WELCOME!!!
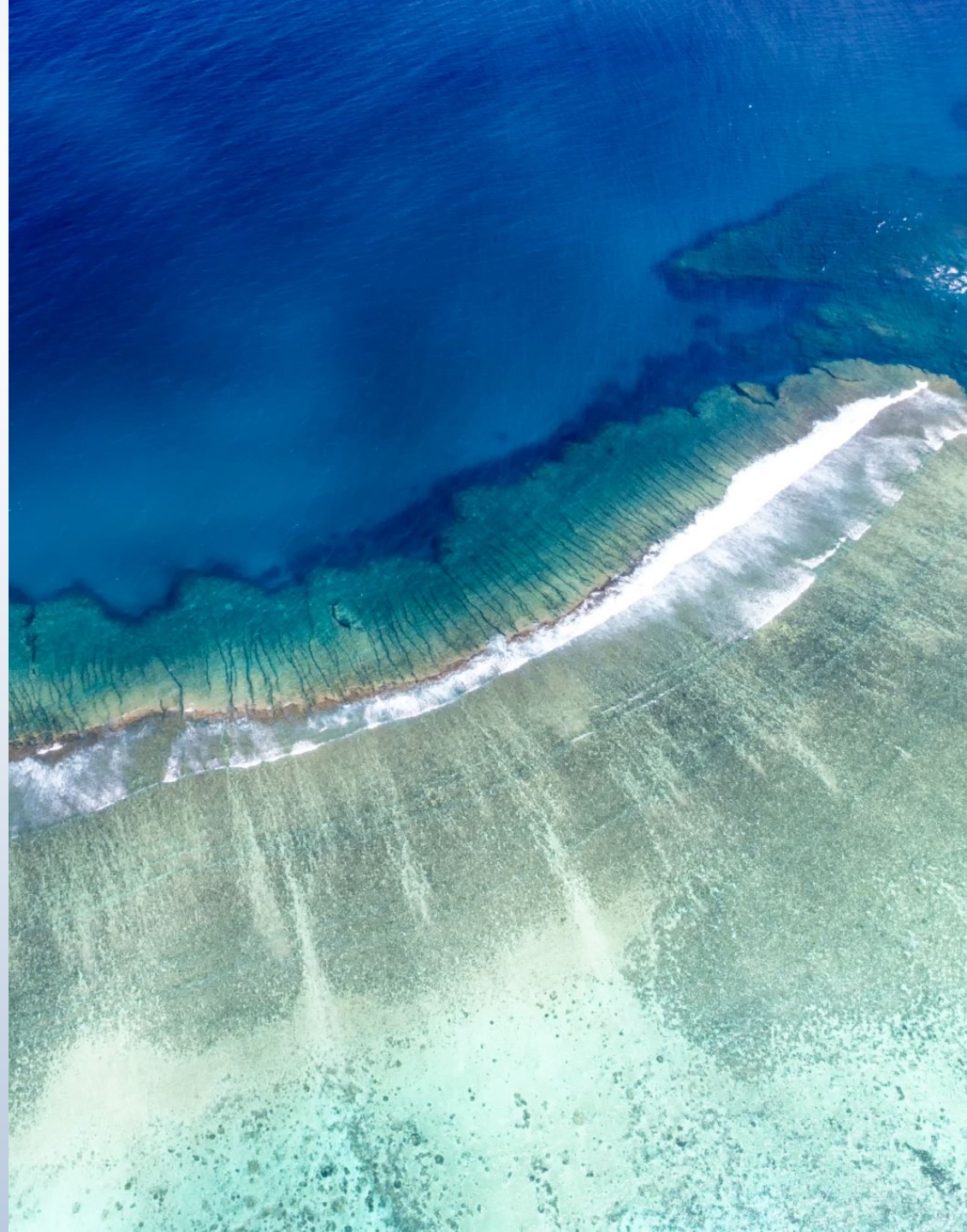
MIDWEST ARCHAEOLOGY CONFERENCE MEMBERS

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND

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BUILDING AND INCLUSIVE CULTURE AT MAC AND BEYOND:
WHAT WE ARE DOING TODAY

