



## PROMOTING OUR PROFESSION

**CifA2021 online: Annual  
conference and training event  
21 – 23 April 2021**

### **About CifA2021**

Hosted exclusively online in 2021, the CifA2021 annual conference will incorporate keynote addresses, wide-ranging sessions and training workshops in a virtual forum and will discuss current professional issues, showcase new developments, and present research in archaeology and the wider heritage sector.

We will be looking to the future and asking what more can we do to promote the profession and our professionalism?

Where can we further develop and reinforce the standards and good practice championed by the Institute to ensure we consistently understand and meet our professional obligation to deliver public benefit?

And how, as a profession, can we better equip ourselves with the ethical and professional knowledge, skills and behaviours required in a changing, and challenging, environment?

### **Draft conference programme with confirmed sessions**

The following draft conference programme details the sessions that have been confirmed for CifA2021. As a call for papers was previously sent for these sessions in late-2019, we have divided our 2021 draft programme into two sections. The first section contains sessions who already have speakers in place and may not be actively accepting new papers.

### **Call for papers**

These sessions are actively accepting and calling for papers and would welcome submissions from individuals, groups or organisations who may be interested in contributing to the session at CifA2021.

We want these to showcase great archaeology, to stimulate debate, and to look to change how we work and how we promote our profession to others.

To submit a proposal for a paper:

- email the **session organisers** with the title of your paper and an abstract of up to 150 words
- make sure you include your **name and contact details** in your submission
- advise if you have any additional requirements, needs, or may need any **logistical support**
- consider the delivery and format of your paper in an online conference environment (eg live online presentation with or without slides, a pre-recorded video presentation, if other media such as slides, audio, video, animation might be used, if breakout rooms might be needed, webinar style or if you'd prefer all participants to share video/audio for discussion etc)

In the interest of promoting a more varied set of speakers, this year we will ask speakers to present papers at a **maximum of two sessions**. If you are offered the opportunity to speak at three or more sessions, you will need to select two. We hope this will give more opportunities to present for early careers archaeologists and those who may not have been selected to present in previous years.

**The deadline for the submission of papers is  
15 January 2021**

## CONFIRMED SESSIONS

As indicated above, these sessions have previously been included in a call for papers and organisers have advised that they have speakers and content in place for their session. Sessions in this section may not be actively seeking new papers.

### THE ART OF COMMUNICATING ARCHAEOLOGY

Organiser(s): Helen Wass (High Speed 2 Limited), Michael Court (High Speed 2 Limited)

Contact (s): [Helen.Wass@hs2.org.uk](mailto:Helen.Wass@hs2.org.uk) / [Michael.Court@hs2.org.uk](mailto:Michael.Court@hs2.org.uk)

Everyone loves a great story and in our profession we are fortunate to have so many to tell. The challenge is often pitching that story to the audience. It's not always a keen local society or a group of school students; sometimes it's a hard-pressed developer or a client with competing demands. In this session we will share some of the ways that HS2 and its amazing supply chain has sought to communicate the nature, excitement, and challenges of our works. We will be discussing examples of current best practice, unusual ways to reach an unexpected audience and how to change someone's perspective. How can we continue to demonstrate the benefit that archaeological practice brings in so many ways?

### GUIDE TO PUBLISHING YOUR WORK AND THE HISTORIC ENVIRONMENT JOURNAL

Organiser(s): Michael Dawson (RPS Group), Peter Gane (Taylor and Francis)

Contact (s): [michael.dawson@rpsgroup.com](mailto:michael.dawson@rpsgroup.com) / [peter.gane@tandf.co.uk](mailto:peter.gane@tandf.co.uk)

Led by Taylor & Francis and Michael Dawson, Editor of Historic Environment, this session will guide you through the process of getting a paper published, including:

- choosing a journal
- what to think about when writing, to improve your chances of publication
- how to navigate the peer review process
- what you can do once your article is published to increase its impact.

