

## AAA'S MISSION, VISION, AND VALUES

AAA's **mission** is to advance anthropology as a discipline of scientific and humanistic research, practice, and teaching that increases our fundamental understanding of humankind, and applies this understanding in addressing the world's most pressing problems.

AAA's **vision** is to enrich the discipline's intellectual terrain, challenging ourselves to dismantle the barriers that have hindered preparation, entry and career progression for scholars and practitioners, with special focus on anthropologists who have been alienated from, harmed by, or marginalized by the Association.

The **core values** that guide the AAA in realizing this vision are equity, inclusion, accessibility, quality, and sustainability.

## STRATEGIC FOCUS AREAS (2021-2026)

Our **strategic focus areas** for the next five years include building trust and accountability within the Association, supporting equitable knowledge production and circulation, making the association a more welcoming community for people in practice settings, and enhancing public awareness of how anthropologists can contribute to a more just and sustainable world. We must also ensure that we have the financial resources to enact these priorities.

### 1. Trust and Accountability

**Goal:** To build trustworthiness and accountability within the Association that (1) recognizes past and ongoing harms, (2) transforms barriers into opportunities for justice-oriented engagements, (3) creates durable action, and (4) re-evaluates access to all facets of the organization.

#### Objectives:

**1.1 Identify and transform AAA policies and practices that operate as barriers to participation** among anthropologists across organizational/institutional affiliations, career stage, race, ethnicity, ability, sexuality, language, class, religion, national identity, and gender.

**1.1.1 Awards and Prizes** – Awards Committee will perform an assessment of the criteria by which AAA award recipients are chosen, the appointment process for selection committees, and the application materials required to identify potential sources of bias and barriers to participation. To be completed by May 2023.

**1.1.2 Membership** – Staff will continue to conduct interviews with lapsed members on an ongoing basis and identify patterns in the characteristics of lapsed members and their reasons for not renewing, as well as views about member buy-in and a sense of collective responsibility to one another as members of the AAA

community. To be reported to the Association Operations Committee (AOC) annually, beginning in November 2022.

- 1.1.3 Sections and Interest Groups** – The Executive Board will undertake a comprehensive assessment of the ways in which the current structure of sections and interest groups facilitates or limits participation in Association activities, recommending structural modifications to preserve facilitating factors and reduce limiting structural features. To be completed by December 2023.
- 1.1.4 Meetings and Conferences** – the Annual Meetings Task Force will include recommendations to the Executive Board concerning ways in which AAA can further enhance the accessibility of Association events and activities for persons with disabilities by incorporating Universal Design principles into planning and execution of meetings, conferences, and online events, by November 2022. The Task Force will also include recommendations concerning Annual Meeting programming and design features that will welcome people with affiliations in business, government, and non-profit sectors, by November 2022.
- 1.1.5 Public Position Statements** – Building on the work of the Public Policy Statements Working Group in 2021, the Public Policy Statements Task Force will assess the need for further refinements in the process by which public policy position statements are made on the Association’s behalf, whether sections are authorized to make such statements without first confirming an Association-wide consensus on these positions, and how best to identify, acknowledge, and establish opportunities for reparations for past harms resulting from Association events or activities, particularly the Association’s history with projects of colonialism, imperialism, militarism, and scientific racism, beginning in 2022. The Task Force will present its recommendations to the Executive Board by November 2023.

**1.2 Identify and implement specific changes to the Association’s governance structure,** including the size and composition of the Executive Board, the advisory committee structure, and the process for nominating and appointing Association leaders, to enhance transparency, accountability, and a sense of belonging within the AAA.

- 1.2.1** The working group that the Board commissioned in 2021 to recommend changes to the AAA nomination process will continue its work through November 2022, soliciting broad input on the advantages and limitations of different approaches to increasing the equity, inclusiveness, and transparency of association governance, with particular attention on the need for modifications to the:
- Nomination process for Section elected positions
  - Appointment process for AAA editorial boards, committees and Task Forces
  - Appointment process for Section editorial boards, committees, and Task Forces; and
  - Prospective bylaws changes, to effect recommended changes in the size and composition of the Executive Board.

