

Diversifying US-Archaeology and Future Impacts on Andean and Amazonian Studies: An Intersectional Perspective



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Starting Points

- Focus is on **United States** archaeology
 - Archaeology *is* political
- PhDs because their focus academic research
- Begin dialogue for US archaeologists and our international colleagues
- I follow US-Latinxs as a case study, but many points parallel at a high level

Intersectional approaches

- Long history, largely influenced by Black Feminist theorists in the United States
- International contributions, e.g., Lélia Gonzalez, Beatriz Nascimento, María Elena Moyano
- Multiple aspects of one's social identity are intertwined with one another, and that their intersection can create, preserve, and compound social inequities and discrimination

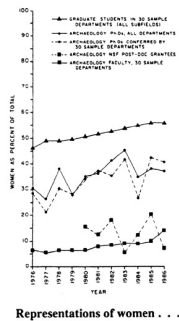
Equity Issues for Women in Archeology

Margaret C. Nelson,
Sarah M. Nelson,
and Alison Wylie, Editors

Contributions by

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SOCIOPOLITICS IN SOUTHEASTERN ARCHAEOLOGY: THE ROLE OF GENDER IN SCHOLARLY AUTHORSHIP

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We explore the relationship between gender, authorship, and editorship in conference presentations and publications as a lens to examine current disciplinary sociopolitics and the relative contributions of men and women to southeastern archaeological research. We also report on the results of a survey on publishing trends in southeastern archaeology that we circulated to the Southeastern Archaeological Conference (SEAC) membership in March 2014. The evaluation of publishing trends serves as a means to investigate academic merit and visibility, along with the production and validation of knowledge in southeastern archaeology. We document a strong gender imbalance in publication rates across a range of publication venues, including regional journals, state archaeology journals, and edited volumes, despite growing numbers of women presenting research at SEAC meetings. We discuss possible reasons for these gender disparities based on survey response data from members of the SEAC community. Despite a current culture and context of women's advancement in southeastern archaeology, many challenges and obstacles remain.

KEYWORDS: Gender equity, Southeastern archaeology, Publication, Sociopolitics, Women in science



Sexual Harassment Among California Archaeologists: Results of the Gender Equity and Sexual Harassment Survey

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Abstract Gender equity and its role in archaeological discourse has been under investigation for decades. Recently, increasing attention has been given to women's experiences and safety with regard to sexual harassment in field situations. The UCSB Gender Equity Project created a survey to investigate this issue among members of the Society for California Archaeology. A qualitative survey on gender equity and sexual harassment was distributed to the membership in August 2016, and this article focuses on the harassment results. Survey responses indicate that women and marginalized community members, including people of color and LGBTQ+ archaeologists, experience higher frequencies of harassment compared to other demographic groups. These data also capture harassment dynamics related to perpetrator/victim relationships, locations where harassment most often occurs, and reporting patterns. Collectively, the results offer a means to consider how our discipline can take action to promote safety by increasing harassment training, supporting diverse identities, eliminating offensive field banter, and expanding our efforts to help victims and to increase reporting rates.

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Guest Editorial Introduction: Gender, Equity, and the Peer Review Process at the Journal of Field Archaeology

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Homophobia and women archaeologists

Cheryl Claassen

Abstract

Homophobia has a long, sad but obscure history in the Western world and in the world of archaeology. In this paper I argue that homophobia was responsible for women choosing not to go into archaeology in large numbers until at least 1950. While homophobia is no longer successful in keeping women out of archaeology, it continues to have an impact on the discipline in education, network building, and mentoring.

Keywords

Homophobia; history of women; sociology of archaeology; mentoring.