Primarily aimed at practitioners, we'll also cover:

- open access
- article metrics
- use of social media
- how to respond to reviewers' comments

By the end of the session you'll have a thorough understanding of the steps involved for authors in publishing a journal article, the key information sources you should be aware of, and what you can be doing to help get that paper published.

## **A VERY CUNNING PLAN: IMPROVING ARCHAEOLOGY WITHIN THE PLANNING SYSTEM**

Organiser(s): Kae Neustadt (Atkins), Alan Ford (Atkins)

Contact (s): [kae.neustadt@atkinglobal.com](mailto:kae.neustadt@atkinglobal.com) / [AlanDavid.Ford@atkinglobal.com](mailto:AlanDavid.Ford@atkinglobal.com)

Large infrastructure projects, along with more traditional developments, provide the majority of work available to archaeologists today. The constantly changing framework of legislation and planning policy can be difficult to navigate and take valuable time away from conducting quality archaeological work. This session looks at good practice in archaeological consulting and contracting, from re-thinking the DBA to developing a research-based strategy for mitigating impacts of road and rail schemes and incorporating the historic environment into urban redevelopment and housing allocations. This session aims to present an overview of good practice and lessons learnt from planning-based archaeology, including the challenges of planning through Act of Parliament with HS2, consultative approaches to DCO applications with Highways England, the role of early engagement, and innovative approaches to programming archaeological works.

# CONFIRMED CPD WORKSHOPS

## IT'S NOT FAIR... BUT WHAT IS? DEFINING DIGITAL ACCESSIBILITY IN ARCHAEOLOGICAL PROJECTS

Organiser(s): Claire Tsang (Historic England), Manda Forster (Digventures)

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The word 'accessible' is synonymous with archaeological archives and at the heart of the ClfA archives guidance and archive completion meets our professional obligation to work for public benefit. Despite this, deposition rates remain low and reusing data can be difficult, requiring people to 'make do', or 'wrangle' the data.

This workshop will help attendees discover how using FAIR principles can help archaeologists fully understand what it means to make our data accessible. Initially, we'll look at projects from various sectors which have been managed and archived according to FAIR principles asking what do these principles mean and what does it look like when they are utilised. Enlightened and inspired, we'll then tackle the archaeological dataset – how do we make our work findable, accessible, interoperable and reusable (eg FAIR)? An end of session, a closing discussion will help bring the session back to everyday practice and standards – how does making our work accessible help us meet our professional obligation to deliver public benefit? And how can we better equip ourselves with skills needed to meet those standards?

This session explores why we failing to achieve data re-usability, how we can improve documentation and provides training in the creation of digital archaeological archives.

This workshop session is linked to new Archaeological Archives Forum guidance for managing digital data in archaeological projects – **Dig Digital. Work Digital. Think Archive. Create access.** – produced by DigVentures in partnership with ClfA and supported by Historic England.

## WHAT'S NEW WITH THE CIFA STANDARDS AND GUIDANCE

Organiser(s): Jen Parker Wooding (ClfA), Kate Geary (ClfA)

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Several projects have recently produced new guidance and toolkits to support professional archaeological practice – these have focused on archives (Toolkit for selecting archaeological archives), digital data (Creating a sectoral standard and guidance for managing digital data generated from archaeological investigations) and finds reporting (Creating a sectoral standard and guidance for managing digital data generated from archaeological investigations), amongst others. This CPD workshop will provide an update on these projects and others and will highlight their impacts on the current Standard and guidance documentation. The ongoing development and review of the full suite of ClfA Standards and guidance will also feature, with information provided on the updates with an opportunity to provide feedback and comment on the propose changes.

# CALL FOR PAPERS

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## **IF AT FIRST YOU DON'T SUCCEED... SHARING THOSE FAILURES AGAIN, 2021**

Organiser(s): Rob Sutton (Cotswold Archaeology), Kate Geary (ClfA)

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The 2019 Conference in Leeds allowed us the opportunity to start a conversation about our failures. It wasn't easy. The subject matters discussed were not unusual and the topics were in the most part readily relatable. But talking openly about what went wrong, just felt new. The resounding response from those that took part in (or just listened to) the exchange was that we couldn't leave it there. So, this year the conversation continues, with fresh perspectives and this time, with greater confidence, it shouldn't feel so novel.

