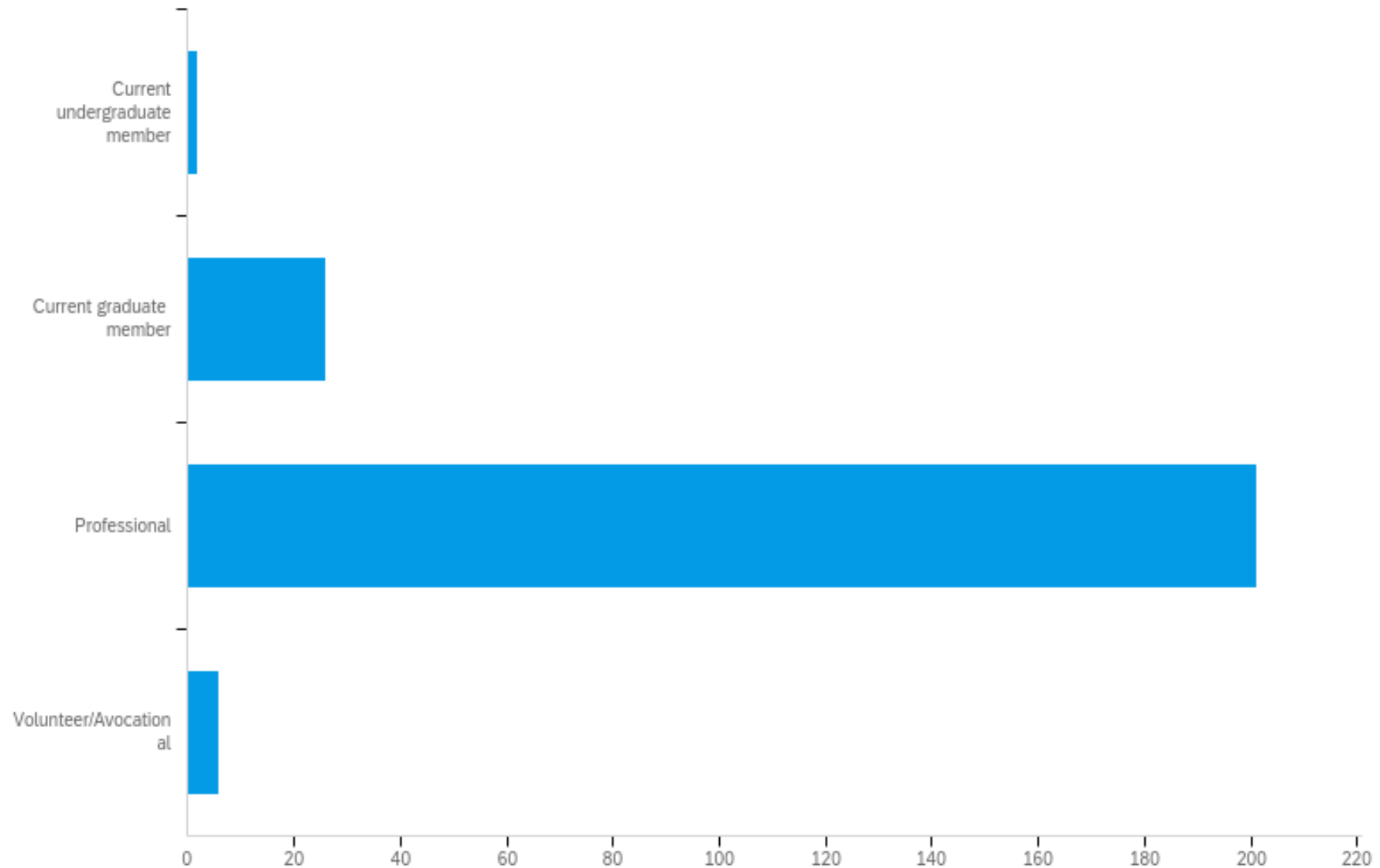# Climate Survey

Spring 2022
Prepared by J.A. Stollman Consulting
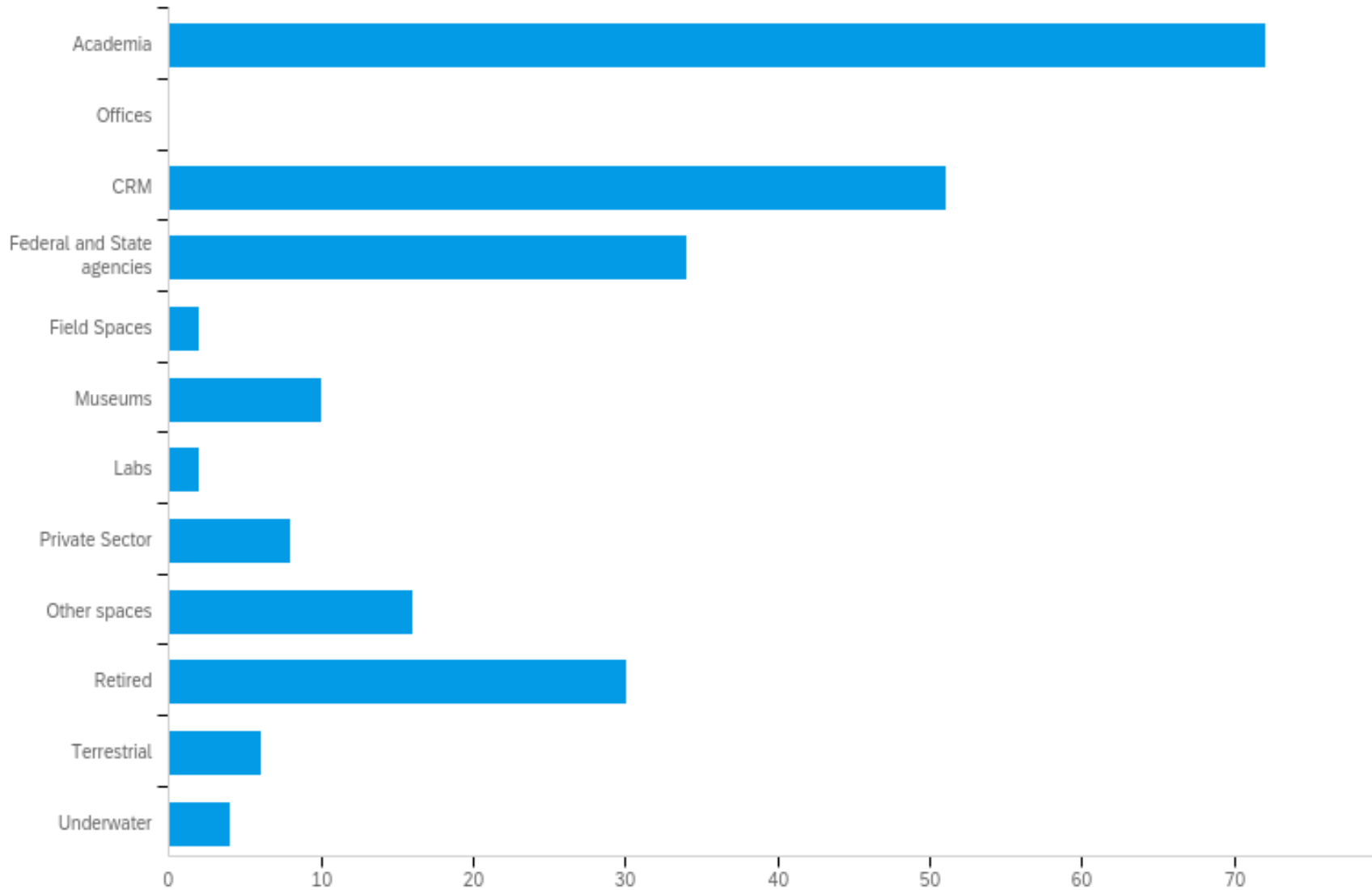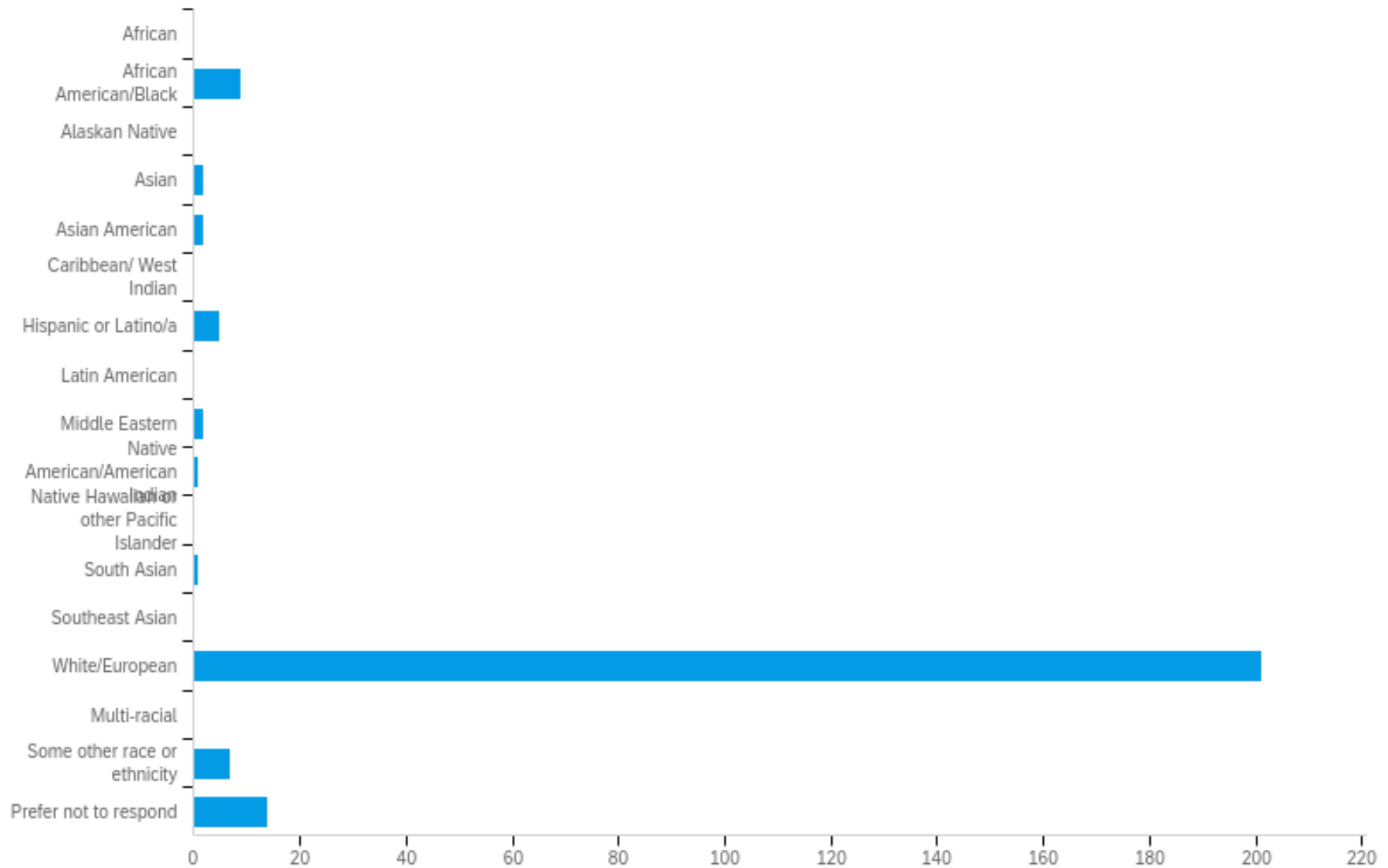
Demographics

Which best describes your current affiliation with the Society for Historical Archaeologists (SHA)? (n=235)

# Where do you work? (check all that apply) (n=235)

# What is your racial/ethnic identity? (check all that apply) (n=244)

What is your racial/ethnic identity? (check all that apply) (n=244)

African	0.00%	0
African American/Black	3.69%	9
Alaskan Native	0.00%	0
Asian	0.82%	2
Asian American	0.82%	2
Caribbean/ West Indian	0.00%	0
Hispanic or Latino/a	2.05%	5
Latin American	0.00%	0
Middle Eastern	0.82%	2
Native American/American Indian	0.41%	1
Native Hawaiian or other Pacific Islander	0.00%	0
South Asian	0.41%	1
Southeast Asian	0.00%	0
White/European	82.38%	201
Multi-racial	0.00%	0
Some other race or ethnicity	2.87%	7
Prefer not to respond	5.74%	14
		244

What is your age? (n=235)

17.87%

32.77%

22.98%

25.96%

17-23   24-35   51-65   66+   35-50
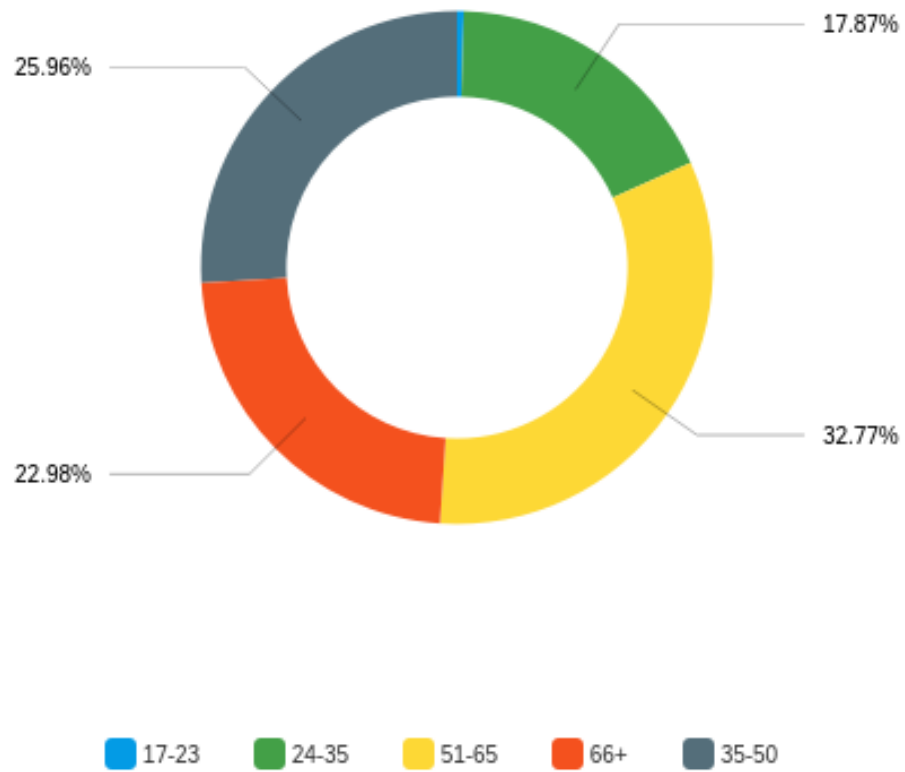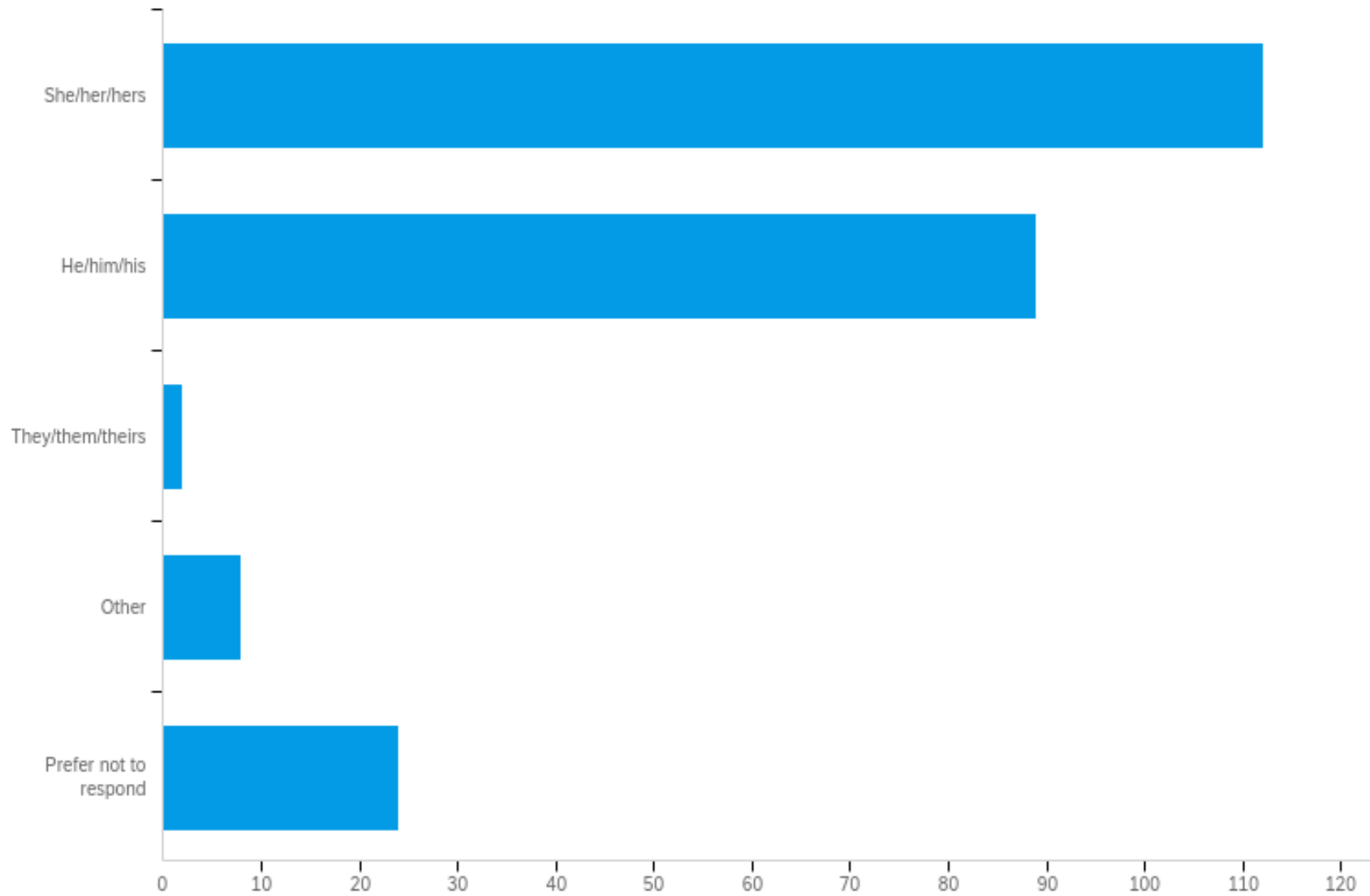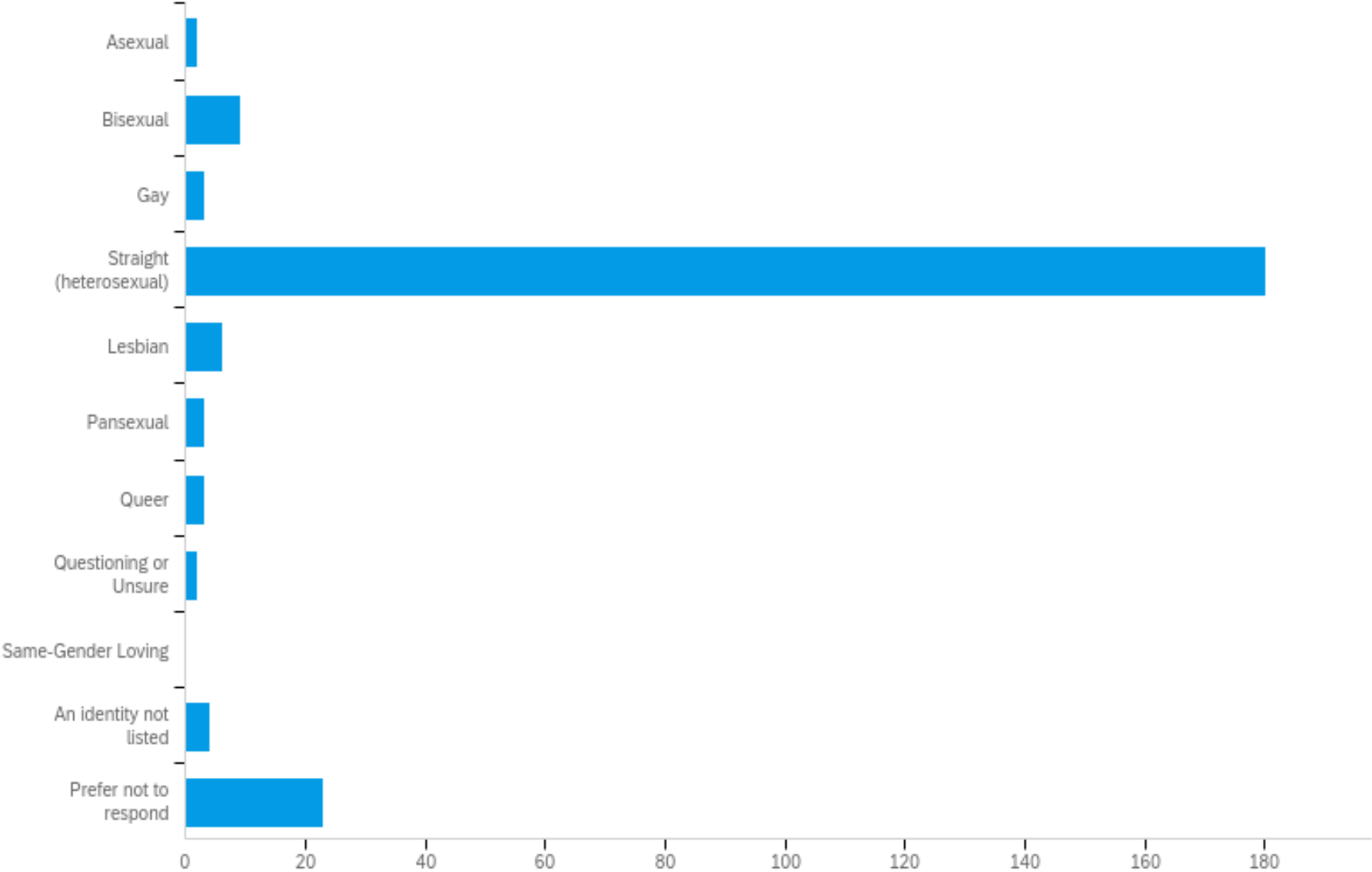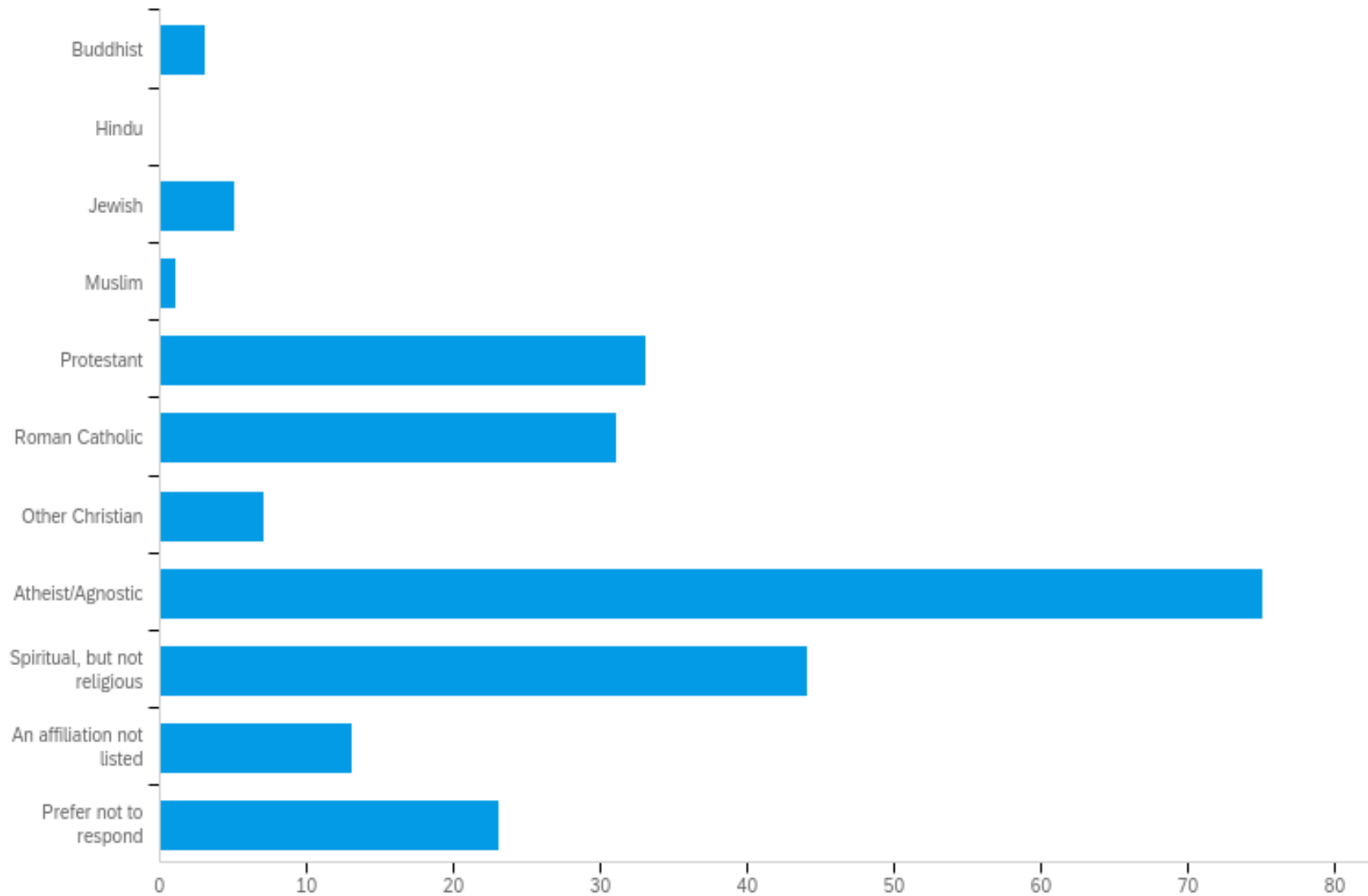
What is your gender? (n=235)
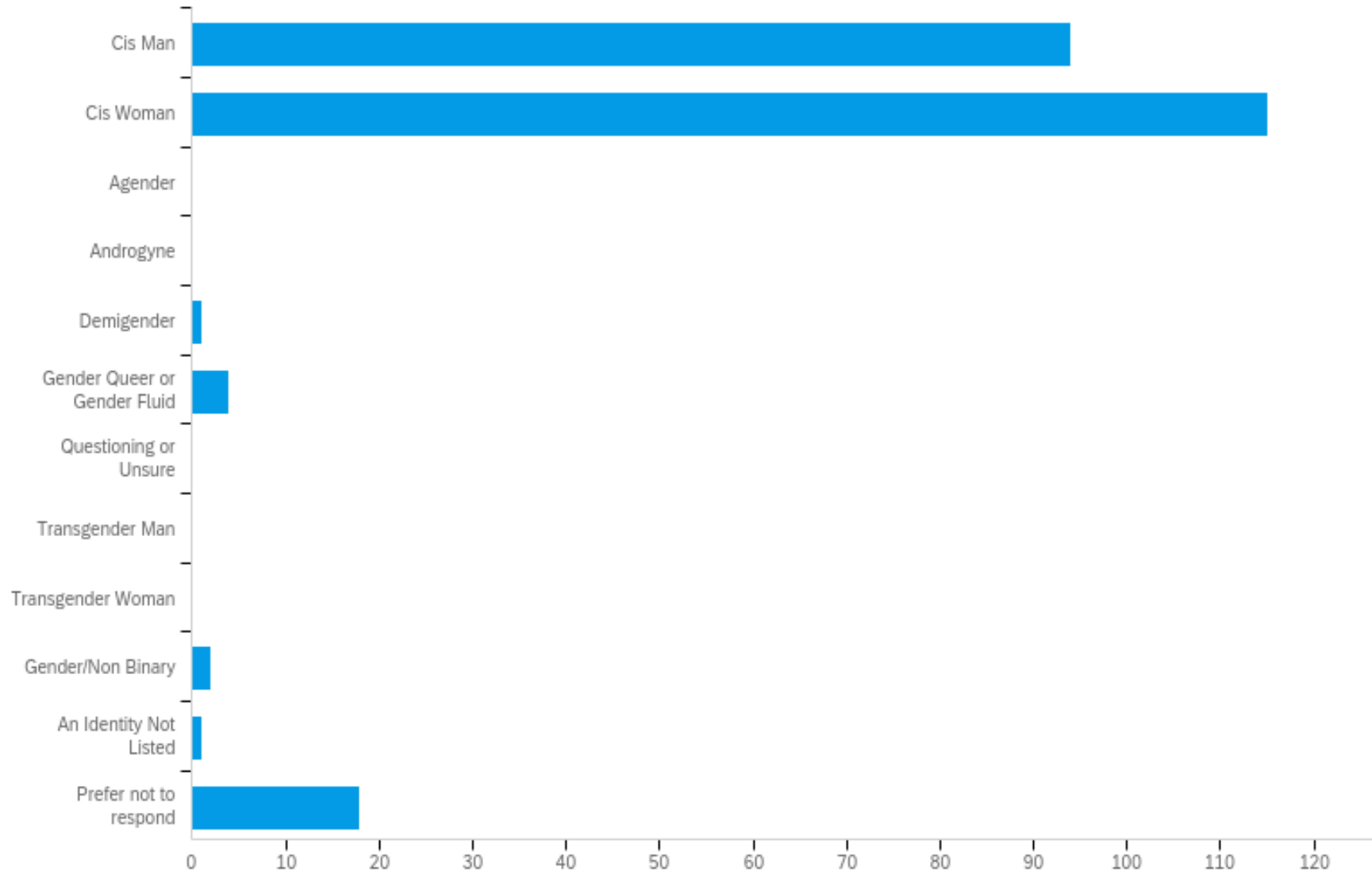
What is your pronoun? (n=235)