GENDERED CITATION PRACTICES IN AMERICAN ANTIQUITY AND OTHER ARCHAEOLOGY JOURNALS

Scott R. Hutson

Citation is one of many practices affected by the sociopolitics of archaeology. Examination of citation practices in American Antiquity, the Journal of Field Archaeology, Ancient Mesoamerica, and Southeastern Archaeology yields mixed results with regard to equity issues for women. In American Antiquity, the Journal of Field Archaeology, and Ancient Mesoamerica, men cite women at rates that are statistically similar to the rates at which women cite women. Historical data show that this has not always been the case for American Antiquity. In Southeastern Archaeology, men cite women significantly less than women cite women. Despite statistical parity between the sexes in three of the four journals, both men and women in American Antiquity and Ancient Mesoamerica cite women less than expected given the rate at which women publish. Such under-referencing of women might imply a devaluation of women's archaeological labor. This paper also examines other factors besides the gender of the citing author that might affect the rate of citation to women.

FORUM

Who Dominates the Discourses of the Past? Gender, Occupational Affiliation, and Multivocality in North American Archaeology Publishing

Tiffany J. Fulkerson and Shannon Tushingham

Equity and the dissemination of knowledge remain major challenges in science. Peer-reviewed journal publications are generally the most cited, yet certain groups dominate in archaeology. Such uniformity of voice profoundly limits not only who conveys the past but also what parts of the material record are narrated and/or go untold. This study examines multiple participation metrics in archaeology and explores the intersections of gender and occupational affiliation in peer-reviewed (high time cost) and non-peer-reviewed (reduced time cost) journals. We find that although women and compliance archaeologists remain poorly represented in regional and national peer-reviewed journals, they are much more active in unreferenced publications. We review feminist and theoretical explanations for inequities in science and argue that (1) the persistent underrepresentation of women and of compliance professionals in archaeological publishing are structurally linked processes and (2) such trends can be best understood in light of the existing structure of American archaeology and the cost-benefit realities of publishing for people in various sectors of the discipline. We suggest that nonrefereed venues offer a pathway to multivocality and help to address epistemic injustices, and we discuss methods for widening the current narrow demographic of men and academics who persist in dominating discourses.

Keywords: gender, equity, equality, women, publishing, sociopolitics, multivocality, peer review, cultural resource management, academia

LOOKING FORWARD, LOOKING BACK

MOTHERHOOD AND THE FUTURE OF WOMEN IN ARCHAEOLOGY

Maxine Oland

Maxine Oland is a Ph.D. Candidate in the Department of Anthropology at Northwestern University.

A CRITICAL EVALUATION OF RECENT GENDERED PUBLISHING TRENDS IN AMERICAN ARCHAEOLOGY

Dana N. Bardolph

This paper explores the relationship between gender identity and patterns of authorship in peer-reviewed journals as a lens for examining gendered knowledge production and the current status and visibility of men and women in American archaeology. Drawing on feminist theory and the feminist critique of science, I examine how gender imbalance and a lack of diversity continue to affect the work that archaeologists produce. The evaluation of publishing trends serves as a means to investigate knowledge valuation/validation in archaeology and lends insight into the control over archaeological narratives. Analysis of publication rates from 1990-2013 in a number of prestigious archaeology research journals (including American Antiquity) as well as smaller-scale regional journals reveals that strong gender differences persist in one of the major ways that data are disseminated to the American archaeological community. I suggest that these patterns are likely a result of authorial behavior, rather than editorial or reviewer bias, and conclude with a discussion of future directions for practitioners to pursue research on gender equity in the discipline.

Heritage Practice: The Politics of Racism/Gender/Sexuality

Uzma Z. Rizvi
Pratt Institute

ABSTRACT

In this piece, I highlight the critical interventions presented in this collection for archaeology as heritage practice, as well as amplify many of the points that were made in relation to politics, particularly around the intersection of racism and gender/sexuality. Core tensions running through this collection are the many relationships between ways of being, concepts of heritage, visibility/invisibility of communities of people, and the practice and management of heritage. The interconnections between identity and heritage are shown as multiple and nuanced. This collection stands at the precipice of radically calling out the white heteropatriarchy that is the structural foundation of modern archaeology; rather than raising its voice, it is a polite, yet insistent, articulation of why inequity exists and how a feminist heritage practice might be able to address this issue in a new way. I will rely on the work of radical feminist scholars, thinkers, poets, and activists to support and articulate strength: each subheading cites a radical feminist thinker, and through the use of their words, I hope to elevate the work we are all engaged in—and it is work; much more needs to be done. [feminist/queer, race/racism, class, heritage/heritage practice, white privilege, colonialism/neocolonialism, decolonizing archaeology, critical heritage practice]