In 2019 the papers presented personal failings; methodological failings; project design failings; and workplace failings. This year we are thinking bigger. We will be exploring the systemic and repeating failings of our sector and how we continue to create barriers (accidentally or otherwise) that prevent successful engagement with our clients and stakeholders. But don't despair; solutions will be offered too!

## **THE ENVIRONMENT AND INNOVATION – ZERO EMISSIONS AND THE PAPERLESS DREAM**

Organiser(s): Andy Boucher (Headland Archaeology/ClfA Climate Change Working Group)

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As a profession we need to plan now for both our future, and that of the planet. The session is bifocal looking to explore the ways in which we can change our behaviours and practices to bring down emissions as well as the applications of technology towards 'paperless' working. More specifically it looks to understand how we can create sustainable solutions. Papers are invited from individuals or groups who have been actively working on ways to address these points – with particular emphasis on innovation (either using old technology in new ways or new technology and processes). Themes can be site or office based, including (but not limited to) site recording, mobile aps, challenges in archiving, energy efficiency/green energy, modified working practices etc. We would anticipate dividing the session into two halves exploring each theme in turn before seeking feedback on best practices to communicate to the wider membership.

## **LOOKING INWARDS, LOOKING OUTWARDS: PROMOTING ARCHAEOLOGY AT HERITAGE SITES, BECAUSE IT'S 'WORTH IT'!**

Organiser(s): Chris Dobbs and Eileen Clegg (National Museum of the Royal Navy)

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The National Museum of the Royal Navy and the Mary Rose Museum are not museums of archaeology, but use archaeological techniques to understand and manage collections, the context from which they come, and to tell the story of the Royal Navy from its first manifestation in the Tudor era. This session will look at the importance of research questions for retaining heritage items/ sites and communicating why we retain them, to the public.

Looking inwards: through archaeological techniques, we can analyse existing records and formulate research questions for gathering and displaying material, rather than just acquiring inherited collections. Looking outwards: we use archaeology to share our common heritage with the wider public in an engaging and accurate manner, to prove why is it 'worth it', sharing our passion and debunking myths of our methods as well as of our exhibits, which is important in this day and age of 'fake news' and a pandemic.

## **#METOO #TIMESUP #ARCHAEOLOGY: INFLUENCING POSITIVE CHANGE**

Organiser(s): Kayt Hawkins (ASE/UCL & BAJR Respect), Hannah Cobb (University of Manchester, ClfA E&D Group)

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The aim of this session is to explore what impact the global phenomenon of the #MeToo and #TimesUp movements have had within the archaeological sector, and to address what can still be done. How has our profession responded, both on an individual and organisational level in reporting and addressing instances of sexual harassment? How do we promote a positive professional culture in order to be viewed as a viable career option for those of all genders and backgrounds? How do we perform and measure change to avoid merely a performance of change?

Using a combination of personal accounts, individual perspectives and organisation initiatives, some of the topics we hope to debate include professional behaviours, how these interplay with our ethical responsibilities, ways to prevent harassment and ways to support those who report it.

## **PROMOTING THE ARCHAEOLOGICAL PROFESSIONAL; WHO ARE WE AND WHERE DO WE WANT TO BE?**

Organiser(s): Daniel Evans, Jenny Wylie (Arcadis), Kate Geary (ClfA)

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Before we can promote archaeology as a profession externally, we must understand ourselves what the value of a professional archaeologist is and how we sit alongside colleagues from a range of sectors and disciplines. In the light of the 2019 vote to reject Chartered Archaeologists, this session will explore what we as archaeologists want the next step for our profession to be and ask: are we mature enough to take that next step?

This session invites contributions for keynote speakers to join a panel to create a healthy and friendly debate on archaeology's path forward in promoting ourselves both internally and externally. We'll explore what makes a professional a professional, how and where professional skills, knowledge and behaviours are taught and how ethical competence can be developed and shared, in order to move the profession forwards in its aspiration to be of genuine benefit to society.