Which best describes your sexual orientation? (n=235)

What is your religious affiliation? (choose one) (n=235)

What is your preferred language spoken at home? (choose one) (n=235)
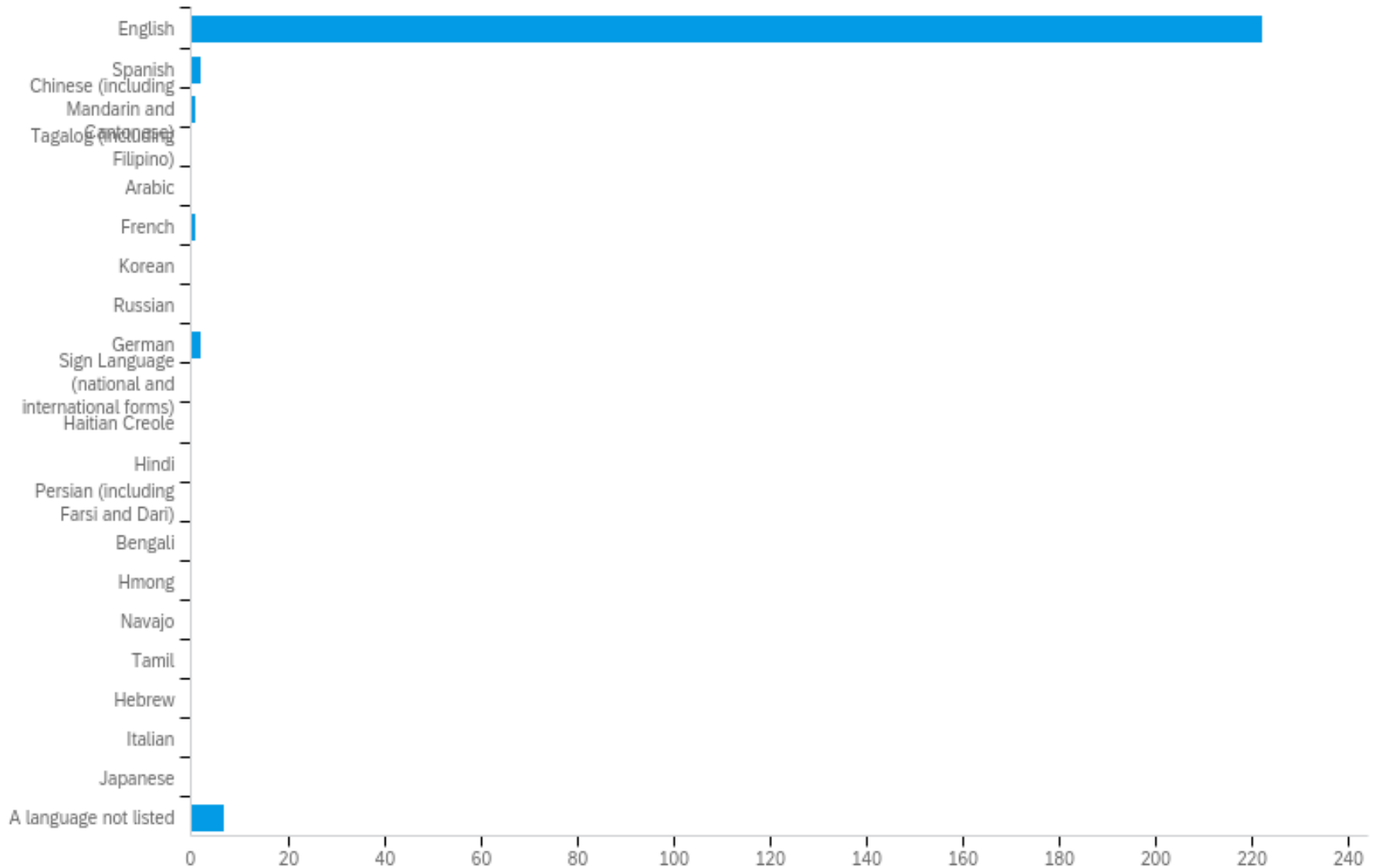
What is your citizenship status? (choose one) (n=233)
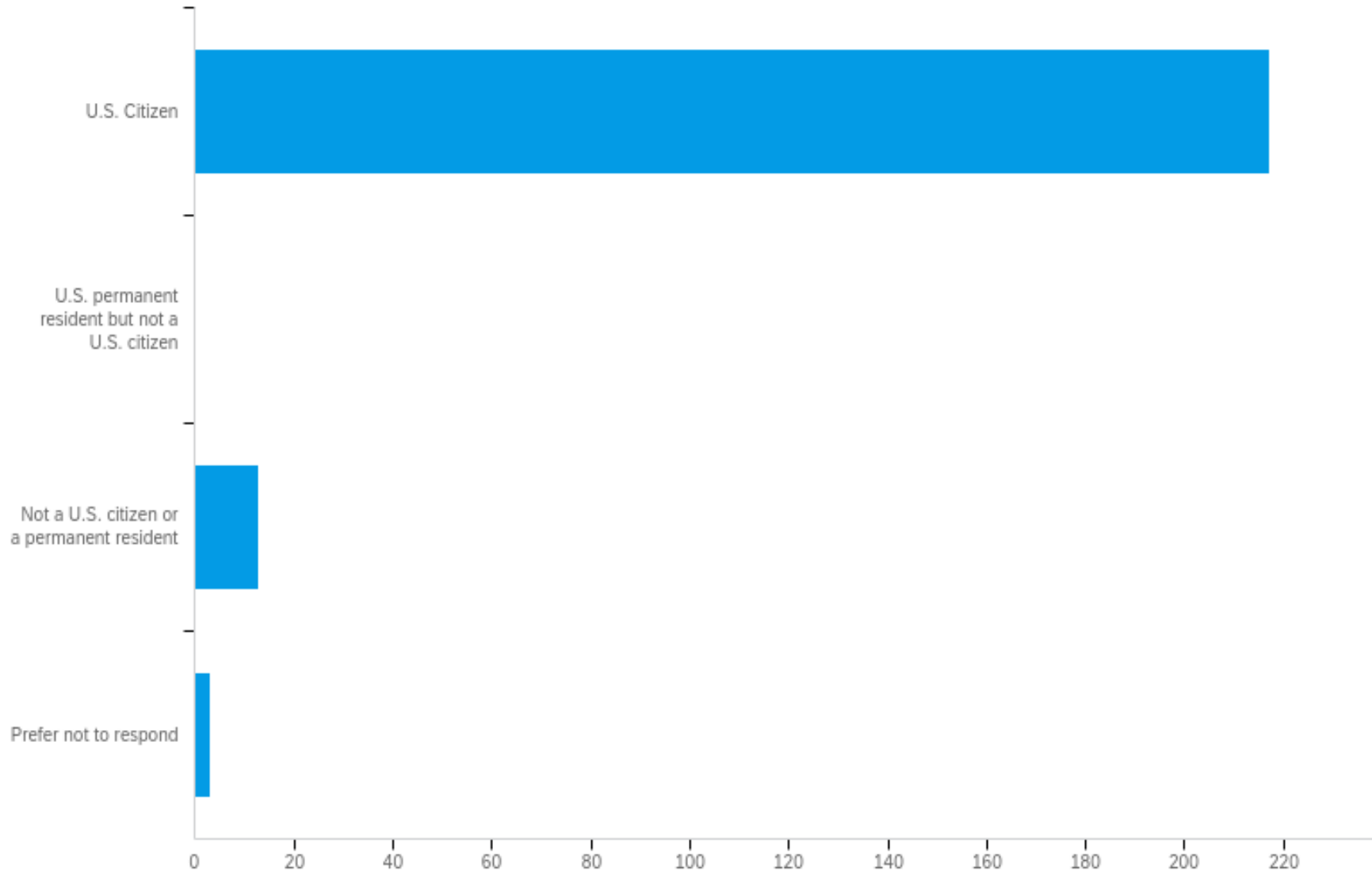
What is your socio-economic status? (n=233)
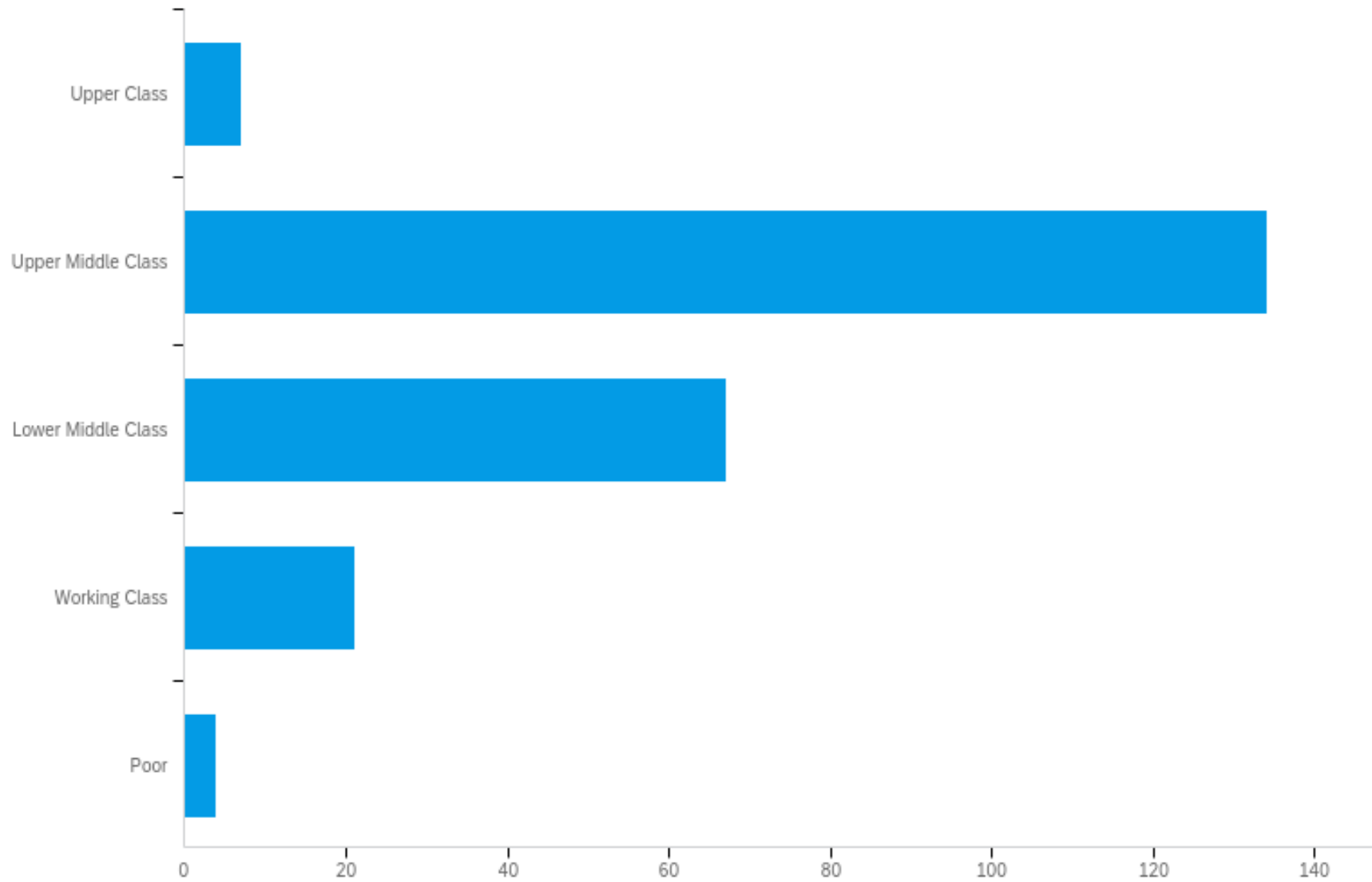
What is the highest level of education completed by you? (n=233)

6.01%

40.34%

53.22%

Legend:
- Did not finish high school
- High school diploma or G.E.D.
- Attended college but did not complete degree
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctoral or Professional
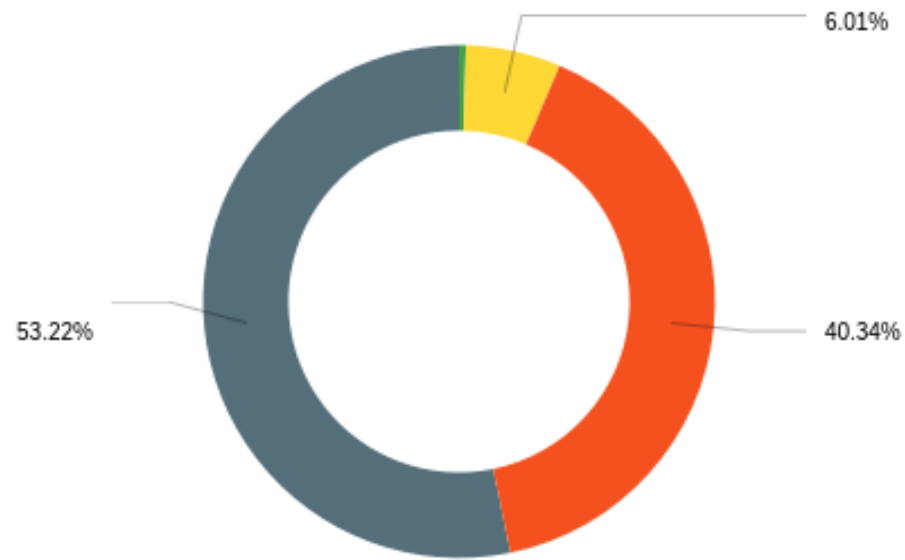
What is the highest level of education completed by your parents, legal guardians or caretakers who raised you? (n=233)
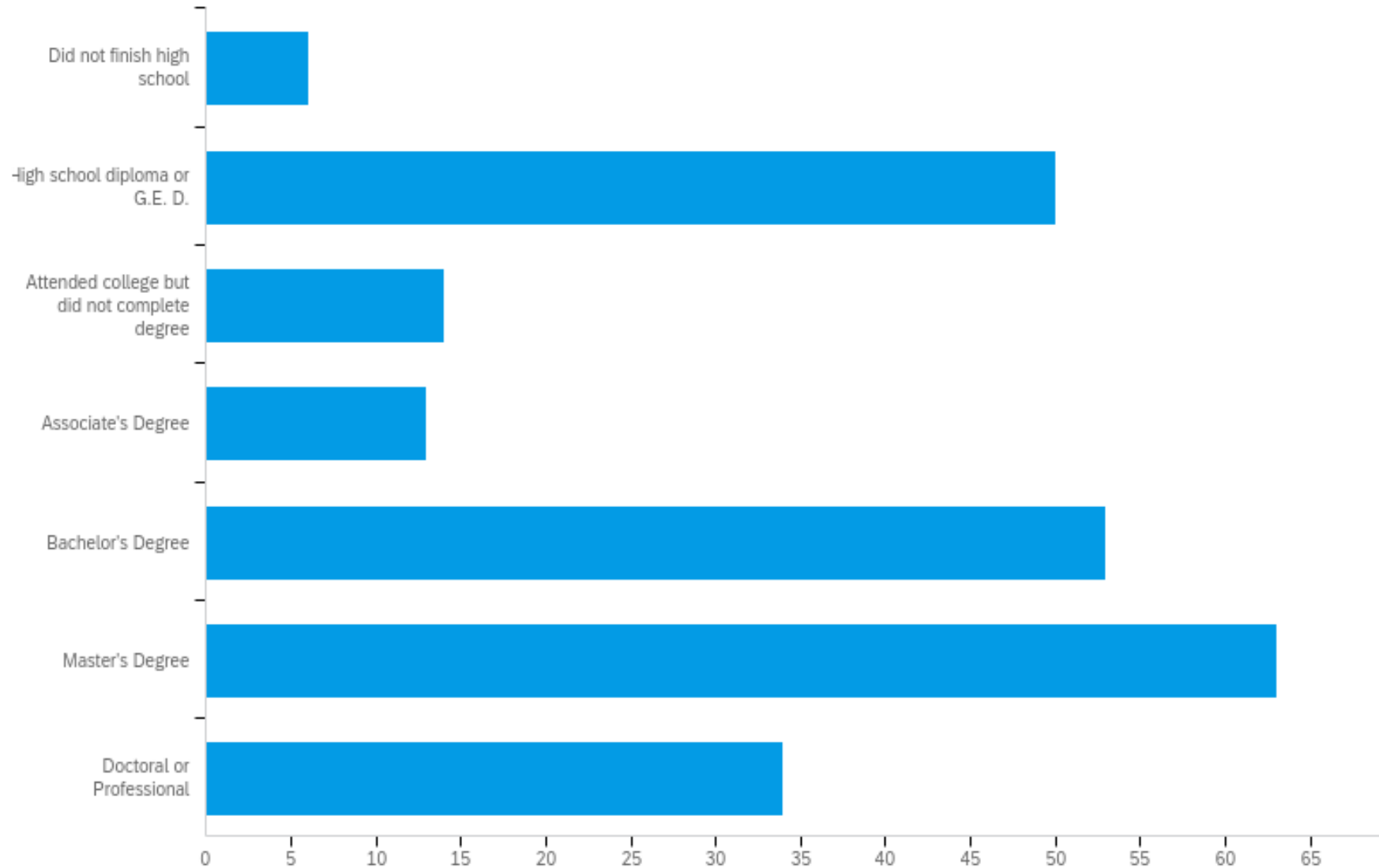
Where would you place yourself on the political spectrum? (n=235)
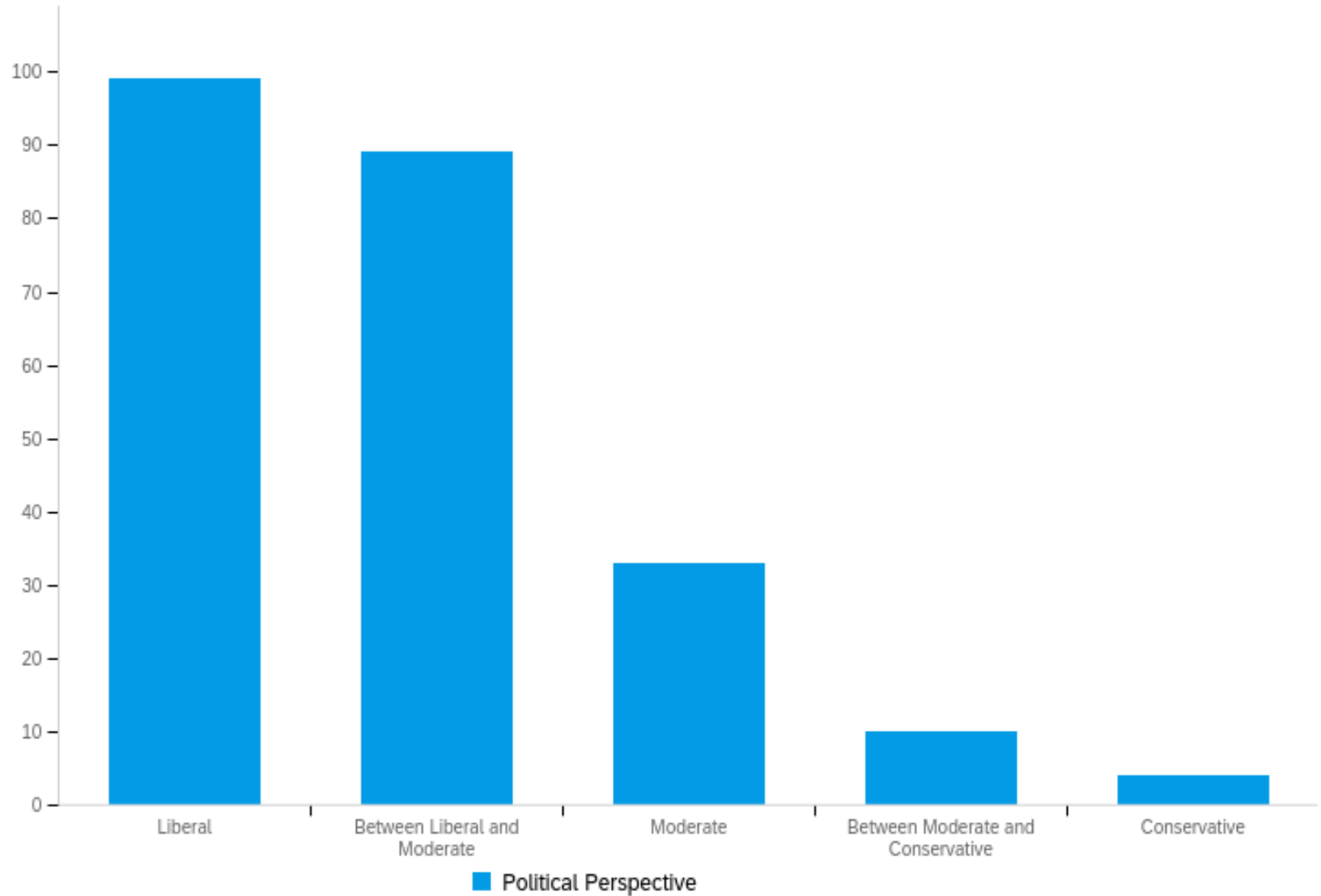
Do you currently have a physical, learning, or mental disability that substantially limits one or more SHA membership activities? (n=235)
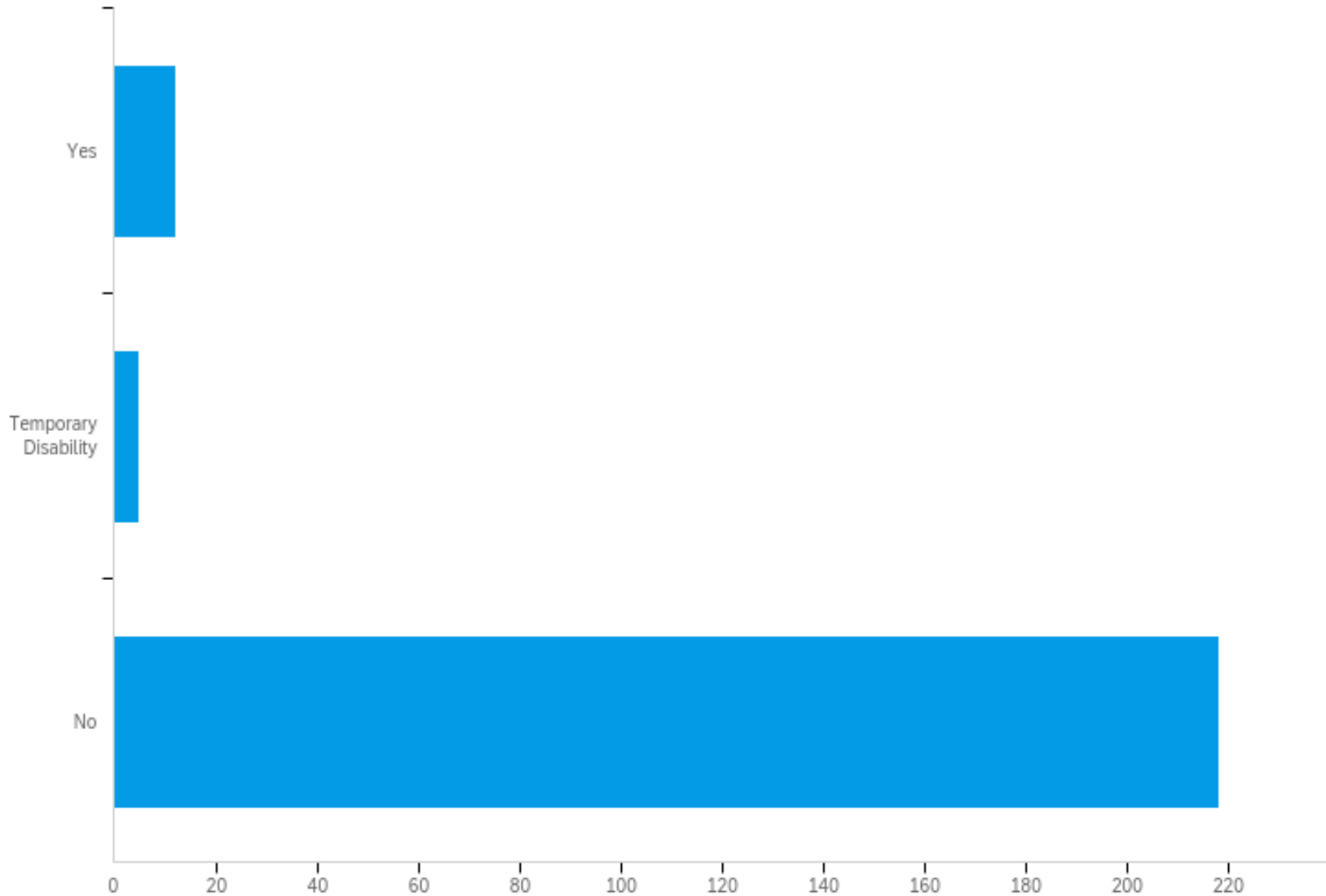
Please select the type of disability. (choose all that apply) (n=27)
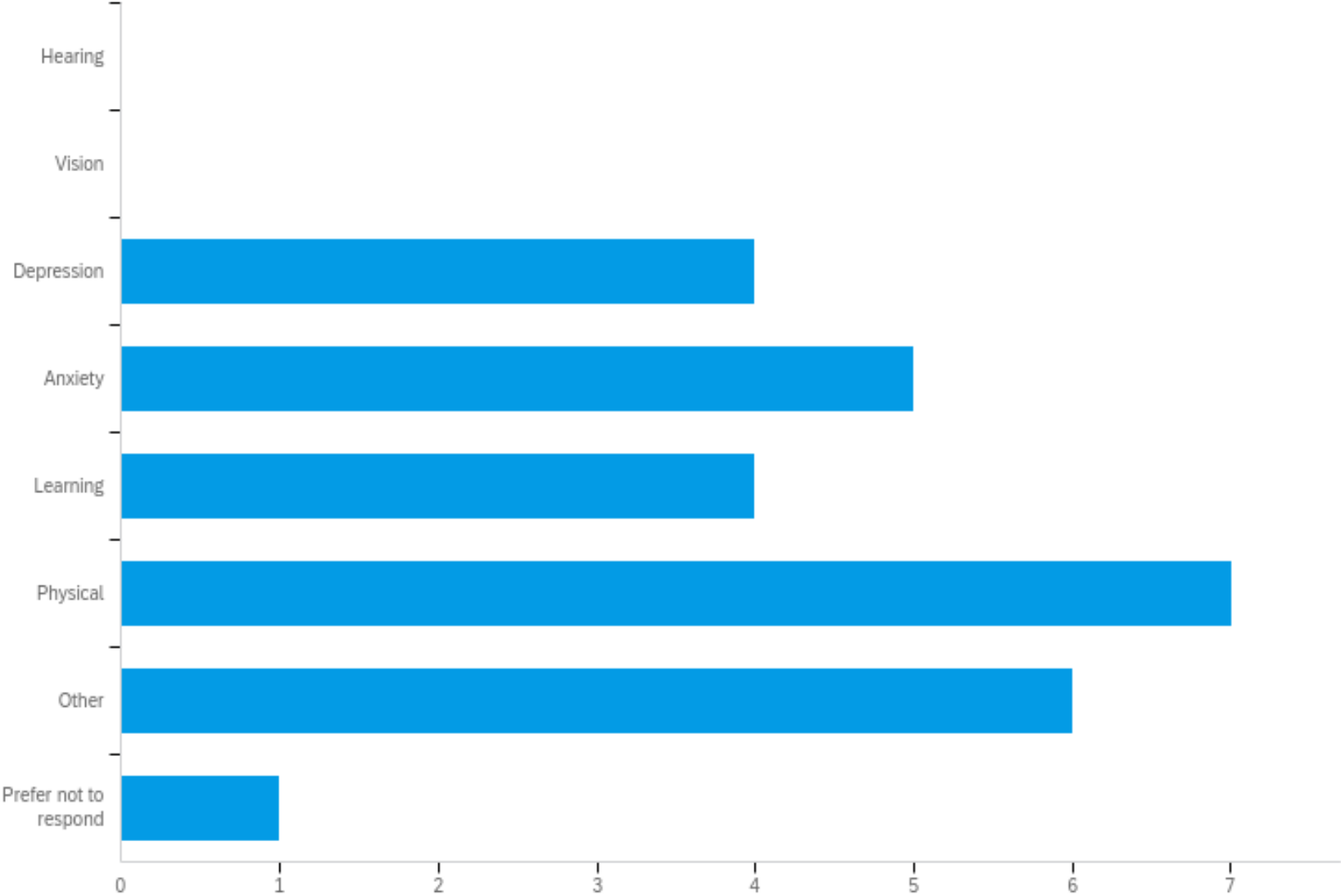
Please describe briefly the disability and how it impacted your participation in SHA membership activities.