An Intersectional Approach to Equity, Inequity, and Archaeology

A Pathway through Community

Jordi A. Rivera Prince , Emily M. Blackwood , Jason A. Brough , Heather A. Landázuri , Elizabeth L. Leclerc , Monica Barnes , Kristina Douglass , María A. Gutiérrez , Sarah Herr , Kirk A. Maasch , and Daniel H. Sandweiss 

ABSTRACT

The year 2020 was an awakening for some. For others, it reiterated the persistent social injustice in the United States. Compelled by these events, 30 diverse individuals came together from January to May 2021 for a semester-long seminar exploring inequity in archaeological practice. The seminar's discussions spotlighted the inequity and social injustices that are deeply embedded within the discipline. However, inequity in archaeology is often ignored or treated narrowly as discrete, if loosely bound, problems. A broad approach to inequity in archaeology revealed injustice to be intersectional, with compounding effects. Through the overarching themes of individual, community, theory, and practice, we (a subset of the seminar's participants) explore inequity and its role in various facets of archaeology, including North-South relations, publication, resource distribution, class differences, accessibility, inclusive theories, service to nonarchaeological communities, fieldwork, mentorship, and more. We focus on creating a roadmap for understanding the intersectionality of issues of inequity and suggesting avenues for continued education and direct engagement. We argue that community-building—by providing mutual support and building alliances—provides a pathway for realizing greater equity in our discipline.

Keywords: equity, intersectionality, class, racism, gender, North-South relations, community-based archaeology, sexuality, disability, mentorship

FORUM

Who Writes about Archaeology? An Intersectional Study of Authorship in Archaeological Journals

Laura E. Heath-Stout 

Since the 1980s, activist archaeologists have used quantitative studies of journal authorship to show that the demographics of archaeological knowledge production are homogeneous. This literature, however, focuses almost exclusively on the gender of archaeologists, without deeply engaging with other forms of identity or adequately addressing the methodological limitations of assigning binary gender identifications based on first names. This paper rectifies these limitations through an intersectional study of inequities in academic archaeological publications by presenting the results of a survey of authors who published in 21 archaeology journals over a 10-year period (2007–2016). This survey asked them to provide their self-identifications in terms of gender, race/ethnicity, and sexual orientation. The results demonstrate that although there has been an influx of women archaeologists in recent decades, we have not yet reached gender parity. They also show that because many women archaeologists are cisgender, white, and heterosexual, the discipline's knowledge producers remain relatively homogeneous. Furthermore, although there is demographic variation between journals, there is a strong correlation between journal prestige and the percentage of authors who are straight, white, cisgender men. This intersectional study of journal authorship demographics provides a comprehensive perspective on issues of diversity, equity, and inclusion in the discipline of archaeology.

ARTICLES

Documenting Cultures of Harassment in Archaeology: A Review and Analysis of Quantitative and Qualitative Research Studies

Barbara L. Voss 

This article is the first of a two-part series to analyze current research on harassment in archaeology. Harassment has shaped the discipline of archaeology since at least the late 1800s. Since the 1970s, harassment has been recognized as a significant factor impacting gender equity in archaeology. Recent qualitative and quantitative research has verified that harassment occurs at epidemic rates in archaeology. Archaeologists are primarily harassed by other archaeologists, and harassment occurs not only in field research settings but also in classrooms, laboratories, museums, office workplaces, and conferences. Although women in archaeology experience a higher frequency of harassment, both men and women report harassment at disturbingly high rates. Archaeologists of color, LGBTQIA+ archaeologists, nonbinary archaeologists, and archaeologists with disabilities are also disproportionately harassed. As reflected in the author's own career experiences, harassment creates a cognitive burden for survivors and reduces access to professional opportunities, directly impacting diversity within archaeology. Fortunately, there are evidence-based interventions and policies that can reduce harassment and support survivors. These are discussed in the second article, "Disrupting Cultures of Harassment in Archaeology."