- 1.2.2 The Board will continue to invest in the Leadership Fellows Program, which provides 3-5 individuals each year, selected from a pool of applicants, with an introduction to a range of AAA leadership service opportunities by pairing them with an Executive Board member mentor. This program will focus explicitly on BIPOC members and members from other historically underrepresented categories, on an annual basis beginning in 2022.

**1.3 Strengthen alliances** with other scholarly / professional societies and constituent groups, both nationally and internationally, to foster a sense of belonging and increase inclusion in AAA.

- 1.3.1 AAA staff will continue to maintain and publish an active roster of alliances and appointed representatives, reviewed annually by MPAAC and the Association Operations Committee, beginning in 2022.
- 1.3.2 AAA staff will continue to maintain and publish procedures for member use of AAA credentials with UN EcoSoc and UN Framework Convention on Climate Change, beginning in 2022.

**1.4 Identify and implement specific measures to increase membership and engagement** of historically under-represented groups and anthropologists employed in business, government, and NGO settings.

- 1.4.1 Staff will conduct surveys, interviews, and modeling to assess the extent to which the combined impact of the current income-based AAA membership dues schedule and the requirement of accompanying section membership serves as a barrier to inclusive membership, to be completed by May 2023.
- 1.4.2 Staff will make additional efforts to effectively engage lapsed members based on a clear understanding of their reasons for not renewing, beginning in 2022.
- 1.4.3 Staff, in consultation with MPAAC and the Section Assembly, will design and pilot test an enhanced program for outreach and networking involving HBCUs, minority-serving institutions, tribal colleges, and community colleges, with the purpose of increasing individual membership and engagement in Association events and activities, as well as Department Services Program partnerships, beginning in 2023.
- 1.4.4 Staff will continue to enhance Career Center services that clearly targeted anthropologists employed in business, government, and NGO settings, beginning in 2022.

**1.5 Increase awareness of the value of belonging to the AAA community through improved outreach to Minority-serving Institutions**, including Historically Black Colleges and Universities, Tribal colleges, and Hispanic-Serving Institutions, as well as community colleges and high schools.

- 1.5.1 Staff, in consultation with the Section Assembly, will pilot test an “Ambassadors” program that provides a focus through Department Services Program partners to linking anthropologists in minority-serving institutions in a broader network of

anthropology departments for the purposes of idea exchange and confronting common challenges, beginning in 2023.

- 1.5.2** Staff will continue working with the Education and Outreach Advisory Group and K-12 Education Network to expand membership opportunities and generate advice on the operations of programs like Anthropology Day, Anthropologists Go Back to School, and the Summer Teachers Workshop, beginning in 2022.
- 1.5.3** Staff will continue to organize year-round activities involving department leaders, along with the annual summer Department Leaders Institute, with explicit goals to exchange best and promising practices concerning the recruitment and retention of underrepresented students and faculty, and increasing student awareness of career pathways made possible by anthropology training, beginning in 2022.

## 2. Knowledge Production and Circulation

**Goal:** To promote the equitable production and circulation of anthropological knowledge and its practical implications through meetings, conferences, technical reports, visual and performance forms and other activities that emphasize intellectual rigor, originality, inclusiveness, and accessibility of the field's core knowledge base.

### Objectives:

- 2.1 Encourage **knowledge circulation among researchers and practitioners** that highlights the conduct of anthropological work in a range of professional and academic settings, through innovative meeting formats and occasions.
  - 2.1.1 AAA will pilot test a range of new meeting event formats, in consultation with the Annual Meeting Task Force and Executive Program Committee, with explicit process and outcome evaluation to assess participation and reach. Annually, with evaluation beginning in 2023.
  - 2.1.2 AAA will develop and launch an Online event series with a range of presentation formats and opportunities for interaction, with process and outcome evaluation to assess participation and reach. Annually, with evaluation beginning in 2022.
  - 2.1.3 AAA will form a partnership with a WCAG 2.1-compliant online video library platform provider that offers a well-organized, discoverable library of recorded AAA events, including accompanying slide decks and/or manuscripts, along with transcriptions and their multi-lingual translations. By December 2022.
- 2.2 Continue to develop the **Open Anthropology Research Repository (OARR) as a global resource** for equitable exchange of research and related materials in any language and many formats, guided by an international advisory group,
  - 2.2.1 Relaunch OARR on open-source platform provided by the Public Knowledge Project, and apply the newly developed subject heading taxonomy to improve content search and discoverability. By April 2022.