Disability

- Chronic Illness
- Neurological disorders
- Physical disability
- Neurodivergent
- Attention-related

Impact

- Traveling to SHA activities is difficult to impossible
- Participation in SHA activities difficult to impossible
- Engagement in SHA affairs is compromised
- Difficult to compromised SHA and conference information

How would you describe your involvement in SHA? (0=not involved to 5=extremely involved) (n=179)

Level of Involvement
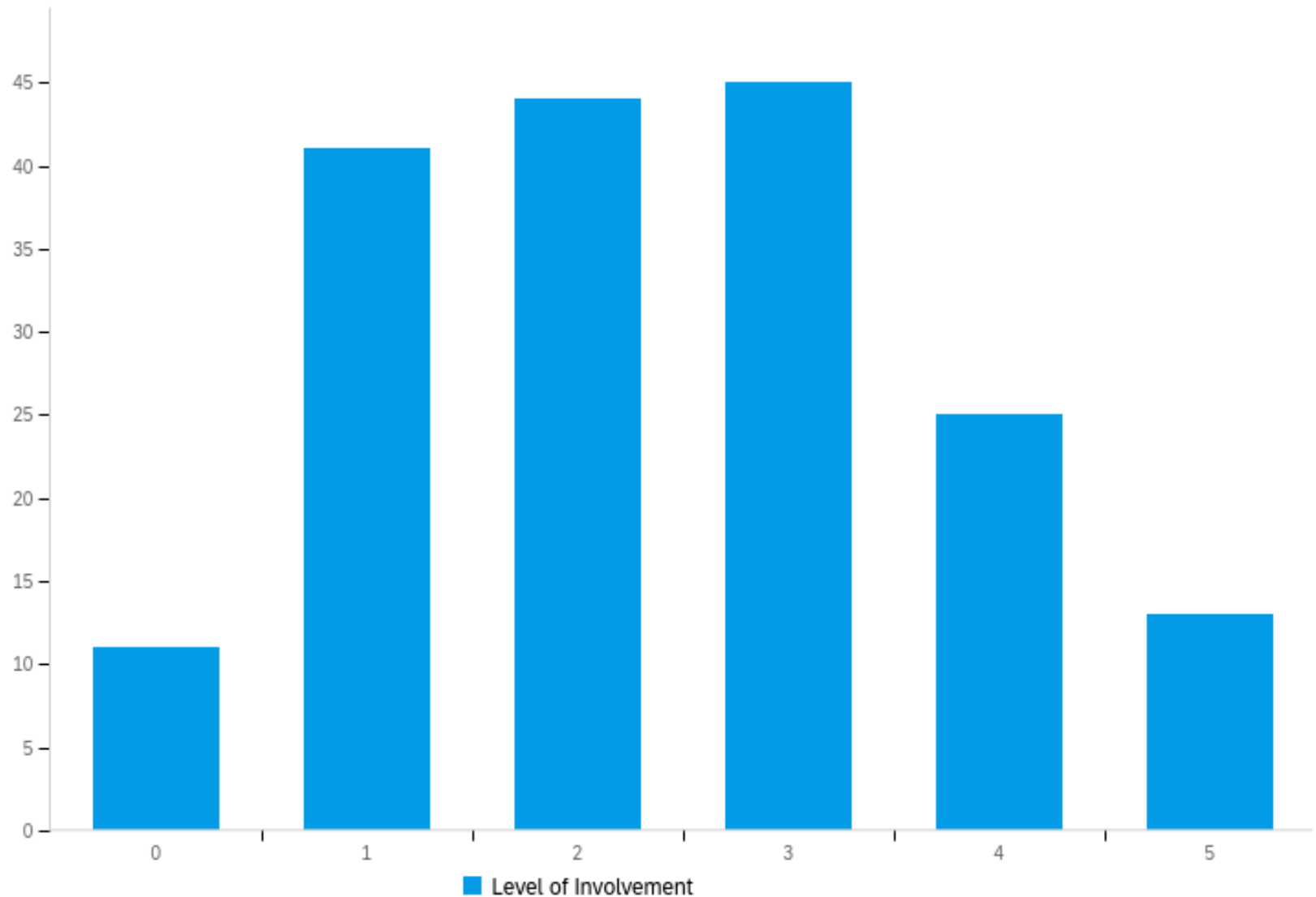
Belonging and Mattering

If diversity means a representation of different identities, to what extent does SHA value diversity? (n=167-170)

Legend:
- Overall
- Racial/ethnic identity
- Socio-economic status
- Gender/Sex
- Culture
- Ability
- Sexual orientation
- Religion
- Age
- Political perspective

Categories: Greatly values, Moderately values, Slightly values, Does not value at all
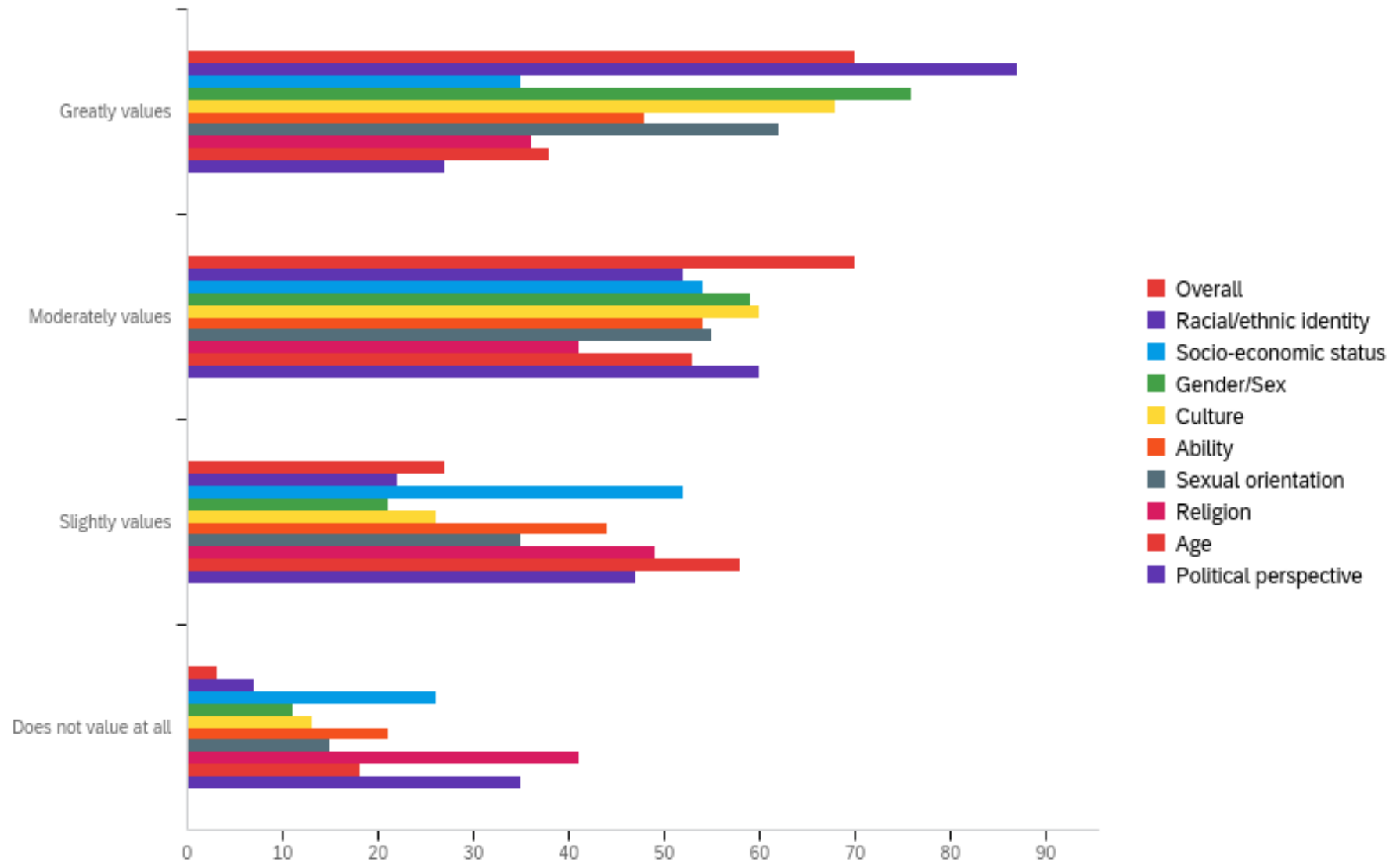
If diversity means a representation of different identities, to what extent does SHA value diversity? (n = 167-170)

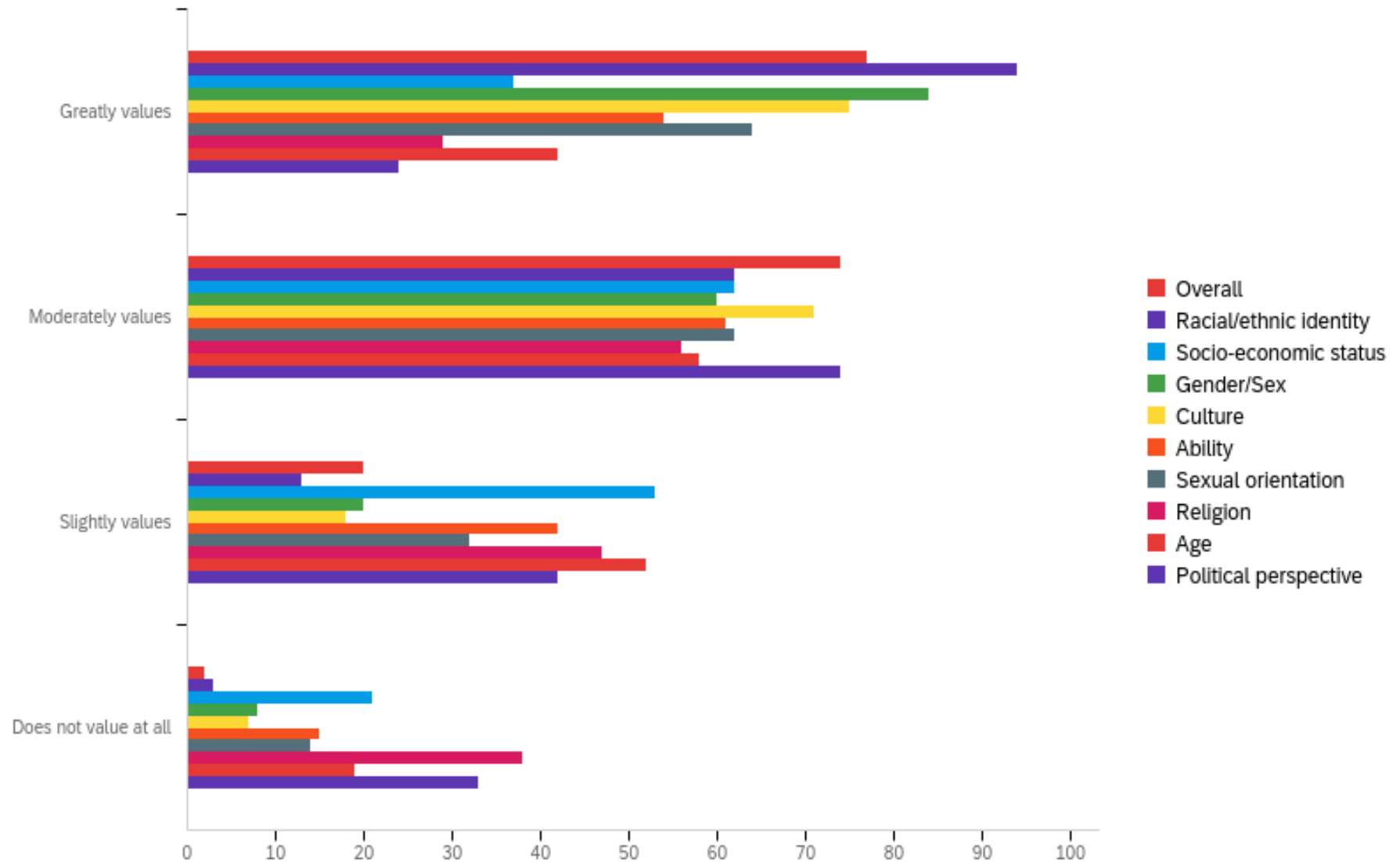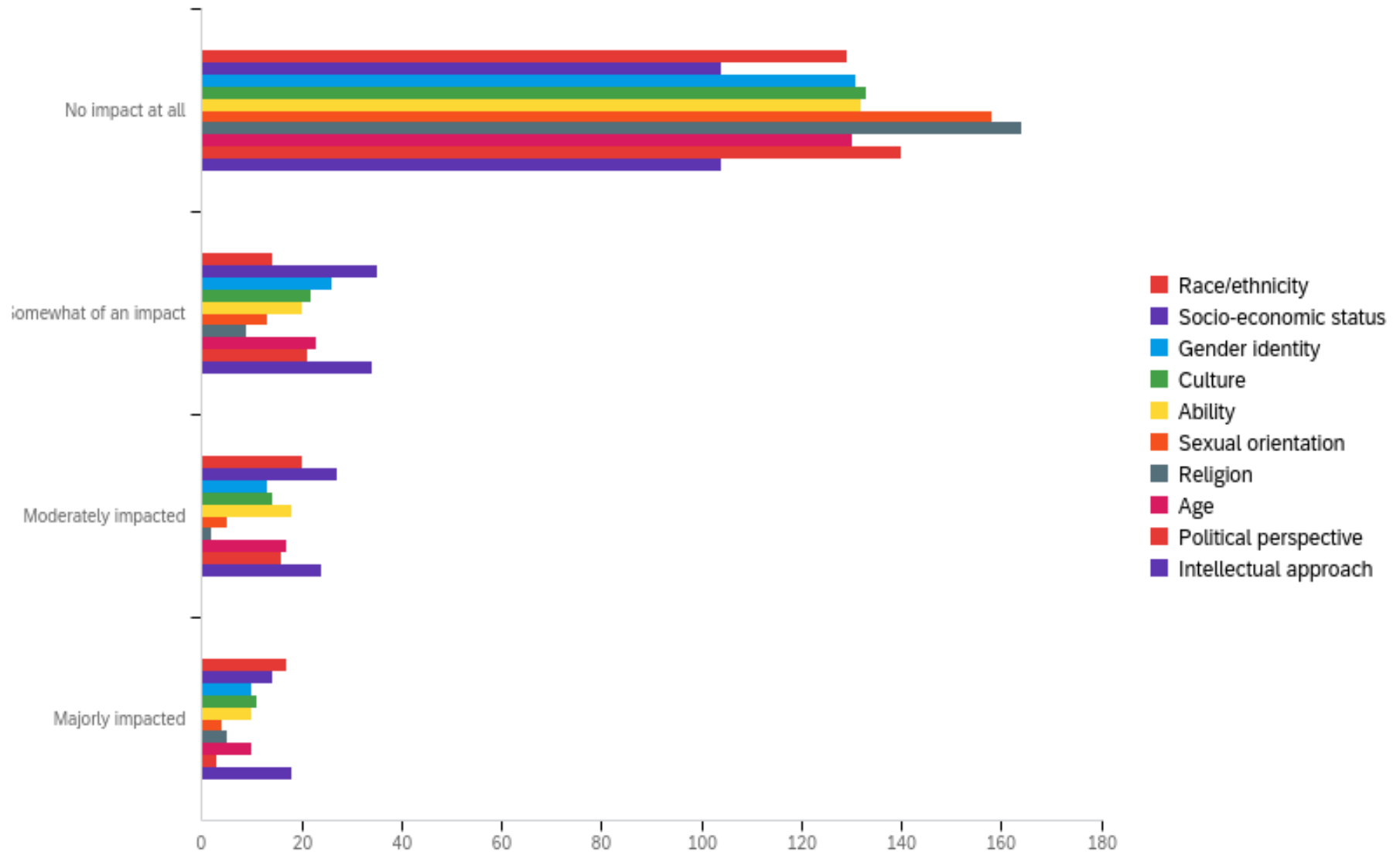| Field	Greatly values		Moderately values		Slightly values		Does not value at all		Total
Overall	41.18%	70	41.18%	70	15.88%	27	1.76%	3	170
Racial/ethnic identity	51.79%	87	30.95%	52	13.10%	22	4.17%	7	168
Socio-economic status	20.96%	35	32.34%	54	31.14%	52	15.57%	26	167
Gender/Sex	45.51%	76	35.33%	59	12.57%	21	6.59%	11	167
Culture	40.72%	68	35.93%	60	15.57%	26	7.78%	13	167
Ability	28.74%	48	32.34%	54	26.35%	44	12.57%	21	167
Sexual orientation	37.13%	62	32.93%	55	20.96%	35	8.98%	15	167
Religion	21.56%	36	24.55%	41	29.34%	49	24.55%	41	167
Age	22.75%	38	31.74%	53	34.73%	58	10.78%	18	167
Political perspective	15.98%	27	35.50%	60	27.81%	47	20.71%	35	169

If inclusion means valuing an individual or group for their identities, to what extent does SHA value inclusion? (n=170-173)

If inclusion means valuing an individual or group for their identities, to what extent does SHA value inclusion? (n = 170-173)

| Field	Greatly values		Moderately values		Slightly values		Does not value at all		Total
Overall	44.51%	77	42.77%	74	11.56%	20	1.16%	2	173
Racial/ethnic identity	54.65%	94	36.05%	62	7.56%	13	1.74%	3	172
Socio-economic status	21.39%	37	35.84%	62	30.64%	53	12.14%	21	173
Gender/Sex	48.84%	84	34.88%	60	11.63%	20	4.65%	8	172
Culture	43.86%	75	41.52%	71	10.53%	18	4.09%	7	171
Ability	31.40%	54	35.47%	61	24.42%	42	8.72%	15	172
Sexual orientation	37.21%	64	36.05%	62	18.60%	32	8.14%	14	172
Religion	17.06%	29	32.94%	56	27.65%	47	22.35%	38	170
Age	24.56%	42	33.92%	58	30.41%	52	11.11%	19	171
Political perspective	13.87%	24	42.77%	74	24.28%	42	19.08%	33	173

To what extent did you feel that any of your identities impacted your experience during the SHA recruitment process? (this includes learning about SHA, encouraged to join and participate, and joining experience) (n=180)

Legend:
- Race/ethnicity
- Socio-economic status
- Gender identity
- Culture
- Ability
- Sexual orientation
- Religion
- Age
- Political perspective
- Intellectual approach

Categories (y-axis): No impact at all, Somewhat of an impact, Moderately impacted, Majorly impacted

X-axis: 0, 20, 40, 60, 80, 100, 120, 140, 160, 180

Please rate your comfort level with: (n=179-180)

Legend:
- People who have a racial/ethnic identity other than my own
- People from a socio-economic status other than my own
- People who have a sexual orientation other than my own
- People whose gender identity differs from mine
- People for whom English is not their native language
- People from a religious background other than my own
- People with an observable disability
- People with a non observable disability
- People who are undocumented immigrants
- People from a country other than my own
- People who hold a political affiliation, philosophy, or view that differs f...
- People who are of different age than me.

