

## **2020-21 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 groups<sup>1</sup> are active and we encourage AAPA members to join these and/or confer with the COD on developing needed groups.

### ***COD Works with the AAPA Executive Committee***

The COD regularly brings initiatives to the AAPA executive committee and likewise serves in an advisory capacity when the President and board seek our input. The 2020-2021 notable work includes:

AAPA Open Letter to Our Community in Response to Police Brutality Against African-Americans and a Call to Antiracist Action COD members worked with the AAPA executive committee to help draft the AAPA letter in response to the murder of George Floyd and to develop resources for individual action. Sheela Arthreya, the AAPA Secretary, led the effort. The letter is posted at <https://physanth.org/about/position-statements/open-letter-our-community-response-police-brutality-against-african-americans-and-call-antiracist-action/>

HCARE. In alignment with the AAPA's strong commitment to equity and inclusion, the AAPA Executive Committee committed to an antiharassment effort and reporting system, HCARE. COD members were tapped by the executive committee to chair and staff the committee. COD applauds the efforts of the AAPA to create an inclusive and supportive academic community.

Liaison to AAPA Executive Committee. In order to facilitate lines of communication and share expertise, the COD chair (along with the chair of the Ethics committee) was appointed an ex-officio liaison to the executive committee and attends those board meetings.

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<sup>1</sup> 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 Transforming Anthropological & Scientific Knowledge (COD-TASK)

### ***COD Events at the 2021 AAPA Conference***

COD will host a number of activities at the virtual 2021 meeting. Many are open to all attendees, a few are by invitation. Event details may be found in the subcommittee reports that follow.

**Wed April 7th** – 2-4pm (ET) - *COD URS Undergraduate Research Symposium* (open to all).

**Mon April 12th** - 1:30-2:30 (ET) - *COD IDEAS – Increasing Diversity in Evolutionary Anthropological Sciences - Faculty Working Group* (by invitation)

**Tues April 13th** - 1:30-2:30 (ET) - *COD WIN Panel: When Sh\*t happens: The five things I wish I had known when facing \_\_\_\_\_*. (open to all).

**Fri April 16th** - 1:00-2:00 (ET) *COD AACT - Anthropologists Outside of Anthropology, Contingent, and Teaching Focused Faculty -subcommittee planning meeting* (open to all)

**Mon April 19th** - 1:30-2:30 (ET) - *COD IDEAS Alumni Working Group* (by invitation)

**Tues April 20th** - 10am-11am (ET) - *COD International Coffee Hour* (open to all)

**Thurs Apr 22** - 1:30-2:30 (ET) - *COD LGBTQQIAA interest group* (open to all)

**Fri April 23rd** - 1:30-2:30 (ET) - *COD IDEAS Coffee Hour* (open to all)

**Mon April 26th** - 1:30-2:30 (ET) - *COD Steering Group* - (by invitation).

### ***Highlights of 2020-21 activities of each COD group:***

COD IDEAS (co-chairs Jada Benn Torres, Agustín Fuentes, Ripan Malhi, Susan Antón): Halted by the pandemic, recruitment at SACNAS will be restarted in the fall of 2021. If you are interested in helping out at SACNAS in 2021, please contact Susan Antón. IDEAS regional meetings (we hope in person), based on the model of the IDEAS cohort meetings previously held at the annual meeting, will be piloted in the fall. If you are interested in the regional meetings, please contact Agustín Fuentes. IDEAS will hold three sessions during the annual meetings: IDEAS Faculty and IDEAS Alumni working groups will each meet in closed session to develop new paths and programs; an open coffee hour will be held to encourage new members to join and develop the group and to undertake some fun activities.

COD-WIN (co-chairs Michelle Bezanson & Anne Stone): COD-WIN welcomed new co-chairs for a 3-year term. Former co-chair Andrea Taylor now serves as the AAPA HCARE chair. COD-WIN's sustained efforts toward bringing harassment training to the AAPA meetings will also be on display with the plenary session by Sherry Marts in 2021. The subcommittee held virtual committee planning meetings and is hosting an interactive panel discussion featuring speakers offering their hard won insights (and what they wish they had

known) about: Caretaking; Mental Health; Parenthood; and Navigating challenging (work) personnel.

COD-URS (chair Cara Wall-Scheffler; liaison Marcie Myers): Having skipped a year due to the pandemic, the 2021 symposium is the 10<sup>th</sup> annual event! The event has been innovatively modified for the virtual format and includes 34 posters and 8 graduate student mentors. Bravo to the hard work of Drs. Wall-Scheffler and Myers for developing the program over the past decade.

COD-LGBTQQIAA (steering committee liaisons Stephanie Meredith & Kristi Lewton): The Q+ interest group will meet during the virtual annual meeting to catch up, plan for 2021-2022, and to decide on the format of our 2022 meeting.

COD-AACT (co-chairs Jessica Westin): COD-AACT is holding an open discussion meeting at the virtual AAPA. If you identify with or are interested in any part of our acronym, please join us to discuss ideas for workshops, panels, sessions or anything else for future meetings and the AAPA in general.

COD-I (chair Rebecca Ackermann): The International Scholars group developed a virtual decolonization workshop (originally scheduled as an in-person workshop in 2020 and cancelled with those meetings). The virtual workshop will be presented on the AAPA web platform in the summer of 2021. A COD-I coffee hour open to all attendees will be held at the virtual annual meeting (see above).

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

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