

2019-20 Activities Report from the Committee on Diversity of the AAPA

Submitted by Susan Antón (Chair, AAPA COD)

Established in 2006 and incorporated into the AAPA bylaws as a standing committee in 2011, the AAPA Committee on Diversity (COD) is a consortium of member-developed subgroups whose aim is to increase diversity equity, and inclusion within the field of biological anthropology. The COD is overseen by an appointed chair and a steering committee comprised of the co-chairs and liaisons of its subgroups. Currently, seven interest groups¹ are active and we encourage AAPA members to join these and/or confer with the COD on developing needed groups.

Notable Milestones

This year in Los Angeles we will celebrate the 10th Annual COD Undergraduate Research Symposium! We applaud the dedication of Cara Wall-Scheffler and Marcie Meyers who founded this highly successful and important program. They continue to run and innovate this program with high standards and great heart. Thank you, Cara and Marcie.

We thank the founding co-chairs of COD Women's Initiative, Andrea Taylor and Robin Bernstein, who have organized that unit since its inception and developed a robust set of programming and procedures. Thank you both as you move on to new endeavors.

COD Works with the AAPA Executive Committee

The COD regularly brings initiatives to the AAPA executive committee and serves in an advisory capacity when the President and board seek input. The 2019-2020 notable work includes:

Updated AAPA Statement on Race and Racism. A subgroup of COD members from across the seven COD subcommittees drafted and proposed a new AAPA Statement on Race and Racism, which was approved by the AAPA Executive Committee at their 2019 meeting. The new statement is posted at <https://physanth.org/about/position-statements/aapa-statement-race-and-racism-2019>.

Student Evaluations of Teaching (SET). A subgroup of COD members from across the subcommittees drafted and proposed a best practices statement regarding the use of Evaluations of Teaching. Those guidelines may be downloaded from <https://physanth.org/about/committees/diversity/cod-aact-anthropologists-outside-anthropology-departments-contingent-and-teaching-focused-faculty>.

Renaming of AAPA Student Presentation Awards. Along with numerous members of the AAPA executive committee and AAPA writ large, COD recommended that the AAPA rename

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 #####

the Hooton and Hrdlicka prizes in order to realign our celebration of student achievement and the recognition of student potential with the core values of the AAPA. Starting in 2020, all but the endowed and joint prizes will hereafter be known as *the AAPA Awards for Outstanding Student Presentation* (<https://physanth.org/about/awards-funding-and-other-opportunities/student-presentation-awards/>) The COD applauds this initiative. We continue to believe that a public statement is warranted that acknowledges why honoring these particular historical scholars is inconsistent with AAPA values (in the view of COD, that both scholars conducted their work and approached their subjects in a racist fashion, one not shared by all of their contemporaries, and one that should not continue to be celebrated).

Updating Committee procedures for AAPA Handbook. The COD worked with the Secretary and Executive Committee to provide information on committee structure and vet procedures for the AAPA officers and committee handbook.

Harassment Training. COD-WIN worked with the AAPA President and Executive Committee to identify providers and bring harassment training to the 2020 Los Angeles meetings.

COD Events at the 2020 AAPA Conference

COD will host a number of activities in Los Angeles. Most but not all workshops required pre-registration via the AAPA meeting website (please check the meeting schedule). Most committee meetings and mixers are open to any AAPA member.

Wednesday:

COD-IDEAS Steering Workshop Session: 11-5pm [by invitation; Plaza III]
10th Annual! COD-Undergraduate Research Symposium: 5:30-8pm [Platinum]

Thursday:

COD-I/TASK Workshop: *Dialogues in Decolonization* 10am-12pm [Diamond I]
COD-I Mixer: 5-7pm [Georgia I]

Friday:

COD-WIN committee meeting: 7:30-9am [Atrium II]
COD-AACT Workshop: *Using High Impact Practices (HIPs) in Teaching Bioanthropology.* ;8-10am [Diamond I]
COD-AACT Workshop: *Student Evaluations of Teaching (SETS): Working with required feedback in an era of ambiguity.* 10am-12pm [Diamond I]
COD-LGBTQQIAA Committee meeting: 12-1pm [Diamond 3]
COD-AACT Committee Meeting: 1-2pm [Studio I]
COD-IDEAS Alumni meeting: 12-2 [IDEAS Alumni only; Georgia II]

Saturday:

COD-MAIN Steering Committee Meeting: 7:30-9am [Georgia II]
COD-International: 9-10am [Georgia II]

Highlights of 2019-20 activities of each COD group (see appendices for full reports):