- INCLUSION AND BELONGING KNOWLEDGE AND SKILLS

- CREATING INCLUSIVE MAC AND WORKSPACES SPACES

- NAVIGATING THROUGH DISAGREEMENT, CONFLICT, AND INCLUSION

- UNDERSTANDING TODAY'S INCLUSION LANDSCAPES

BUILDING AN INCLUSIVE CULTURE AT MAC AND BEYOND:

BUILDING COMMUNITY

WHERE I AM FROM

DIRECTIONS:

- TAKE 2 MINUTES AND FILL OUT THESE SENTENCES:
  - I AM FROM *[INSERT FAVORITE NATURAL PHENOMENON]*
  - I AM FROM *[INSERT FAVORITE SAYING OR SONG LYRIC]*
  - I AM FROM *[INSERT FAVORITE FOOD]*

SHARE OUT TO YOUR NEIGHBOR

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
DEFINITIONS
(A GENTLE REMINDER)

Diversity	Including people from a range of different identities
Equality	Individual or groups of people are given the same resources or opportunities
Inclusion	Providing equal access to opportunities and resources for excluded and marginalized people
Equity	Striving to be fair and when needed, creating equity of outcomes
Mattering	Others depending on us and being concerned with our fate (Schlossberg)
Belonging	The experience of feeling cared about, accepted, respected, valued by, and important to others (Strayhorn)

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
RECOGNIZING AND CONTEXTUALIZING INCLUSION WORK WITHIN A DIVERSITY OF WORKSPACES

QUESTIONS TO CONSIDER AS YOU MOVE FORWARD

1. In my workspace, what are the central challenges facing my colleagues and I regarding creating and sustaining inclusive cultures?

2. What is my team already doing that is working? Not working?

Think in terms of context, relationships, work conducted, structures and policies

