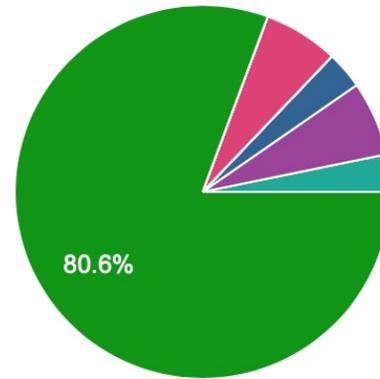


# CfMA DEI Survey Results

March 2022

## How do you self-identify in terms of race? (check all that apply)

31 responses

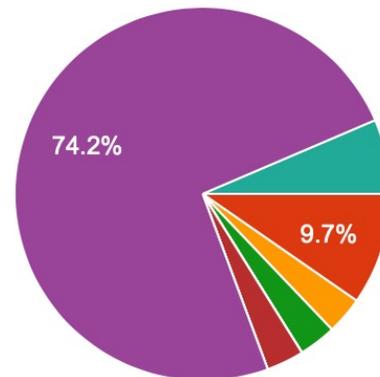


- American Indian, First Nations, or Ala...
- Hispanic or Latinx
- African American or Black
- European American or White
- Native Hawaiian or Pacific Islander
- East or Southeast Asian
- European
- African

▲ 1/2 ▼

## Do you identify as a person with disability? (check all that apply)

31 responses

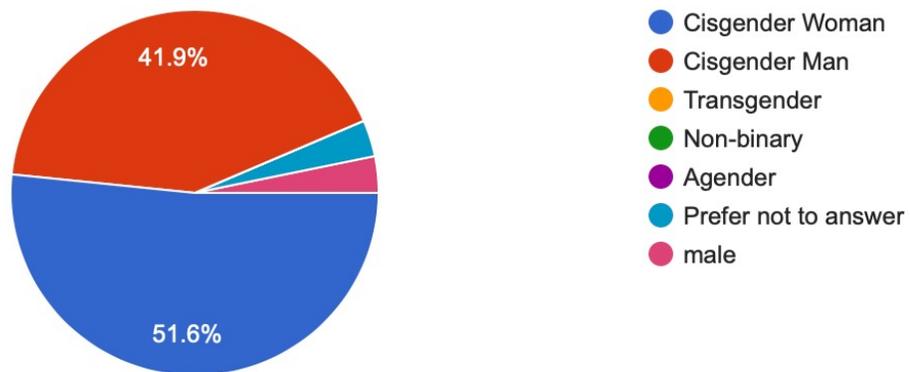


- Developmental disability
- Learning disability
- Mental health or emotional disability
- Non-Apparent or unseen disability
- Physical disability
- Sensory disability
- Head Injury or Brain Disability
- Intellectual Disability

▲ 1/2 ▼

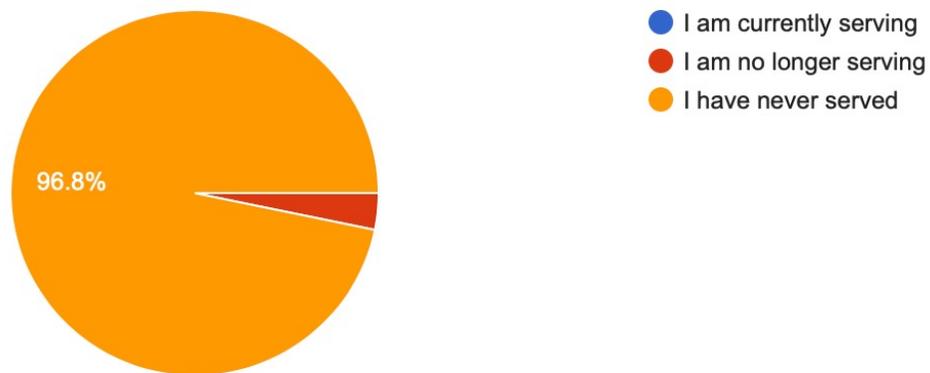
How do you self-identify in terms of gender? (check all that apply) Cisgender = A person whose sense of personal identity and gender corresponds with their birth sex.