- A) COD IDEAS: The fourth IDEAS workshop was held in Cleveland in 2019. COD-IDEAS staffed a booth to promote biological anthropology to STEM students at SACNAS. See Appendix I.
- B) COD-WIN: Established formal procedures for succession and will see the inauguration of new co-chairs in April. The group worked to bring harassment training to the AAPA meeting. See Appendix II.
- C) COD-UGRS: The 2019 COD-Undergraduate Research Symposium held its 9th annual symposium and awarded undergraduate travel supplements. The 2020 symposium will be the 10th annual event! See Appendix III.
- D) COD-LGBTQQIAA: In 2019 COD-LGBTQQIAA held a social and fundraising event and donated to a local LGBT youth group in Cleveland. They will hold their annual committee meeting during the lunch hour on Friday. See Appendix IV.
- E) COD-AACT: COD-AACT is sponsoring two workshops on Friday of the 2020 meetings (see above). See Appendix V.
- F) COD-I: The International Scholars group will hold its second annual mixer (Thursday evening), and is sponsoring a workshop (see above). See Appendix VI.
- G) COD-TASK: Transforming Anthropological and Scientific Knowledge is co-sponsoring the workshop with COD-I (see above). See Appendix VII

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

Interested in joining a subgroup?: Contact the subcommittee Chair or attend their events.

Appendices – Subcommittee Reports in Order in which Subcommittees were founded

- 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) 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.

Web Resources: Publications, 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 sponsored several events.

Boys and Girls Club: IDEAS Faculty offered afternoon Bioanthropology 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 hosted 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 delivered 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:

The 2019 AAPA Student Scholars were: 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.

At the LOS ANGELES Meetings in 2020 COD-IDEAS will sponsor:

IDEAS NSF Next Generation: In 2015 the AAPA was awarded NSF funding for the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) project. This year the IDEAS faculty will participate in a half-day strategic planning session on Wednesday April 15th to develop new initiatives and grant priorities. Following this, an afternoon session with alumni will expand the vision and direction for the coming years.

IDEAS Alumni Event: During the 2020 AAPA conference we will host and IDEAS Alumni luncheon meeting to encourage networking across IDEAS cohorts and vertical mentoring among IDEAS undergraduates, graduates and faculty.

Additional Outreach by COD-IDEAS in 2019-20.

STEM 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 Teresa Wilson and NYU students Amber Trujillo and Jasmine Hernandez.

Are you interested in helping out at SACNAS in 2020? Please contact Susan Antón.

IDEAS Regional Meetings: Since 2016 the IDEAS program has been delivering workshops for students underrepresented in biological anthropology at the AAPA meetings. In order to expand our footprint, in 2020 we plan two regional, day-long workshops. Locations and times are being determined.

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

II) AAPA COD-Women's Initiative

This annual report summarizes the activities of the AAPA Committee on Diversity's Women's Initiative (COD-WIN), from March 29, 2019 to April 17, 2020.

New COD-WIN Chair and Chair-Elect

On Friday, April 17, 2020, Robin Bernstein and Andrea Taylor will officially step down as COD-WIN Co-Chairs. The two new COD-WIN Co-Chairs are Anne Stone and Michelle Bezanson. Anne Stone will assume the role of Chair and Michelle Bezanson the role of Chair-elect. They will each serve three-year terms.

Development of Committee Procedures for the COD-WIN

We formalized a set of COD-WIN procedures that outline the committee's purpose, structure, membership, and membership responsibilities. These procedures have been submitted to the Chair of the COD for approval.

Harassment Training

The COD-WIN actively explored options for providing harassment training to the AAPA. Lauren Butaric took the lead on identifying the most appropriate type of training and through her efforts, we were directed to Sherry Marts of S*Marts Consulting, LLC. Marts offers workshops and trainings on harassment resistance, active bystander intervention and ally skills and she came highly recommended based on her work with other academic societies. We connected Anne Grauer with Sherry Marts and partnered with Anne and the ExComm to help bring harassment training to the 2020 AAPA meeting in Los Angeles.

Submitted by:

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

III) AAPA COD – Undergraduate Research Symposium

Last year (2019), we held our 9th Annual Committee on Diversity Undergraduate Research Symposium (COD URS). We had 65 posters from 45 universities and colleges. At least fourteen of the students who presented were first generation college students. Fourteen of the programs represented do not have graduate options in anthropology (one does not have a BA or BS either!) so this symposium continues to offer a crucial opportunity for these students to meet and talk with graduate students and potential graduate advisors. We had 16 graduate mentors this year, 5 of whom are past participants. We tried a new mentoring program which involved 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 had the opportunity 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. The abstracts from 2019 are found on the website under Meeting Archives: <http://physanth.org/annual-meetings/meeting-supplement-archive/>

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

IV) AAPA COD - LGBTQQIAA interest group

In 2019, the COD - LGBTQQIAA interest group raised \$320 for donation to the LGBT Community Center of Greater Cleveland.

