



CIFA2021 ONLINE: ANNUAL CONFERENCE

ONLINE 2021

21 - 23 APRIL 2021

SESSION TITLE

#METOO #TIMESUP #ARCHAEOLOGY: Influencing positive change

SESSION ABSTRACT

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.

SESSION PROGRAMME

9.00 – 9.15	Introduction to session <i>Kayt Hawkins, Archaeology-South East UCL Institute of Archaeology, BAJR Respect</i> <i>Hannah Cobb, University of Manchester, ClfA E&D Group</i>
9.15 - 9.40	The Prospect Workplace Behaviours Survey and Union Action on Harassment <i>Jess Bryan, MOLA, Prospect Archaeologists Branch Chair</i> <i>Sadie Watson, MOLA, Prospect Equality and Diversity Representative</i>
9.40 - 10.05	#Excavationinprogress – Insights and Experiences of Sexism and Sexual Harassment from the Archaeology Sector in “Gender Equal” Sweden <i>Ingrid Berg, Uppsala University</i> <i>Liv Nilsson Stutz, Linnaeus University</i> <i>Petra Aldén Rudd, RIO, Gothenburg</i> <i>Sophie Bergerbrandt, Linnaeus University</i> <i>Åsa Berggren, Sydsvensk arkeologi</i> <i>Fredrik Ekengren, Lund University</i> <i>Stella Macheridis, Lund University</i>
10.05 – 10.30	Feminist Resistance in Archaeology: the cases of France and Belgium <i>Laura Mary, Recherches et Prospections archéologique, Paye ta Truelle Project/Association Archéo-Éthique</i> <i>Béline Pasquini, Association Archéo-Éthique/Paye ta Truelle Project</i>

	<i>Ségolène Vandeveld, University Paris 1 Pantheon-Sorbonne, UMR7041 - ArScAn, Association Archéo-Éthique / Paye ta Truelle Collective</i>
10.30 – 10.45	Break
10.45 - 11.10	Welfare in Fieldwork; the importance of pre-fieldwork training <i>Jerika Loren Heinze, Fieldwork Initiative</i>
11.10 – 11.35	Dignity at Work: Prevention before Reaction <i>Han Li, Archaeology South-East, UCL Institute of Archaeology</i>
11.35 - 12.00	Creating Safe Spaces Online to Empower Positive Change with the Heritage Sector <i>Amy Talbot, University of Bradford, Mentoring Womxn in Archaeology and Heritage (MWAH), Seeing Red (SR)</i> <i>Ruth Humphreys, Wessex Archaeology, Mentoring Womxn in Archaeology and Heritage (MWAH)</i>
12:00 – 12:15	Discussion

Please note, due to the content of this session if participants feel the need to take some quiet time, they will have the optional use of a ‘safe space’, a dedicated zoom room facilitated by a staff member, until they feel able to rejoin the session. To join the ‘safe space’ please click on the link in the session information on the conference portal.

Individual presentations will be filmed, although not the final discussion.

SPEAKER ABSTRACTS

The Prospect Workplace Behaviours Survey and Union Action on Harassment

Sadie Watson Prospect Equality and Diversity rep, Jess Bryan Prospect Archaeologists Branch Chair

The Workplace Behaviours Survey into sexual harassment and bullying was conducted by Prospect in 2018. A large proportion of our Archaeologist Branch members responded, allowing us to do a meaningful analysis of the data. The findings are startling, showing that the vast majority of harassment, bullying and discrimination behaviours are perpetrated by fellow archaeologists onto their colleagues, who are overwhelmingly younger and female. There are important measures we should take now as a matter of urgency and the Prospect team will present our suggestions for making workplaces fair, equitable and safe for all.

#Excavationinprogress – Insights and Experiences of Sexism and Sexual Harassment from the Archaeology Sector in “Gender Equal” Sweden

Ingrid Berg, Uppsala University (presenter), Liv Nilsson Stutz, Linnaeus University, Petra Aldén Rudd, RIO, Gothenburg, Sophie Bergerbrandt, Linnaeus University, Åsa Berggren, Sydsvensk arkeologi, Fredrik Ekengren, Lund University, Stella Macheridis, Lund University.

As the #metoo-movement swept across the world in the fall of 2017, women and gender non-conforming individuals in Sweden organized in profession specific calls, bringing the issues of sexual harassment and sexism clearly into a discussion about professional ethics, and framing it within the context of labor laws and workplace safety. Not surprisingly, the calls showed that the problems with sexism and sexual harassment are endemic to all professions, including archaeology.