Categories (y-axis): Very comfortable, Somewhat comfortable, Neither comfortable or uncomfortable, Somewhat uncomfortable, Very uncomfortable

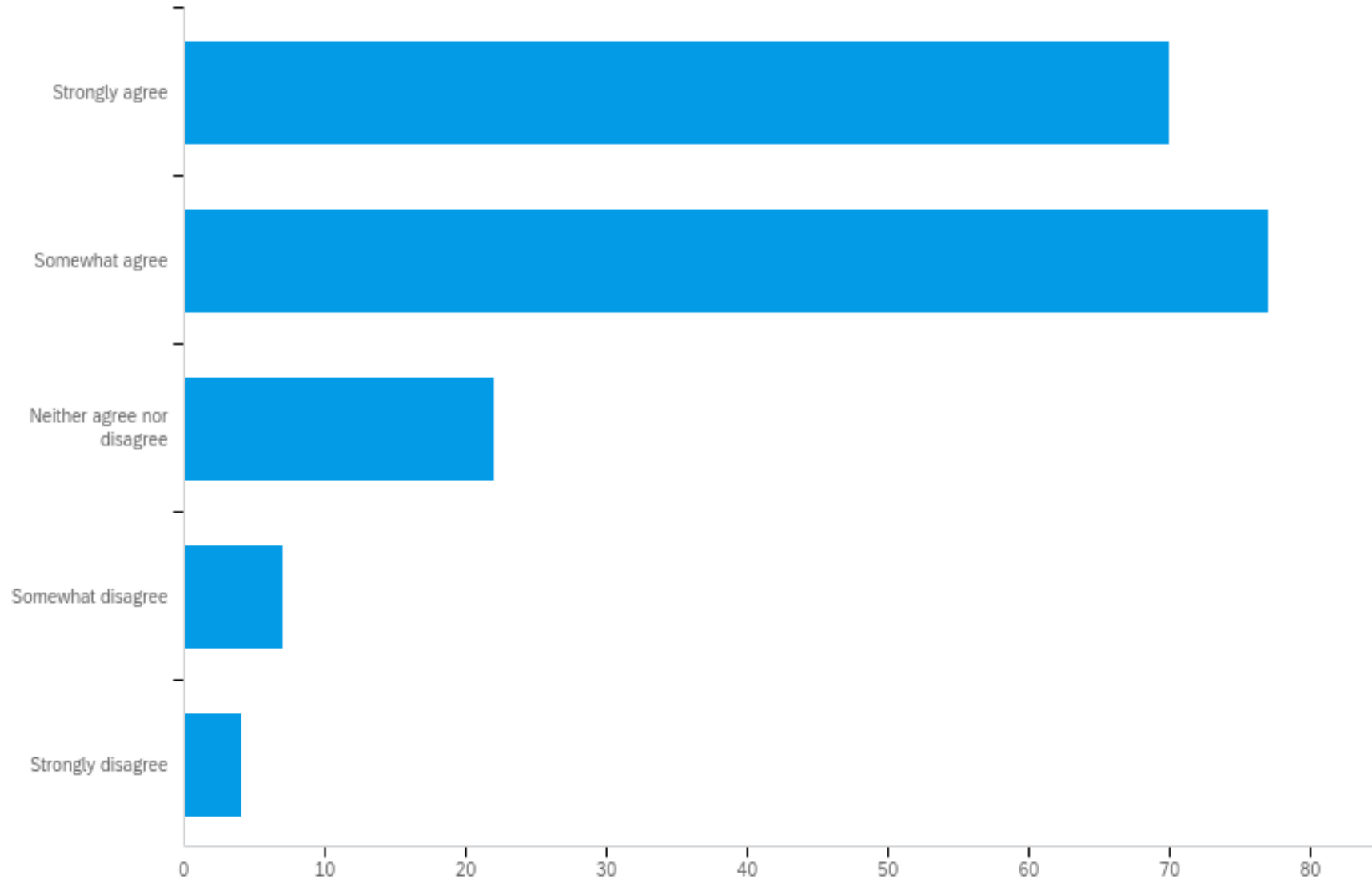# Overall, how comfortable would you be in sharing your views on diversity, equity, and inclusion with other members of SHA? (n=174)
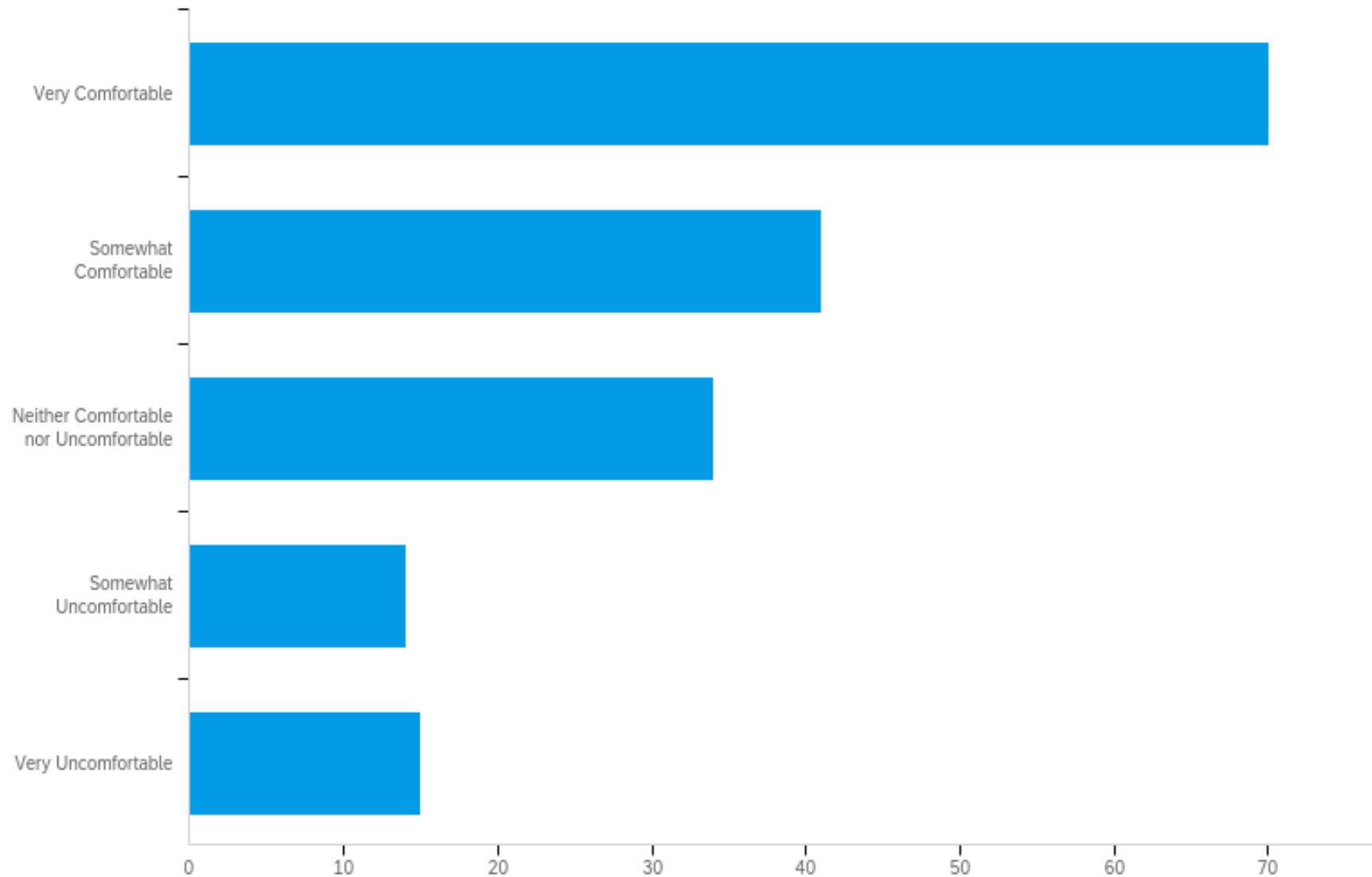
SHA and DEB&M
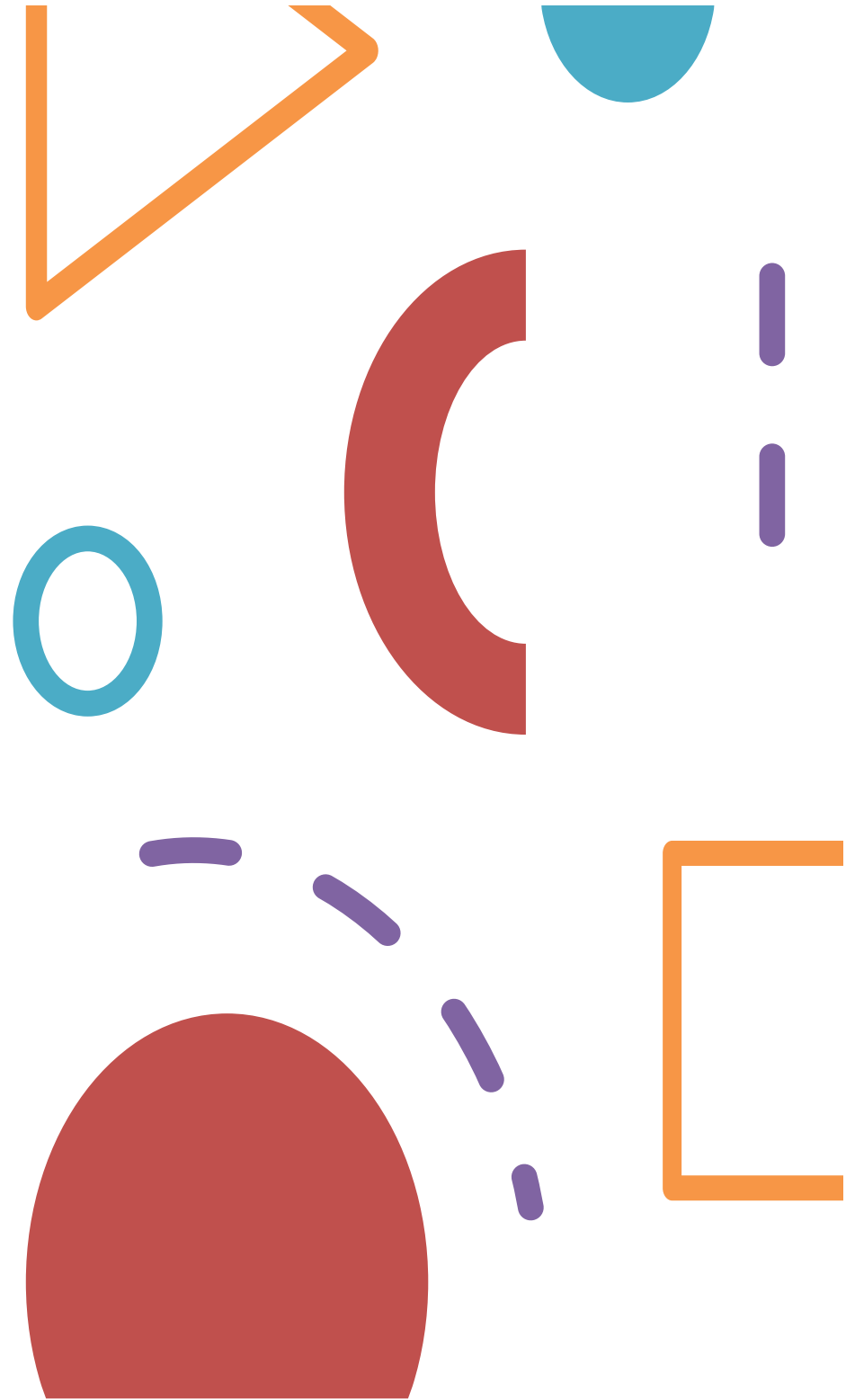
Please rate your level of agreement with the following statement: *SHA demonstrates a commitment to and support of belonging, mattering, diversity, equity, and inclusion. (n=180)*
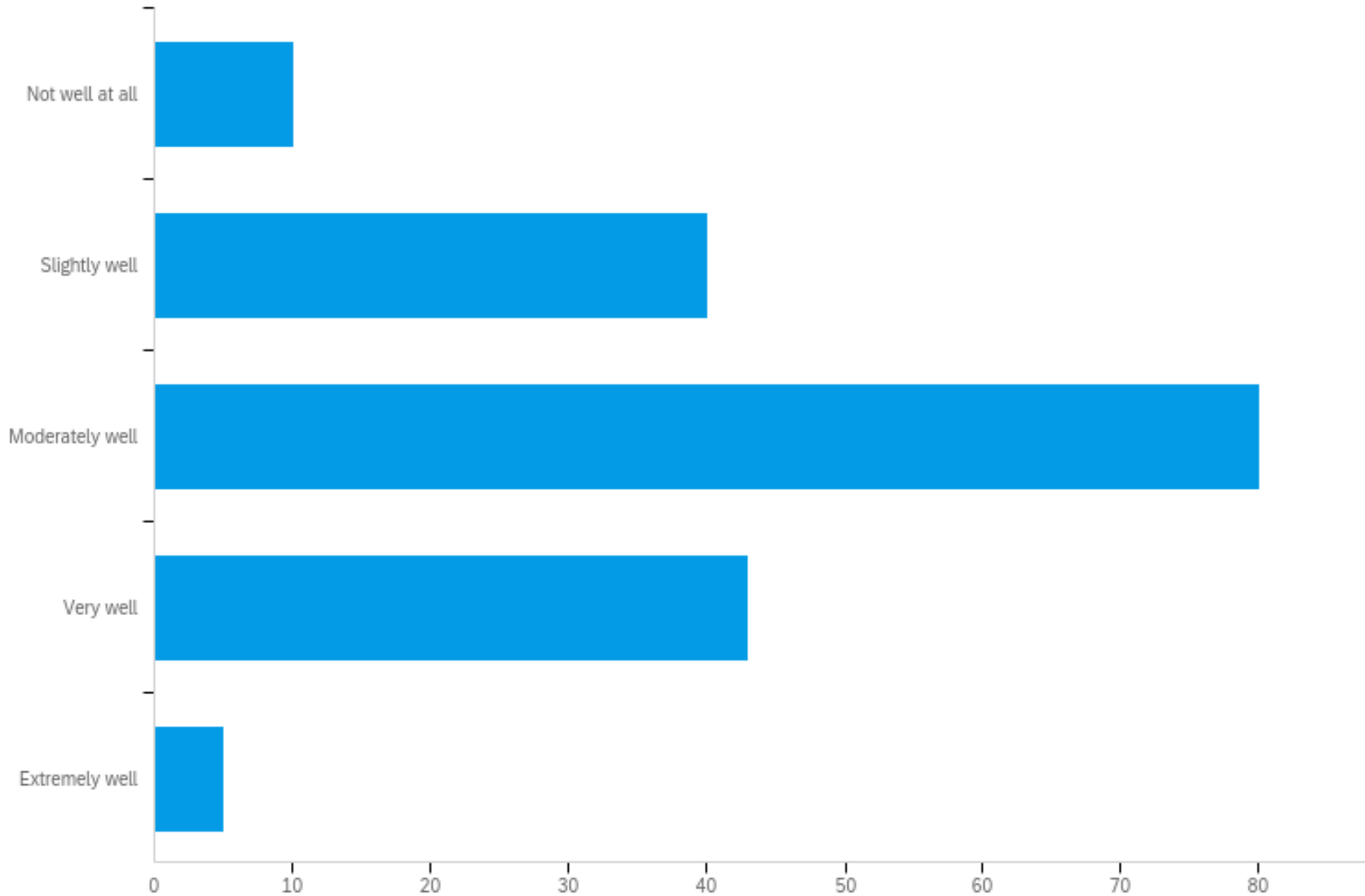
Please rate your level of agreement with the following statement:
SHA members accept that racial diversity, social equity, and inclusion of a BIPOC, LGBTQIA, and people with disabilities membership would enhance the society. (n=179)
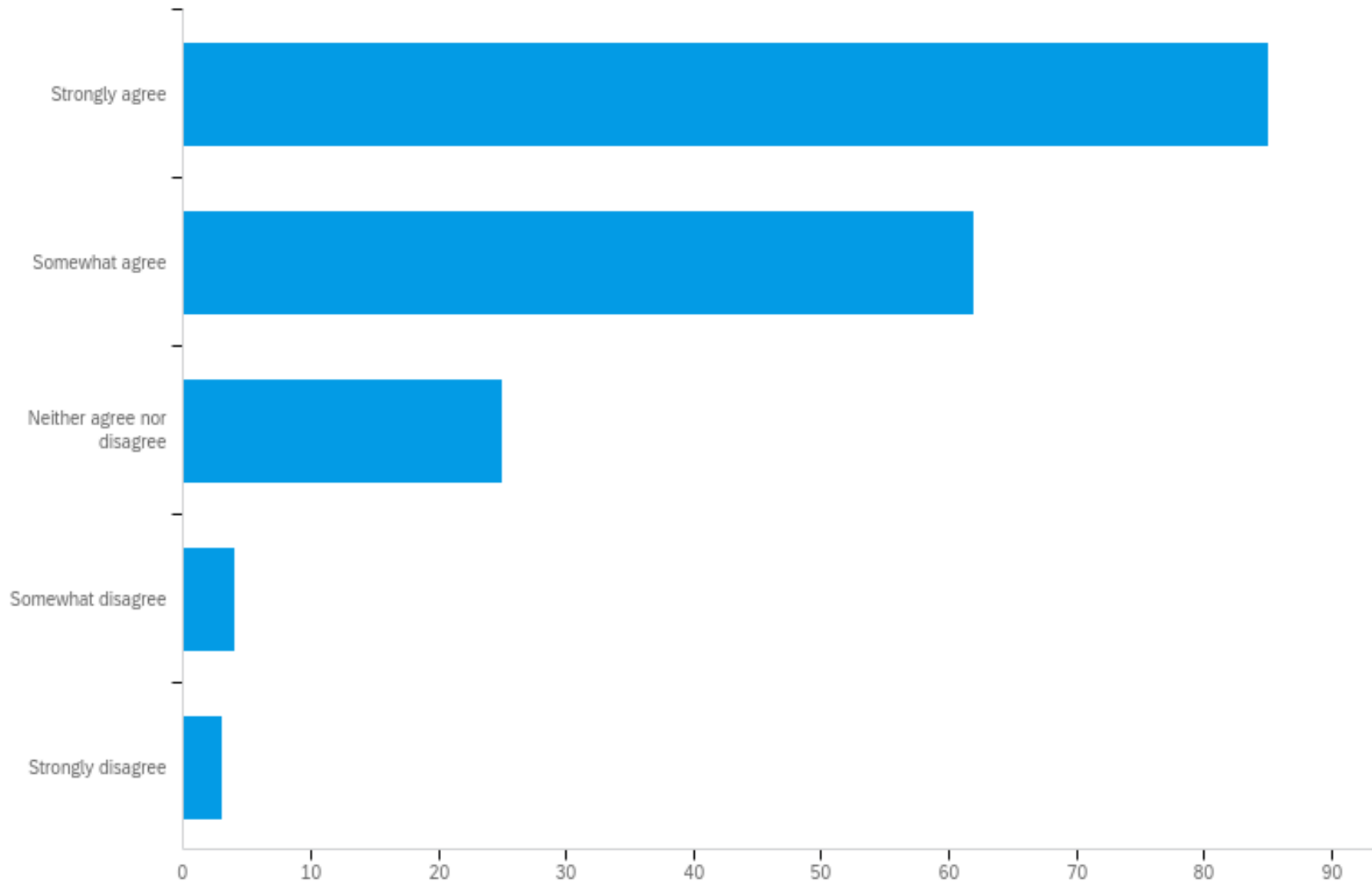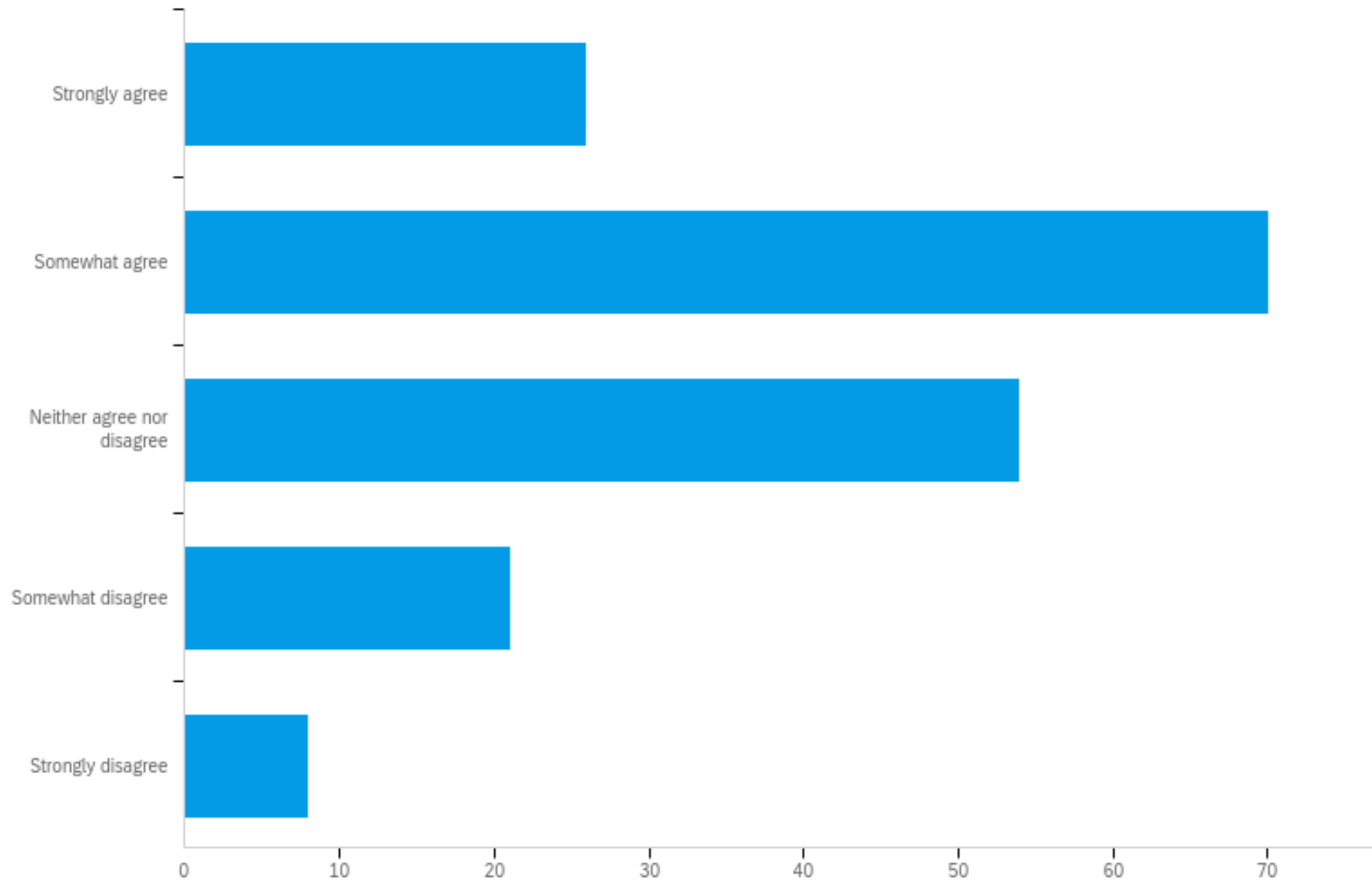
Please rate your level of agreement with the following statement:
SHA members understand "white privilege" and appreciate its impact. (n=179)
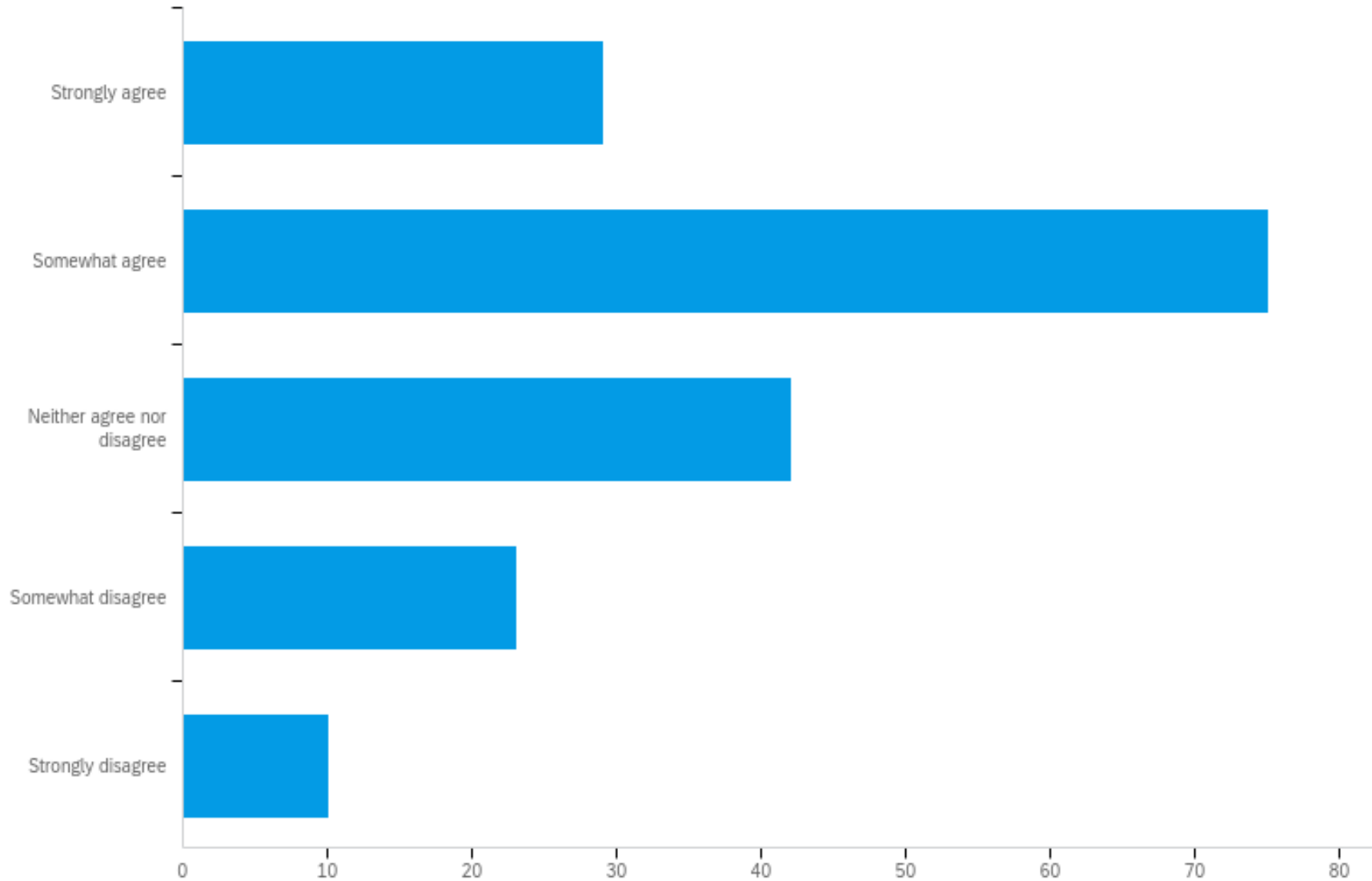
How well do SHA members respond to different methodological and theoretical approaches? (n=178)

