

2015-16 Activities report from the Committee on Diversity of the AAPA

Submitted by Agustin Fuentes and Ripan Malhi (Co-chairs 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 2015-16 year we have undertaken the following elements in order to fulfill these mission goals: (A-I below)

A) Served as the umbrella organization within the AAPA under which a range of diversity-oriented subcommittees and programs operate. This year six sub-groups were active in this regards:

- 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 Sub-Committee (COD-IS)

A report from each of these groups detailing their activities over the year, goals and objectives and activities for the 2016 meeting are included as appendices to this report. An overview of Activities is provided here.

B) In collaboration with the AAPA executive board, the COD helped facilitate the initiation of the member survey which will begin to provide the dataset for diversity analysis in the AAPA and set the stage for future endeavors to conduct such analyses across the broader field of Biological Anthropology. The survey is now part of the membership profile and can be filled or updated throughout the year.

C) In 2015 the AAPA was awarded three years of NSF funding for the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) project. The COD will manage and deliver 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 inaugural IDEAS workshop launch and the production of the IDEAS outreach videos will take place at the 2016 meetings in Atlanta. See Appendix I.

D) In 2015 the AAPA was awarded two years of funding through the Elsevier foundation to support the COD-Women's Initiative via mentoring workshops both domestically and internationally. The grant provides funding for the workshops and provides family care travel grants that include funding to defray the cost of child and elder care while attending the AAPA meeting. These awards are available for the first time for the 2016 AAPA meetings and workshop. See Appendix II.

E) The 2015 COD-Undergraduate Research Symposium held its 5th annual symposium and awarded its first undergraduate travel supplements. See Appendix III.

F) In 2015 COD-LGBTQQIAA held a social and fundraising event and donated to a local LGBT youth group in St. Louis. A similar event will be hosted in Atlanta. A website, twitter feed and facebook page have been established. See Appendix IV.

G) The COD-AACT sponsored a poster symposium in 2015 and will host a panel at the 2016 AAPA. In addition, the fourth annual Teaching Anthropology in the 21st Century workshop was offered in 2015. The workshop will be offered again in Atlanta. See Appendix V.

H) The International Scholars group began organizing this year and will have their first formal meeting in Atlanta in 2016. See Appendix VI.

I) During the 2016 AAPA conference in Atlanta 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-WIN Workshop; 10am-3pm (previous reservation required)
COD-Undergraduate Research Symposium; 6-8pm

Thursday:

COD-LGBTQQIAA committee meeting; noon
COD-AACT committee meeting; noon
COD-Co-Sponsored: Title IX Discussion; 5-6:30 pm

Friday:

COD-AACT teaching workshop; 8-10am
COD-IDEAS (underrepresented minority) committee; noon
COD-AACT panel; 2-4pm
COD-LGBTQQIAA social; 8:30 pm

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.

In Fall 2015 the COD put out the call for applications for the IDEAS workshop to undergraduate and graduate students. There were 43 applicants for 15 slots. A panel of IDEAS faculty reviewed the applicants and selected the finalists and alternates in early 2016. The AAPA COD provided funding support for all IDEAS student scholars to attend the 2016 meeting in Atlanta where they will participate in an all-day Wednesday workshop (see appendix for details) and be mentored and assisted in making connections throughout the entire AAPA conference.

The AAPA IDEAS faculty are: Ripan Malhi, Agustín Fuentes, Graciela Cabana, Zaneta Thayer, Robin Nelson, Arion Mayes, John Mitani, Rick Bribiescas, Claudia Vallengia, Stephanie Meredith, Marisa Macias, Tamar Carter, Felicia Gomez, Phoebe Stubblefield, Christina Torres-Rouff.

The AAPA Student Scholars are: David Brennan, Jorge Contreras, Penelope D'Shaun, Sarah Dresser, Karri Folks, Kia Fuller, Vanessa Graves, Ashley Glenesk, Margarita Hernandez, Savannah Martin, Chloe Miller, Justin Lund, Michael Ruiz, Jamin Shih, Amelia Villaseñor,

The 2016 meeting will be the inaugural IDEAS workshop launch and the production of the IDEAS outreach videos.

Respectfully submitted,

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

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

In January, 2015, The AAPA COD-WIN was awarded a two-year Elsevier Foundation New Scholars Grant, entitled "Action through organization: supporting mentoring and networking for early career women scientists through the Physical Anthropologists Women's Initiative" (PI: Robin Bernstein; Co-PI: Andrea Taylor). This two-year grant (January, 2015 – January, 2017) was awarded to support a self-sustaining infrastructure to be administered by the American Association of Physical Anthropologists (AAPA), with the goal of significantly changing the mentoring environment and the composition of the senior ranks of physical anthropologists across institutions.

