

Equality, diversity and inclusion in archaeology: priorities for the new EDI committee

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Continuing from updates in *The Archaeologist* 112 and 114, the Board of Directors has now appointed members to the new Equality, Diversity and Inclusion (EDI) committee. The purpose of the EDI committee is to support the Board of Directors in delivering its strategy for equality, diversity and inclusion.

Following the appointment of the committee in November, the Equality & Diversity Special Interest Group disbanded. The Group has achieved a huge amount since it was constituted in October 2015, involving (amongst many other things) running mental health first aid training sessions; leading the development of a 'decolonise archaeology' strategy, including running eight Decolonise Archaeology workshops; developing connections between ClfA E&D and other professional bodies, eg the Royal Institute for Chartered Surveyors; and inputting into the development of the ClfA equality, diversity and inclusion in archaeology web resource.

Since November, the committee has got off to a flying start, meeting online monthly. The committee is currently chaired by Nicola Powell and the other committee members are Cathy Draycott, Lu Stanton-Greenwood, Penelope Foreman, Sarahjayne Clements and Amy Talbot.

The initial focus has been on identifying the top priority areas for the Board's strategy, including training and resources. From April a small working group will be developing a Diversity and Inclusion Progression Framework for the Institute. The Framework model has been developed by the Science Council in collaboration with the Royal Academy of Engineering and is a tool for professional bodies to assess and monitor their progress on diversity and inclusion. Completing the framework will allow ClfA to assess each of its functions (ranging from governance and leadership, accreditation and training, to outreach and engagement) against a four-level maturing model. The aim is to support discussion, initiation, planning and assessment of diversity and inclusion work.

The committee is tasked with delivering at least one training event every year that is relevant to the EDI strategy and/or policy, potentially in collaboration with other organisations. The committee has an ever-growing list of different training areas to be covered, but for this year it is keen to focus on

- unconscious bias training – July/August, dates TBC
- disability awareness training
- trans awareness: the basics – introductory online session delivered by Gendered Intelligence

Keep an eye out on the ClfA events webpage and e-bulletin for more information. We will also be continuing with our regular neurodiversity network tea breaks and if you are interested in joining this, please email alex.llewellyn@archaeologists.net.

