAPA COD-WIN. This workshop was held at Durham University, just prior to the start of a meeting of the Primate Society of Great Britain, and the subdisciplinary focus of the majority of our participants on primatology reflects this arrangement of events. We limited enrollment to 30 participants in this workshop and attendees

included 23 graduate students, 1 postdoctoral researcher, 4 lecturers, and 2 senior lecturers, the majority coming from universities in the UK, with one participant traveling from Mexico and two from Germany. Funds from the New Scholars award covered the costs of travel, office supplies, food, and some small gifts for participants. We distributed 14 travel awards totaling \$1,754.

On March 25, 2017, we delivered our second Elsevier-funded domestic workshop, held in northern California at Santa Clara University. Similar to our first two workshops, we opened this workshop to women biological anthropologists of all ranks from graduate student to full professor and focused on 'Mentoring and Networking' and 'Work-Life Satisfaction'. This workshop was organized by Andrea Taylor, as part of AAPA COD-WIN, along with considerable assistance from Michelle Bezanson and Leslea Hlusko, and delivered by D. Dean and C. Simpson of AWIS. We enrolled 29 participants (9 graduate students, 4 postdoctoral scholars, 1 archaeologist consultant, 1 research associate, 8 assistant professors, 5 associate professors, and 1 full professor), coming largely from universities and colleges in California, Washington, Arizona and Nevada, but some participants coming from as far as Illinois, Michigan, and New York. Funds from the New Scholars award were allocated to assist with the costs of travel and lodging for participants, as well as to cover office supplies and food. Additionally, we gratefully acknowledge Michelle Bezanson, the Department of Anthropology, and Santa Clara University for their generous support of staff time, space, A/V equipment, supplies, and food and drink for the Happy Hour that followed our workshop, and Nancy Bialek and the Stags Leap District Winegrowers Association for their donation of wine to the Happy Hour. The generosity of Michelle Bezanson and Santa Clara University enabled us to increase the number of Elsevier-funded travel awards to 17, totaling \$3,280.

At this time, we have analyzed the feedback from the first three of these workshops and overall it has been quite positive. Consolidating survey results for the three workshops, 66% of participants said they were 'very satisfied' with the workshop, 65% made new professional contacts, 42% gained advice on a specific problem, 46% learned how to approach a difficult conversation, and 42% gained guidance on a future career path. The majority of participants across these three workshops were under 30 (64%) and we had good representation from across the subdisciplines: primatology (34%), paleoanthropology (24%), bioarchaeology (17%) and human biology (12%), with additional representation from genetics (6%), anatomy/functional morphology (5%) and forensics (2%). The vast majority (93%) of our survey respondents did not have dependent children under 18, and 42% of respondents either agree or strongly agree with the statement "I have delayed children in order to pursue my career". A majority of respondents (60%) noted that they are uncomfortable saying 'no' to work they don't consider a priority and perhaps not surprisingly, work demands conflict with life demands weekly or daily for 70% of respondents.

Submitted by:

Robin Bernstein and Andrea Taylor,
co-Chairs, AAPA COD-Women's Initiative
March 20, 2017

III) AAPA COD – Undergraduate Research Symposium 2016-2017

Cara Wall-Scheffler, Symposium Chair

In 2016, we held our 6th Annual Committee on Diversity Undergraduate Research Symposium (COD URS). We had 56 posters from 36 universities and colleges. Thirteen of our presenters were first generation college students. We had 21 graduate mentors who worked with the undergrads on poster planning, their verbal synopsis, and general advice about graduate work. Five of these graduate students had done the COD URS as undergraduates themselves. We awarded travel support to 42 student participants, and an additional two participants were COD IDEAS student scholars. The abstracts from last year are found on the AAPA website under Meeting Archives: <http://physanth.org/annual-meetings/meeting-supplement-archive/>

In 2017, we will hold our 7th Annual COD URS on Wednesday, April 19th. We have accepted 63 posters representing 49 programs. Twenty-one of the students presenting are first generation college students. Eighteen of these programs do not have graduate options in anthropology so this symposium offers a crucial opportunity for these students to meet and talk with graduate students and potential graduate advisors. We have 29 graduate mentors this year, 8 of whom are past participants.

IV) AAPA COD - LGBTQQIAA interest group 2016 activities

LGBTQQIAA interest group 2016 activities

We established a website at www.queerbioanth.org, on which we are hosting short bios of members willing to serve as points of contact and support for the larger anthropological community with respect to queer issues. We welcome bios of allies. Anyone interested in putting their bio up on the website can contact us at queerbioanth@gmail.com.

At the 2016 Atlanta meetings, we had 44 in attendance at our business meeting.

We took in a total of \$498 in donations for GAYAPA themed buttons and \$49 in donations for t-shirts (after recouping printing costs). \$36 was spent to retain our domain names queerbioanth.com and queerbioanth.org.

We held our second informal social event at Mary's and raised \$425 (including a generous donation from a local who found out about our local donation practice), which was donated to Lost and Found—an organization that supports LGBTQIA homeless youth in Atlanta.

LGBTQQIAA interest group 2017 activities

At the 2017 New Orleans meetings, our informal social event will be a Friday night sign-making fest in preparation for the March for Science. Locations TBA; all are welcome.

We will also be rewarding donations to our group with buttons again this year and, instead of t-shirts, are planning a tote bag.

Respectfully submitted by

Dr. Stephanie Meredith

V) Activities of the AAPA COD AACT Task Force 2016-2017

The *Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (AACT) Task Force* has the following events planned for the 2017 AAPA meetings in New Orleans:

Wednesday 8-11pm: COD AACT poster session (Ballroom Foyer): **Integrating Research into Teaching: Examples from Biological Anthropology**

Thursday lunch: COD AACT committee planning meeting

Additionally, this year we have made ribbons and buttons to help advertise COD AACT.

The *Teaching Biological Anthropology in the 21st Century* workshop will NOT be held this year. This workshop, started in 2012, has focused on collecting and developing resources to meet the changing needs of instructors in the 21st century. Unlike our advisors at research-oriented universities, many of us are teaching in community colleges, taking jobs in departments outside of anthropology, teaching courses in all four subfields, or developing courses outside our primary areas of interest. From the beginning, the participants have brought established course and exercise ideas to share. In recent years, attendees have worked in groups to develop new course ideas and in-class activities. This year we are on hiatus, due to scheduling problems, but we are not inactive!

Publisher W. W. Norton and Company has sent a representative to the workshop every year, and now we are working with them to make the resources we've been developing available on line. This will be a dynamic, interactive web site, and we will continue to develop and collect innovative ideas for the classroom to share. (Please stop at the Norton booth in New Orleans and talk to Jake Schindel and Tacy Quinn about submitting your ideas.)

We look forward to next year's workshop. Please think about courses and activities you have developed to teach basic and specific concepts in biological anthropology, and bring them to share!

Respectfully submitted by

Dr. Jessica L. Westin, Kirkwood Community College

And Marilyn London, University of Maryland

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

In 2016-17

- The IS Sub-Committee prioritized the request of STEM category for Biological/Physical Anthropology. We contacted (email/phone) different agencies such as Department of Labor; NSF; Department of Education; and the Office of Innovation and Improvement. Currently, we are waiting response from the OII to start the next steps.
- In coming weeks; the IS Sub-Committee plans to open a Facebook page where different international students/scholars will be able to post concerns or questions that will help our subcommittee to set up the future working agenda. If possible, we plan to advertise the new Facebook page in the coming AAPA meeting at New Orleans.

Fabian Crespo

University of Louisville