Keywords: harassment in archaeology, discrimination, equity, means of prevention

Is United States Archaeology Diversifying?

- Limited places to get information
- Not all research encompasses intersecting identities
- Two main locations:
 - Society for American Archaeology Member Needs Assessment
 - National Science Foundation Survey of Earned Doctorates

Society for American Archaeology Member Needs Assessment

- 2015: 22.3% of membership were non-white
(Association Research Inc. 2016)
- 2020: 19% of membership were non-white
(Strategies 360 2020)

Low respondent rate, includes entire membership which is international



Survey of Earned Doctorates

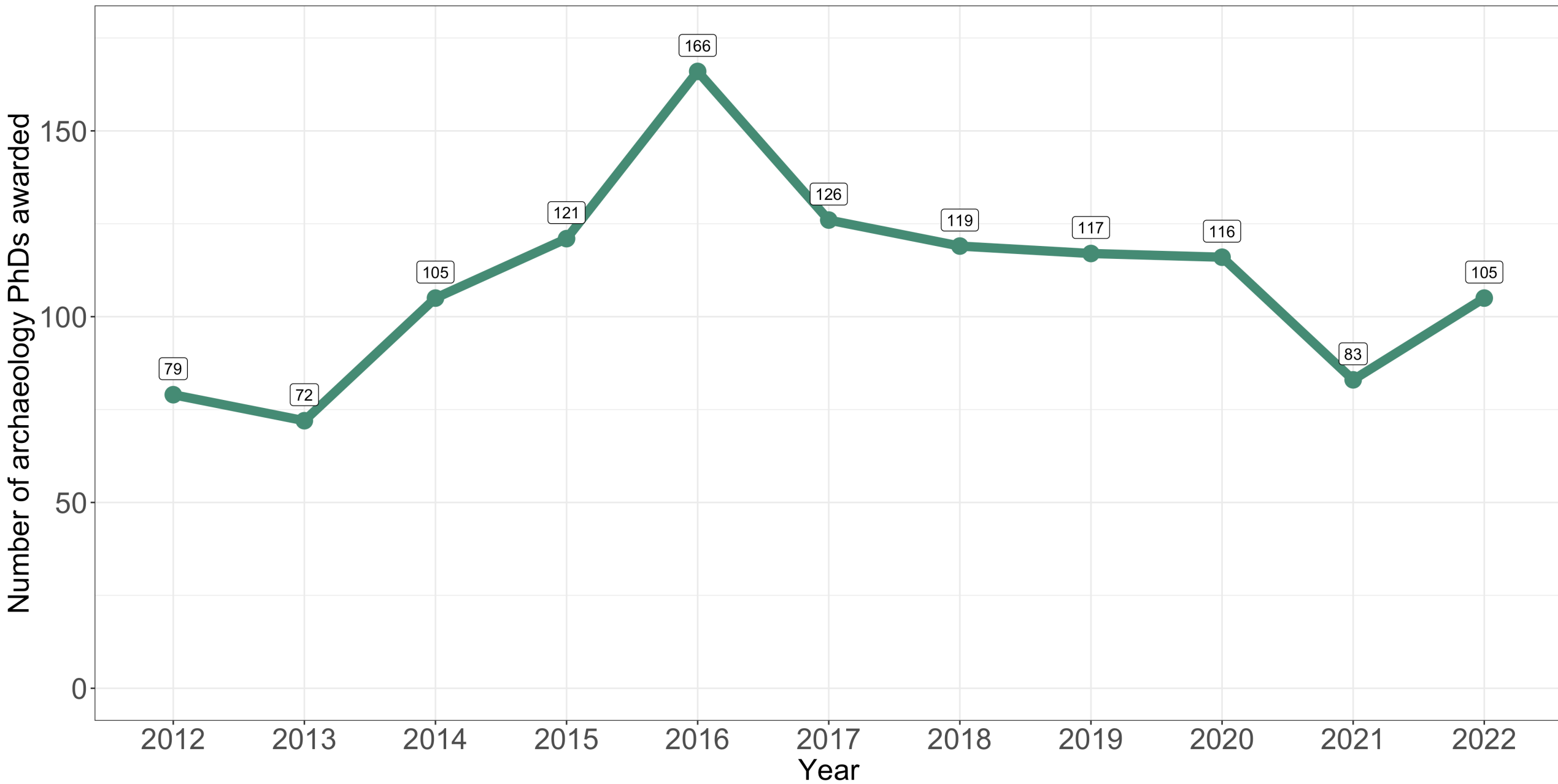
- Began in 1957, survey taken when receiving a research doctorate from accredited US institution
- Type of data captured over the years has changed
- Best source (currently) for exploring demographics of who is doing research in archaeology