Academia

Classrooms

Offices
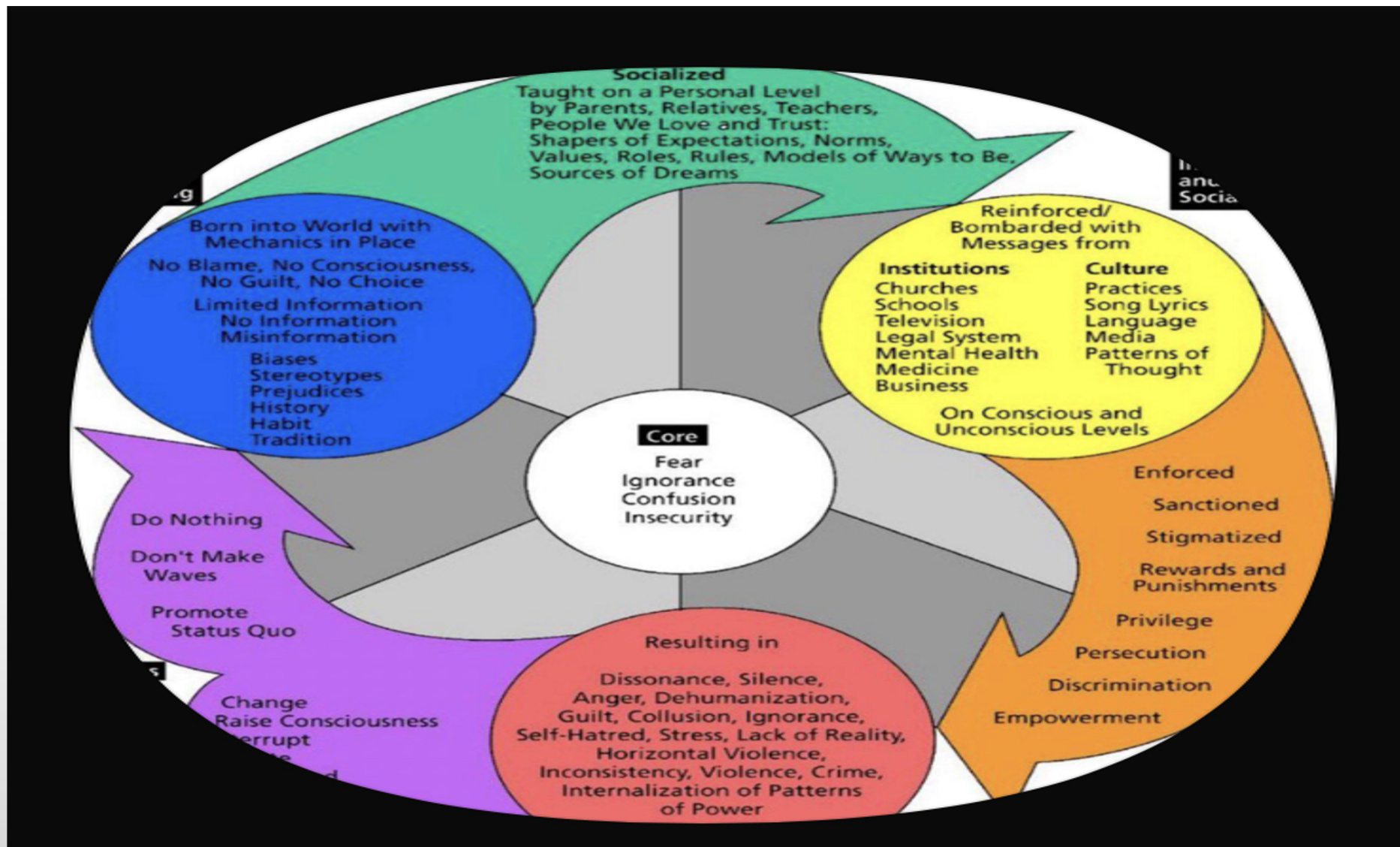
CRM

Federal and state agencies

Field spaces

Museums

Labs

Private Sector

Other spaces

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND :
HOW BIAS WORKS

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: IMAGINING WHAT IF?

ACTIVITY (7 MINUTES AND WITH TABLE PARTNERS)

DIRECTIONS:

- **SHARE** AN IMAGINED WORKSPACE FUTURE RELATED TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING STARTING WITH THE SENTENCE STEM, "WHAT IF....?
  - EXAMPLE-
    - "WHAT IF BIAS AT MAC AND YOUR WORKSPACE JUST ENDED?"
- **SHARE OUT** HOW IT WOULD FEEL IF THAT FUTURE WERE ALREADY TRUE.

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

REVIEWING OUR WORK

Important Successes

Awareness on multiple, intersectional, and intersecting bias forms

Incredible momentum for reckoning and reconciliation (initially)

Processing and replacing dearly held truths for new and more equitable ones

Reckoning with our own participation, accrued benefits from biased systems, mindsets, and behaviors

Needing to view the world through identity/equity lenses

Centering underrepresented groups' experiences, needs, and strategies for solutions to end deep and extensive discriminations

Necessary fracturing to achieve clarity and agency

Shared sense of justice and humanity

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

REVIEWING CHALLENGES

| **Why People are Fleeing the Work at Work** |
| :---: |
| Naive idealism |
| Activated biases we were not aware of, or we thought we had dealt with |
| Defensive postures
OR
Dysfunctional politeness |
| Individual/sub-group creation or fracturing |
| Avoiding anti-bias/antidiscrimination engagement |
| Cancel culture |
| Glaring inequities obstruct cohesion, collegiality, innovation, and productivity |
| Impatience leading to responding unproductively to perceptions |

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: STRENGTHENING COMMUNITY

RELATED TO INCLUSION WORK, WHAT ARE THE SYMPTOMS OR SIGNS OF FRACTURES AMONG AND BETWEEN COLLEAGUES?

