



SOCIETY FOR AMERICAN ARCHAEOLOGY

**COMMITTEE/TASK FORCE CHAIR
FEBRUARY 2024 REPORT TO THE BOARD OF DIRECTORS**

Due to your Board Liaison on March 19, 2024, for inclusion in the materials for the Board of Directors Meeting in New Orleans. Your report serves to inform the SAA Board of the committee/task force's accomplishments and as background for the action items.

- The Board asks all committee and task force chairs to use this Word document to report to the Executive Director (ona_schmid@saa.org), the SAA Secretary (Barbara.roth@unlv.edu), and your Board Liaison.
- Reports are required for the BOD meeting at the Annual Meeting of each year and optional in the BOD September meeting.
- **Please cc: all committee and task force members are carbon copied on the transmittal email.** If committee members have comments on the report to the Board, please contact the Committee/Task Force board liaison within 3 days.
- **Starting in 2022, Coordinator, Membership and Meetings, posts reports on Committee pages to improve transparency and assist incoming future chairs.** This means that
 - Committee chairs are responsible for making sure the entire committee has reviewed the report prior to submission
 - Reports do not include ad hominem attacks or otherwise defame, insult, or libel another person or group
- If you are able to join us in person, Committee and Task Force chairs are invited to join the Board for **breakfast on Saturday April 19, 2024.**

Report of the	Committee on Diversity, Equity, Inclusion and Justice
From Chair	Bonnie Pitblado
Date	March 19, 2024

1. Membership and terms for your committee:

So that the SAA Office's records are as complete as possible, please list your committee members and their terms here. Please also note if there are anticipated changes in a member's status before their term end date.

Note: all committee members must review the report prior to submission

Still by design, this committee has not yet been populated. The goal and plan has been to report the process and results of SAA’s DEIJ audit, as well as the Society’s response thereto, in “Equity Summit, Part 1” at the upcoming annual meeting in NOLA. There, I, together with—minimally—Dan Sandweiss (SAA President), Tony Chapa (SAA DEIJ Subcommittee Coordinator), Lindsay Montgomery (TF on Decolonization Co-Chair), and Sarah Janeski (TF on Decolonization Co-Chair and former Co-Chair of the now sunset Social Justice Task Force—will report details of the aforementioned to interested SAA members. That session will end with an open call for anyone to nominate themselves to be part of the DEIJ Committee. My reason for waiting to populate this committee is that I want members to have had the opportunity to hear where we (SAA) have been, where we are, and where SAA plans to go vis-à-vis our inclusivity efforts prior to committing to help do the work that will be required. Caveat emptor!

2. Executive summary of Committee’s/Task Force’s activities over the past year:

Please note that the activities summary should not exceed 250 words. Should the committee or task force be responding to a Board request for a draft document or report, refer to it in the summary and forwarded with this form as an attachment. If no such document was requested by the Board, the executive summary should be confined to the word limit.

Note: no report should include ad hominem or denigrating comments about another party or individual. These reports are shared publicly to facilitate transparency among the organization, (such as helping future chairs understand the main policy concerns of the Committee or Task Force.)

Since the October 2023 progress report, I have met occasionally with the new SAA board subcommittee on DEIJ, as well as Dan and Oona. We have talked through a general vision for how “my” DEIJ committee, the board subcommittee, AND, most importantly and positively (!), a new staff member devoted to increasingly SAA’s inclusivity, will work with one another. For example, we discussed having a member of the subcommittee rotate onto the standing committee each year as their board term ends, to ensure continuity in SAA’s DEIJ efforts from board to board. The work of all involved will require a lot of communication, so finding ways to bake that into our processes and structures is important.

I have also been in contact with Lindsay Montgomery and Sarah Janesko (again, the current co-chairs of the Task Force on Decolonization). We have discussed their desire for the board to sunset their task force, and for the work of decolonization to be expressly wrapped into the charge of the DEIJ committee. I wholeheartedly agree that this makes sense, and I note that the board (last year, when I was still a member) talked about that possibility as well. Lindsay and Sarah recently shared with me a suggested name change to “my” DEIJ committee, with the “D” coming to stand for “Decolonization” instead of “Diversity,” as well as a charge expansion to make it clear the committee will embrace the work of decolonization. I am completely on board with the new title and charge language and refer the board to their task force report for their suggested verbiage.

I am quite excited and pleased to be leaving behind the DEIJ audit phase and, with the NOLA conference, sharing the results of the audit with members such that the DEIJ committee can begin to do its work. I hope that work will start with the chair (that would be me) being part of the search committee for the new SAA Equity Officer (or whatever the title). This will again be a way of weaving together the various entities that will move forward with the Society’s critical DEIJ work and who will need to communicate clearly and copiously.

3. Items for Board Consideration, if applicable. These are recommendations and requests that specifically require Board approval.

These items range from statements that you may wish to be disseminated, requests to undertake projects, requests to disseminate results, or any other action for which a committee or task force needs specific Board guidance/approval. Please do not embed such items in your activities summary. These items must be separately listed in this section. These are actions you are asking the Board of Directors to take. Please also include a discussion of fiscal impacts, if any, but note that budget requests occur in advance of the Fall Board meeting (and not as part of this report).

Should you have questions about whether any of your Committee's items require Board approval, please consult with your Board Liaison prior to submitting your report. We also recommend that you run a draft of your report by your liaison before you "officially" submit it.

Note: no report should include ad hominem or denigrating comments about another party or individual. These reports are shared publicly to facilitate transparency among the organization, (such as helping future chairs understand the main policy concerns of the Committee or Task Force.)

I concur with the Task Force on Decolonization's motion to change the name and charge of "my" DEIJ Committee so that it actively embraces decolonization efforts going forward. The Task Force on Decolonization has done important work and developed detailed reports and suggestions that this committee, the board subcommittee on DEIJ, and the soon-to-hired SAA Equity Officer (or whatever their title is) can use together with LTHJ's list of suggested action items—to increase SAA's inclusivity and sense of belonging for all members.

4. Draft motions, if appropriate. (Optional)

Drafting a suggested motion or motions for any requests noted above will help the Board more clearly understand your request and increase the "fit" between the request you make and corresponding Board action. Please keep in mind that suggested motions may be revised or not accepted by the Board, whose responsibility it is to consider the full range of member needs. If you choose to include suggested motion(s) with your report, it is essential that you work with your liaison before you submit your report. They will be able to provide examples of motions that you can use as models for the ones you create.

I concur with the Task Force on Decolonization's motion to change the name and charge of "my" DEIJ Committee so that it actively embraces decolonization efforts going forward. I do not repeat the motion here, instead referring the board to that Task Force's report.