In year one of this award, and in partnership with the AAPA Executive Committee, a survey was developed and delivered to AAPA membership aimed at obtaining updated demographic information about our membership. In addition, we developed and implemented follow-up surveys to our workshop participants in 2014 and 2015 that included questions about satisfaction with career training and advancement opportunities and work/life balance. These results helped us to better meet the needs of our women scholars in subsequent workshops.

In year one of this award, we also launched applications for two awards to facilitate mentoring, professional development and networking for early-career women scholars. To help young women with child/elder care responsibilities to attend the annual meeting of the AAPA, we launched the AAPA Family Care Awards for Early Career Women Scholars in the fall of 2015 (<http://physanth.org/forms/aapa-family-care-award-application/>). In this first year of the award, we received six applications and with Elsevier funding, we were able to provide financial support for four applicants to defray some of the costs of traveling with dependents, or of extra care at home, in order to attend the 2016 annual AAPA meeting in Atlanta, GA. Three applicants will receive funding (total amount: \$1598; one additional awardee decided not to bring her child to the 2016 AAPA meeting and withdrew her application). In the fall of 2015 we also launched the COD-WIN Workshop Participant Awards for Graduate Student Women Scholars (<http://physanth.org/forms/aapa-committee-diversity-womens-initiative-workshop-participant-award-application/>). We received 19 applications and with Elsevier funding, we will be able to provide awards to 17 workshop attendees (award amounts range between \$135-\$225 for a total award amount of \$3421) to defray some of the costs of arriving at the conference one day early in order to participate in the 2016 COD-WIN workshop.

In March 2015 we successfully piloted two half-day workshops for early-career women scholars at the annual AAPA meeting in St. Louis, again organized by the PIs of this grant with support from AAPA. 18 participants attended the morning workshop 17 participants attended the afternoon workshop. Each workshop was facilitated by 3 panelists at different career stages and 6 mentors. Both of these workshops were modeled after the AAMC Women Faculty Professional Development Seminars and involved preparatory work on the part of participants prior to attendance. Agendas for both of these workshops included personal career narratives delivered by select panelists followed by an open question/answer session, speed-mentoring and conflict management sessions, and a presentation and discussion on best practices for mentoring. We used the preparatory work completed by the participants to help shape the content of the speed mentoring and conflict management sessions. At the 2015 workshop, we also invited the

Title IX Coordinator from Washington University, St. Louis to be our luncheon speaker and present on Title IX.

To meet our goal of training successive generations of our members to become effective mentors, we are providing training in mentoring practices to our workshop participants, particularly early and mid-career participants. In addition, we make it a practice to invite members who have attended our workshops to serve as facilitators and mentors in future workshops. For example, three attendees from our 2014 workshop served as mentors in our 2015 workshop.

Respectfully submitted,

Andrea B. Taylor
Robin Bernstein
Co-Chairs, AAPA COD-WIN

III) AAPA COD – Undergraduate Research Symposium 2015-2016

Cara Wall-Scheffler, Symposium Chair

Marcie Myers, Program Chair

The COD Undergraduate Research Symposium is now in its sixth year. The 2015 St. Louis COD Undergraduate Research Symposium was a great success with 72 undergraduates participating on nearly 60 independent posters from 35 universities across North America. We also had 32 graduate students from 23 different programs participate as reviewers. For the first time these included graduate student reviewers who had been previous UGRS participants as undergraduates! The event was busy and buzzing for the entire two hours it was open. Based on a surplus of Auction funds for student travel, we were able for the first time to offer small travel awards to about two thirds of the undergraduate participants. Awards were based on a series of questions asked in the application and varied according to distance from the meetings venue.

For the 2016 symposium, we moved over to an online application format, which included abstract building that mirrors the format of the AJPA. Undergraduates requested specific mentoring opportunities, including feedback on their poster content and format, and on their elevator pitch. Additionally, while we have the same number of undergraduates as last year, this year they represent 38 different institutions across the United States. This year we have a smaller group of graduate students working more closely with the undergraduates in a mentoring fashion; the graduate students represent 13 different institutions. Some undergraduate travel awards will again be possible. In order to accommodate the large number of students and the heavy interest in this symposium, this year we will be going to the ‘opening times’ typical of the rest of the meeting, with odd and even numbered posters switching off presentations every thirty minutes. The symposium is open to the general AAPA audience from 6-8pm, Wed April 13th.

IV) AAPA COD - LGBTQQIAA interest group 2015 activities

At the 2015 St. Louis meetings, we had 38 in attendance at our business meeting.