HOW DOES IT STOP OUR INCLUSION WORK?
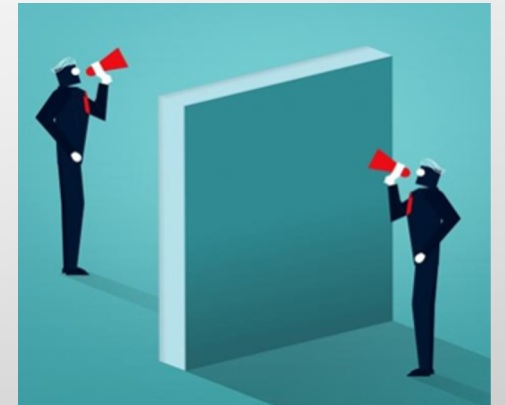
BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND
UNDERSTANDING THE FRACTURES:
WHY BIAS EMERGES EVEN AMONGST THE MOST DEDICATED

Fatigue	Feeling undervalued and under encouraged	Media/social media noise	Self-discovery of inequity's enormity and hostile responses
Reflexively prioritizing equity along identity lines	Hit by "gotcha" approaches	Feeling threatened, suspicious, overwhelmed, and incapable	No systemic change
Stress, stereotype threat/microaggression injury	Lack of knowledge about other individual's lived experiences	Relying on other forms of bias (ex. confirmation, horns, halo, group think)	Withdrawal or mis-projected anger and discontent

OTHER REASONS?

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

PREVALENT RESISTANCE FORMS RELATED TO DAY-TO-DAY ANTI RACISM AND BIAS

- Binary/reductive understandings

- Dismissing the work as political and weaponizing inclusion terminology

- Mis/dis information/Multiple (T)ruths

- Internal fractures and disagreement

- Racism and other forms of bias' creative and innovative ability to exist, dismiss, or destroy inclusion

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: CANCEL CULTURE

DISCUSSION

WHAT IS CANCEL CULTURE?

WHAT ARE THE IMPACTS OF CANCEL CULTURE?

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: UNDERSTANDING CANCEL CULTURE AND ITS IMPACTS

CANCEL CULTURE:

THE PRACTICE OF ENGAGING IN MASS WITHDRAWAL OF SUPPORT AS A WAY OF EXPRESSING DISAPPROVAL AND EXERTING SOCIAL PRESSURE

Benefits	Costs
Forces/encourages reflection	Silencing/withdrawal
Heightens awareness	Inability or unwillingness to recover
Effective in combatting bias	Unwillingness to engage in inclusion and equity issues
Demands immediate social attention and change	Not allowing people to recover from their mistakes
Holds people accountable	Public shaming might exacerbate bias mindsets and actions

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND
RESISTING AVOIDANCE OR CANCELLING THROUGH PERSPECTIVE SHARING
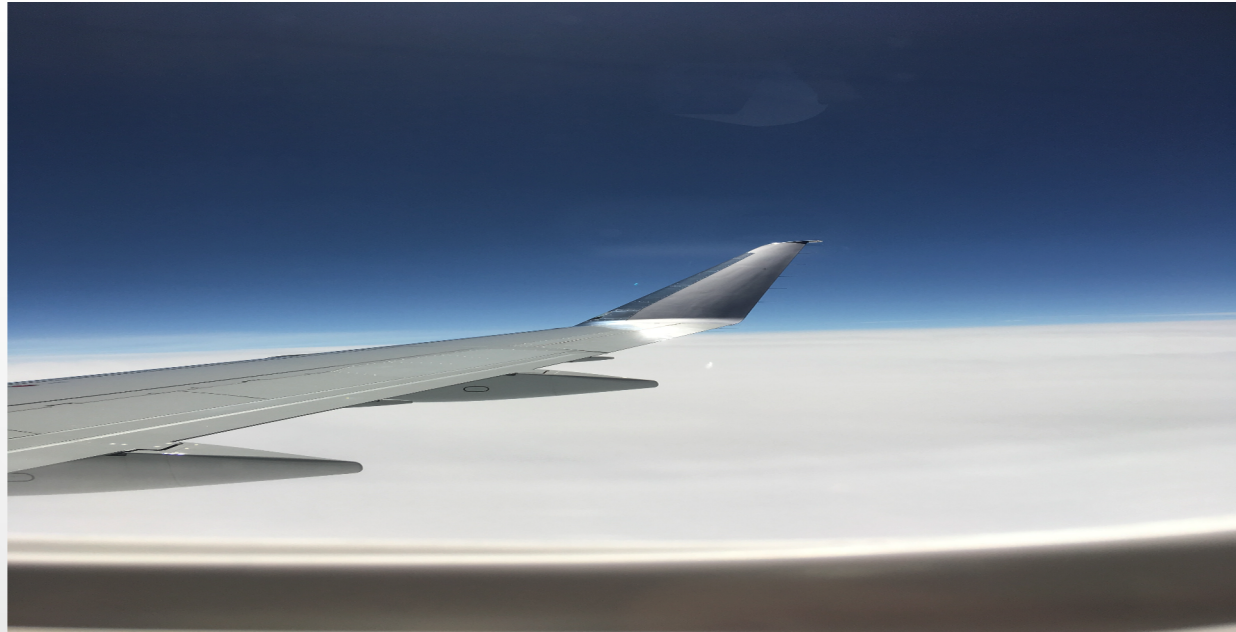
DIRECTIONS
1. WHAT DO YOU SEE?
2. IF YOU WERE ON THE GROUND, WHAT WOULD YOU SEE; HOW DOES THAT COMPARE TO YOUR EARLIER VIEW?
3. FROM THIS EXERCISE, HOW AND WHY IN ONE REALITY ARE THERE MULTIPLE AND DIFFERENT REALITIES?

