

Joint CCC-DEI Task Force Meeting
Friday March 12, 2021, 12:00-1:00 PM EST

Present: Teddy Burgh, Kara Cooney Erin Darby, Helen Dixon, Tiffany Earley-Spadoni, Jane DeRose Evans, Steve Falconer, Danielle Fatkin, Bianca Hand, Sharon Herbert, Chuck Jones, Kate Larson, Kevin McGeough, Marta Ostovich, Meagan Shirley, Allison Thomason, Julia Troche, Lynn Welton, Andy Vaughn

Introductions

Strategic Plan Update

Sharon provided an update on the plans and comments on its reorganization following the Executive Committee meeting. There was discussion of including the new types of outreach ASOR is doing.

DEI Task Force Update

Erin reviewed the charge to the Task Force, which is focused partly on BIPOC scholars and creating recommendations and best practices for ASOR surrounding DEI. This meeting is focused on incorporating the Task Force's work into the Strategic Plan and communicating with the CCC. Collaboration with the committees must continue beyond drafting the plan into the processes of implementation. Helen noted the PC-DEI meeting was productive

Kara Cooney joined the meeting.

Chuck stated that the CCC is where much of the work of ASOR happens, and many of committees have already done a lot of work incorporating DEI initiatives into their committees.

Danielle Fatkin joined the meeting.

Chuck noted that at some point the DEI Task Force will complete its tasks and there is a possibility of it becoming standing committee.

Committee Reports

Program Committee

Helen & Allison: There are many dimensions of DEI within the work of the PC.

- Diversify membership and participation.
- Expand areas and periods of study.
- Accessibility –address financial needs in order to achieve a broad perspective.
- Inclusion and belonging: how BIPOC participants and those from MENA regions feel at the meeting. (Possibility of an open central lounge/room/space for networking and to help build a feeling of comraderie at the meeting.)
- Food insecurity-not everyone has travel budget.

Erin asked about moderating the sessions. Are there rules for dialogue? How does ASOR creat a hospitable environment? Allison replied that the goal is to make BIPOC

scholars comfortable in sessions. Session chairs will be provided with guidelines and tips to make sure all voices are heard. Another option is to have a co-chair devoted to these issues. However, chair awareness and training, does not guarantee success. Sessions could also include an intro slide stating this is an open meeting, and all voices are welcome. Danielle asked about best practices for session chairs. Helen replied that the PC had put together something for virtual component. Andy said that giving positive examples of what works well is a good route to take.

Early Career Scholars Committee

Tiffany: Diversity is a pipeline issue, and needs to be addressed at the earliest phases of peoples careers. The ECS has formed a Subcommittee for Early Career BIPOC scholars, headed by Bianca. Bianca identified three areas of focus:

1. Survey on the student experience at the conference
2. Mentorship system: match undergrads with grads, grads with professors. Address isolation and build networks
3. Meeting where BIPOC students can network and connect.

Membership & Outreach Committee

Teddy: The committee is seeking to reach out to people who are not part of ASOR, and will react to data that is found by the Task Force.

Kara pointed out that many scholars from HBCUs are overwhelmed with requests for participation.

Bianca noted that there are many of groups already doing this work (Handsberry Society, AITC, etc.). ASOR has been working with AITC

There was discussion of open lines of communication between the various committees, and compensating people for their work and time. Scholarships alone are not enough.

Publications Committee

Kevin identified a number of areas where the Publication Committee is addressing DEI.

- Diversity on editorial boards and in the editor selection process.
- Access to publications: developing a digital data policy to facilitate access to data. Kevin also recognized UCP's program to grant journal access to select institutions in specific countries.
- Task force on publishing abstracts in other languages.
- Accessibility to publish: some issues are filled going years into the future, but others are working with deadlines.
- Moderating peer reviews. Talking to *BASOR* editors about mentoring early career scholars in publishing. There was some discussion of the double-blind review process and whether it promotes "more of the same."
- Subvention grant to help cover publishing with *ARS* series.

Cultural Heritage Committee

Jane: The committee has sought to diversify by including three members from outside the U.S., and one slot for an Early Career Scholar. Erin asked about ASOR's heritage work and how to do a better job of getting the word out. Allison stated that there has been an increase in heritage proposals for sessions and workshops. Andy agreed that more needs to be done in terms of communicating ASOR's cultural heritage work. In terms of the meeting, some sessions will have consecutive Arabic translation and, there is grant money to do simultaneous translation this year.

Honors & Awards Committee

Lynn: The committee is focuses on ways to increase areas ASOR recognizes and people's work/service. One addition has been the student paper award. The committee is also considering awards for mentorship/community engagement. There is a continueing issue with nominations for service awards. Book nominations have increased through reaching out to publishers. The committee is working with the poster chair to make sure the guidelines and process for poster judging are aligned. Tiffany inquired about an award for digital scholarship. There used to be an award for digital scholarship funding by grant from Alexandria Institute. There was discussion of how to create an award. Lynn is the person to contact, though the process could be made clearer.

Committee on Archaeological Research & Policy

Steve: The Fellowship Committee is reviewing summer stipends and grants.

- 20 of these are from BIPOC students.
- Majority of applicants are women.
- Applicants from HBCU students
- People from non-North American projects
- Broader geographical scope for grants.

Erin asked about projects for the BIPOC students and the projects they will be taking part in. There was discussion of revisions to stipend application process. Right now, CAP abides by the policy on professional standards, which is mainly geared towards gender-based discrimination. The committee now needs to focus on diversity issues in the field.

Erin said that the DEI Task Force will make whatever recommendations they have in their annual report.

This type of information should be included in annual committee reports and these reports should be made public.