

Annual Report
ASOR Diversity, Equity, and Inclusion (DEI) Committee
November 2023

Committee membership for 2023 consisted of two co-chairs and nine members.

Co-Chairs:

Erin Darby (class of 2023)
Katherine Larson (class of 2025)

Committee Members:

Danielle Steen Fatkin (class of 2023)
Theodore Burgh (class of 2024)
Margaret Cohen (class of 2024)
Bianca Hand (class of 2024)
Aaron Brody (class of 2025)
Leticia Rodriguez (class of 2025)
Carolyn Midkiff Strange (class of 2025)
Avary Taylor (class of 2025)
Julia Troche (class of 2025)
Marta Ostovich (ex officio, non-voting)

Membership represents a combination of Task Force members and those new to DEI work within ASOR. We appreciated the logistical support and perspectives of Marta Ostovich, representing ASOR Staff. DEI Committee members also serve on the Board of Trustees and the Program and Early Career Scholars committees. We continue to encourage cross-representation with the DEI Committee and other ASOR standing committees and task forces.

Supporting DEI Work Across the Organization

The DEI Committee provided feedback to multiple segments of ASOR, in line with our mandate to advise and serve as a resource for the organization on DEI matters. Unlike other committees, we have no clear area of oversight or jurisdiction, but rather “makes recommendations to ASOR’s President, Executive Director, Board, Chairs Coordinating Council, standing and ad hoc committees, and staff.”

Upon request, we actively collaborated with or provided written recommendations to:

- Publications Committee on collecting demographic data from authors
- *ad hoc* Governance Committee on structural integration of DEI into organizational leadership and communicating the value of service
- Honors and Awards Committee on developing equitable policies for evaluating award nominees
- Program Committee on various emergent and longer-term issues
- ASOR leadership for bystander intervention during the Annual Meeting in the event of an incident

Key Accomplishments in 2023

- Finalized charter and guidelines governing the work of the committee. The “Responsibilities and Scope” of the Committee is posted publicly on ASOR’s website as a committee description and has served us well so far.
- Continued to build bridges with ISW in their transitional leadership period.
- Developed resources for inclusive session chair moderation, including a graphic one-page summary and a title slide for use during sessions. These were shared in October’s session chair trainings hosted by the Program Committee, and DEI Committee members were on hand to answer questions as needed. All sessions at the November meeting will have a slide reminding participants of the Code of Conduct, incident reporting guidelines, and audience expectations.
- Hosted a Mentorship Listening Breakfast at the Annual Meeting and distributed accompanying online survey. The goal of this open-to-all session is to collect ideas and data for ways to foster community and build support for members at all career levels.
- Ensure sustainability and continuity for the committee by finalizing processes and executing selection for new co-chair and committee members
- Prepared a plan for use of a Land Acknowledgement at the Annual Meeting and Alexandria office, for discussion at the October CCC meeting and November Board meeting.

Preliminary Objectives for 2024

- Advocate for a task force to evaluate the current ASOR Codes of Conduct in light of DEI considerations
- Develop recommendations for policies and practices to make ASOR’s programs, including the Annual Meeting, more child- and family-friendly, to support parents and other caregivers
- Working with the ASOR Office, Committee on Archaeological Research and Policy (CAP), and Hansberry Society, develop instructional video series for archaeological project directors on DEI considerations for fieldwork
- Identify opportunities to build capacity and responsiveness to LGBTQ+ concerns
- Continue to build an inclusive Annual Meeting experience through mentoring and networking opportunities, building on discussions from the Mentorship Listening breakfast.
- Continue to integrate the community and work of ISW into that of the DEI Committee
- Continue to develop a land acknowledgement and secure Board approval for its use at the Boston 2024 Annual Meeting and at the Alexandria office
- Continue to develop regular lines of communication with corresponding DEI organizations and committees in other related professional societies
- Continue to support the work and respond to requests of ASOR committees and leadership
- Continue to support fundraising efforts for DEI-focused initiatives, scholarships, and programs