Please rate your level of agreement with the following statement: *SHA members consistently attempt to see themselves and their scholarly contributions through the eyes of others.* (n=179)

Please rate your level of agreement with the following statement: *SHA members support the necessity for periodic review of and change in the leadership, organization, ethical standards, and mission and goals of the society.* (n=180)
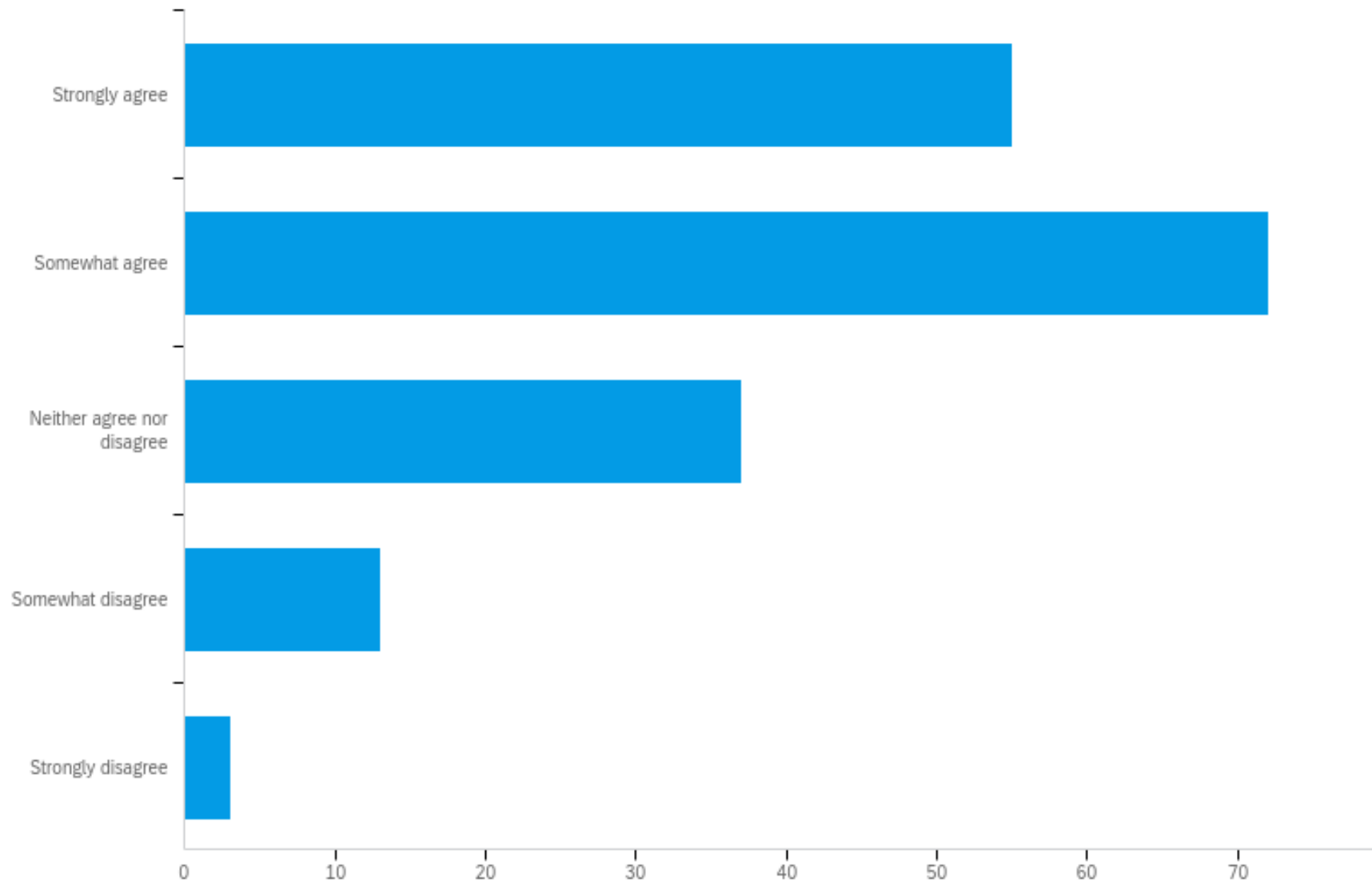
Please rate your level of agreement with the following statement: *SHA members promote continued growth and advancement in the fields of historical and underwater archaeology.* N=180)
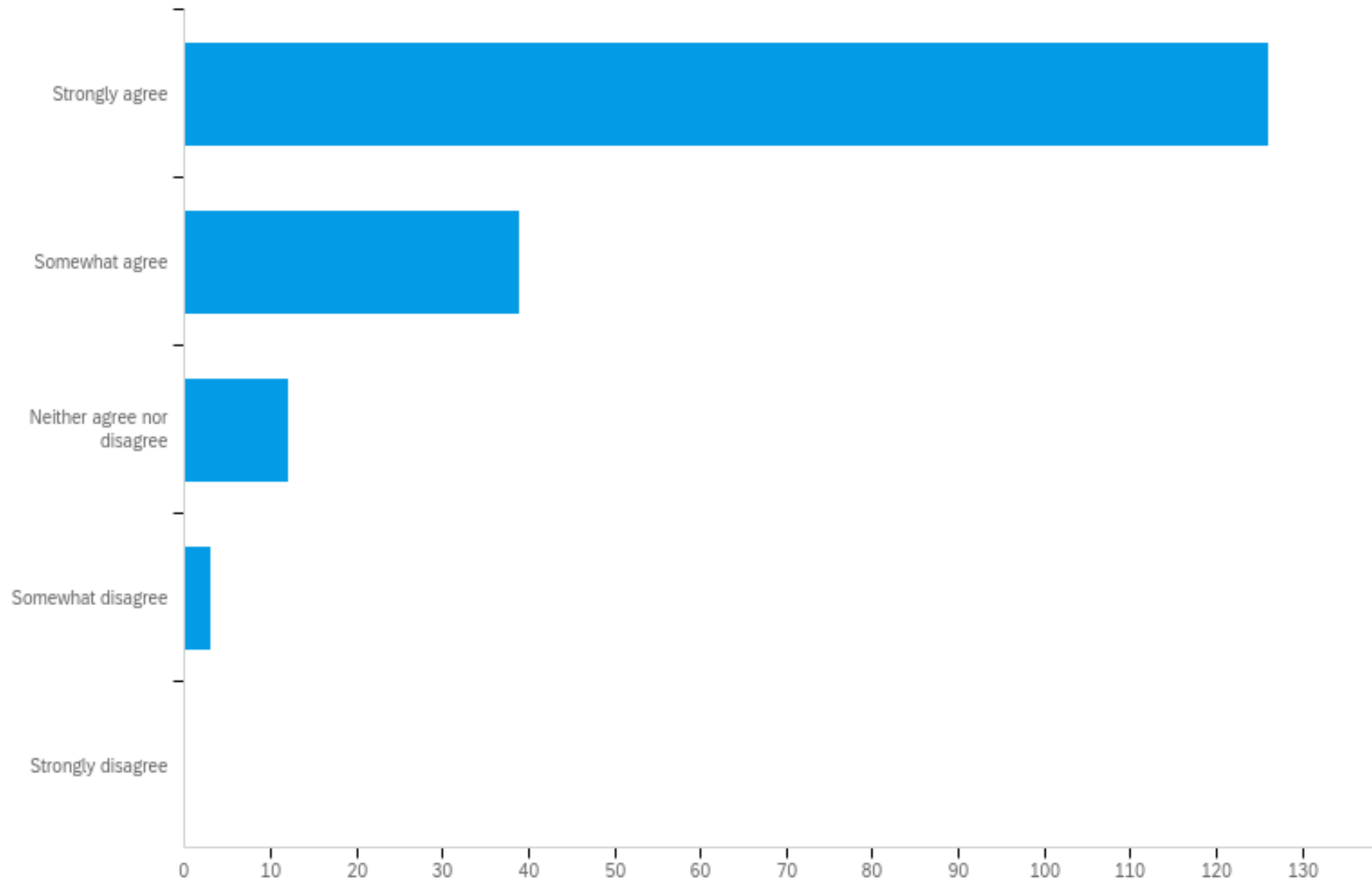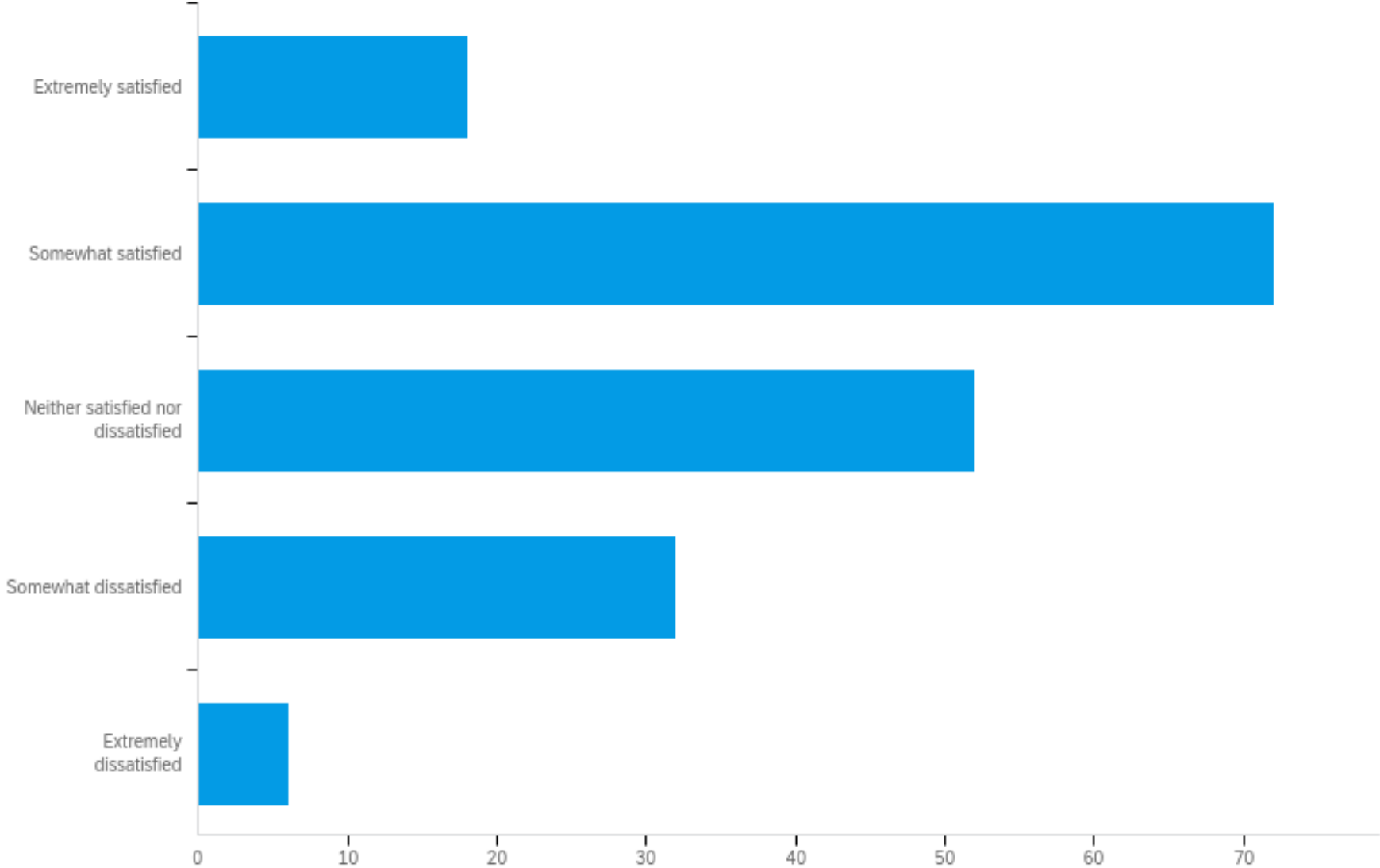
Please rate your level of satisfaction with SHA's recruitment and retention of minority membership. (n=180)
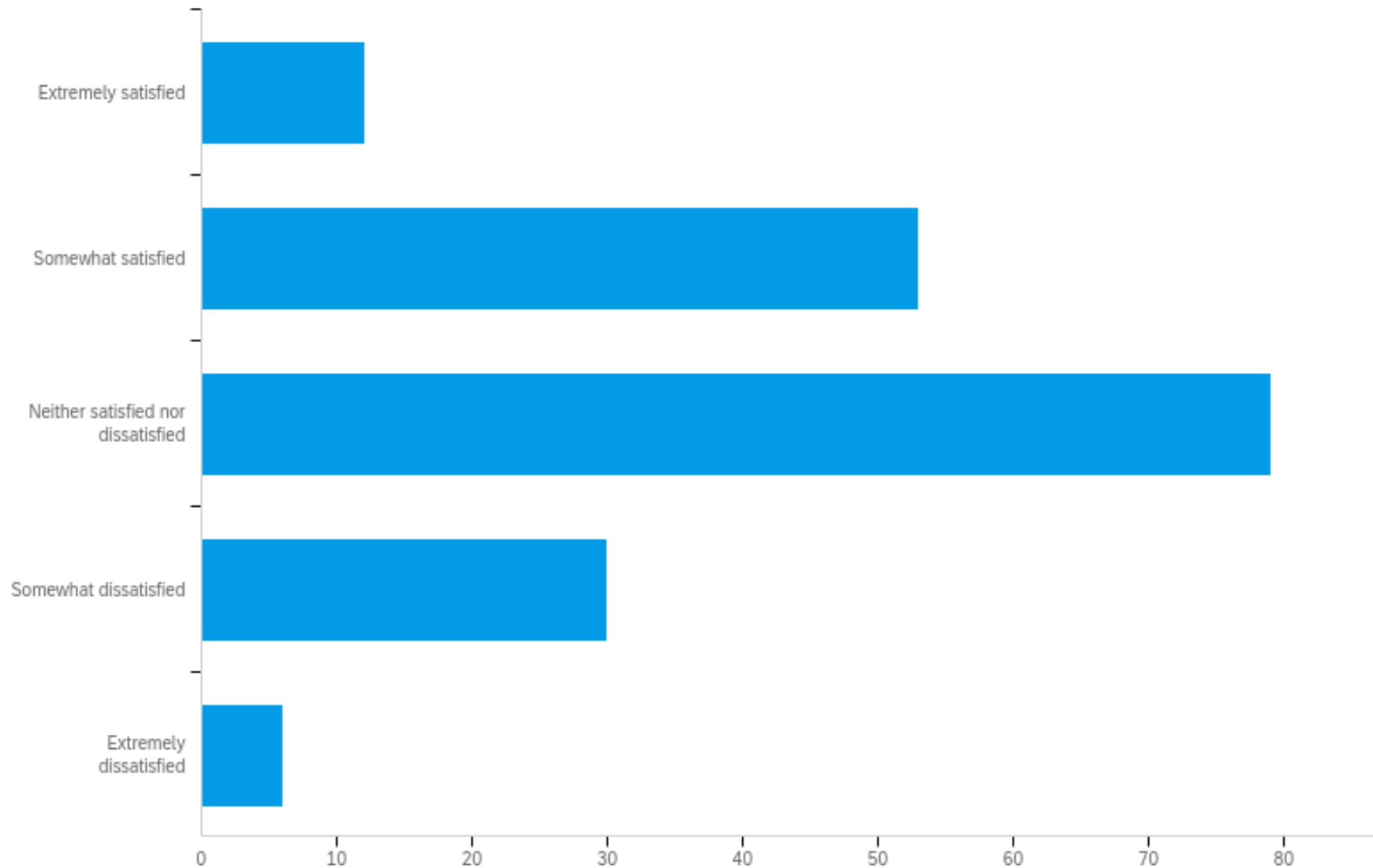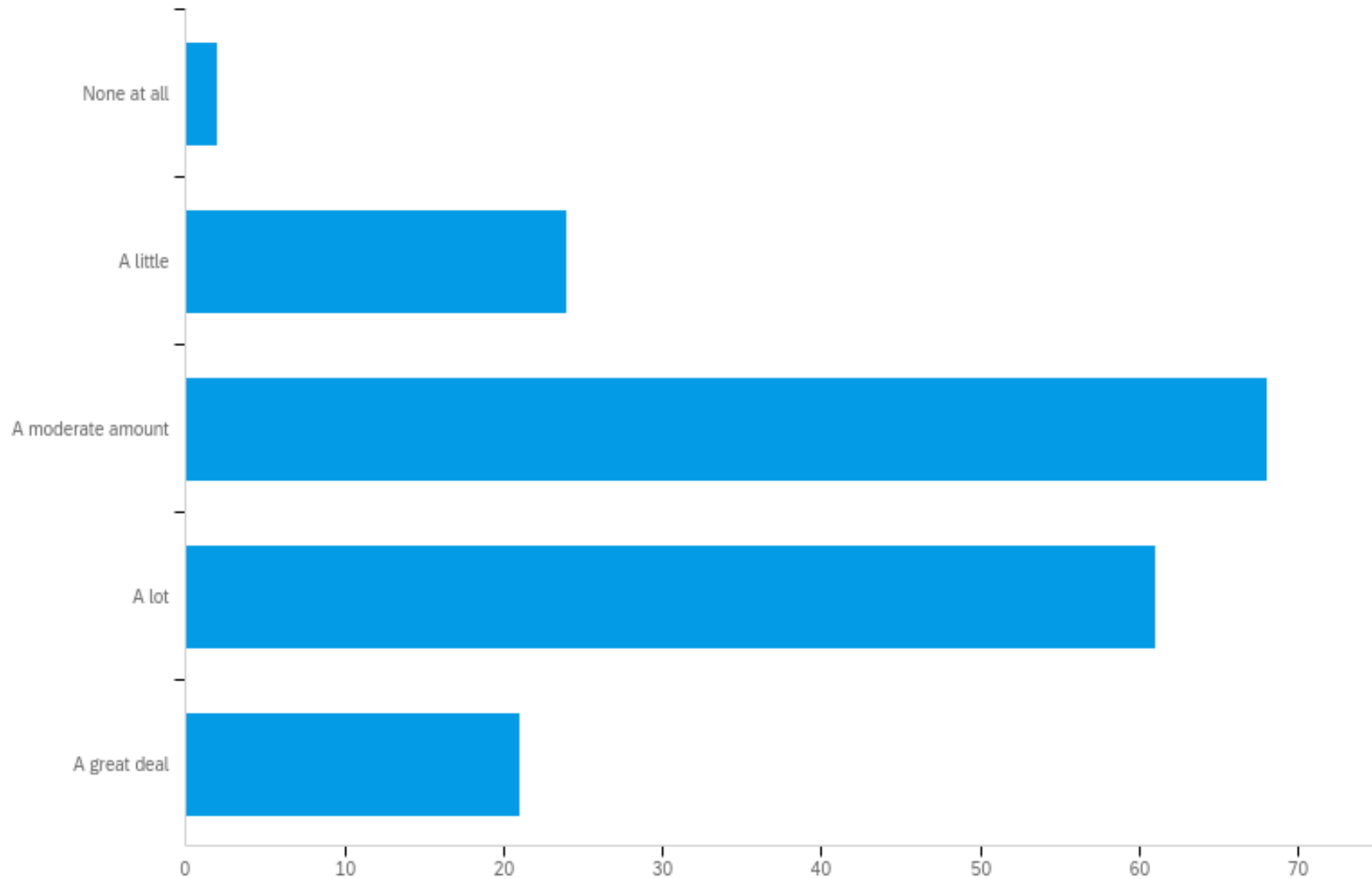
How would you rate SHA in terms of international engagement and collaboration? (n=178)
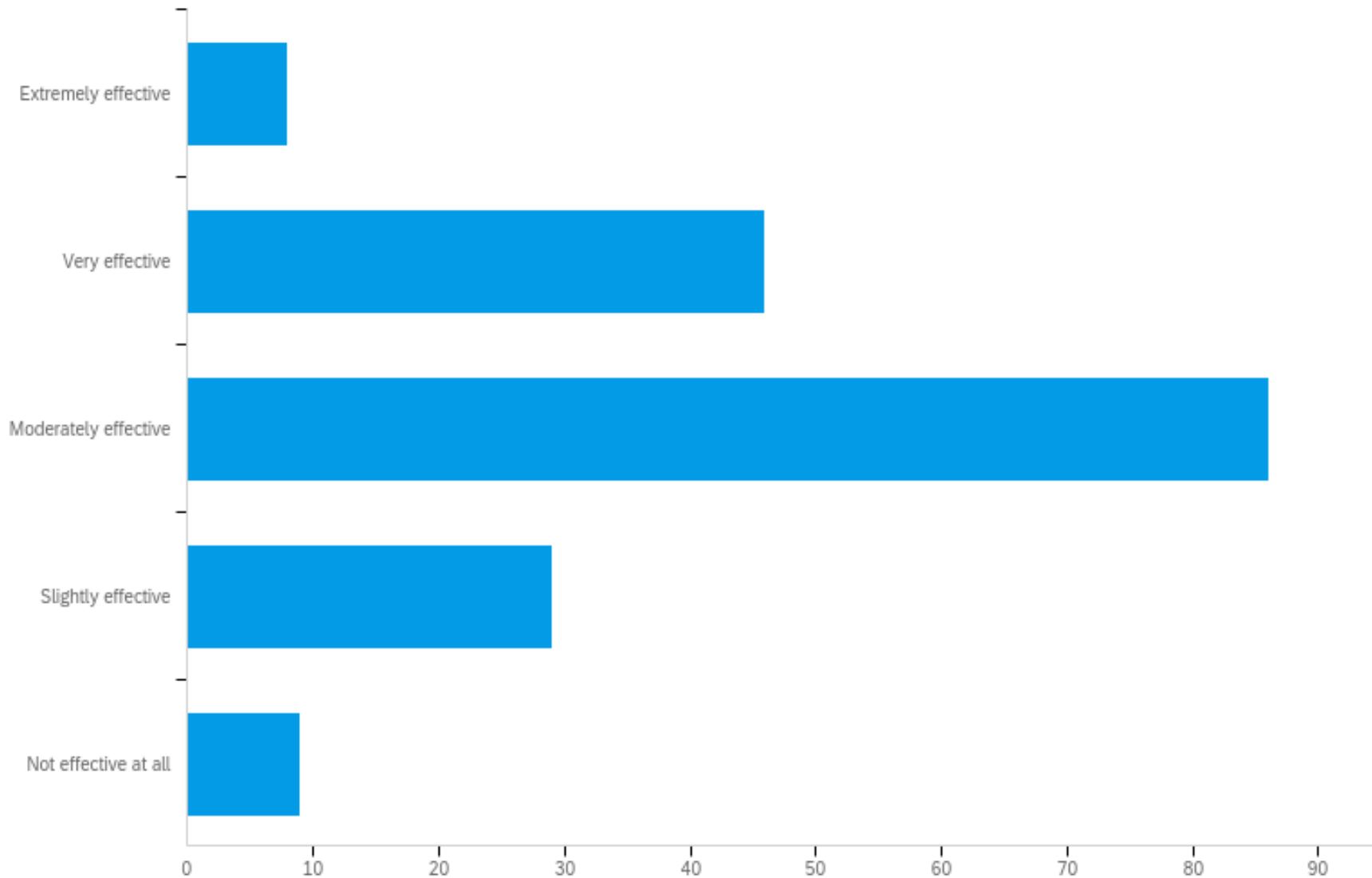
# Please rate your level of satisfaction related to SHA's collaboration with descendant and stakeholder communities. (n=180)