Beat and a breath

Determine the severity of the macro/

microaggression

Solicit feedback from a diversity of people

Properly integrate the rational, emotional, and practical

Consider the individual and collateral impacts of handling options

Identify and weigh a myriad of options
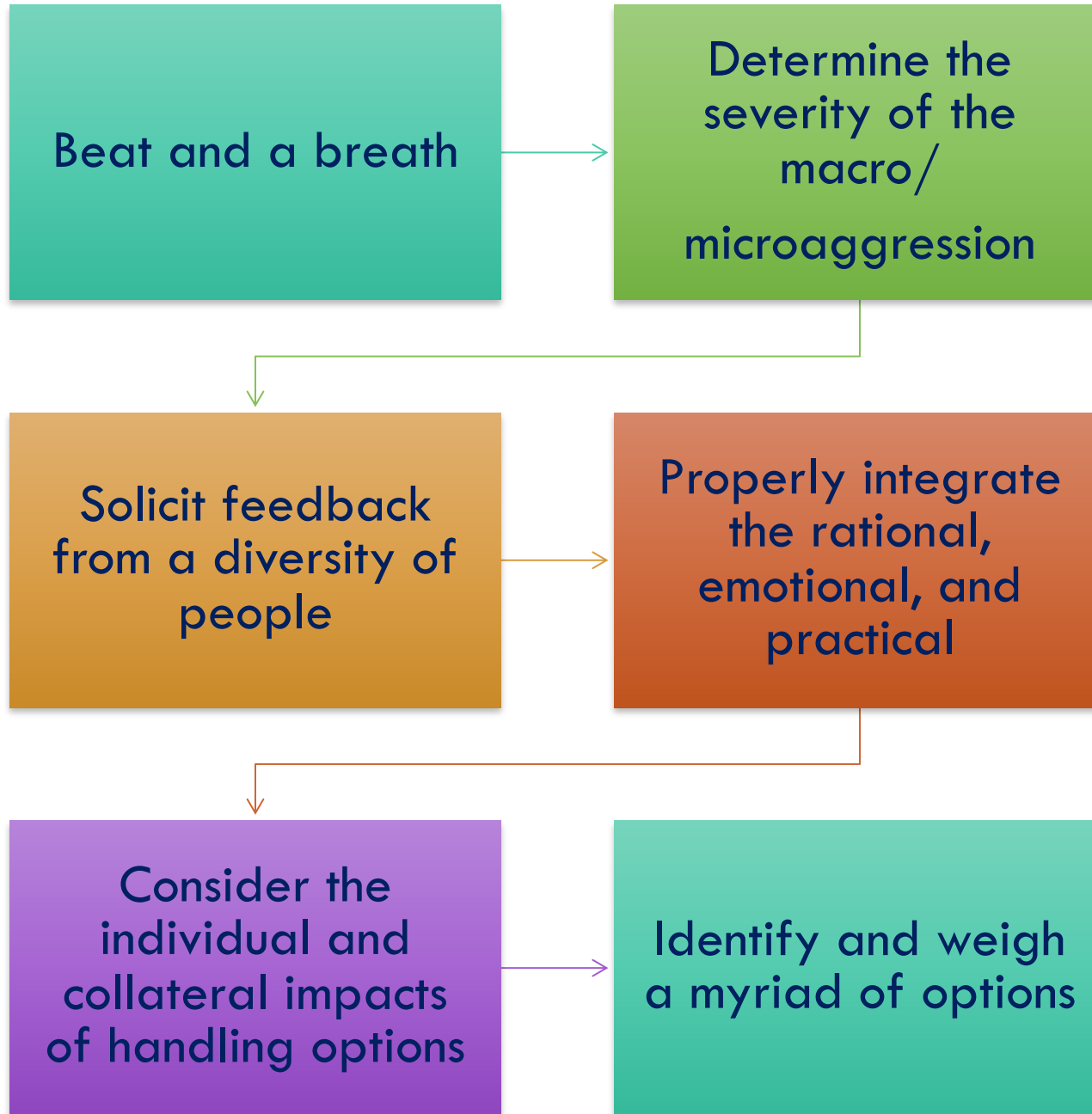
BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