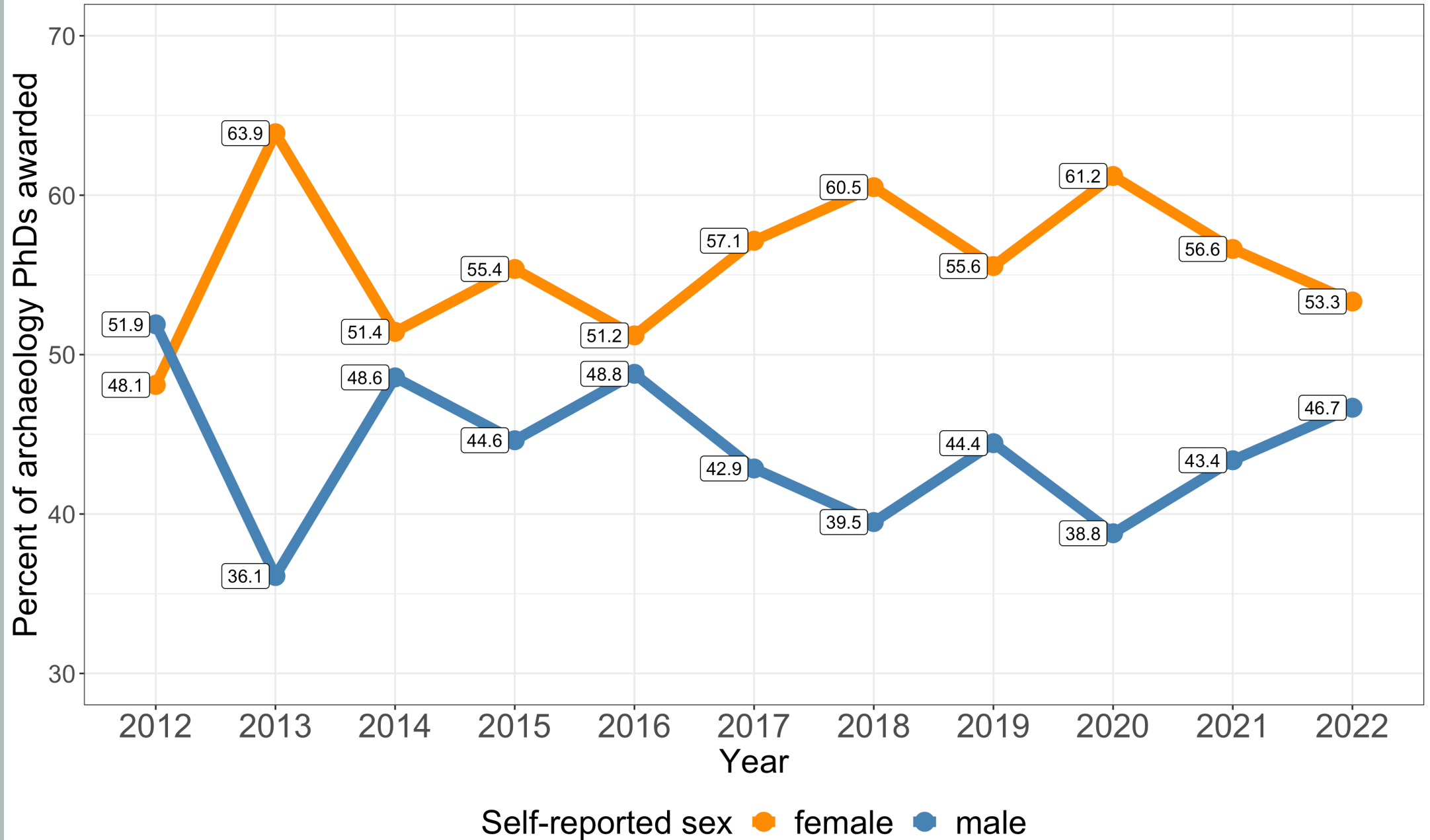
Survey of Earned Doctorates

- Focused on Archaeology PhDs (separate category)
- Compiled data from 2012 to 2022
 - Total 1,209 awarded in this period
 - 1044 awarded to US Citizens/permanent residents