To what extent does SHA value partnerships and collaborations with other national and international organizations? (n=176)

To what extent do all members have equal access and fair opportunities to SHA scholarship opportunities? (ex: conference attendance, research/travel grants) (n=177)
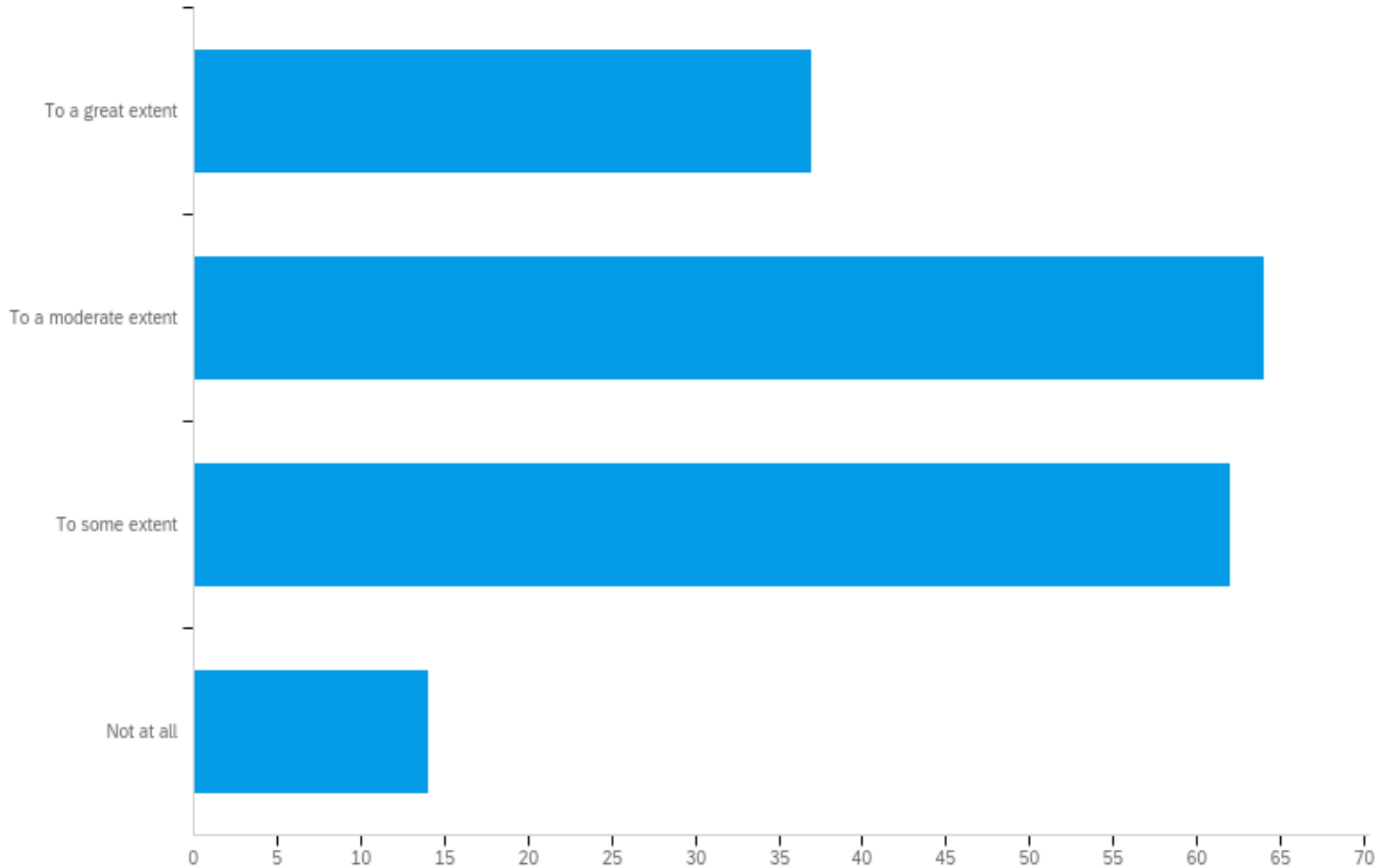
Please rate your level of agreement with the following statement: *SHA provides equal access to SHA leadership positions.* (n=180)
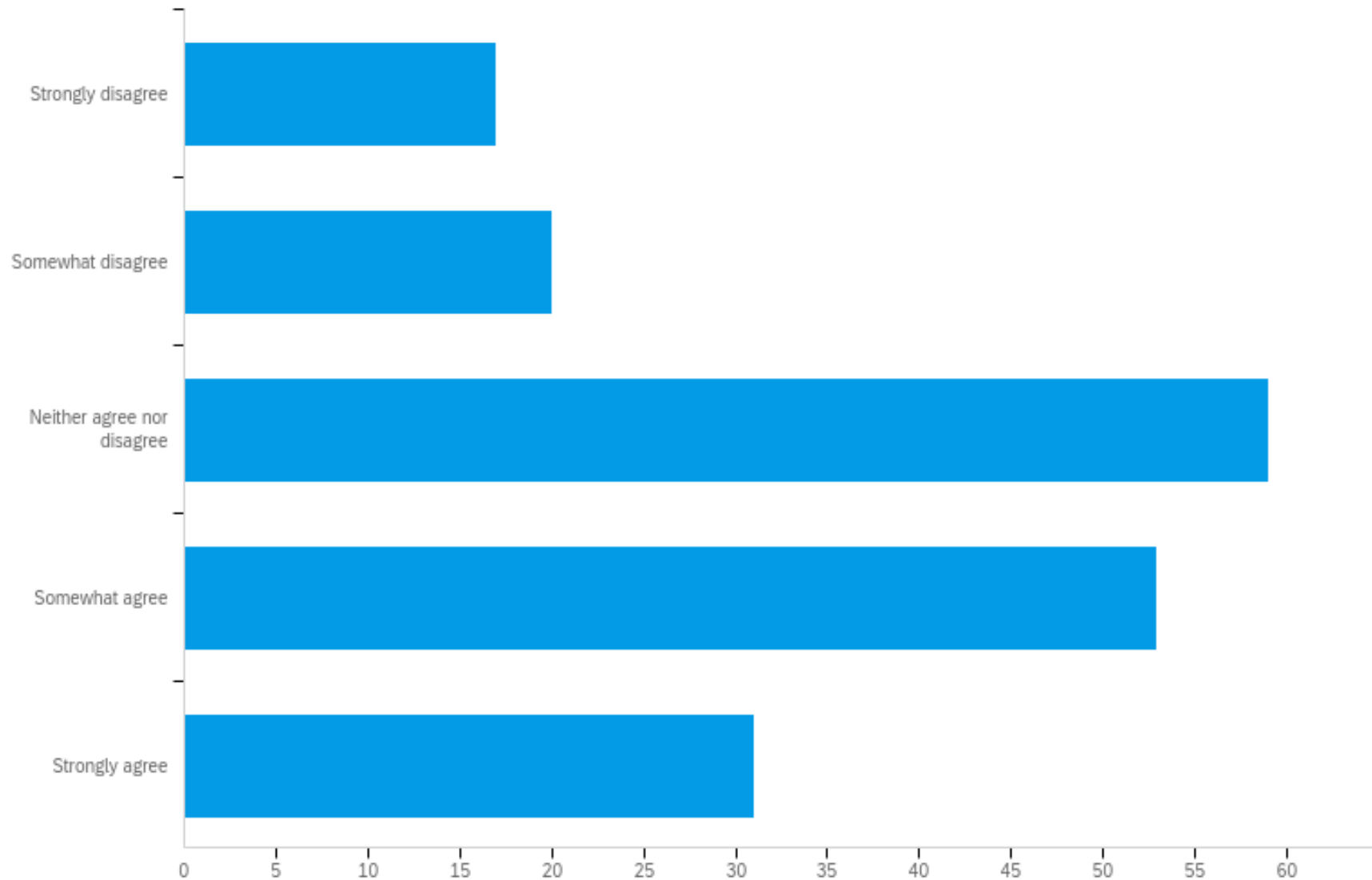
How would you rate the level of racial/ethnic diversity and inclusion in subcommittee positions? (n=178)
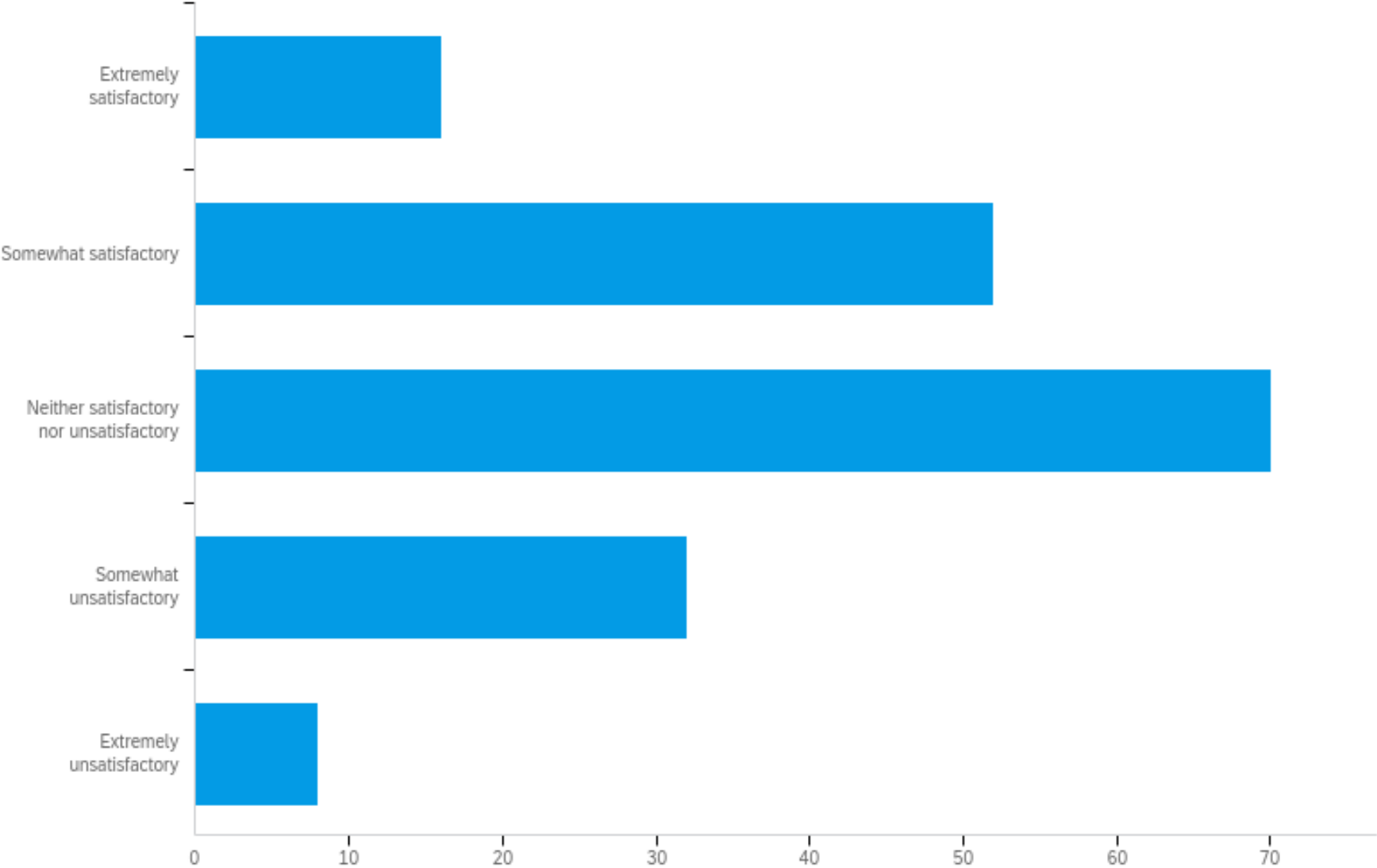
Please rate your level of satisfaction related to SHA's publication diversity. (n=179)
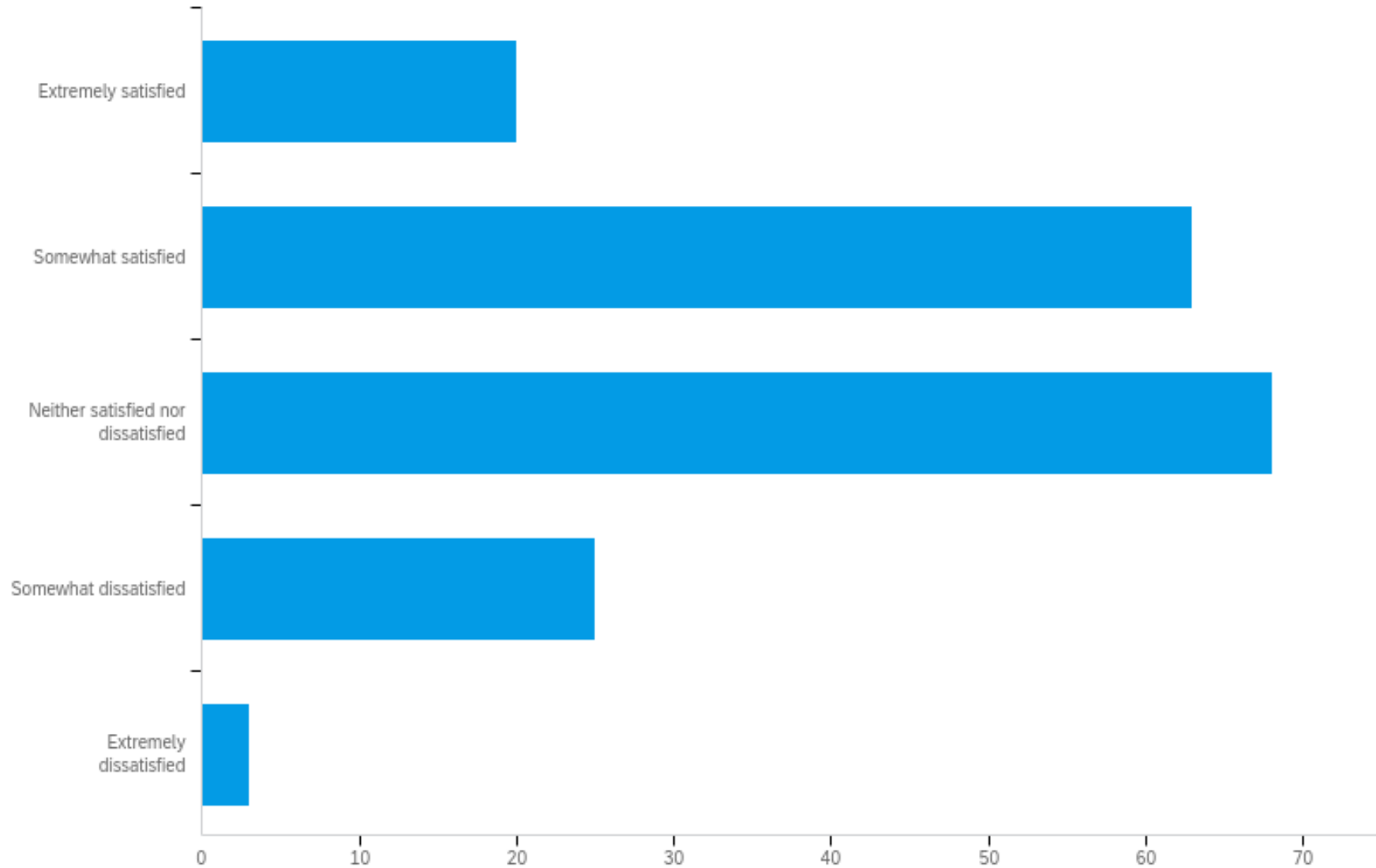
Please rate your level of satisfaction related to SHA's conference panel presentation diversity. (n=180)
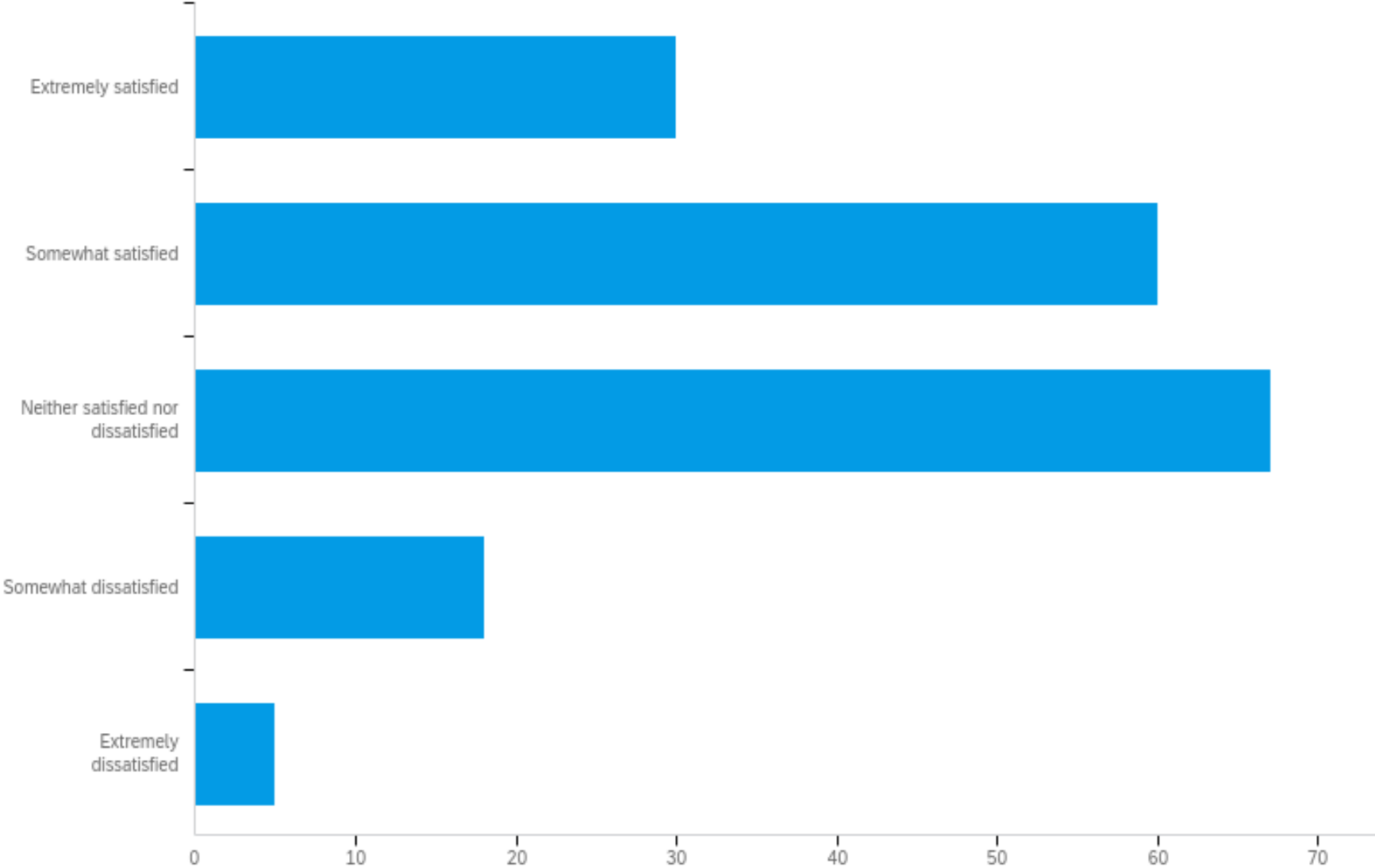
How would you rate inclusivity in terms of SHA prizes? (n=180)

In your opinion, what are SHA's primary responsibilities? (check all that apply) (n=1178)
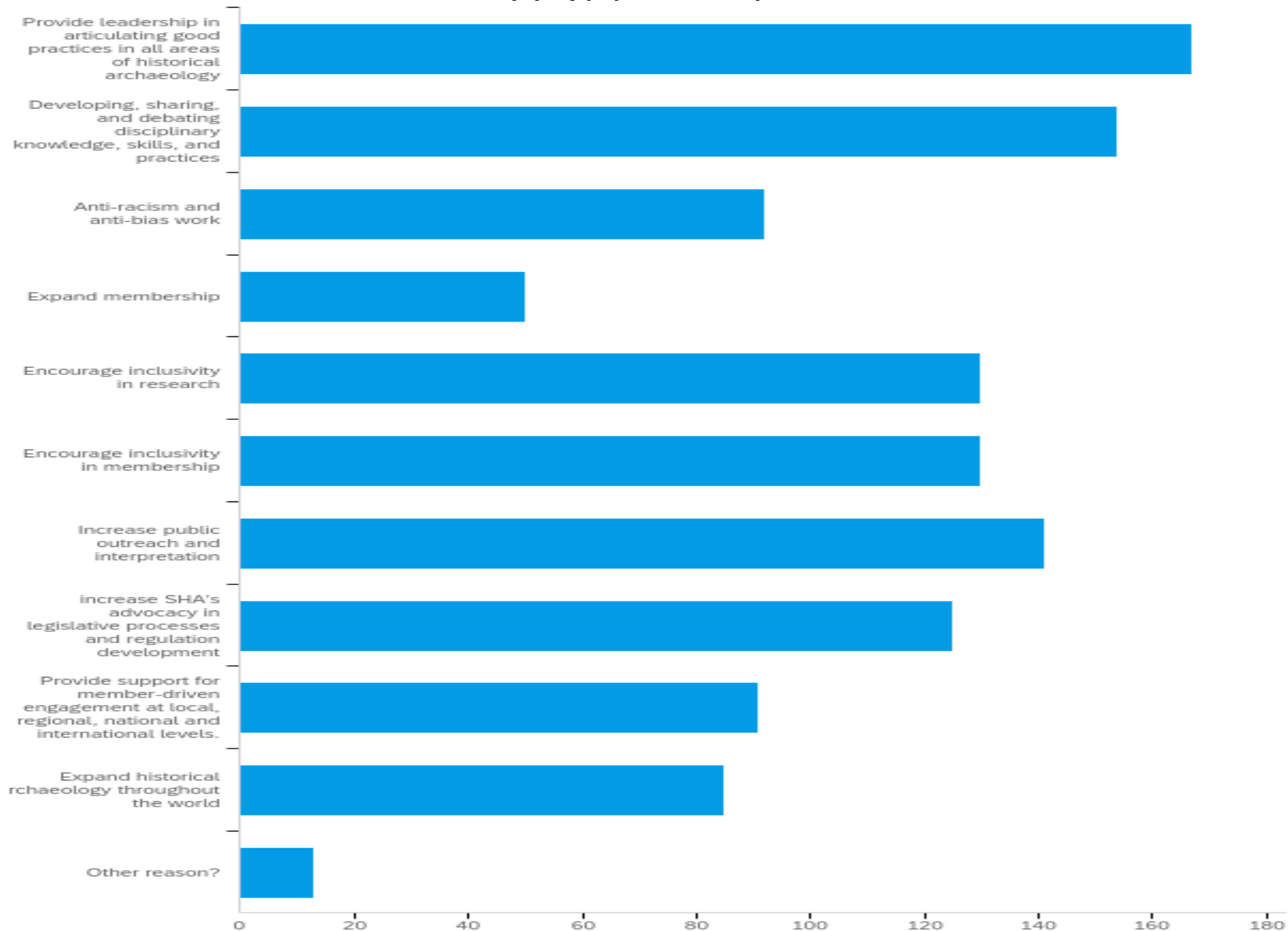
What are SHA's Responsibilities?