We appointed a Treasurer, Kaitlin McGuire.

We took in \$640 in donations for gAyAPA themed buttons and t-shirts. \$518.35 was deposited to the AAPA account for safekeeping. \$1.65 was spent on a money order for the deposit. \$120 is being used to pay for this year's t-shirt order.

We held our first informal social event to the City Museum and drag show at Myers Grove. \$131 in donations were collected at this event, which was donated to Growing American Youth, a social support organization for LGBTQ youth in St. Louis.

We are planning a facebook page and a website for our group. We will use some of our donation funds to pay for domain hosting. This is modeled after AQA, the Association for Queer Anthropology subsection of the American Anthropological Association.

LGBTQQIAA interest group 2016 activities

At the 2016 Atlanta meetings, our informal social event will commence in the hotel lobby on Friday, April 15 at 8:30pm. All are welcome, and we are accepting \$5 donations at this event to be donated to an Atlanta area LBGT advocacy group. We will also be rewarding donations to our group with t-shirts and buttons again this year.

Many people have asked what we will use these donations for. We have not made any decisions but have discussed providing food for attendees of our lunchtime meetings and are thinking about ways to use it for student advocacy that accord with the regulations of the AAPA.

The website will be published soon, but the domain name is purchased. Twitter is already well out of the gate, as is the nature of twitter.

website: www.queerbioanth.org

twitter: @QueerBioAnth

Facebook page: Queerbioanth

email address: queerbioanth@gmail.com

Respectfully submitted by

Dr. Stephanie Meredith

V) Activities of the AAPA COD AACT Task Force 2015-2016

The *Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (AACT) Task Force* has the following events planned for the 2016 AAPA meetings in Atlanta:

Thursday lunch: COD AACT committee planning meeting

Friday 8-10: COD AACT Teaching in 21st Century workshop

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

Additionally, we have been slowly working on the idea of having a web repository for teaching materials in collaboration with the AAPA Education Committee (and possibly with the Society for Anthropology in Community Colleges). We will discuss this further at our annual planning meeting.

The fourth *Teaching Biological Anthropology in the 21st Century Workshop* was presented in St. Louis in 2015 and the 5th will be held in Atlanta in 2016.

The topic of the St. Louis workshop was *Method and Theory*. There was general discussion about theory in physical anthropology, and comparisons of teaching from an observational or applied approach as opposed to a theoretical approach. Several short presentations were given: Marcia Regan – Incorporating theory into the classroom; Phoebe Stubblefield – Assessment of theory and method; Gwyn Madden – Perception and critical thinking (with hands-on and visual activities); Susan Steen – Notes from the classroom, what worked and what didn’t. Two hands-on activities followed. The first was assessing recent dissertation topics (listed in the AAA Guide) and evaluating the topics for substance, underlying assumptions, data collection problems, and required skills for doing the research. The second activity was the development of “graphic novels” based on the lives of the great anthropological theorists, with timelines, education, and influences on their ideas. About 25 people attended.

For Atlanta in 2016, the workshop will concentrate on *Critical Thinking*, with general discussion at the beginning and breakout groups afterwards to design critical thinking activities for the classroom on specific physical anthropology topics. We are working on writing up activities and classroom exercises on all of our workshop topics (including developing courses and using technology in the classroom) for publication.

Respectfully submitted by

Dr. Jessica L. Westin

And Marilyn London

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

The main objectives of 2015 have been:

- a) **To generate a set of ideas** to delineate the future of this Sub-Committee.
- b) Based on the ideas selected, **to produce a document** to be uploaded in the AAPA website as **proposal for a Workshop** to introduce to the Sub-Committee during AAPA meeting in Atlanta (2016)

In Atlanta, COD-IS will meet as a sub-group on Saturday morning from 9-10am.

COD-IS has started working on a statement of goals for the group. Preliminarily these include:

- 1) To **help/assist researchers** (categories?) from “developing economies” (DE) working in the U.S.
- 2) To help/assist researchers working in those economies **to train students** (whether the trainer is U.S. or foreign born and whether or not they are themselves a minority-for example researchers training indigenous students in Indonesia, Africa, Latin America, etc)
- 3) To **generate awards¹ for IS** either working in U.S. in collaboration with researchers in DE or, conducting field work or academic projects in DE in collaboration with local researchers or institutions. Up for discussion are what types of awards (perhaps travel assistance to AAPA or research assistance).
- 4) To **promote an annual workshop** (during AAPA meetings) to follow up the needs of IS working in U.S. or outside U.S. (but with permanent residence is U.S.?)

Fabian Crespo
University of Louisville