 - 165 awarded to visa holders
- Visualizations use NSF terminology
- Only reports race/ethnicity for US Citizens and Permanent residents

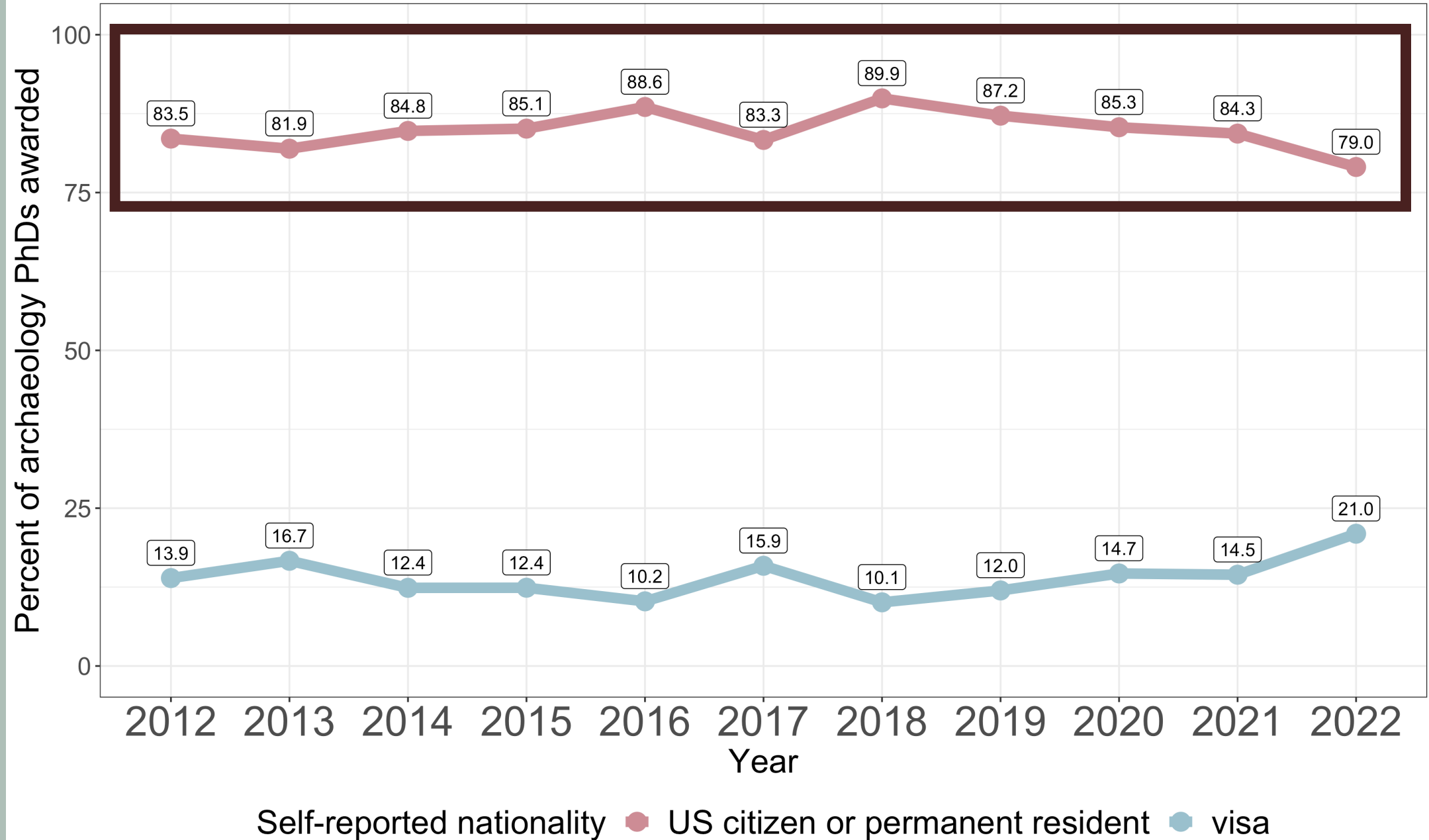
Number of archaeology PhDs awarded from 2012-2022