- 2.2.2 Increase file size limits and add real-time Google Translate utility to expand multi-lingual versatility of content offerings. By August 2022.
  - 2.2.3 Hold annual advisory group meetings to assess performance and chart continuous improvement pathways for user interface and content. Annually, beginning November 2022.
  - 2.2.4 Staff, with advisory group consultation, will update taxonomy biannually, and assess machine learning technologies for automated improvements based on user patterns. December 2022 for next update; June 2023 for machine-learning assessment.
- 2.3 Support the **inclusion of previously under-represented voices** to submit, publish, review, and serve in editorial capacities in AAA journals.
- 2.3.1 The Executive Board’s Anthropological Communications Committee will review journals’ 2022 Annual Reports, with special attention to author submissions and composition of each journal’s editorial advisory board, and report observed patterns and recommendations for changes as needed. By November 2022, and annually thereafter.
  - 2.3.2 Staff will review analytics provided by publishing partner indicating where rejected manuscripts are published, with special attention to the backgrounds of authors whose manuscripts are rejected, and report observed patterns and recommendations for changes as needed. By November 2022, and annually thereafter.
  - 2.3.3 AAA will continue to develop programs for financial assistance to allow members to retain access to membership and content at reduced and “sponsored” rates when needed, annually, beginning 2022.
  - 2.3.4 Through the Editors’ Forum and other convening mechanisms, AAA will continue to support workshops on how to get published, how to do effective developmental editorial work, how to provide constructive peer review commentaries, and how editorial board appointments can help achieve equitable publishing outcomes, beginning in 2022, and annually thereafter.
- 2.4 **Reorganize the AnthroSource portfolio** to have a more unified, coordinated, inclusive, and accessible presentation of anthropological scholarship.
- 2.4.1 Publishing Futures Committee will assess the advantages and limitations of retaining the “portfolio” approach, with special emphasis on this approach’s alignment with the publishing program’s core values (quality, breadth, accessibility, sustainability, and equity), and report the findings of this assessment to the Executive Board, by November 2023.
  - 2.4.2 The Executive Board’s response to these findings, in consultation with the Section Assembly, will be incorporated into any changes, as needed, in the publishing program and publishing partnership contract. By November 2026.

### 3. Welcoming Community for Anthropologists in Practice Settings

**Goal:** To make the Association an organization where anthropologists working (or aspiring to work) in business, government, and NGO settings have a strong sense of belonging and find opportunities for meaningful engagement.

**Objectives:**

3.1 Assist departments in **timely and accurate tracking of graduate placements** to produce (1) examples of early stages in career pathways based on anthropological training and (2) a network of individuals and organizations embedded in various practice settings.

3.1.1 Identify, in consultation with the Task Force on Anthropology in Practice Settings, NAPA, COPAA, SfAA and other allied organizations those departments that have instituted best or promising practices for maintaining a comprehensive, accurate, and timely system for tracking their students after graduation, and collate these practices, along with their reported resource requirements, for the benefit of the wider anthropology community. By May, 2023.

3.1.2 Compile on a voluntary basis the distribution of placement outcomes to maintain an up-to-date network of individuals working in practice settings, by May 2023.

3.1.3 Incorporate information about the employer organizations in business, government, and NGO settings into the Anthropology Guide, by September 2023.

3.2 Design **annual meeting events and activities** that appeal to anthropologists working in practice settings.

3.2.1 Pilot test a range of new meeting event formats, in consultation with the Annual Meeting Task Force and Executive Program Committee, with explicit process and outcome evaluation to assess participation and reach. Annually, beginning in 2022.

3.3 Create **year-round programming and activities** that fit into the working lives of anthropologists from all subfields of anthropology who are employed in a variety of professional settings

3.3.1 Develop and launch an Online Event Series (“Anthropology Live”) with a range of presentation formats and opportunities for interaction. Annually, beginning in 2022.