The archaeology specific call, named #utgrävningpågåår (#excavationinprogress), gathered testimonies from all sectors of archaeology in Sweden including universities, museums, excavation units, and County Heritage Boards. The testimonies came from women and gender non-conforming individuals of all ages and in all types of positions. To some, this was a shocking revelation. To others, it was a confirmation of a lived experience. In this presentation, we will share the insight from the calls, and discuss how Swedish archaeology has reacted to #utgrävningpågåår and subsequent workplace surveys about sexism and sexual harassment in the sector, and how we are planning to move forward.

Feminist Resistance in Archaeology : the cases of France and Belgium

Laura Mary, Recherches et Prospections archéologique, Paye ta Truelle Project/Association Archéo-Éthique

Béline Pasquini, Association Archéo-Éthique/Paye ta Truelle Project

Ségolène Vandeveld, CNRS – UMR 7041 Archéologies et Sciences de l'Antiquité, Association Archéo-Éthique/Paye ta Truelle project

In the early 2000s, the American archaeologist Margaret Conkey asked: has feminism changed archaeology ? Twenty years later, it is clear that we are still waiting for a change in France and Belgium. As far as methodology and working conditions are concerned, feminist reflections remain largely ignored among French-speaking European archaeologists. Yet, our countries are not spared from systemic violence. Paye ta Truelle is a collective project created in 2017 that fights for equality and diversity in the world of Francophone archaeology. This effort is carried out on two fronts: the valorisation of studies related to gender archaeology and the call for awareness of discriminations (sexist, racist, classist, homophobic, biphobic, transphobic, ableist) with the aim of dismantling them. This project started from a Tumblr account collecting anonymous testimonies of sexism in archaeology. Today, we no longer limit ourselves to collecting and sharing testimonies but pursue a series of actions against discrimination both inside and outside the virtual world (Archaeo-Sexism exhibition, conferences, courses, seminars, podcasts, etc.). This paper aims to give an overview of the condition in France and Belgium and to present the various actions carried out within the framework of the project since its creation.

Welfare in Fieldwork: the importance of pre-fieldwork training

Jerika Loren Heinze, The Fieldwork Initiative

Despite the realities of harassment, racism, ableism, homophobia, and gendered violence in the domain of research fieldwork which has been well documented since as early as the 1970s (Easterday et al., 1977), little has been done to mitigate these encounters or provide institutional support for victims. For example, although great strides have been made against on-campus sexual harassment and assault, Universities often take the stance that since fieldwork exists in real world

settings, students experiences there qualify as outside of their control and beyond their purview. Thus, despite the fact that research fieldwork is an integral component of various degrees, issues of trauma and gendered violence fall under the category of a researcher's own personal problems meant to be handled privately (Kloss, 2016; Hanson & Richards, 2018). While fieldwork is often defined as an already arduous liminal stage, the traditional regard for the difficulty as a 'rite of passage' overlooks the racialized or gender specific dangers that exist, normalizes hetero white male field experiences as a benchmark norm and encourages female field researchers to keep silent about their experiences, further exacerbating existing trauma. In short, the lack of proper fieldwork training assumes the researchers historical default position as a heteronormative white male. Given this current need, the FISST Training seeks to hold institutional conversations, provide support, teach strategies, and awaken University faculty advisors to the realities that may await students in the field. FISST Training aims to step in and break apart the black box of discrimination and sexually charged research experiences; shedding light on violence in the field in a preventative approach. The initiative not only seeks to educate, but to go beyond just theory and intervene to help victims through direct action and changing the longstanding narratives their asked to embody.

Dignity at Work: Prevention before Reaction

Han Li, Archaeology South-East UCL Institute of Archaeology

Bullying exists in all walks of life and in all professions; it is nothing new. The practice of commercial archaeology has a number of specific factors that can led to, or exacerbate the effects of bullying. Dignity at Work (DAW) is a new initiative designed by Archaeology South-East to change the culture of the way we as staff interpret what is acceptable and unacceptable in a work environment. It aims to foster a culture of respect and professionalism. This paper will look at the mechanisms ASE have put in place to tackle both internal and external factors relating to bullying in the workplace.

Creating Safe Spaces Online to Empower Positive Change with the Heritage Sector

Ruth Humphreys, Wessex Archaeology, Mentoring Women in Archaeology & Heritage

Amy Talbot, University of Bradford, Mentoring Women in Archaeology & Heritage, Seeing Red

In 2018, four heritage professionals - led by Amy Talbot (University of Bradford) - created an online safe space for (self identifying) women to share experiences, ask questions and seek career guidance. What we had not anticipated was the response this group would receive and the clear need for the existence of this forum within the sector. This paper shares some of our experiences as administrators of the group regarding the power of safe spaces within social media to empower others to enact positive change across the discipline.