31 responses



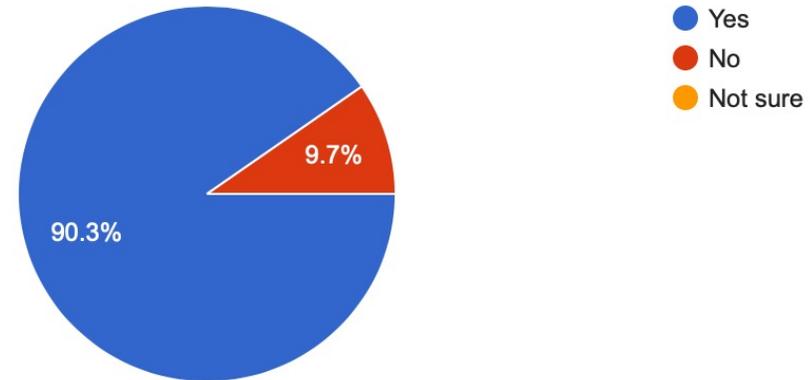
Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

31 responses



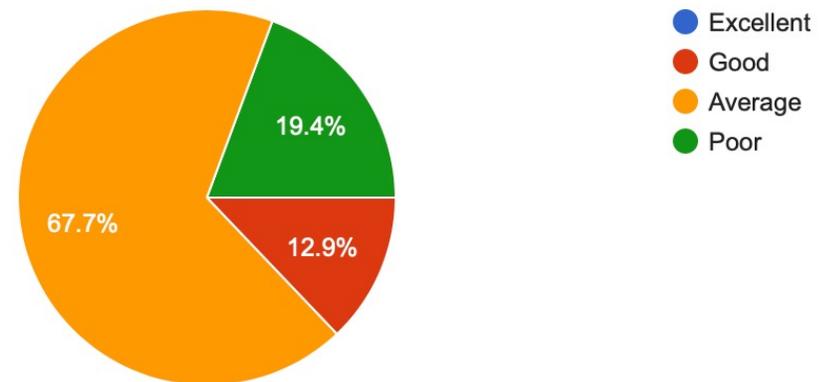
## Are you a current CfMA member?

31 responses



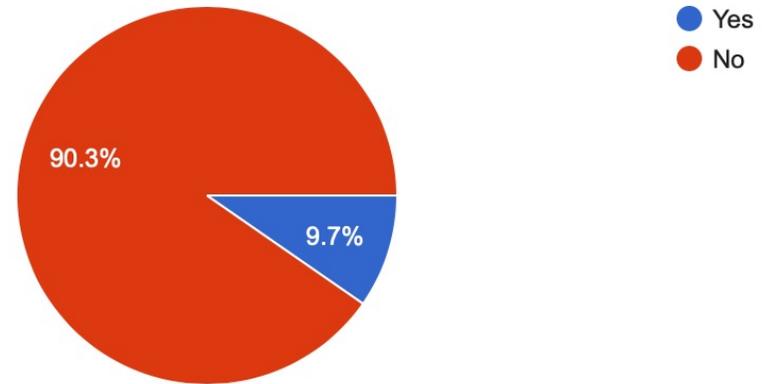
## How would you rate diversity and inclusion in CfMA?

31 responses



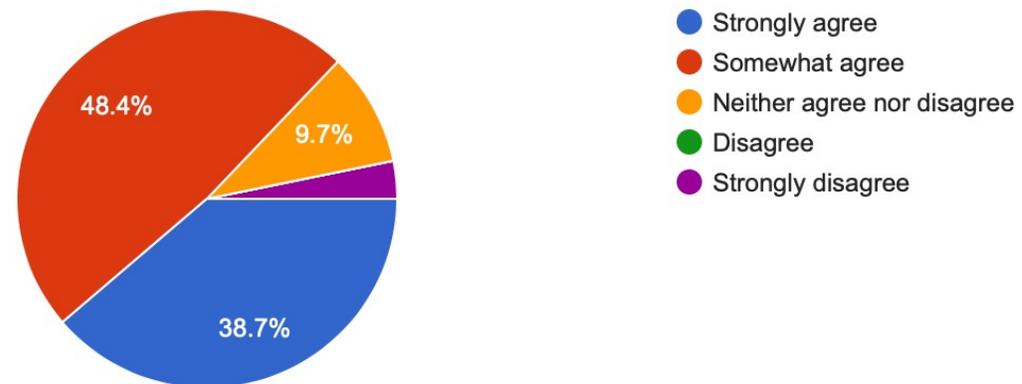
## Have you ever felt marginalized in CfMA as a result of your race/gender?

