

Executive Board Biological Seat

I have been a member of the AAA since 2003 and have enjoyed the opportunities to engage with anthropologists from other sub-disciplines within our flagship organization. While I have been unable to attend annual meetings every year since joining the association, I have been an active member presenting my research at six annual meetings and chairing panels at two annual meetings over the last 10 years.

I see great value in AAA membership beyond scholarly engagement. Membership in the Association provides opportunities to grow professionally, to network, and to be exposed to new ideas and perspectives. My experiences as an Association member and participating in the annual meeting has given me a particular perspective on what it means to be a professional anthropologist in terms of coming from an underrepresented sub-discipline in the Association—Biological Anthropology, in the Association. The biological perspective within anthropology offers important insights into culture, enabling anthropologists to explain change in human evolution and practices over long periods of time. Furthermore, biocultural perspectives contribute to understanding the intimate connections and interplay between biology and culture. I emphasize the value of this sub-discipline not only in my methodological approaches but also to my colleagues, students, and to new anthropologists I meet.

In addition, my experiences with the Association throughout the years have given me some ideas about the potential for change within the field as well as the changing needs and concerns of practicing anthropologists. For example, some biological anthropologists are finding work and research opportunities outside of academia working as consultants or analysts while others are facing a changing market within academia. Members of the Association have experienced and understand these types of changes and can help to provide resources for navigating a changing professional world.

In terms of qualifications, I have experience in elected positions within national professional organizations such as the Human Biology Association and the AAA Nominations Committee. Through these positions I have learned more about how professional organizations work as well as how they can be shaped by their members. If elected to the Executive Board, I intend to fulfill my duties as expected but also to explicitly represent the interests of Biological Anthropologists. I also envision increasing the representation of Biological Anthropologists in the AAA through direct appeal as well as with partnerships or joint events with American Association of Biological Anthropologists. Ultimately, I intend to ensure that AAA is a home and resource for anthropologists of all subdisciplines.

MPAAC Social Justice/Anti Racism (formerly Minority Seat)

Since childhood, advocating for diversity and minority rights has been a fundamental component of my life. By the time I reached high school, at the age of 12, I understood that it was incumbent upon me to not only seek diversity, but to also encourage it in various forums. To this end, I am respectfully nominating myself for a MPAAC Minority Issues seat.

In high school, my sister, mother, and I met with the school's administration to create an initiative that included daily public system announcements during Black History Month. Each announcement briefly highlighted the life of an historical black figure. Before then the school district hadn't regularly celebrated this or other cultural events. During my time in high school, I also helped to develop various cultural and international events. Moreover, I participated in a student exchange program which involved my family hosting a Japanese student for a month. We enjoyed the experience so much that we hosted another student the following year. In turn, I participated in the reciprocal month-long exchange visit to Japan for two consecutive years and I volunteered to encourage other students to study abroad. My family's initial work in our school district led to the district creating various diversity and inclusivity initiatives, many of which are still active today.

In university and graduate school, I also participated in a variety of activities to increase diversity and minority participation in various sectors. For example, during undergraduate studies I worked at the university radio station and helped to increase the number of women and POC show hosts. Study abroad also continued to play an important role in my life. I studied abroad in Japan for a year during undergraduate studies and for over a year during my post-graduate studies. Additionally, I worked in Japan for a summer during graduate school. Furthermore, I studied and worked at Monash University in Clayton, Australia for my doctoral studies and I conducted doctoral fieldwork in Nigeria. I currently teach at the University of Ghana. These experiences living abroad have helped me to continue developing my perspectives and understanding of diversity in a multitude of context including culture (e.g., national, regional), race and ethnicity, gender and sexuality, class, and the intersectional nature of diversity in various countries including the United States.

During my doctoral studies, I worked with the university's Widening Participation program which seeks to diversify the student population and help minorities become the first in their family to attend university. Another program I participated in at Monash, was an #ITooAmMonash panel which featured a discussion on race in historical and contemporary contexts. Monash is currently in the midst of an initiative to decolonize curriculum, which aligns with my goals of decentering Western sources in classroom curriculum, including my areas of research which are embedded in anthropology and business. As such, I continue to make a concerted effort to incorporate a wider variety of sources, including those from a range of POC, LGBTQI, and other under-represented groups, in curriculum and classroom discussions.

In addition to my years of commitment to diversity and inclusion, I've also held a variety of leadership positions in universities and in the community at large. For example, I served on a presidential inauguration committee at the Middlebury Institute of International Studies at Monterey and while attending and working at the Monash. I was chosen to be a doctoral fellow for the university's doctoral research center. As a fellow I was tasked with leading initiatives that increased doctoral student engagement across departments.

Besides working as a faculty member at the University of Ghana, I also consult on business and international development projects. For instance, I've worked with the US Department of Agriculture's Beijing Office and consulted on a UK Department for International Development funded project which was created for numerous stakeholders, ranging from African and UK government officials to United Nations employees, and civil society members. My work has also extended to presenting, facilitating, and managing panels at conferences. Given my commitment and experiences. I believe that I'm a good fit for the MPAAC Minority Issues seat.