### **AN ARCHAEOLOGIST, A TOWN PLANNER AND AN ENGINEER WALK ONTO A SITE... MULTIDISCIPLINARY ENVIRONMENTS AND THE ARCHAEOLOGICAL PROFESSION.**

Organiser(s): Victoria Park, Abi Tompkins (Wood PLC), Daniel Evans, Jenny Wylie (Arcadis), Rob Batchelor (University of Reading)

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Archaeologists work in a collaborative position on a range of multi-disciplinary projects. These situations put us into contact with people from different backgrounds and disciplines, providing opportunities to develop and grow, engage others and promote our profession.

This session will explore multidisciplinary projects and situations. What can we learn from (and give back to) our colleagues in other disciplines such as ecology, geology, engineering, digital media, graphics and from archaeologists with different backgrounds and routes into the profession? How can these environments foster skills, develop engaged and wide thinking professionals in both the current and the next generation of archaeologists; and what are the pitfalls and barriers?

In these environments we also act as ambassadors for promoting the profession. Our behaviours and the approach to our work can leave a lasting impression on how others perceive and value the work of archaeologists. Experiences can be positive and negative on both sides and can influence attitudes to archaeology on later projects.

This session aims to bring together case studies and perspectives from heritage professionals and their multidisciplinary peers, interns/placement students, and beyond to explore the issues. In addition, we aim to engage the audience and allow a wider space for discussion as we explore how, why (and if) we are better together.

### **DECOLONISING ARCHAEOLOGY**

Organiser(s): Laura Hampden (European Society of Black & Allied Archaeologists, ESBA), Hannah Cobb (University of Manchester)

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The discipline of archaeology and the notion of heritage are products of colonialism, and as a profession which is 99.2% white (Aitchison and Rocks-MacQueen 2013, 99), it is clear that the racialised disadvantages inherent within colonialism continue to resonate fundamentally in our work today. If we are to challenge this troubling demographic, and diversify archaeology, museums, and the heritage sector in general, we must engage explicitly with the process of decolonising. Taking our lead from academic institutions, like SOAS, we argue that decolonising



requires us to confront the forms of disadvantage associated with racism and colonialism that so beset our profession, and to expose and transform them through collective reflection and action (SOAS 2019).

The ClfA Equality and Diversity Group began to explore how we might kick start the process of decolonisation, offering a series of consultation workshops throughout 2020 to inform the development of a cross sector 'Decolonising Toolkit'. In this session we will feedback from these workshops, presenting the specific issues and remedial actions raised in the workshops. The session will combine invited speakers from organisations leading in the field (eg Museum Detox, ESBA), and workshop activities with an open call for submissions of 10 minute lightning talks to share current best practice, tangible action, and critical reflection on decolonising throughout the heritage sector.

### **REVIEWING THE NATIONAL APPROACH TO ARCHAEOLOGICAL PROTECTION AND RECORDING: WHAT CAN WE LEARN FROM OTHER COUNTRIES?**

Organiser(s): Kirsty Owen (Historic Environment Scotland), Cara Jones (ClfA)

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As part of Scotland's Archaeology Strategy, Historic Environment Scotland and ClfA are working with partner organisations to gain a better understanding of how well the national approach to archaeological protection is working in Scotland. A series of workshops, planned for 2019/20, will look at what we are getting right, and where those working in Scottish archaeology today feel they are unable to sufficiently protect or record the archaeological resource, or address other management issues within this primarily developer funded system. In this session we would like to explore alternative ways to manage the archaeological resource. How do other countries manage their resource, and what are the benefits and disadvantages of alternative approaches? What about opportunities for cross sector working, such as combining volunteer power with strategic priorities or conservation work with skills development? Case studies which demonstrate where value has been added through creative or collaborative working are particularly welcome.