- Encourage high quality, ethical work in archaeology
- Publish a scholarly journal and organize an annual meeting
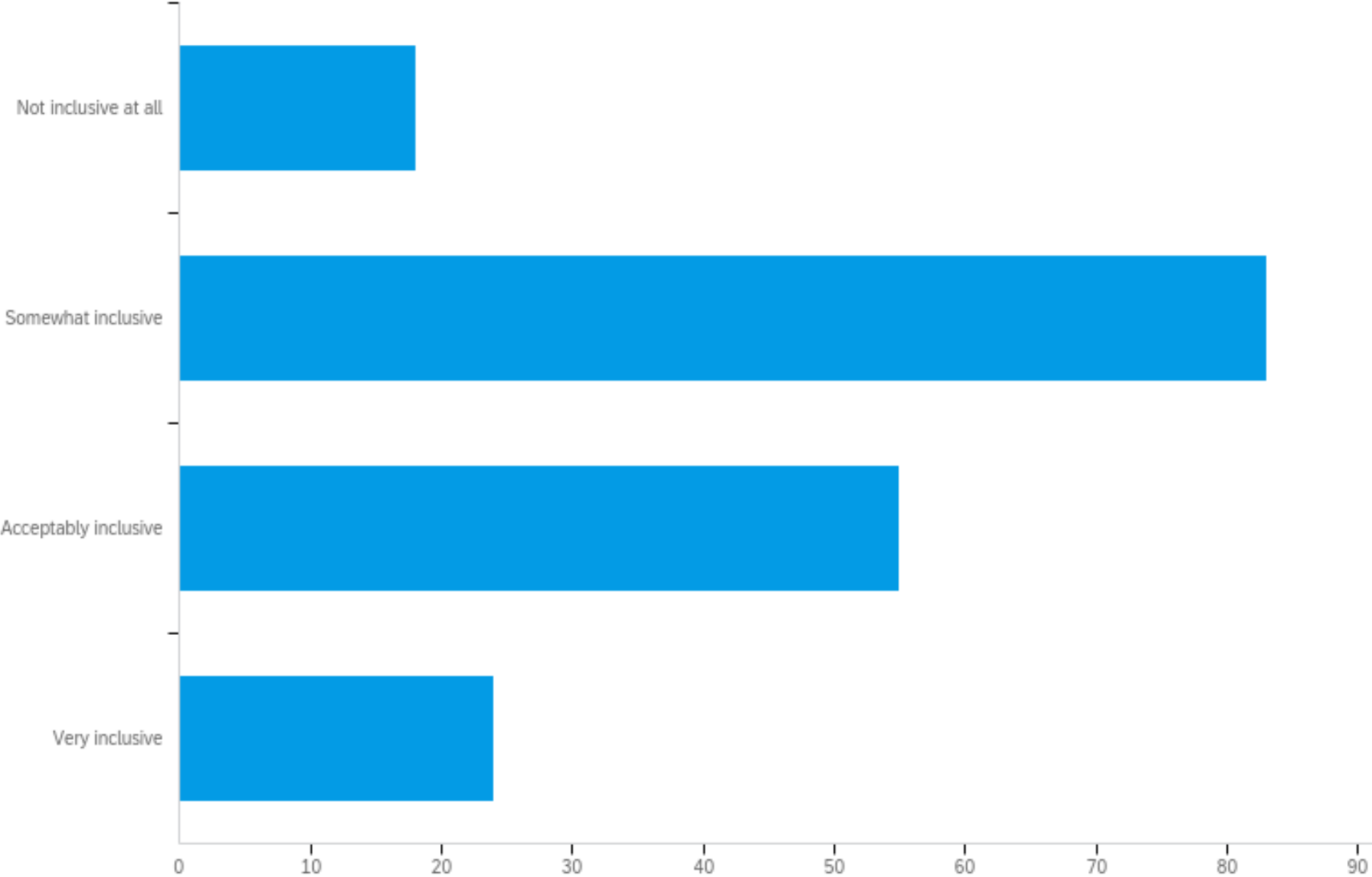- Expand its interests and membership beyond US-centered archaeology
- Increase advocacy and anti-bias/racism work are not primary responsibilities but are key actions in carrying out the primary responsibilities.
- Work with other international historical archaeology societies to support historical archaeology globally
- Responsible fiscal management of SHA's funds
- Provide member benefits/support

- Expand diversity of membership
- Provide support and professionalization assistance for students

Bias Incidents

Do you know how and where to report a bias incident at SHA? (n=180)
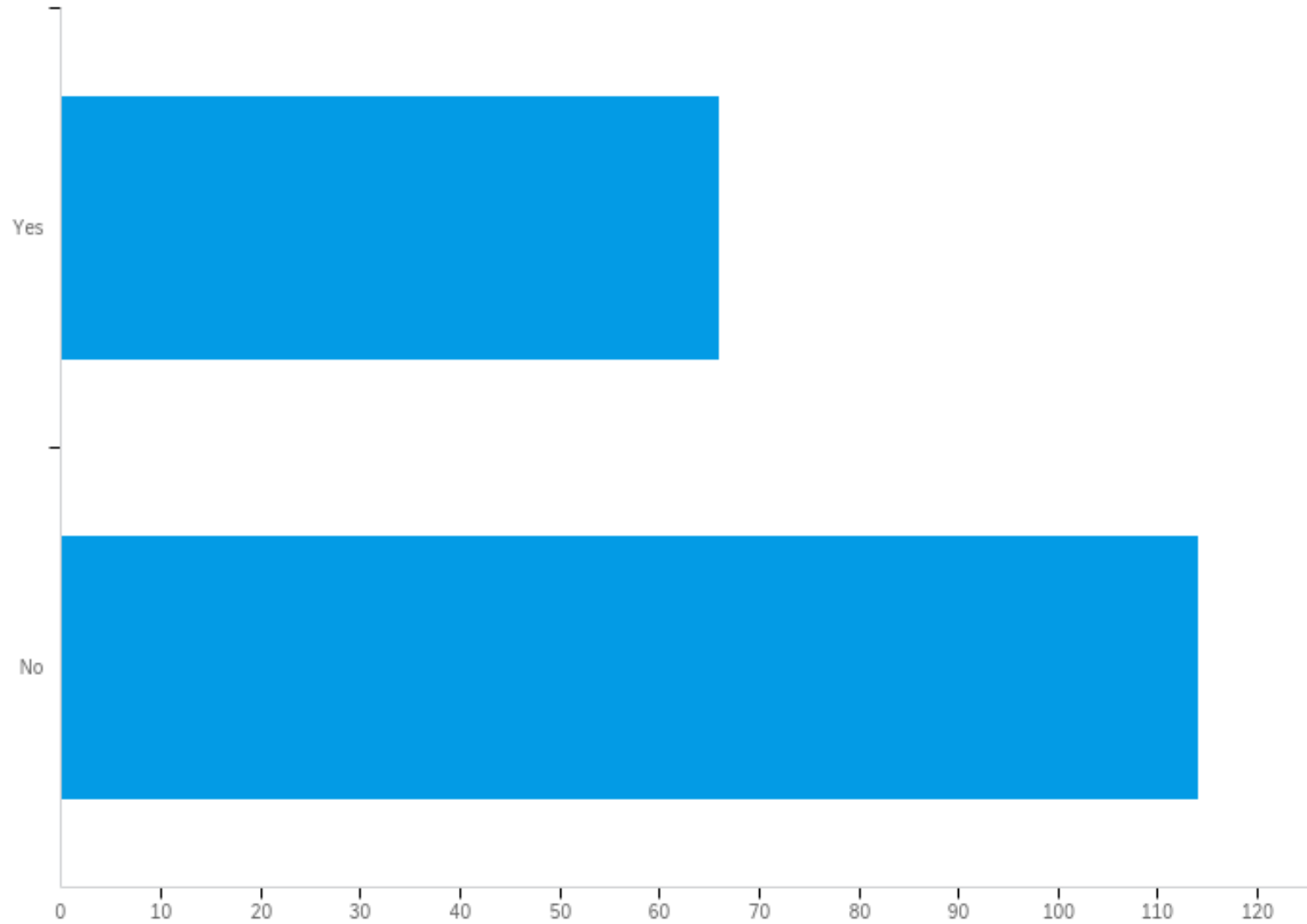
How comfortable are you reporting a bias incident? (n=179)

Have you ever personally experienced a bias incident at SHA? (n=180)
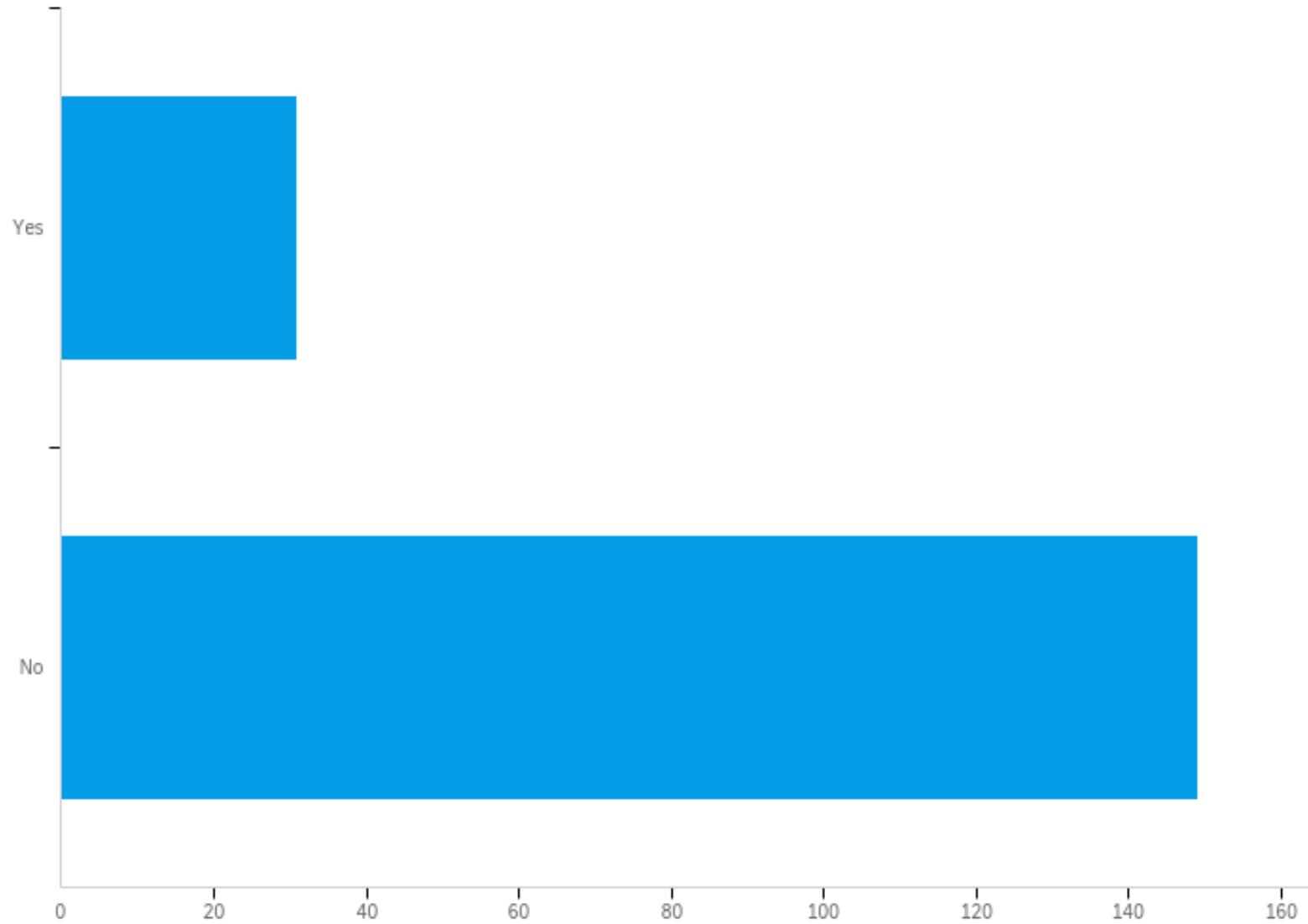
Have you ever witnessed a bias incident at SHA? (n=180)
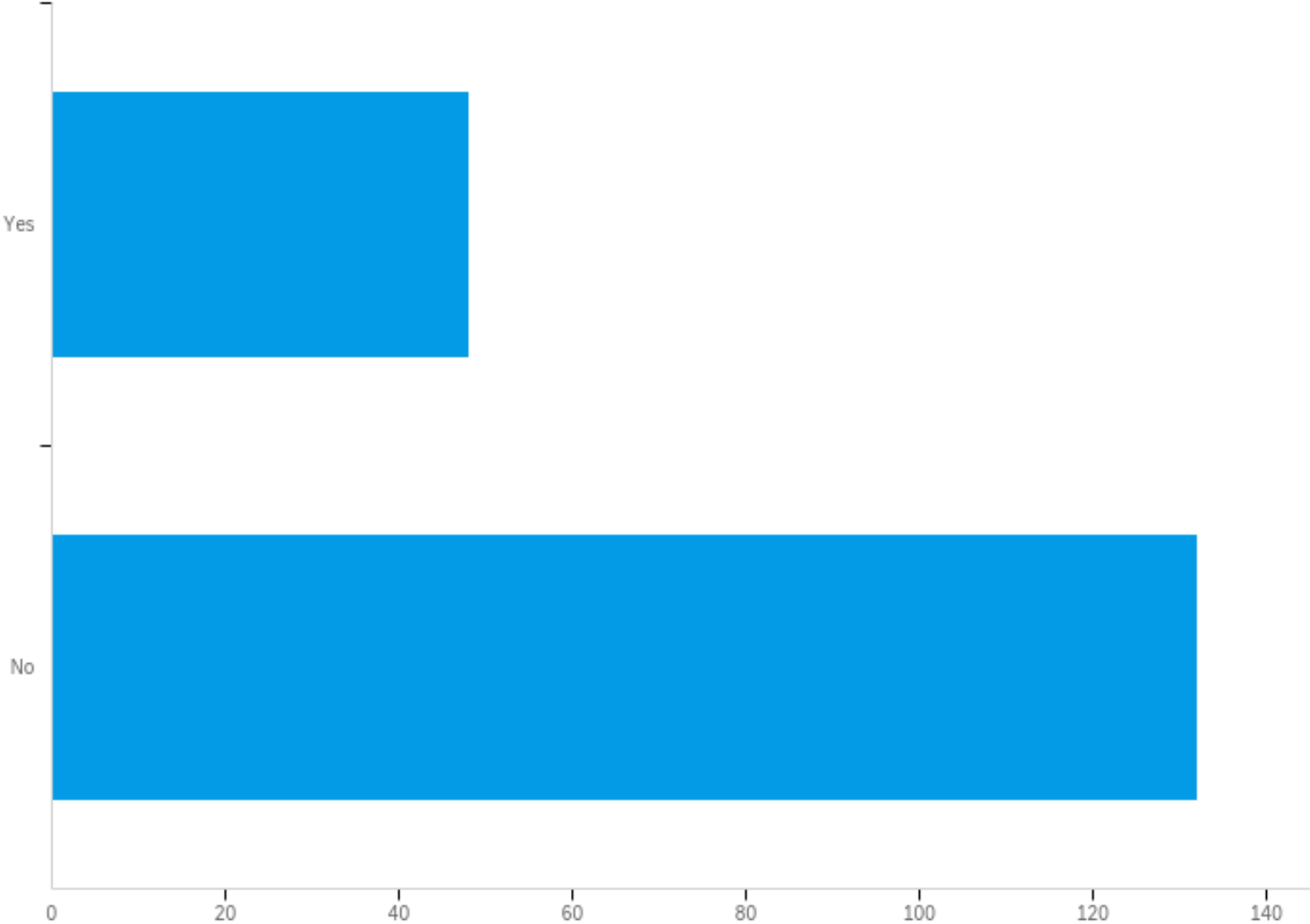
Please identify the type of bias you experienced/witnessed at SHA. (select all that apply) n=112)
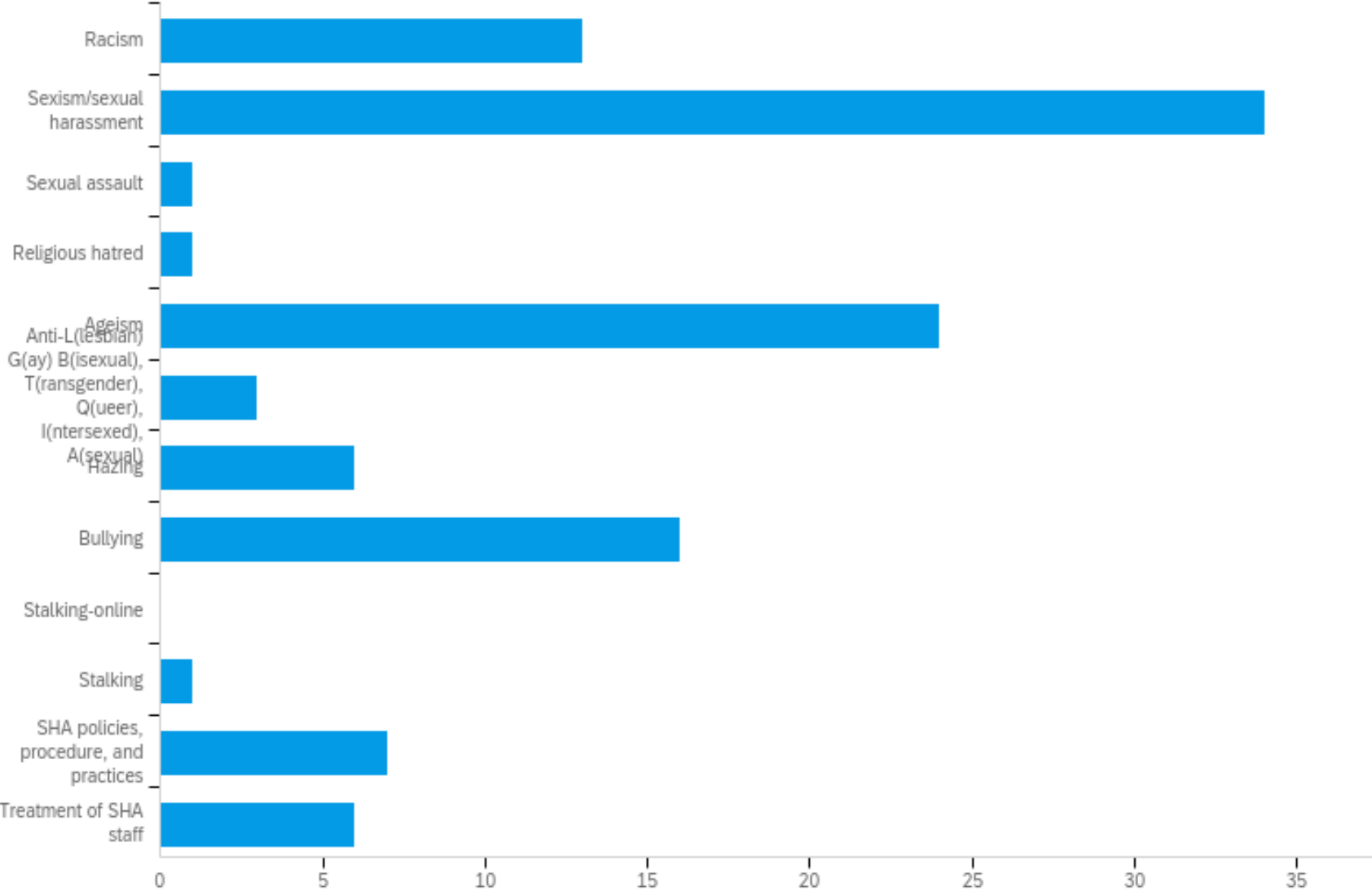
Types of Bias

- Bullying
- Sexual, gender and gender non-binary harassment (mentioned multiple times)
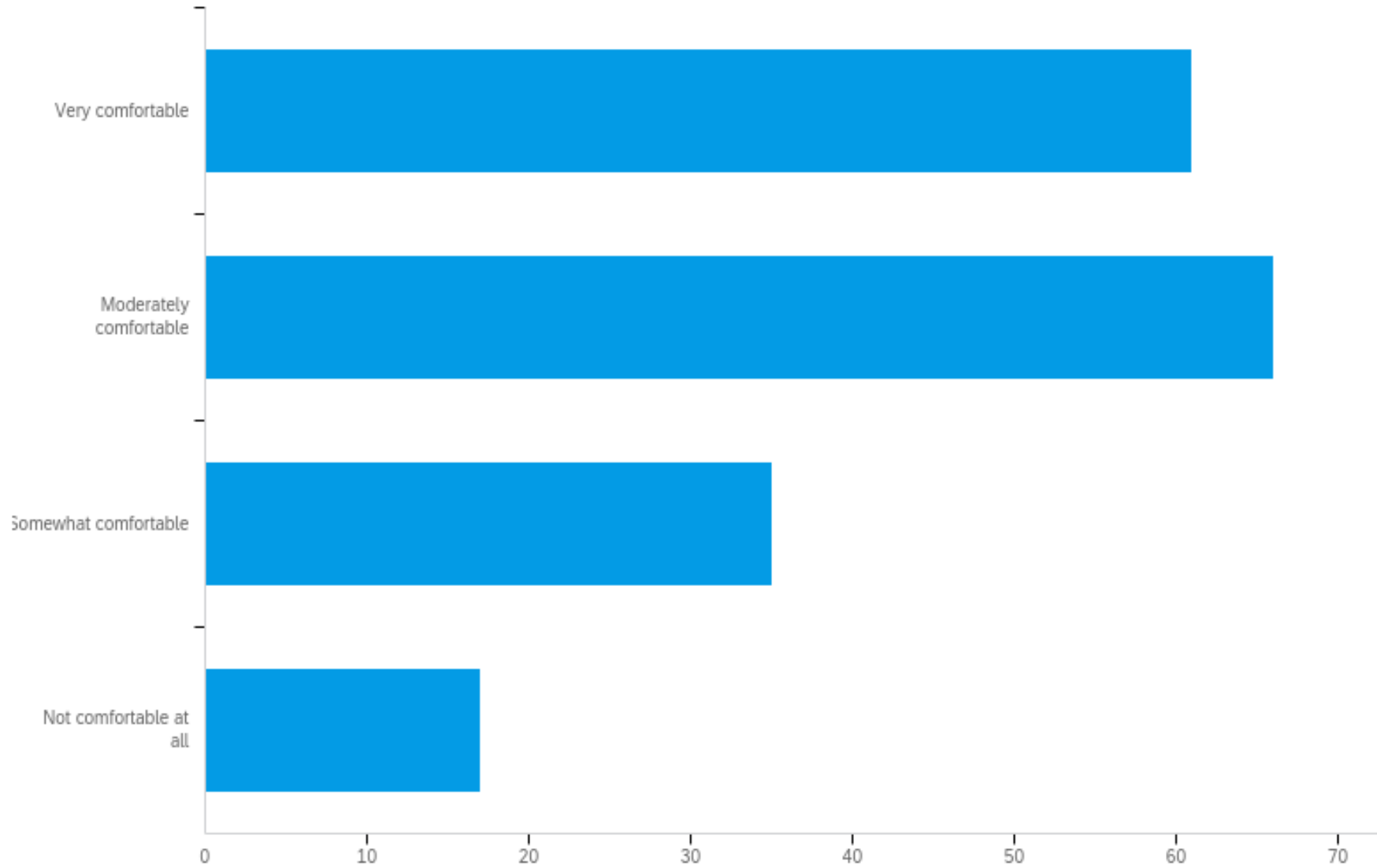- Pejorative statements/ slurs
- Accessibility/Ableism
- Childcare issues
- Devaluing of opinions/perspectives
- Courtesy
- Intersectional discrimination
- Ageism (senior against junior)
- Inappropriate touching
- Micro-aggressions
- Alcohol consumption and sexual harassment at conferences
- Conference disrespect (ageism, sexism, sexual assault, harassment)
- Racism
- Nazi salute incident (mentioned numerous times)
- Sexual disparagement
- Anti-LGBTQ
- Elder/Older white male harassing younger and women-identified
- Bias against national origin/ethnicity
- Anti-women in elections
- Antisemitism
- Dismissing Indigenous and women's perspectives

Did you report the incident to: (select all that apply)? (n=53)
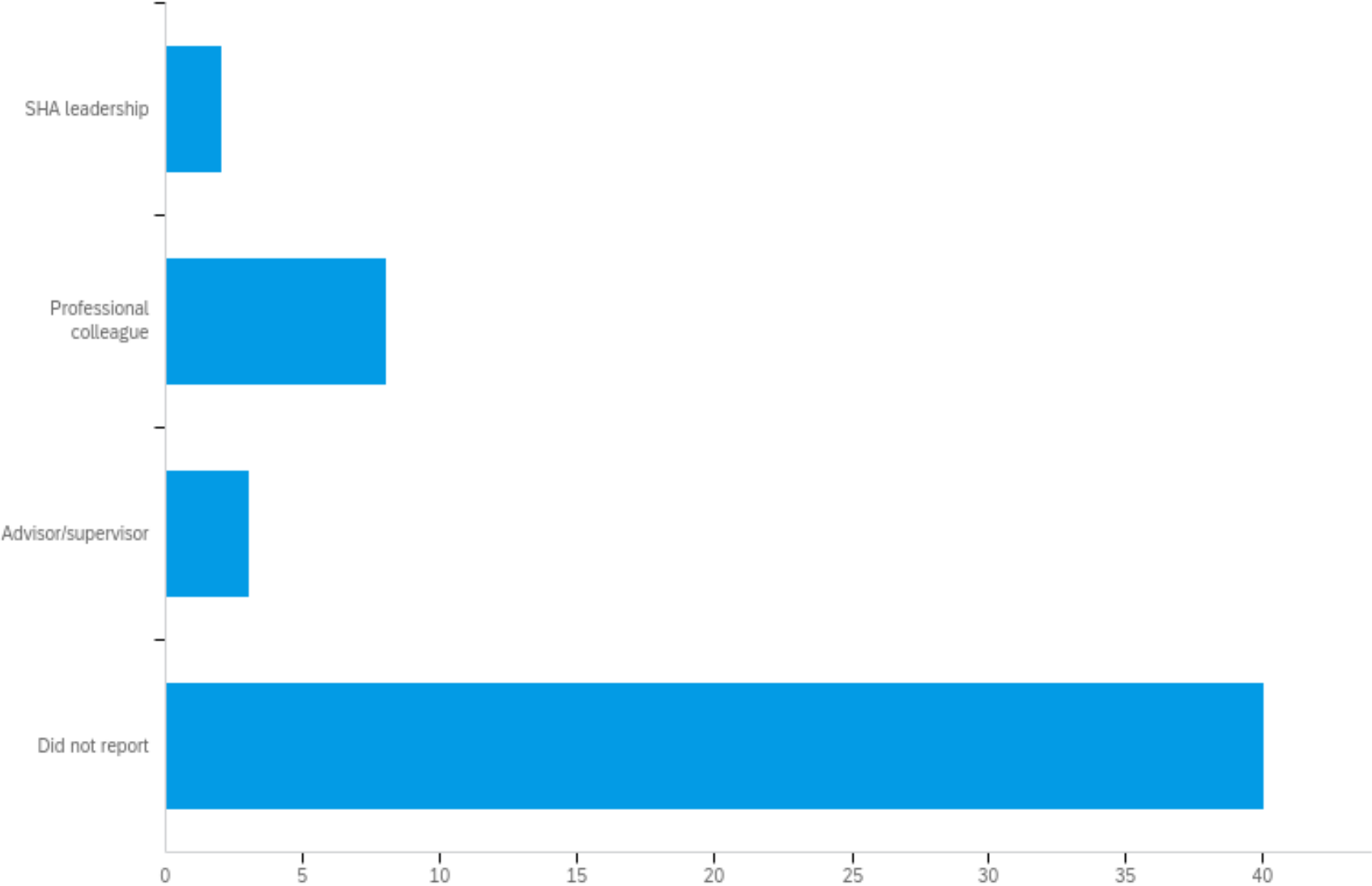
How Bias Incidents Were Addressed or Resolved