OPTIONS FOR ENCOURAGING CHANGE WITHOUT PULLING THE CANCEL CULTURE NUCLEAR OPTION

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
EASY STRATEGIES FOR CREATING EQUITABLE AND INCLUSIVE MINDSETS AT MAC AND BEYOND *(A REMINDER)*

Be conscious of your own bias/ego	Move from reflexive to reflective thinking	Change your mindset	Focus on thought and action
Have you misrecognized negative presentations or behaviors as identity essentialism?	What are the impacts on your work and others if you don't consider anti-bias as a practice/behavior?	Navigate the "why" for others' responses or behavior	Recover yourself and allow others to recover from unproductive biased thinking and action

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: UNDERSTANDING IDENTITY SENSITIVITIES AND COUNTER BEHAVIORS

Sensitivity	Counter Behavior
Stereotype Threat	Emphasize tasks/skills.
Primed for Othering	Explicitly create inclusive work environments.
Identity Privilege	Understand how one's other identities may impact access, opportunities, resources.
Identity Normativity	Pay attention to whether standards or expectations are supported along gender, racial, etc. lines.
Identity Understanding Gaps	Avoid negating others' identity experiences.

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
STRATEGIES FOR COMBATTING GENDER/SEXUAL HARASSMENT
IF YOU ARE A SUPERVISOR:

Be accountable for creating a harassment-free zone in all work areas

Insist on a culture of respect and explicitly set up expectations

Review to strengthen existing policies for equity and inclusion

Stop "what happens in the field, stays in the field" mentalities

Provide definitions/types/scenarios which might constitute harassment

Create a Bias Incident Response System and use it

Take all concerns seriously, don't be the "judge and jury"

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
BARBARA VOSS' STRATEGIES FOR COMBATTING GENDER/SEXUAL HARASSMENT

Listen	To survivors and vulnerable members of the discipline; they will know where the problems are and what can be done to prevent harassment.
Define	Harassment as scientific misconduct
Establish	An independent harassment reporting hotline with powers to investigate reports of harassment and resources to support survivors.
Require Codes of Conduct	Which emphasize behavior not beliefs, with clear mechanisms of enforcement.
Enact Change	In organizational procedures to reduce potential abuses of power by gatekeepers.
Train	Your team up on interpersonal skills as part of education and mentorship for archaeology and other team-based sciences.