### **STUCK BETWEEN A ROCK AND A HARD PLACE: DEFINING THE ROLE OF THE BUILDINGS ARCHAEOLOGIST AMONGST OUR PEERS AND THE WIDER CONSERVATION PROFESSION**

Organiser(s): Jeremy Lake (ClfA Buildings Archaeology Group)

Contact (s): [jeremy.lake44@gmail.com](mailto:jeremy.lake44@gmail.com)

What is Buildings Archaeology, and how can we expect those our profession to value what we do? It is a sub-topic within the wider archaeological discipline, although buildings are an integral part of how landscapes and settlements have developed since the medieval period. We use the same principles of stratigraphy, the same techniques of survey and photography, the same methods of intrusive investigation, and yet Buildings Archaeology is often placed on the periphery of the archaeological profession. Our role is viewed as being to record, and not to discover. Thereby our findings are rarely reported in standard archaeological media.

This seminar aims to engage with the question of how we can better integrate with the wider archaeological profession, to encourage greater collaboration, and, as an extension, how we can promote buildings archaeology to the wider conservation industry and for others involved in planning for and discovering places.

## **PROMOTING PROFESSIONAL PARTNERSHIPS - MAKING THE MOST OF YOUR SPECIALISTS**

Organiser(s): Ruth Pelling, Zoë Hazell (Historic England)

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This session will demonstrate the high value impact of well integrated specialist (conservators, buildings archaeologists, artefact and biological finds, biochemical specialists) involvement throughout the lifespan of a project. Effective specialist input improves cost-effectiveness (more impact for less money), maximises information gain, aids and enriches interpretation, facilitates archive deposition, and enhances outreach.

We encourage contributions in the form of short case studies from throughout the historic environment sector, covering the routine to the exceptional, where specialist input has made a noticeable impact and which demonstrate the value of that specialist involvement in project planning, execution, interpretation, outreach/media (e.g. Must Farm's videos) and dissemination/publication. We are particularly keen to hear from project managers as well as specialists, and seek innovative examples of specialist involvement, collaboration and partnerships which have improved project outcomes, the challenges encountered trying to incorporate multiple, diverse interests and how these were overcome. We would particularly welcome projects involving a multi-specialist approach.

# CALL FOR PAPERS - CPD WORKSHOPS

## **PALE, MALE AND STALE? CASE STUDIES IN DIVERSIFYING THE RECRUITMENT OF HISTORIC ENVIRONMENT PROFESSIONALS**

Organiser(s): Phil Pollard (Historic England), Becky Bryant (Historic England)

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We are often presented with the mantra of 'pale, male and stale' when referring to the professional workforce of the heritage sector; but does this actually do anything to move the sector forward? And is it in fact reducing the definition of diversity to a single area; rather than really understanding what a diverse workforce might look like? Real diversification of the sector workforce will bring new skills, approaches and viewpoints into the discipline, and help the sector reflect the society whose past we aim to study, present and sustain.

But how, in practice, can we develop approaches to recruitment that will achieve this? This workshop session, aimed primarily at recruiting managers in the sector, will present, discuss and critique case studies to inspire new recruitment from outside the traditional sources of candidates. We will draw on expertise in recruitment and resourcing, and particularly look at apprenticeships, placements and other work-based learning approaches as a route to promoting the profession to new audiences.

## **ETHICS WORKSHOP**

Organiser(s): Kenneth Aitchison (Federation of Archaeological Managers and Employers), Paul Belford (Clwyd Powys Archaeological Trust)

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Following 2019's successful Ethics Workshop, this year's event will be open for anyone and everyone interested in discussing and role-playing ethical issues in professional archaeology.

These issues will be presented in a series of ethics case studies, developed from ClfA members' real-life experiences. Participants will formulate and defend their reactions and solutions to these ethical quandaries using their knowledge of ethical guidelines and laws, as well as their personal research and experiences.

This represents a valuable opportunity for participants to undertake real, practical Continuing Professional Development and it can help professional archaeologists to gain facility in setting and responding to hypothetical situations.

We specifically seek archaeologists from all sectors of the profession to generate a lively discussion of the cases, which are fictional but based on real-life incidents and experiences.