31 responses



## People of all cultures and backgrounds are valued here

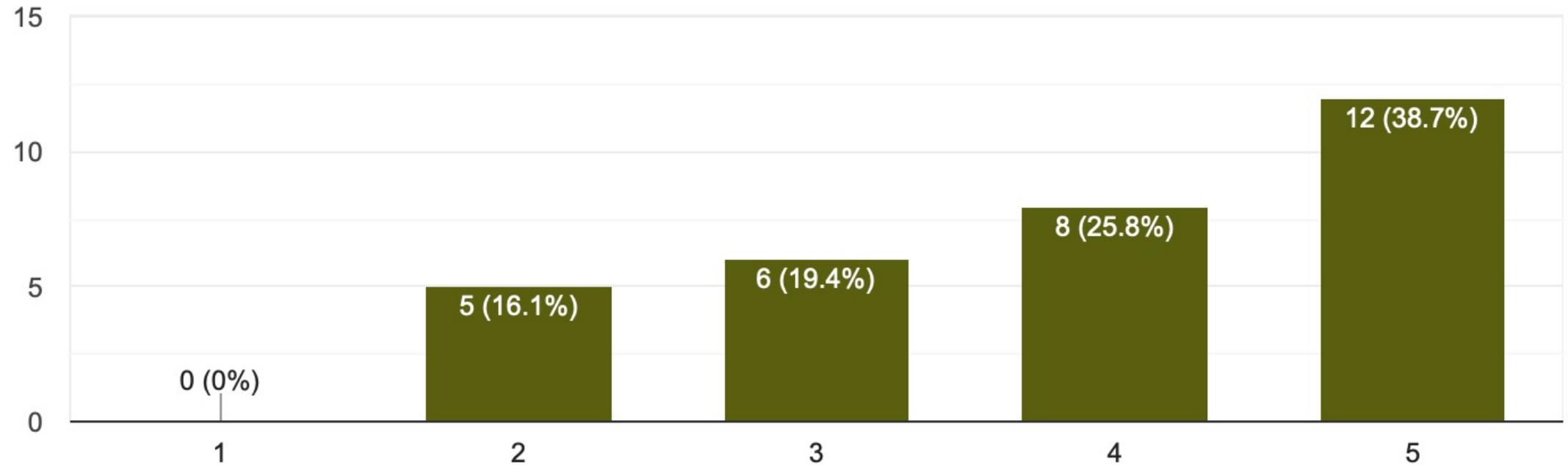
31 responses



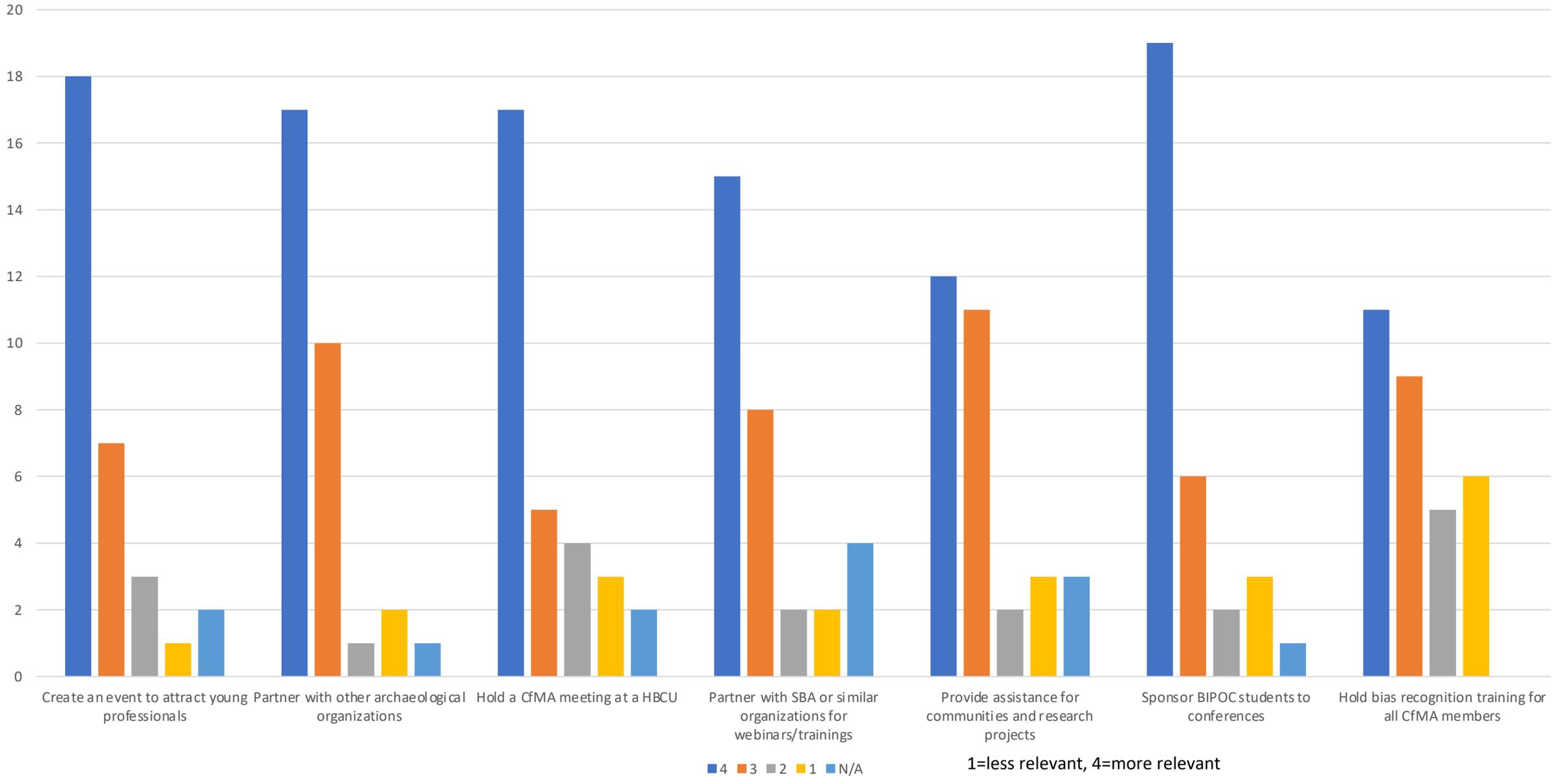
On a scale of 1 to 5, how confident do you feel in voicing a contrary opinion in a CfMA meeting? (1 = no confidence and 5= very confident)



