

**Progress Report**  
**ASOR DEI Taskforce**

April 22, 2021

**Taskforce Members**

Sharon Herbert (University of Michigan), ex officio  
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Teddy Burgh (University of North Carolina—Wilmington)  
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**Summary of President's Charge**

The Task Force on Diversity, Equity, and Inclusion (hereafter DEI) will seek out methods and recommend programs through which ASOR can recruit and support BIPOC members by (1) identifying partners in community organizations and institutions, (2) creating fundraising initiatives for scholarships that promote BIPOC participation at meetings and in the field, (3) recommending sensitivity training programs for ASOR leadership, and (4) collaborating with all ASOR committees and leadership to integrate these objectives in all areas of our new strategic plan.

**Focal Points Identified by the Taskforce**

**Goal 1:** Identify partners in community organizations and institutions

**Goal 2:** Identify barriers for BIPOC participants at the Annual Meeting and in fieldwork / hands-on research and possible solutions

**Goal 3:** Evaluate and recommend professional development opportunities to increase awareness, provide resources, and build capacity for internal ASOR groups, including Board, staff, and members

**Goal 4:** Collaborate with all ASOR committees, leadership, and membership to identify needs and integrate these objectives across all areas of our new strategic plan

## Selected Committee Recommendations (pending feedback)

### Structural Changes

- Establish a standing DEI committee that will have a seat on the CCC and be charged with:
  - receiving updates from all ASOR committees on their annual progress toward DEI-related goals
  - providing additional support for other ASOR committees and the Office on DEI action items
  - communicating with general membership on DEI-related activities
  - leading DEI-initiatives, which could include a program unit at the AM and an ASOR climate survey
  - liaising with community organizations and institutional partners on DEI-related affairs
- Incorporate DEI objectives into all annual ASOR committees and require each committee to provide an annual report, including progress on DEI-objectives for the year
- Include DEI-related issues and institutional progress as a standing Board of Trustees and EC agenda item on an annual basis
- Incorporate DEI-related outcomes into ASOR staff employee responsibilities and annual evaluations
- Provide professional development to leadership at all levels of the organization
- Improve communication about service opportunities and organizational leadership structure to the general membership

### Annual Meeting

- Improve communications about financial aid for participation in the AM and for membership
- Create mentorship, professionalization, and networking opportunities for BIPOC scholars, both at the AM and beyond
- Reevaluate the role of session moderators at the AM in creating a welcoming and inclusive environment within meeting sessions
- Continue to develop funds to support BIPOC participation in AM and in research opportunities
- Continue to expand AM program to include regions that are currently a focus for BIPOC scholars (e.g., North Africa and East Africa) and that cultivate transferable skills (e.g., Cultural Resource Management, Heritage Preservation, Community Archaeology, Public Education, Museum Studies)

## Programming, Research Support, Partnerships, and Recognition

- Continue to expand digital programming (including AM), while signaling that these programs are valuable to the organization
- Review current CAP-affiliated field school policies and procedures that impact BIPOC participation and the DEI climate during field research
- Continue to develop funding to support student research that does not require international travel (e.g., exploring museum placements, community archaeology, and digital or public-facing humanities projects)
- Cultivate partnerships with BIPOC-serving organizations to improve communication about ASOR and to expand collaborations that could increase BIPOC participation
- Compensate non-ASOR members for DEI-related consultations
- Publically recognize ASOR members for DEI-related service and scholarship
- Continue to review scholarship and awards criteria and judging rubrics to account for barriers to participation and any areas of implicit bias