3.3.2 Maintain professional development and skill-building workshop calendar separate from the Annual Meeting, annually, beginning in 2022.

3.3.3 Continue to support and monitor the local meet-up activities piloted by the Task Force on Anthropology in Practice Settings, beginning in 2022.

3.3.4 Continue to support, encourage, and increase uptake for a range of existing and new mentoring activities organized and undertaken by sections that focus on

career planning for a variety of career settings and different career stages, beginning in 2022.

- 3.4 Design **member benefits** that increase the value of membership for anthropologists working in practice settings.
- 3.4.1 Seek to establish reciprocal membership dues discounts with the Society for Applied Anthropology, EPIC, and the European Association of Social Anthropologists, beginning in 2023.
  - 3.4.2 Assess potential demand for value-added benefits such as access to discounted insurance, discounted software licenses and hardware purchases, university courtesy appointments and library privileges, office supply resources, CITI or other human subjects training and certification.
- 3.5 Provide **additional ways for practitioners to affiliate themselves with the association** that can later be converted to full members or remain practitioner-specific.
- 3.5.1 Working with our members from practice settings, pilot transactional instruments, like Online Events Series season passes, that could provide credit towards membership at the pass-holder's discretion, beginning 2022.
  - 3.5.2 Working with our members from practice settings, pilot organizational memberships that would extend membership benefits to that organization's employees, beginning 2023.
  - 3.5.3 Pilot participation in AAA-sponsored events, such as the NAPA Careers Expo, mentoring activities, participation in AAA-sponsored workshop on managing internship / service-learning programs, beginning 2023.
- 3.6 Enhance AAA resources to **support training programs and individuals in preparing for diverse career pathways**.
- 3.6.1 Staff will organize events and activities throughout the year, including the Summer Institute, that focus on Department Leaders exchanging information about best and promising practices in career-related training activities, beginning 2022.
  - 3.6.2 Staff will build a discoverable library of online training resources focusing on a diverse range of career pathways, beginning 2022.
  - 3.6.3 With the help of a Campaign Steering Committee and Executive Board, staff will continue to raise funds to increase resources available for student and early-career participation in Annual Meeting, beginning 2023.
  - 3.6.4 Staff will continue to support and encourage a range of mentoring activities organized and undertaken by sections that focus on career planning for a variety of career settings and different career stages, beginning in 2022.
- 3.7 Create **an organizational membership program** for interested partners in business, government, and NGO sectors with a history of employing anthropologists, with member benefits that offer a compelling value proposition.

- 3.7.1 With consultation from the Task Force on Anthropology in Practice Settings, staff will plan and conduct a market feasibility study to determine what features would be attractive to prospective organizational members, and at what price points, by May 2023.
- 3.7.2 Staff will pilot the creation of Anthropology Guide listings for prospective organizational partners, by September 2023.
- 3.7.3 Staff will review and report to the Task Force specific ways of enhancing the Anthropological Careers and Employment (ACE) career resources to feature prospective organizational partners, by September 2022.

**3.8 Showcase the work that anthropologists do** in diverse professional settings and contexts of practice during meetings, publications, and online events.

- 3.8.1 Staff will increase outreach to overall media and key reporters, highlighting experts in specific topical areas.
- 3.8.2 Staff will expand “members in the news” and “This is Anthropology” features to highlight published work in a diverse range of settings, beginning in 2022.
- 3.8.3 Staff will plan and produce additional career video segments, including pre-recorded video (such as *The Captivating and Curious Careers*) as well as live online sessions (as in the March 2021 NAPA-sponsored series), featuring anthropologists’ work in diverse career settings, by September 2023.
- 3.8.4 Staff will continue to organize member participation in The OpEd Project, providing opportunities to build capacity for members to call public attention to the importance and impact of their work in the public sphere, on an ongoing basis beginning in 2022.
- 3.8.5 Staff will continue to take part in the public outreach and advocacy activities undertaken by the Consortium of Social Science Associations, the National Humanities Alliance, the Cultural Heritage Coalition, the American Association for the Advancement of Science’s Human Rights and Science Coalition, for the purposes of calling attention to the important work that anthropologists are doing in the public sphere, on an ongoing basis beginning in 2022.