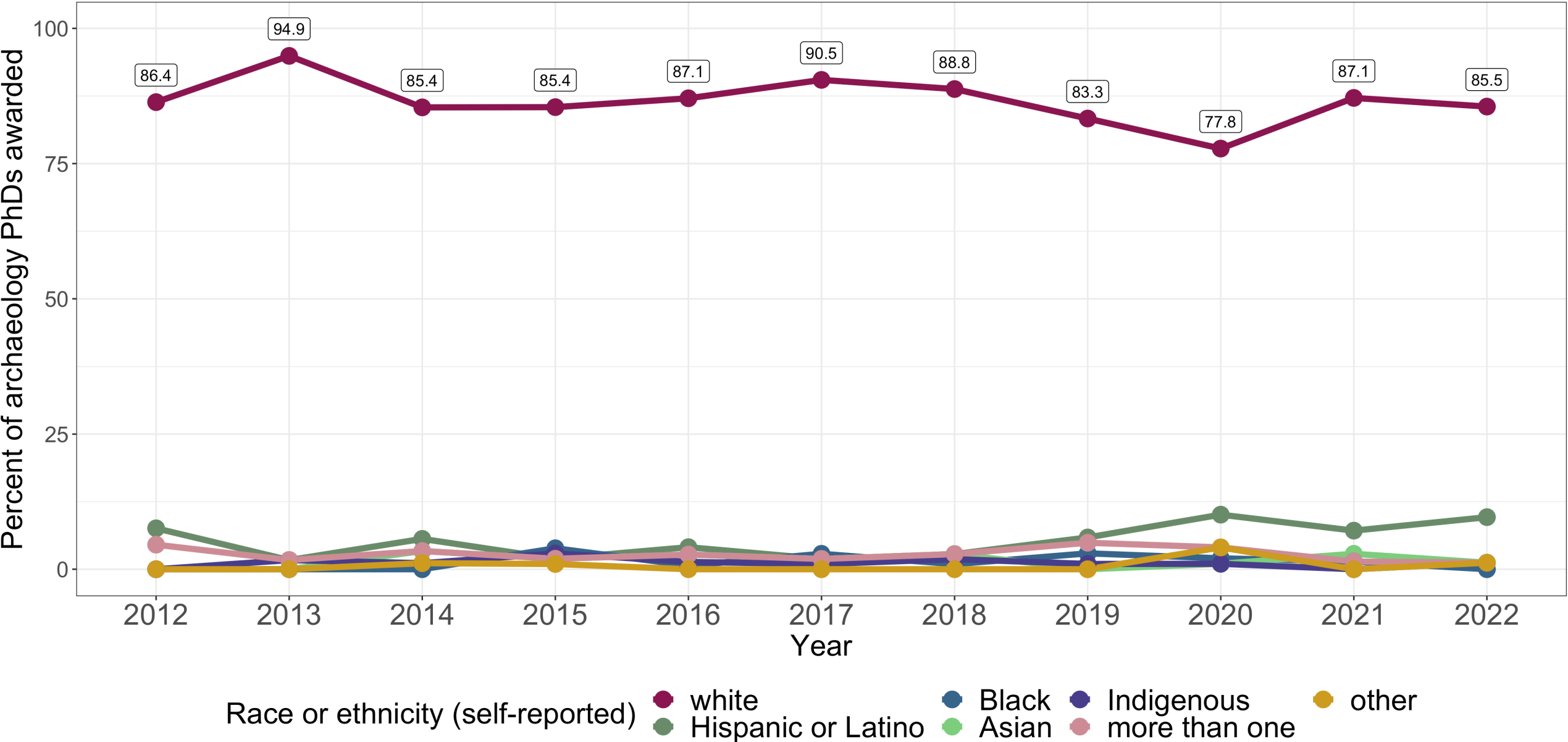
Percent of archaeology PhDs awarded from 2012-2022 by self-reported sex