- Public announcements condemning behavior
- Public sanction or removal of person from event
- Did not report
- Was not addressed or resolved
- Identified as a systemic problem (race, gender etc.) and therefore not addressed
- Schuyler event addressed adequately

Did you feel the matter had been adequately addressed or resolved? (n=48)
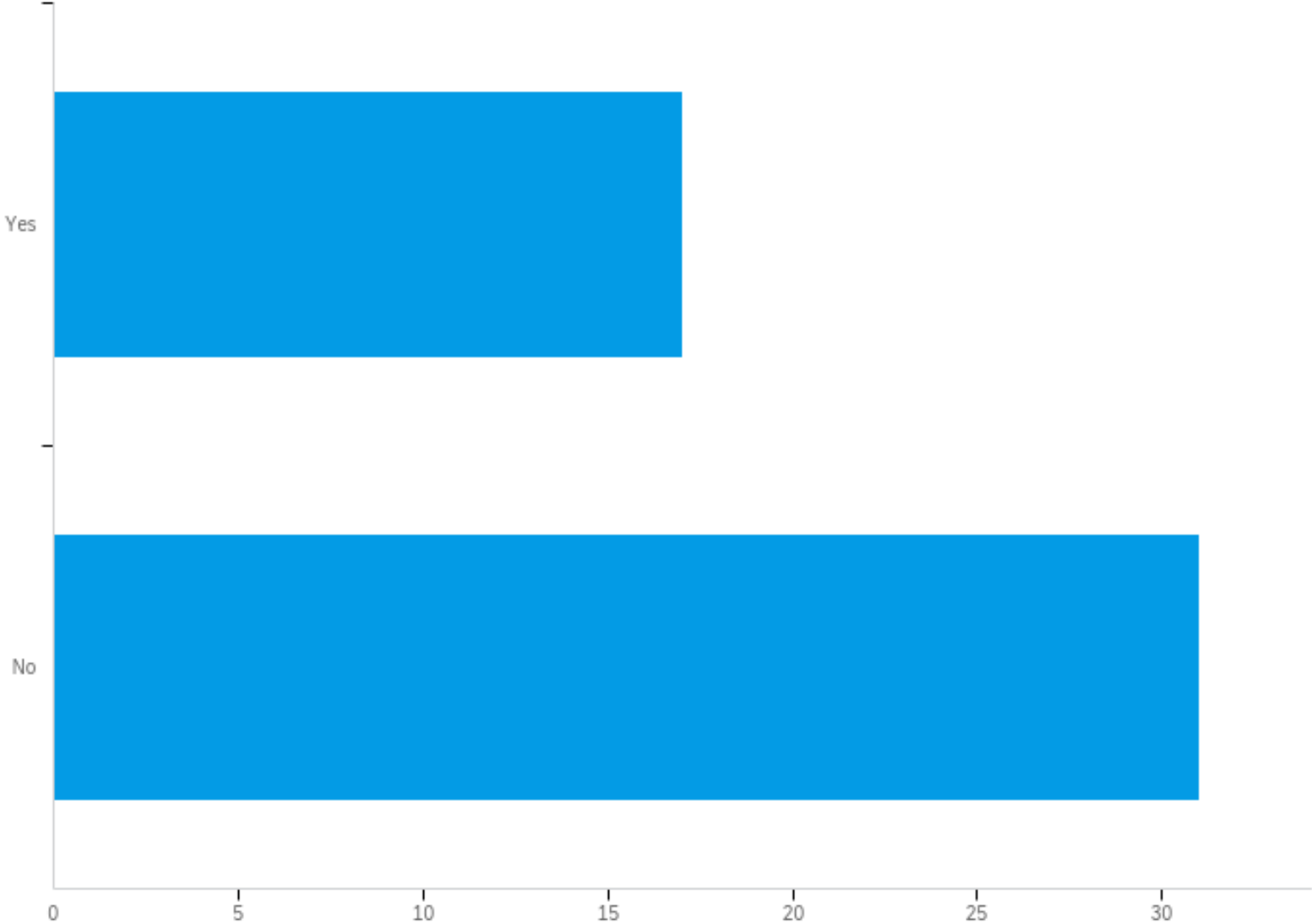
SHA and Acknowledgement of Past Harms

Please rate your level of agreement to this statement:
SHA must develop and execute an action-oriented plan to acknowledge and reconcile past harms caused by the organization. (n=180)
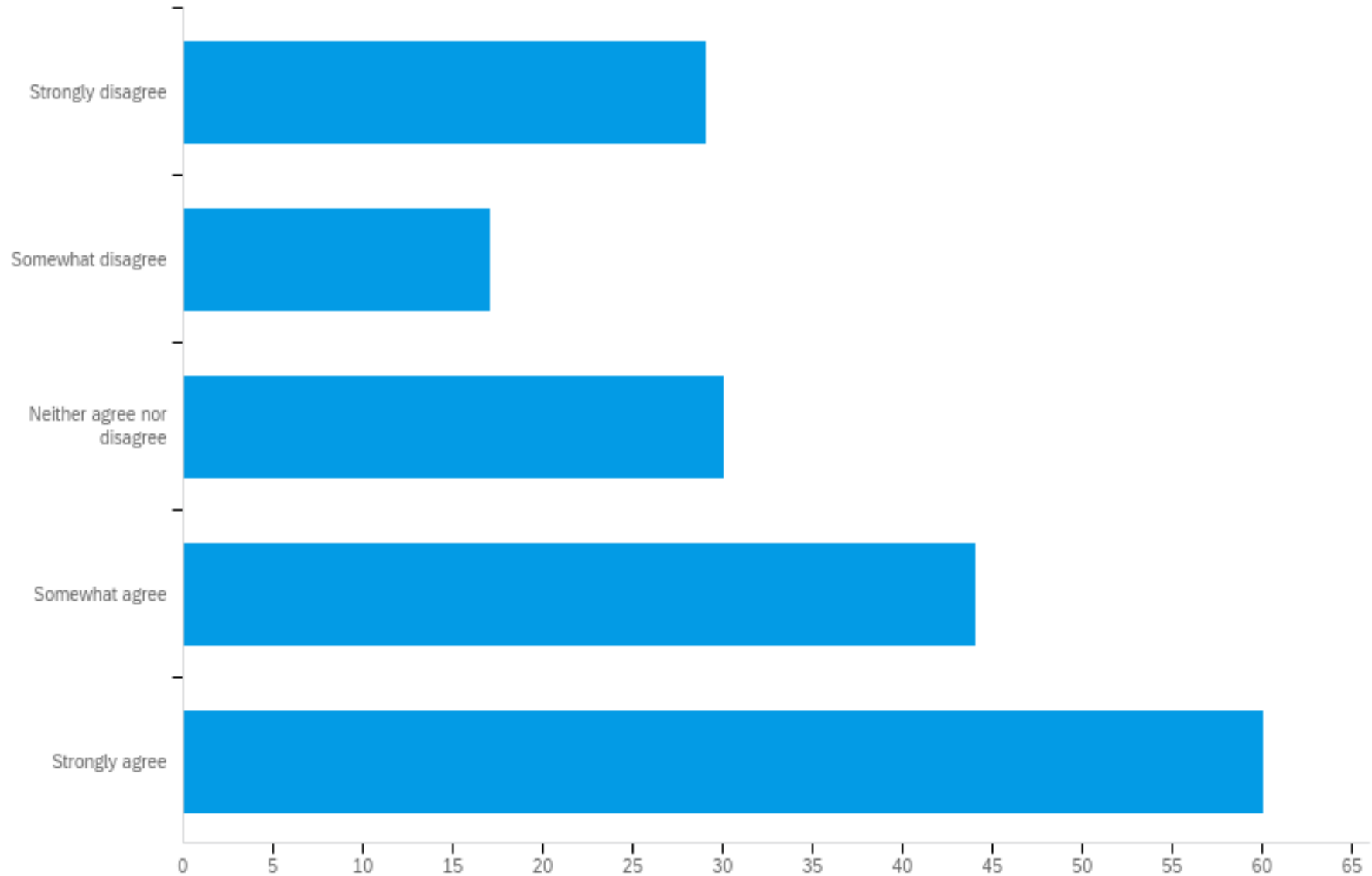
Provide suggestions as to how SHA should acknowledge and reconcile past harms: Discovery and Acknowledgements

- Review the organization's history through a new lens, enumerate the past harms, and attempt to reconcile with suggestions from the current membership. Be fearless in the face of change if it means a more inclusive, equitable SHA

- Statement of apology and special invitation for affected group members

- Statements at each conference that acknowledges previous indigenous owners/occupants of area/location and visual representation of those prior owners/occupants in each conference logo

- Be transparent about past harms

- Be aware of past harms but also be future-oriented

- Spend time creating a future model that eliminates bias and harm

- Focus on equality of opportunity from this moment onward, not on arbitrary concepts of "equity" as some sort of correction for perceived past abuses

- Work to prevent harms from reoccurring

- Be extremely careful about finding people to blame for past harms. Past harms should be acknowledged, and fault-finding should not be the focus of the organization

- What some people now view as harms were once viewed by SHA as ethical practices

- Concerns about *pro forma* nature of land acknowledgements

- Include progress and advancements related to redressing harms

- Could consider all harms caused by the field

Provide suggestions as to how SHA should acknowledge and reconcile past harms: Conferences

- Lifetime memberships and free conference attendance for all First Nations and Indigenous Peoples
- Provide conference subsidies for marginalized groups
- Provide SHA annual meeting that examines symposia with appropriate themes.
- Work with communities where conferences are being held
- Conduct more plenary sessions that address specific harm.
- Make some sessions mandatory, specifically those that examine harassment and white privilege

Provide suggestions as to how SHA should acknowledge and reconcile past harms: Collaborations

- Ensure members of groups who have been harmed in the past have input and a level of authority over reconciliation measures to focus on reconciling past harm and not how the organization can improve its image or reputation
- Make efforts to invite specific scholars and people from outside of our field to present
- Directly address harmed members and populations
- Better collaborations with harmed groups
- Create reconciliation dialogues between SHA and harmed groups
- Create stronger mentoring relationships

Provide suggestions as to how SHA should acknowledge and reconcile past harms: Leadership

- Conduct an audit to determine if policies, practices, and procedures accomplish goals of diversity and inclusivity

- Encourage leadership positions from those groups that have been marginalized

- Advocate for HR 40 (legislation now before Congress to create a reparation/reconciliation commission) AND participate in this commission if it is created

- Create stricter standards and processes for ethics claims, specifically sexual harassment

- Continue accessibility improvements made to account for the COVID-19 pandemic permanent

- Prioritize funding for research on difficult and challenging topics such as slavery, genocide, violence, and exploitation.

- Promote understanding among members that the status quo sustains bias and typically white and male supremacy

- Reevaluate past paper and dissertations that were submitted for awards. See what trends are there for winning and what trend are there in rejections

- Promote inclusion and react swiftly and strongly to any regress, like it did with the Montpelier Foundation

- Encourage past presidents to account for why they haven't addressed harms

- Review the SHA publications for how harm and marginalization has been caused and perpetuated

- Select leaders that are committed to these goals

# Provide suggestions as to how SHA should acknowledge and reconcile past harms: Membership

- Urge members to work locally and in their research areas to demand inclusive and critical narratives be implemented at historic sites and in public history education programs

- Create outreach programs that allow/fund/encourages archaeologists and anthropologists to visit universities and colleges with no major in the field

- Offer scholarships and grants for research/travel, fieldwork, conference attendance, etc. to marginalized groups

- Conduct ethnographic work for more precise definitions and knowledge about harms

- Create task forces which address specific harms

- More emphasis on equity and inclusiveness employing scholars from HBCUs

- Promote scholarships from and publications by those from harmed populations

- Write scholarly articles about archaeology sites

- Divert resources to the efforts of those from harmed populations

- Establish on the ground events to support harmed groups/individuals

- Develop more opportunities for engagement on these issues outside of conferences

- Dismantle gender, race, class, and educational hierarchies

- Provide robust and wholesale support and elevate the contributions of self-identified marginalized individuals

- Sexual harassment has been and continues to be quite serious, must be addressed immediately

- Continue to engage on difficult issues

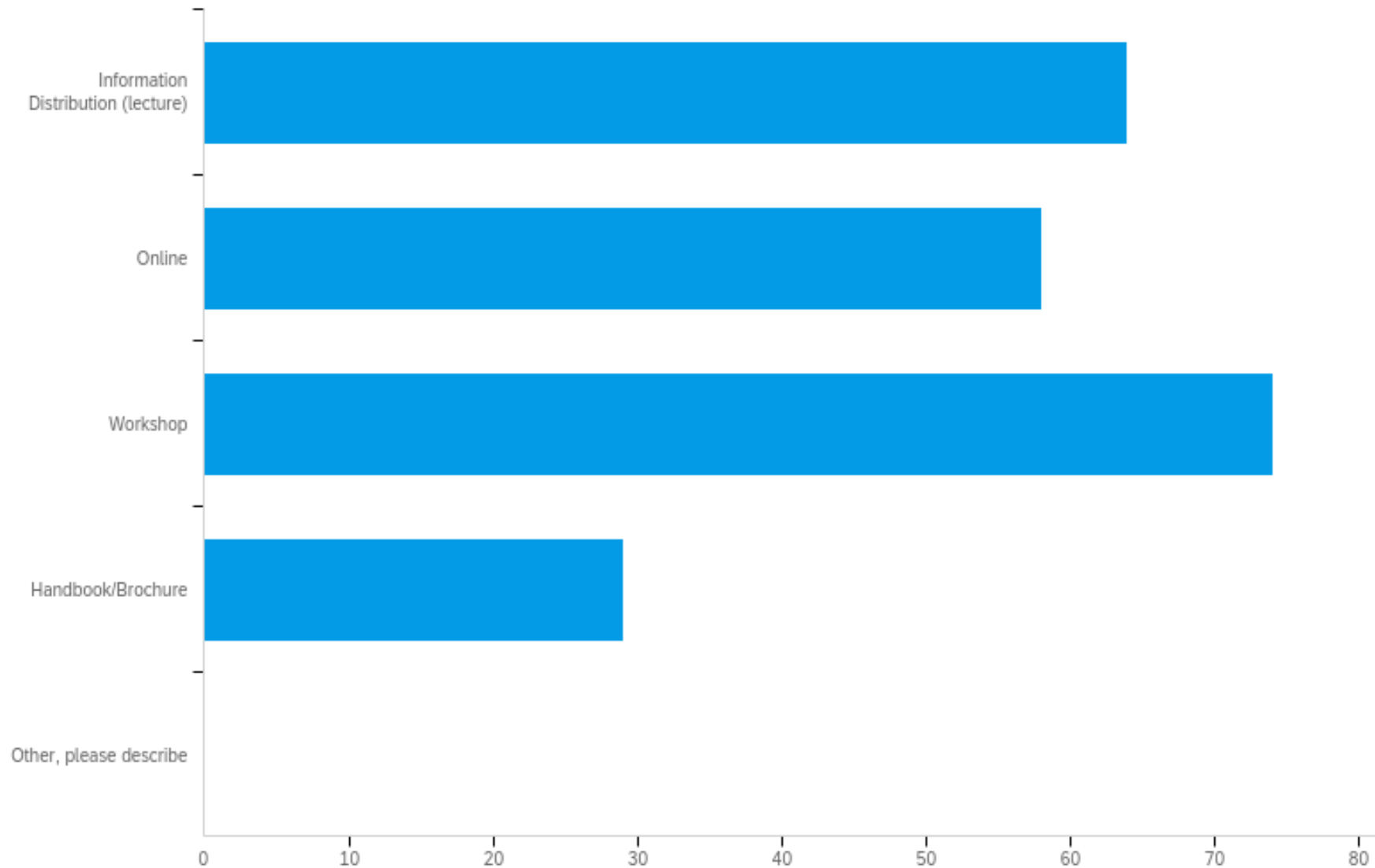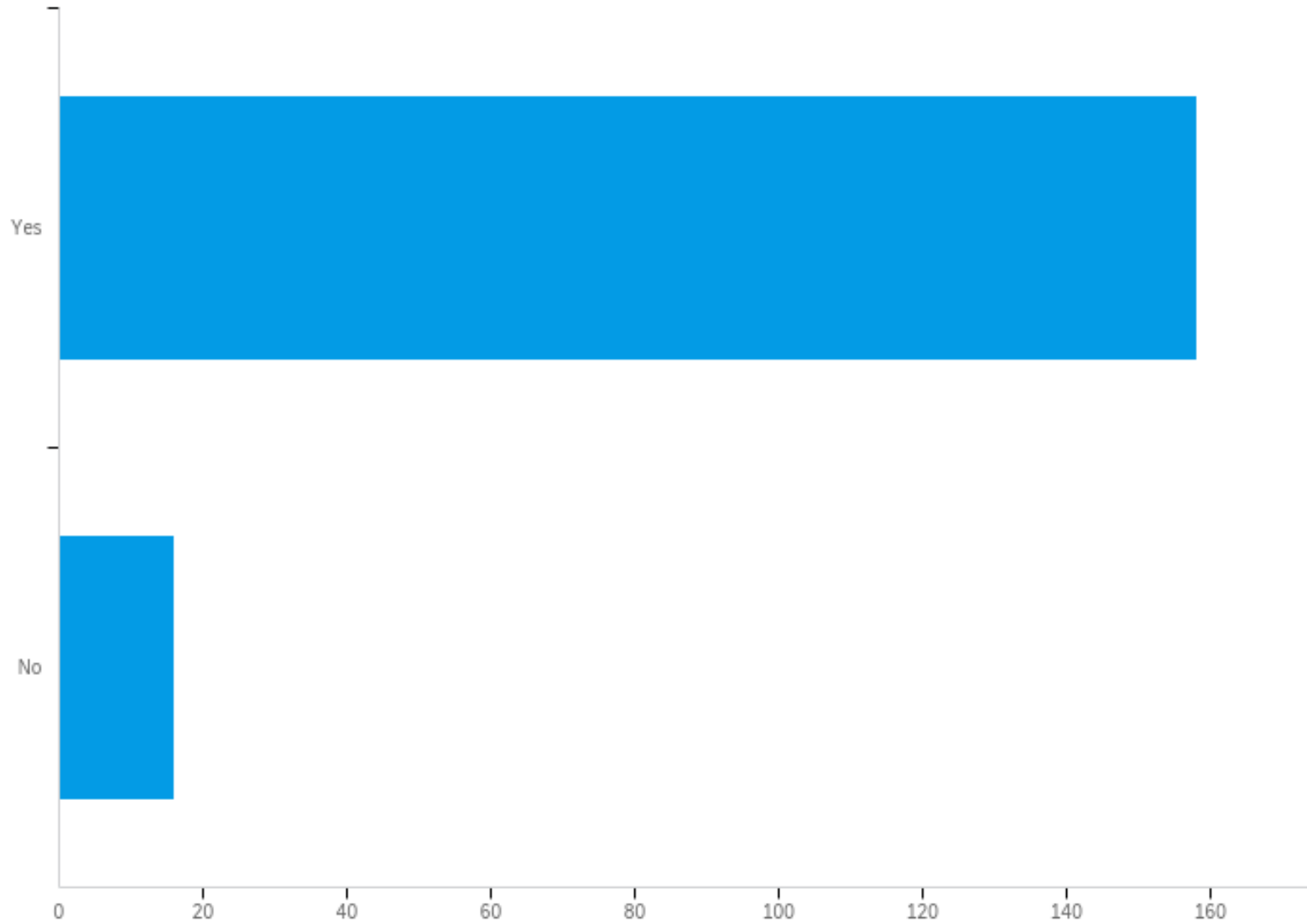# Diversity, Equity, Belonging, and Mattering Education

Have you participated in diversity, equity, and inclusion training provided by SHA? (n=174)
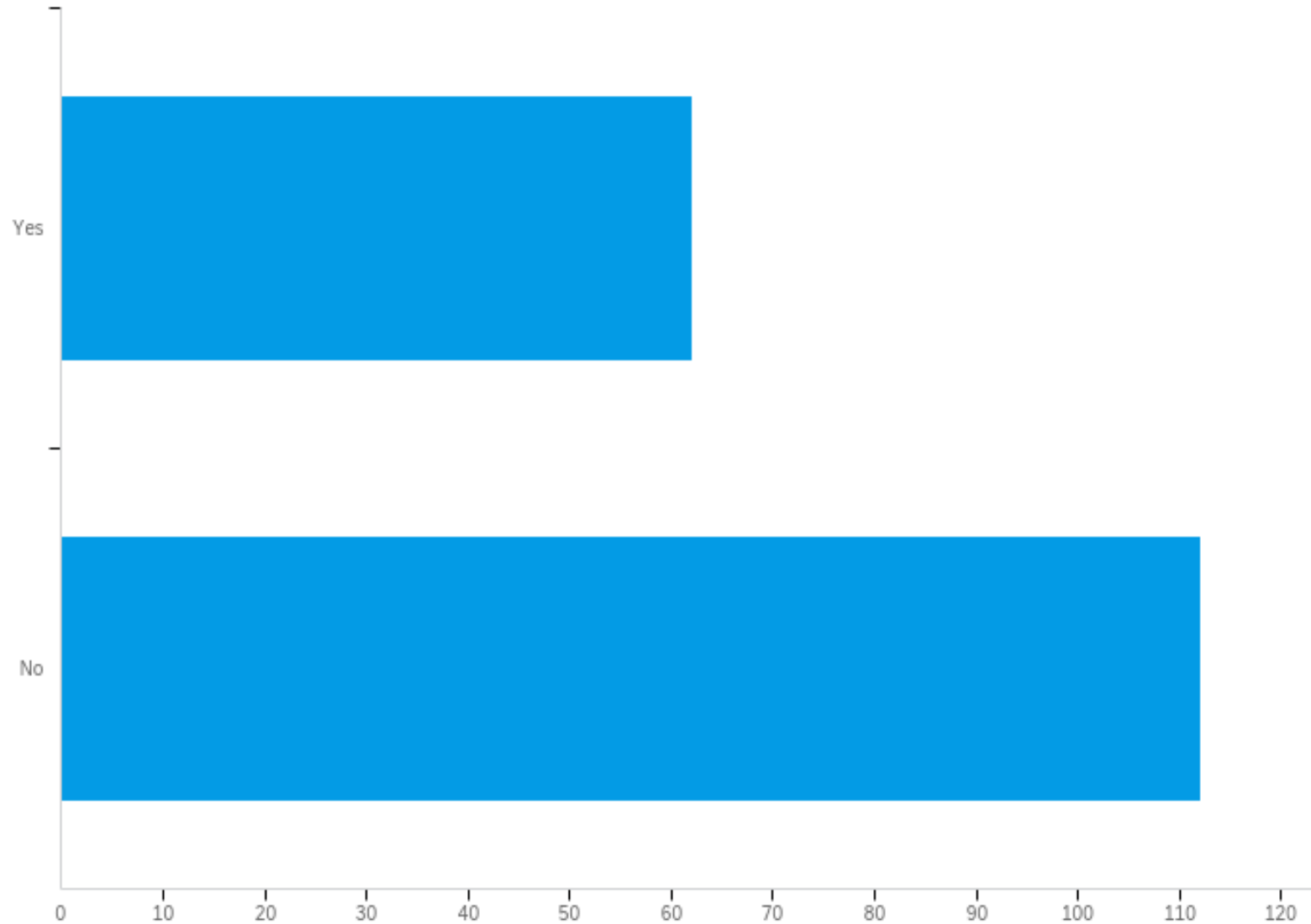
Please check all types of SHA training that you have participated in. (n=225)

Are you aware of SHA's anti-discrimination policies? (n=174)

What SHA Members would like you to know about diversity, equity, and inclusion

What SHA Members would like you to know about diversity, equity, and inclusion

- Understand that proper DEI work takes time
- Very pleased that SHA is conducting DEI work
- Looking forward to the results of the survey and audit with an eye toward change
- Develop a diverse membership
- Need to create more pipelines for DEI
- Need change from the "bottom up"
- Archaeology has a long way to go but SHA is the most progressive of professional archaeology organizations
- DEI needs to be ongoing and folded into SHA's work
- Need to consider how our partners and sponsors uphold DEI
- Need to value international members who don't speak English
- Need to be less biased against people without Phds
- Need to recognize the struggles of the working class

What SHA Members would like you to know about diversity, equity, and inclusion

- Need to promote careers within minority communities
- Thrilled about partnership with SBA
- Disheartened that members do not wish to discuss racism in the organization
- Conference costs are prohibitive to many
- Concerns about how to address the colonial origins of SHA and impacts
- SHA is the most equitable of the professional archaeology organizations
- Need to focus more on Asian, Latinx, Native American diasporas
- Increase partnerships with international societies
- Key leadership positions and awards should go to minorities and non-North Americans
- Need to consider the impact of disability and chronic illness

What SHA Members would like you to know about diversity, equity, and inclusion

- DEI issues are trendy, exaggerated, and fabricated
- Should see people as whole individuals and not for their specific identities
- Intolerance for individuals involved in bias cases
- Members are quite worried about feeling judged and making career-ending mistakes related to DEI
- DEI can often be about political agendas rather than real change
- Need to focus more on the work not fixing societal ills
- Concerns about survey bias because questions presume there is a problem

- Consider whether underrepresentation is due to low salaries in the profession
- SHA is an unfriendly organization and powered by the "Old Guard"
- The path to social justice does not run through SHA
- Fearful of retaliation when sharing views
- Organization favors academic, upper middle class white archaeologists
- Bothered by the presumption that all white males are privileged
- When thinking about DEI, need to distinguish between SHA and its members