**4. Outreach, Advocacy, and Education**

**Goal:** To increase awareness of relevant anthropological scholarship and practice among prospective employers, media, public policy officials, and the general public, focusing especially on outreach, advocacy and policy making, and public education initiatives.

**Objectives:**

- 4.1 Develop and strengthen **new public-facing programs and activities** to ensure anthropology is (1) part of the public conversation about important social and scientific issues, and (2) visibly engaged in addressing these issues



- 4.1.1 With the help of an international advisory board and collaborating institutions, AAA will launch the public library tour for *World on the Move: 250,000 Years of Human Migration™* in June 2022.
  - 4.1.2 AAA will update the website for *World on the Move* to support the public library tour, beginning in April 2022.
  - 4.1.3 AAA will begin seeking a touring services provider with which to partner for post-public library touring, which will generate exhibition leasing income to be shared between AAA and the touring services provider, beginning January 2023.
  - 4.1.4 AAA will update the website for *RACE: Are We So Different*, by June 2022, and conduct regular content refresh on a monthly basis thereafter.
  - 4.1.5 AAA will begin to develop the next public education project, focusing on a topic like human dimensions of climate change, the changing world of work, health and well-being, or family and the people we count on, beginning in January 2024.
- 4.2 Develop and strengthen **communications workshops and programs** (e.g., the OpEd Project, 3-Minute Thesis competition) that enhance members' ability to better communicate with a variety of audiences about their work.
- 4.2.1 Staff will continue to organize member participation in The OpEd Project, providing opportunities to build capacity for members to call public attention to the importance and impact of their work in the public sphere on an ongoing basis beginning in 2022.
  - 4.2.2 Staff will continue to organize the Annual Three-Minute Thesis competition to motivate students to develop their capacity to communicate about their research with a wide public audience, beginning in 2022.
  - 4.2.3 AAA will continue to provide workshops, both online and in-person (e.g., Writing for the Public, Elevator Pitches), throughout the year to support members' communication capacity-building efforts, beginning in 2022.
- 4.3 Strengthen outreach to **departments of anthropology** to help them promote the field to prospective students and employers, and to the general public, and disseminate ways of awarding career advancement credit for such outreach and engagement activities
- 4.3.1 AAA will continue to offer, through the Department Services Program, a year-round series of activities and events that involve department heads as well as directors of graduate / undergraduate studies for the purpose of information exchange, beginning in 2022.
  - 4.3.2 AAA will place special emphasis on calling attention to ways in which training programs can prepare students for careers in business, government, and NGO settings.
- 4.4 Continue to build pathways into the profession by energizing students and teachers in **K-12 and International Baccalaureate programs** with a basic understanding of anthropology.

- 4.4.1 Staff will form an advisory group composed of educators with which we can consult on planning and preparation for such initiatives as high school internships, the Anthropologists Go Back to School activities, Anthropology Day activities to engage students, and piloting a summer teachers' workshop, beginning in 2022.
- 4.4.2 AAA will continue offering an internship program for high school students who are interested in exploring anthropological research and writing, beginning in 2022.
- 4.4.3 AAA will continue organizing the Anthropologists Go Back to School activities that accompany the Annual Meeting, beginning in 2022.
- 4.4.4 AAA will continue organizing Anthropology Day activities that include strengthening linkages between university campus-based student clubs and nearby K-12 school districts, as well as virtual events and activities in which K-12 students and teachers are involved, beginning in 2022.
- 4.4.5 AAA will pilot a summer workshop that will build toward granting continuing education credits for K-12 teachers to come together for a week in the presence of trained anthropologists for the purposes of developing teaching and learning modules they can then introduce to their students, beginning in summer 2022.
- 4.4.6 AAA will compile these K-12 teaching and learning modules and publish them for wider adoption, beginning in the summer 2022.
- 4.4.7 AAA will seek to strengthen its relationship with the International Baccalaureate Program with the aim of having articles published in AnthroSource regularly integrated into updated IB Program course materials, beginning in 2023.