MPAAC Student Seat

Please accept my self-nomination for the Student Seat of the Members' Programmatic, Advisory, and Advocacy Committee (MPAAC) of the American Anthropological Association. With my leadership experience at the college and department level of University X, as well as my experience as a woman of color and an applied anthropologist, I believe that I am an excellent fit for this seat.

My leadership experience is documented at the college-level through my appointment as Graduate Student Representative on an eight-member College of Arts and Sciences (CAS) Diversity Committee at University X. The committee contained six faculty members, one graduate student representative (myself), and one undergraduate student representative. During the 2015/16 academic year, we examined tenure-track hiring disparities across race and gender, and the potential of a college-level diversity policy. At the end of my service period, we submitted a final report and diversity plan to the CAS Assembly, which included our recommendation for a college-level Diversity Officer at the associate dean level. The officer would concentrate their efforts on: fostering collaboration across departments and other institutes of higher learning, providing a permanent and stable effort toward Diversity, Inclusion, and Excellence goals, as well as ensuring that these efforts translate to a diverse pool of candidates for faculty and staff positions. This recommendation, along with potential comprehensive diversity policies, were also presented to the dean and College Council by myself and the committee chair. I also have college-level leadership experience as a Graduate Student Representative on the Curriculum Committee of University X's Faculty Senate's Graduate Council.

At the department-level, my leadership experience includes my service as an evaluator of the diversity climate within the Department of Anthropology. I independently developed and implemented a mixed methods internal diversity climate evaluation which included online surveys and semi-structured in-depth interviews. Faculty, staff, and graduate students were invited to complete the anonymous online survey, and those who completed the survey were provided the opportunity to volunteer for an in-depth interview. Data analysis and interpretation culminated with a 50-page final technical report (excluding references and appendices) which was submitted to the department. I also presented a summary of the report at a department faculty meeting in May 2018 which prompted discussion among faculty and engagement among those not previously aware of the issues. The report contained several specific and actionable recommendations for moving forward, including, but not limited to:

- the creation of required workshops/orientations
- the creation of a public protocol on how the department will address discrimination/bias/micro-aggressions
- recruitment and retention of a diverse student and faculty body through funding support
- creation of specific measurable and time-oriented goals detailing how the department will improve recruitment and retention of diverse scholars
- facilitation of transparency regarding diversity initiatives by posting internal and external events to the department webpage
- linkage of diversity and inclusion goals to general annual and strategic planning within the department.

My leadership at the department level is also displayed in my co-creation of the graduate student Black Experience in Film Working Group. The working group consisted of monthly film screenings, and post-film discussions of representations of black people and black culture. The goal of this working group was to foster open dialogue on black experience and historical violence, with the purpose of expanding knowledge of black experience across the department graduate students. Session attendance included faculty and graduate students.

As a woman of color, having been the first in my family to graduate from college, and having come from an economically-disadvantaged background, traversing academia has been difficult. Though I have had limited resources to support me on my journey to degree completion, whether they be financial, familial, or social support, I feel that I have grown tremendously through my adventures in anthropological research. Through these experiences, and my experience as scholar of color transitioning to the job market, I have gained knowledge and insight into the varied difficulties affecting the success of women and racialized minorities in academia and beyond. I look forward to joining MPACC on its journey to address member needs in the areas of diversity and equity. Thank you for taking the time to consider my nomination.

MPAAC World Anthropology Seat

Dear colleagues,

I would like to self-nominate for the World Anthropologies seat. I am an anthropologist trained in the United States at the CUNY Graduate Center. I conducted my doctoral fieldwork in Dundee, UK, and I have lived in Europe for the past 13 years, primarily in Belgium.

In my career, I have primarily worked outside the academy in the area of policy communications and advocacy for the European Union. Most recently I was Head of Communications and Consultant for the European Union's Climate Change Council. My role involved a great deal of networking and building links between key universities and national academies, members of Green Parties, and selected European business leaders. In addition, I was responsible for media outreach for their reports, resulting in coverage in the New York Times, the BBC, The Guardian, L'Obs, Le Figaro, FAZ, among many others. I brought their reports international attention and relevance, particularly regarding climate change.

I am enthusiastic about building links between anthropologists in North America and Europe as well as the Global South. In my past work for the UK-based Green Party, I had the opportunity to meet UK researchers; much of my work involved building and maintaining relationships with researchers, NGOs, policymakers, and community leaders. In this role, I helped bring together these groups in a series of workshops to build links between them and to catalyze new forms of collaboration and knowledge exchange.

In terms of my current links to academia, I am a member of the AAA and numerous interest groups, and I am active in PACSA, the peace and conflict network of EASA in Europe. I have participated as a presenter in EASA's Why the World Needs Anthropology programming for the last three years and have been able to maintain my connections to many of my anthropology colleagues who work both within and outside the academy. In addition, I was the student representative on NAPA's Governing Council (2005 to 2007). I would be excited to put some of the skills to use in the interest of forging stronger connections between anthropologists around the world. Thank you for considering my nomination.