



BRIGHTON 2018

WEDNESDAY 25 APRIL

SESSION AND PAPER ABSTRACTS

14.00 – 17.30 WHOSE ARCHAEOLOGY IS IT? (PART I)

Organisers: Jim Brightman, Solstice Heritage and CIIfA Equality and Diversity Group
Laura Hampden, Historic England and CIIfA Equality and Diversity Group

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**border
archaeology**

A hundred years on from the Representation of the People Act, we want to ask hard questions about how representative archaeology is and what our role is in a society with a very different demographic make-up to our profession. At a time when the percentage of female CIIfA members drops from 60% at student membership to 30% at MCIfA grade, and over 99% of archaeologists identify as of white ethnicity, with whom and for whom are we ‘pulling together’? This session will be entirely live-streamed, and online involvement in the debate will be actively encouraged. The first half of the session will comprise a series of short papers which will pose questions and provoke debate on topics of representation in the sector including:

- who does archaeology and the heritage sector represent (and who does it not)?
- does archaeology have a social role to play, and if so, what?
- how far can archaeology ‘represent’ those who don’t feel (or want to be) engaged?
- should the heritage ‘industry’ become more diverse to engage, or will engagement make us more diverse?

The second half of the session will comprise a live-streamed, moderated panel discussion exploring the issues raised by the papers and including questions from both those in attendance and those engaging online.

PAPER ABSTRACTS

Whose career is it? An overview of diversity and inclusion actions outside of heritage

Alexandra Grassam, Senior Heritage Consultant, WSP UK

This talk will provide a perspective into how diversity and inclusion within the workforce is being addressed in other environments. Using an engineering consultancy company as an example, we will see the equality, diversity and inclusion agenda from a multi-disciplinary setting and outline the measures being implemented to promote an improved and sustainable workforce across a range of engineering and environmental specialisms. The purpose is to demonstrate that archaeology and heritage is not the only sector that has recognised that it must work proactively to widen access and participation and to present potential methodologies for addressing it. A particular focus of the session will be on the active steps the company WSP has undertaken to

promote gender equality in the workplace, including its Women in Leadership programme and its collaboration external programs, such as 'WISE' (the campaign for gender balance in science, technology and engineering). It will also draw on other initiatives, such as its work to improve access for those from BAME communities and how it actively supports those who identify as LGBTQ in the workplace.

Health and safety, bullying and harassment inductions for archaeological field staff

Brian Kerr, Head of Excavation and Analysis, Historic England and Hugh Corley, Digital Data Archaeologist, Historic England

For many years, we have started every field project with a health and safety induction. Following problems encountered with bullying on some projects, we extended this induction to include a bullying and harassment briefing. This runs through a range of behaviours that are unacceptable in the workplace, makes it clear that it is our responsibility as employers to resolve any issues that arise, and to set out the options for reporting any problems, through management, HR, colleagues and the Union. The bullying and harassment section of the induction has expanded substantially, partly in response to discussions triggered by the briefings, and also in the aftermath of the 'Glass ceilings' session at CfA conference 2015, which led to the establishment of an Equality and Diversity Group and the advent of @EveryDigSexism, which created a vehicle for the sharing of experiences.

A recent report by Nelson, Rutherford, Hinde and Clancy <http://rdcu.be/wUOx/> highlighted the importance of setting clear guidance on appropriate professional behaviour and rules on field projects. It showed that the experiences of people on projects with clear and enforceable rules were markedly better than those where such rules or guidance were absent. It also demonstrated the impact that experiencing harassment and assaults can have on career trajectories. This work clearly demonstrates the benefits of providing clear briefing, guidance and reporting procedures. We are also looking to improve our briefing by aligning it more closely with Historic England's excellent bullying and harassment policy as set out in our Human Resources Manual. We know that others are giving similar briefings, but it would be helpful to compare notes with colleagues to ensure that our inductions are as effective as possible.

Beachy Head Woman and Take the Space

Jenny Williams, CEO, Take the Space

The Beachy Head Woman Project is a partnership project led by Take the Space Ltd in partnership with Heritage Eastbourne and focusing on the attempt to discover more about Beachy Head Woman's skeleton, (the oldest known Black Briton, who grew up in East Sussex circa AD200). Over the course of 18 months, we will run a significant programme of engagement with a specific focus on the Black and multi-ethnic community across the country. For example, we will support a volunteer programme, a programme of 'salon events' to engage black communities, online presence and social media engagement to culminate in a public forum event. We are also currently exploring the opportunity for a specific training module either for archaeologist undergraduates or graduates – where there is a significant lack of recruitment and retention opportunities for Black and multi ethnic archaeologists within the sector.

Increasing diversity through community engagement: Goathland Incline, North York Moors National Park

Maria-Elena Calderon, Cultural Heritage Officer, This Exploited Land of Iron, North York Moors National Park and Kim Devereux-West, Cultural Heritage Assistant, This Exploited Land of Iron, North York Moors National Park

This paper will use an example of a community archaeology project at Goathland, North Yorkshire to address the potential for public engagement utilising archaeology. The project is part of the Landscape Partnership scheme 'This Exploited Land of Iron' which is trying to raise awareness of the historic environment focusing on the industrial heritage of the North York Moors National Park. We will explore how we sought to attract a wide range of volunteers and the success we had. What were the expectations of these volunteers and how did they engage with heritage, organisations and each other? It is one of the aims of the project and the National Park to increase diversity of engagement, with particular focus on the community of Teesside. We will also look at decisions that were made to increase inclusivity, if these were successful and the challenges these changes caused.

It's about democracy

Neil Redfern, Principal Inspector of Ancient Monuments, Historic England Yorkshire

Why is it that we find certain questions about our profession and roles difficult to ask? How do you want to engage in discussions about the past; who do you want to engage in discussions about the past; how safe is the past; how certain is the past; whose past is it; whose archaeology is it?

These are all questions about belonging and ownership; they are wrapped up in the ideas of authorised and established histories and heritage. They are concerned with the preservation and protection of a shared past that has been made safe. A past where we have identified right from wrong, where we feel we have the correct answers and narrative and which we have made safe.

Unfortunately, the present (the place and time in which we live) is not like this simple and romanticised past. It's contested, confused, uncertain, unknown, challenged, dynamic, new, of the moment, and tomorrow it will be something else. In this dynamic context, I will explore how heritage management is not just a discussion for professionals, it's actually a matter of democracy. Its everyone's right to engage, participate, contribute and if we want to be fully representative then we need to shift our perceptions from preserving a 'romanticised' past to the exploration of a dynamic and meaningful present – the creation of cultural value and meaning for us today that is relevant to us and who we are. It's about democracy and everyone has a right to engage in any way they wish.