31 responses

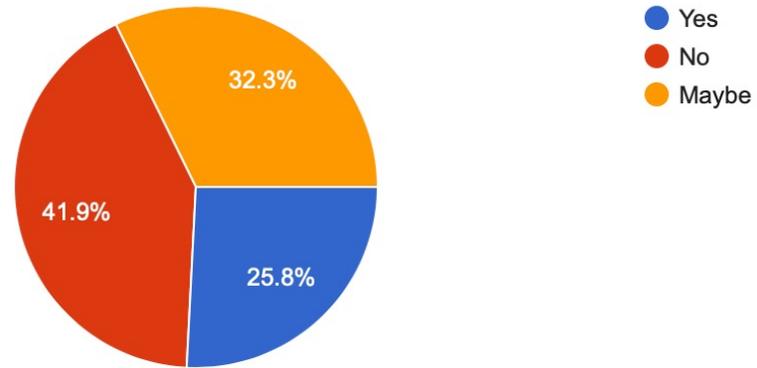


# Possible CfMA DEI Activities



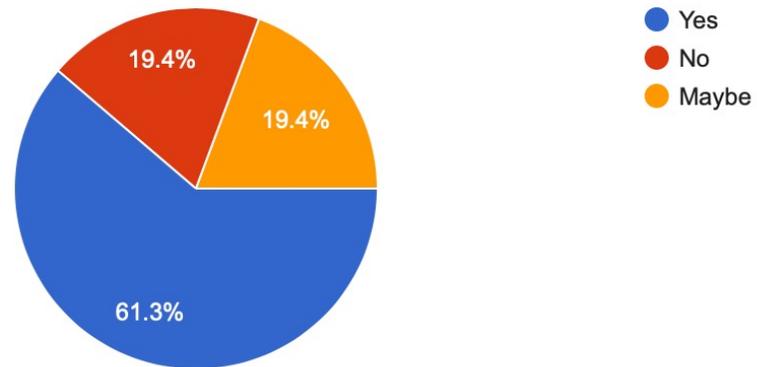
### Would you be willing to serve on the Diversity, Equity, and Inclusion Committee?

31 responses



### Would you be willing to mentor a student or young professional?

31 responses



## What specific actions can CfMA take to make the organization more inclusive

- Attract more persons of color to the field.
- Promote more diversity in graduate education
- Specific outreach to HBCU students would be a good start.
- We need to make the profession more diverse. Working on that with students.
- Reaching out to HBCUs seems like a really great idea.
  
- Expand mentorship and membership
- Increase social media presence to attract a younger and more diverse membership.
- Trainings
  
- Have an archaeologist speak to or involve a Jack and Jill group in your work
- Visit Middle Schools and High Schools to encourage young people to consider a career in archaeology. The earlier they are exposed to what we do, the better understanding they will have of the value of doing archaeological investigations and what it can tell them about their past.
- Plan and engage a Council event.
- Provide meeting times and locations that are accessible to most members, with consideration for members who have obstacles for attendance; Not relying solely on traditional networks of people when making decisions about nominations for positions, membership, and committee assignment - assume there may be others who are not known who could be included and encouraged to participate in various ways.

## **What specific actions can CfMA take to make the organization more inclusive (ie. ethnicity, accessibility, gender) cont'd**

Be cognizant of the fact that most students who need to do a field school or internship cannot afford to do them for free or to pay for the opportunity to get experience. This is a catch 22 for students who MUST work their way through school. Meaningful support = money so students can support themselves while obtaining the experience they need to be able to get a job in archaeology. The Academic white tower paradigm needs to be replaced with true support for students to assure they can be successful and obtain the ability qualify for jobs in CRM. Also note, most CRM jobs require staff to meet SOI requirements. There needs to be a path for that while students are in grad school.

From my perspective, a lot of diversity/equity/inclusion issues come down to money and time. Enabling BIPOC members to have access to resources that might be behind a paywall are probably the most effective.

The archaeological community has been too white and too colonialist for too long. The main priority at this point in time should be outreaching to BIPOC communities, offering training/certificate opportunities for BIPOC community members to assist on archaeological digs, and working to enhance interest from young people and those changing careers to study archaeology/anthropology and obtain a 4-year and/or graduate degree in the discipline.

All about funding/access to resources. CfMA-sponsored scholarships for field schools/conferences targeted at historically marginalized groups, collaborations with other groups with strong record of inclusivity, mentorship programs

More BIPOC students are coming to our program, and there are more resources to support their participation in critical professional training (such as field schools). Helping these student reach professional status, and helping them stay in the profession is key.

What specific actions can CfMA take to make the organization more inclusive (cont'd)

- Thank you for putting this survey together
- We are all talk but no action.
- Piggyback on what other organizations are doing. SHA, for example, with its DEI training.
- No clue
- This committee seems to be heading in the right direction
- I'm happy to act as a mentor, but as a cisgender white male, I may not be the strongest choice, depending on the group's goals.