Percent of archaeology PhDs awarded from 2012-2022 by self-reported nationality



Percent of archaeology PhDs awarded from 2012-2022 to non-white US citizens and permanent residents by self-reported race and ethnicity



Key Limitations of the NSF SED

- No data on the intersection of race and gender
- Do not capture gender, sex is only represented as a binary
- No information on class
- Broad categories homogenize lived experience

How do we talk about changing diversity?

- We have no way to look at intersectional identities in archaeology at a large scale, quantifiable level
- We can look at individual experiences

Within the United States

- Race and class have direct impacts on important aspects of life (e.g., health, life quality, education)
- People of color, particularly Black, Latinx, and Indigenous peoples, are more likely to come from a low-income background
- 18% of Latinxs in the US have no health insurance, and 18% live in poverty

In archaeological practice in the Andes and Amazon, class, race, gender, nationality, linguistic practices, ethnicity, and more, all impact experiences.

Positionality and Archaeology

- Research agendas
 - Redefining who/what is acceptable to study
- Theoretical directions
 - Redefining questions that can be asked
 - Challenging how we produce knowledge

Positionality and Archaeology continued

- Mentorship
- Fieldwork, field schools, and training
- Power differentials in the field, hierarchical differences at home and in the field

Relationships and equity-centered communities of professional collaboration

- Creating intentional, equity-centered communities contributes to a sense of belonging
- Direct, personal, and care-centered engaged training and mentorship
- Use one's positionality to move arch forward



CREATING AN EQUITY-BASED SEMINAR IN CONTENT AND FORMAT

A CASE STUDY AND CALL TO ACTION

**Elizabeth L. Leclerc, Emily M. Blackwood, Kit M. Hamley, Frankie St. Amand,
Heather A. Landázuri, Madeleine Landrum, Jordi A. Rivera Prince, Monica Barnes,
Kristina Douglass, María A. Gutiérrez, Sarah Herr, Kirk A. Maasch, and Daniel H. Sandweiss**

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CREACIÓN DE UN SEMINARIO BASADO EN LA EQUIDAD DE CONTENIDOS Y FORMATOS:

UN ESTUDIO DE CASO Y UN LLAMADO A LA ACCIÓN

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Frankie St. Amand, Heather A. Landázuri, Madeleine Landrum,
Jordi A. Rivera Prince, Monica Barnes, Kristina Douglass, María A.
Gutiérrez, Sarah Herr, Kirk A. Maasch y Daniel H. Sandweiss**

Traducido por **María A. Gutiérrez**

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ABSTRACT

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Keywords: equity, intersectionality, class, racism, gender, North-South relations, community-based archaeology, sexuality, disability, mentorship

Un enfoque interseccional de la equidad, la inequidad y la arqueología

Un camino a través de la comunidad

Jordi A. Rivera Prince , **Emily M. Blackwood** , **Jason A. Brough** ,
Heather A. Landázuri , **Elizabeth L. Leclerc** , **Monica Barnes** , **Kristina Douglass** ,
María A. Gutiérrez , **Sarah Herr** , **Kirk A. Maasch** , y **Daniel H. Sandweiss** 

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Revisado por **María A. Gutiérrez**