Respectfully submitted by
Dr. Stephanie Meredith

V) COD AACT Task Force

The Anthropologists Outside of Anthropology Departments, Contingent, and Teaching Focused Faculty (AACT) Task Force has the following events planned for the 2020 AAPA meetings in Los Angeles:

Friday 8:00-10:00 am: **Using High Impact Practices (HIPs) in Teaching Bioanthropology.**

The American Association of Colleges & Universities (AAC&U) maintains a list of 11 high-impact educational practices (HIPs) that have been shown to benefit college students from diverse backgrounds. HIPs include First-Year Seminars/Experiences, Writing-Intensive Courses, Collaborative Assignments and Projects, Undergraduate Research, ePortfolios, Service Learning/Community-Based Learning, Capstone Courses/Projects, etc. Our HIPs open house will offer participants the opportunity to drop in to learn more about specific HIPs and get ideas on how they can be implemented into their own classes.

Organizers: Melissa Schaefer Seaboch, Salt Lake Community College, (melissa.seaboch@slcc.edu); Liz Solari, (lisoluri@cabrillo.edu); Laurie Kauffman, Oklahoma City University, (laurie.kauffman@gmail.com); Lauren Butaric, Des Moines University, (lauren.butaric@dmu.edu); Jessica Westin, Kirkwood Community College, (jessica.westin@kirkwood.edu)

Friday 1:00-2:00 pm (Studio I): **COD AACT Steering Committee Meeting**

Friday 10:00 am-12:00 pm: **Student Evaluations of Teaching (SETs): Working with Required Feedback in an Era of Ambiguity**

Description: The problematic nature of Student Teaching Evaluations (SETs) was outlined in an early 2019 statement by the AAPA COD-AACT Committee and in a later statement by the American Sociological Association, which was endorsed by the American Anthropological Association. Given the current climate surrounding SETs, it can be challenging for faculty at all levels to work within the current system of their home institution. This workshop will review the biases and statistical issues in SETs and address negative feedback regarding the instruction of seemingly controversial tenets of biological anthropology, such as evolution and race, and other measures not related to teaching effectiveness. Emphasis will be placed on guidelines and ideas for incorporating student

feedback in job applications and tenure or promotion portfolios. We will also discuss alternative ways in which teaching effectiveness can be shown outside of academia.

Organizers: Alice F. Gooding, Kennesaw State University, (alice.gooding@kennesaw.edu); Katherine M. Lane, University of Central Florida, (kat.lane@knights.ucf.edu)

Respectfully submitted by
Jessica L. Westin

VI) COD – International

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

At the 2019 AAPA meetings, COD-I held a very successful cocktail reception/mixer, which resulted in the recruitment of a significant number of new members. We plan to hold a similar event in 2020. Given the increase in membership, we also intend to formalise sub-structuring/governance of the COD-I in 2020.

The COD-I committee meeting at the 2019 AAPA meetings was cancelled due to the conflicting time slot with the symposium on race. We therefore held our meeting by Skype on 15 May 2019. In that meeting COD-I considered: (1) Updates on growing representation/broadening membership; (2) Updates on content development for website/FB; (3) Possibility of submitting a proposal for a 2020 AAPA Workshop on decolonisation.

Subsequently, COD-I submitted a proposal for a 2020 AAPA workshop entitled “Dialogues in Decolonization,” which was accepted and will take place from 10am-12pm on Thursday 16 April 2020. Our goal in this workshop is to provide a space where participants can explore the impact that colonial practices have had on biological anthropology, including on our curricula, our practice, and our narratives. Ultimately, the conversational material generated at the workshop will be used by COD-I (with appropriate acknowledgements) to draft a statement on decolonization for the AAP(B)A, which would include best practices/recommendations for students and researchers. This workshop will be of interest to all researchers (students through senior academics) who want to contribute to the discussion and learn about the concept of decolonization, to those interested in best practice going forward, and to those who want to directly contribute towards the betterment of our discipline.

In 2019/2020 COD-I also developed draft material for website/FB on three topics relevant to international students in the United States: (1) Legal status and vulnerability; (2) STEM status and STEM OPT extension; (3) VISA information. These drafts will be presented at the 2020 COD-I committee meeting at the AAPAs for consideration. COD-I also submitted one nomination for the Harassment Report Committee, and three nominations for Safety Allies

to AAPA, all of whom were internationals from important intersectional demographics, essential to developing a diverse group of allies.

Respectfully submitted by

Rebecca Ackermann (COD-I Chair)

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

At the 2019 AAPA meeting in Cleveland, COD-TASK hosted a well-attended workshop on citational practices in biological anthropology. Four scholars spoke about their strategies for diversifying and improving citational practices in paleoanthropology, primatology, bioarchaeology, and human variation/genetics, and then both presenters and participants took part in discussions of how to shift the traditional canon in our field by more extensively drawing on the work of historically-marginalized scholars when preparing syllabi, teaching, publishing, and mentoring/advising. At the 2020 AAPA meeting in Los Angeles, COD-TASK is co-sponsoring (with COD-I) a workshop titled "Dialogues in Decolonization."

Respectfully submitted by,

Deborah Bolnick