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: STRATEGIES FOR COMBATTING GENDER/SEXUAL HARASSMENT

IF YOU ARE EXPERIENCING IT:

- KNOW YOUR WORKSPACE POLICIES

- HOLD THE ORGANIZATION ACCOUNTABLE FOR ESTABLISHING AND UPHOLDING POLICIES

- IDENTIFY THE HARASSMENT AND DOCUMENT THE EVENT(S)

- MAKE IT CLEAR THAT THESE MINDSETS/BEHAVIORS ARE UNWELCOME

- CONSULT A COLLEAGUE/SUPERVISOR

- FILE A GRIEVANCE ACCORDING TO WORKSPACE POLICY

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: STRATEGIES FOR ADDRESSING CO-WORKERS WHO RESIST OR AREN'T INTERESTED IN THE WORK

Adopt and maintain a calm and collegial approach	Approach with an intent to collaborate and learn	Keep mindsets open
Listen authentically	Acknowledge another's position (doesn't mean affirm or validate)	Ask clarifying questions
Ask individuals to consider the impact of their thinking	De-politicize	Remain on the mindset or behavior, not the individual

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND: FORTIFYING THE GOOD AND COUNTERING THE BAD OUTCOMES: SELF-STARTING STRATEGIES *(BINGO!!!)*

Educate and re-educate yourself	Seek out and accept feedback as a gift	Identify and name your strengths and challenges	Identify and celebrate the successes
Reboot yourself	Reassess and revise equity and inclusion commitment	Repair interpersonal or collegial fractures	Allow yourself and others to recover
Aim for the mountain top; stop staring at its face	Interrupt bias (even with a shaky voice)	Revisit why this work is is important as a community member, citizen, and professional	Investigate, and adjust problematic and nagging mindsets
Review and revise your participation in anti-bias initiatives	Renew your Commitment to DEIB&M	Be accountable	Get +5 people committed to DEIB&M

Create a vision with defined objectives, not ideas

Prepare and set expectations before the event

Tie events to important realities, issues, concerns, and events

(world, hemispheric, regional, local)

Get feedback from those closest/knowledgeable about cultures

Act on it!

Acknowledge presence, history, harm, and injury
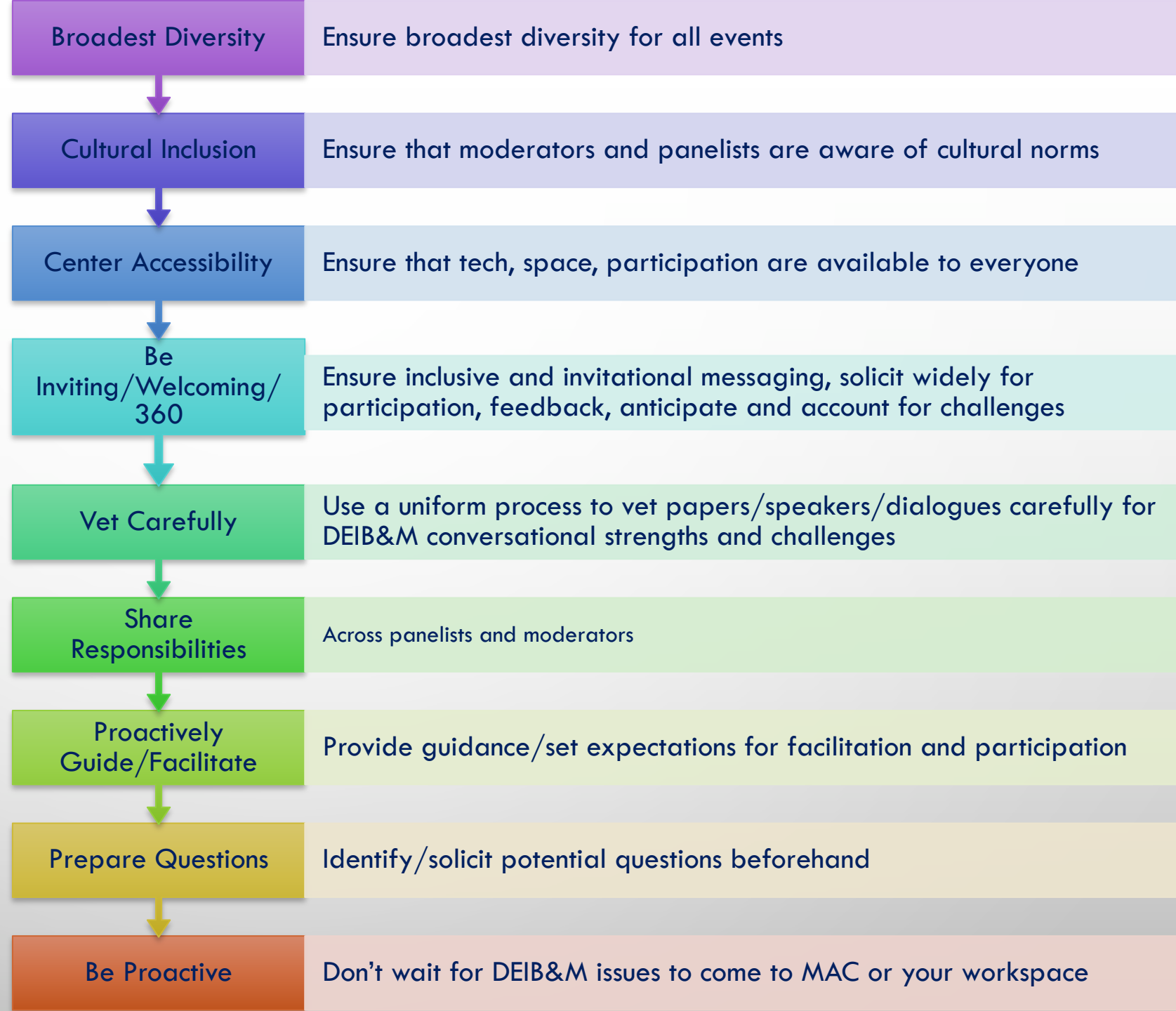
Provide translators or translation abilities (software) for messaging, events, and assessment

