

Annual Report

Diversity, Equity, and Inclusion Committee

November 18, 2022

Erin Darby and Kate Larson

2022 Goals and Priorities

Building on the vote by the Board of Trustees in November 2021, the ASOR president and the chair of the DEI Taskforce were charged with forming a standing ASOR DEI committee. This was the focus for 2022. Calls for nominations were circulated from December 2021 through February 2022. These were evaluated by the ASOR president and DEI Taskforce chair. The governance structure of the committee was also decided, settling on two co-chairs with staggered terms.

Current Committee Membership

The inaugural members have been sorted into staggered cohorts to ensure institutional continuity. The committee is comprised of several members from the initial DEI Taskforce as well as new members. Most of the taskforce members have chosen terms that will end in 2023 or 2024, making way for new membership. It should be noted that the committee is still in discussion about its final size. Additional members, particularly early career scholars, may be added in January 2023.

Co-chairs:

Erin Darby (2023 Cohort)

Kate Larson (2025 Cohort)

Members:

Danielle Steen Fatkin (2023 Cohort)

Bianca Hand (2024 Cohort)

Theodore Burgh (2024 Cohort)

Margaret Cohen (2024 Cohort)

Aaron Brody (2025 Cohort)

Carolyn Strange (2025 Cohort)

Julia Troche (2025 Cohort)

Committee Organization and Operations

Committee members have set the structure of meetings and meeting administration over the coming year, have drafted committee guidelines, and are in the process of editing and finalizing

committee guidelines by the end of the calendar year. The committee is also finalizing its 2023 priorities, as informed by the DEI Taskforce recommendations and the progress on DEI initiatives made by other standing ASOR committees throughout 2022. The committee is also working with the ASOR President and the Initiative for the Status of Women to better define the relationship between ISW and the DEI Committee.

Preliminary Priority Areas for 2023 (subject to revision)

The DEI committee looks forward to serving as an advisor and resource for DEI initiatives in ASOR standing committees over the next year, such as:

- Regularizing the relationship between the Initiative for the Status of Women and the DEI Standing Committee
- Collaborating with the ASOR Program Committee in creating resources for session chairs and moderators to ensure a welcoming atmosphere in the annual meetings and support best practices in inclusive scholarly dialogue
- Collaborating with the ASOR Honors and Awards Committee to diversify the nominees for ASOR annual awards
- Collaborating with ASOR leadership to evaluate the purpose and implementation of a possible climate survey
- Collaborating with the Committee on Publication to consider the DEI implications of open access publishing
- Collaborating with the Committee on Archaeological Policy to collate best practices in establishing a welcoming and inclusive field school experience
- Collaborating with Early Career Scholars to evaluate the climate of the annual meeting and the effectiveness of measures that might enhance that experience
- Establishing regular lines of communication with corresponding DEI organizations and committees in other related professional societies