

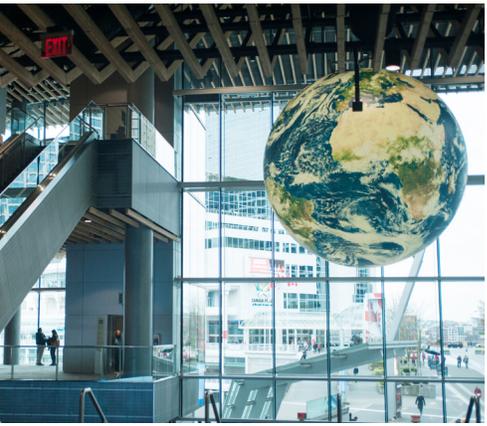


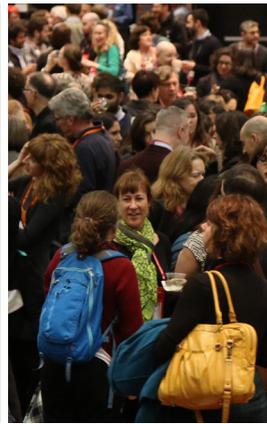
AMERICAN ANTHROPOLOGICAL ASSOCIATION

Advancing Knowledge, Solving Human Problems

Strategic Plan 2021-2026







AMERICAN ANTHROPOLOGICAL ASSOCIATION

Mission

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

Vision

AAA enriches the discipline's intellectual terrain, working 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, both in the past and present. The core values that guide the AAA in realizing this vision are equity, inclusion, accessibility, quality, and sustainability.



Build Trust and Accountability

We will build a culture of trustworthiness and accountability within the Association that recognizes past and ongoing harms, transforms barriers into opportunities for justice-oriented engagements, creates durable action, and re-evaluates access to all facets of the organization.

Actions

- » In close collaboration with affected individuals and members, identify and transform AAA policies and practices that operate as barriers to participation among anthropologists across organizational/institutional affiliations, career stage, race, ethnicity, disability, sexuality, language, class, religion, national identity, and gender.
- » Identify specific ways in which 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, enhances transparency, accountability, and a sense of belonging within the AAA.
- » Strengthen alliances with other scholarly/professional societies and constituent groups, both nationally and internationally, to foster a sense of belonging and improve inclusivity within AAA.
- » Identify and implement specific measures to increase membership and engagement of historically under-represented groups and anthropologists employed in business, government, and NGO settings.
- » Improve 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, to increase awareness of the value of belonging to the AAA community.



Promote Equitable Knowledge Production and Circulation

We will promote the equitable production and global 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.

Actions

- » Encourage knowledge circulation among researchers and practitioners that highlights anthropological work in a range of professional settings, through innovative meeting formats.
- » Guided by its international advisory group, continue to develop the Open Anthropology Research Repository (OARR) as a global resource for the equitable exchange of research and related materials produced in any language and many formats.
- » Support the inclusion of previously under-represented voices to submit, publish, review, and serve in editorial capacities in AAA journals.
- » Reorganize the AnthroSource portfolio to have a more unified, coordinated, inclusive, and accessible presentation of anthropological scholarship.

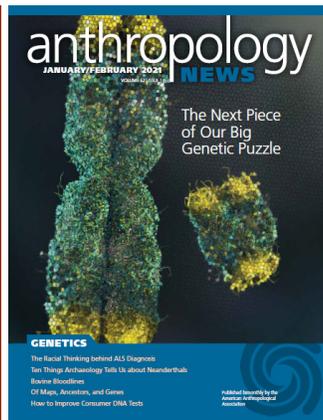


Make AAA a More Welcoming Community for Anthropologists in Practice Settings

Anthropologists working (or aspiring to work) in business, government, and non-profit settings will have a strong sense of belonging and find opportunities for meaningful engagement.

Actions

- » Assist departments in timely and accurate tracking of graduate placements to produce (1) examples of career pathways based on anthropological training and (2) a network of individuals and organizations embedded in various practice settings.
- » Design Annual Meeting events and activities that appeal to anthropologists working in practice settings.
- » Create year-round programming and activities that fit into the working lives of anthropologists from all subfields of anthropology who are employed in practice settings.
- » Design member benefits that increase the value of membership for anthropologists working in practice settings.
- » Provide additional ways for practitioners to affiliate themselves with the association that can later convert them to full membership.
- » Enhance AAA resources to support training programs to help prepare anthropologists for diverse career pathways.
- » Create an organizational membership program for interested partners in business, government, and non-profit sectors that have a history of employing anthropologists, with member benefits that offer a compelling value proposition.
- » Create opportunities in meetings, publications, and online events to showcase the work that anthropologists do in diverse professional settings and contexts of practice.



Boost Outreach, Advocacy, and Education

Prospective employers, media, public policy officials, and the general public will become more aware of relevant anthropological scholarship and practice through outreach, advocacy and policy making, and public education initiatives.

Actions

- » Develop and strengthen new public-facing programs and activities to ensure anthropology is more central in the public conversation about important social and scientific issues, and raise awareness of anthropology's value and contributions in addressing these issues.
- » Develop and strengthen communications workshops and programs (e.g., the OpEd Project, 3-Minute Thesis competition) that enhance members' ability to interact effectively with policy makers, the media, and the general public.
- » Strengthen outreach to departments of anthropology to help them promote the field to prospective students, employers, and the general public, and disseminate ways of awarding career advancement credit for such outreach and engagement activities.
- » Build pathways into the profession by energizing students and teachers in K-12 and International Baccalaureate programs with a basic understanding of anthropology.





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