Rotate events across the nation and the globe

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
STRATEGIES FOR CREATING INVITATIONAL EVENTS

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

STRATEGIES FOR CREATING INVITATIONAL DIALOGUES

Step	Description
Broadest Diversity	Ensure broadest diversity for all events
Cultural Inclusion	Ensure that moderators and panelists are aware of cultural norms
Center Accessibility	Ensure that tech, space, participation are available to everyone
Be Inviting/Welcoming/ 360	Ensure inclusive and invitational messaging, solicit widely for participation, feedback, anticipate and account for challenges
Vet Carefully	Use a uniform process to vet papers/speakers/dialogues carefully for DEIB&M conversational strengths and challenges
Share Responsibilities	Across panelists and moderators
Proactively Guide/Facilitate	Provide guidance/set expectations for facilitation and participation
Prepare Questions	Identify/solicit potential questions beforehand
Be Proactive	Don't wait for DEIB&M issues to come to MAC or your workspace

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
SOME TRIED AND TRUE TECHNIQUES FOR NAVIGATING CONFLICT AND DISSENT RELATED TO DEIB&M

Emphasize Community and be oriented to the greater good

Make and Hold Time for people to express concerns and dialogue

Listen meaningfully

Explain and don't rationalize

Be **explicit and precise** in language

Prioritize challenges and concerns
DO NOT AVOID

Be agile and open to new perspectives and strategies

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:

STRATEGIES FOR NAVIGATING CONFLICT AND DISSENT RELATED TO DEIB&M IN YOUR WORKSPACES

Summarize — The incident. Have each person involved describe the event. Do this calmly with an intent to inform and educate.

Identify Cause — For why this incident happened.

Discuss Impact — Of the incident on victims, offenders, and MAC stakeholders, communities, and workspaces

Share Accountability — And obligations to and as members of the MAC membership and your workspace colleagues

Develop Consensus — Regarding the steps needed to be taken to restore balance and move forward.

Act on Next Steps — And check in with those impacted on how they feel.

Assess — Later if things are back to normal or better.

BUILDING INCLUSIVE CULTURES AT MAC AND BEYOND:
THE OPINION MAKERS IMPACTING US PROFESSIONAL ORGANIZATIONS AND WORK AND LEARNING SPACES

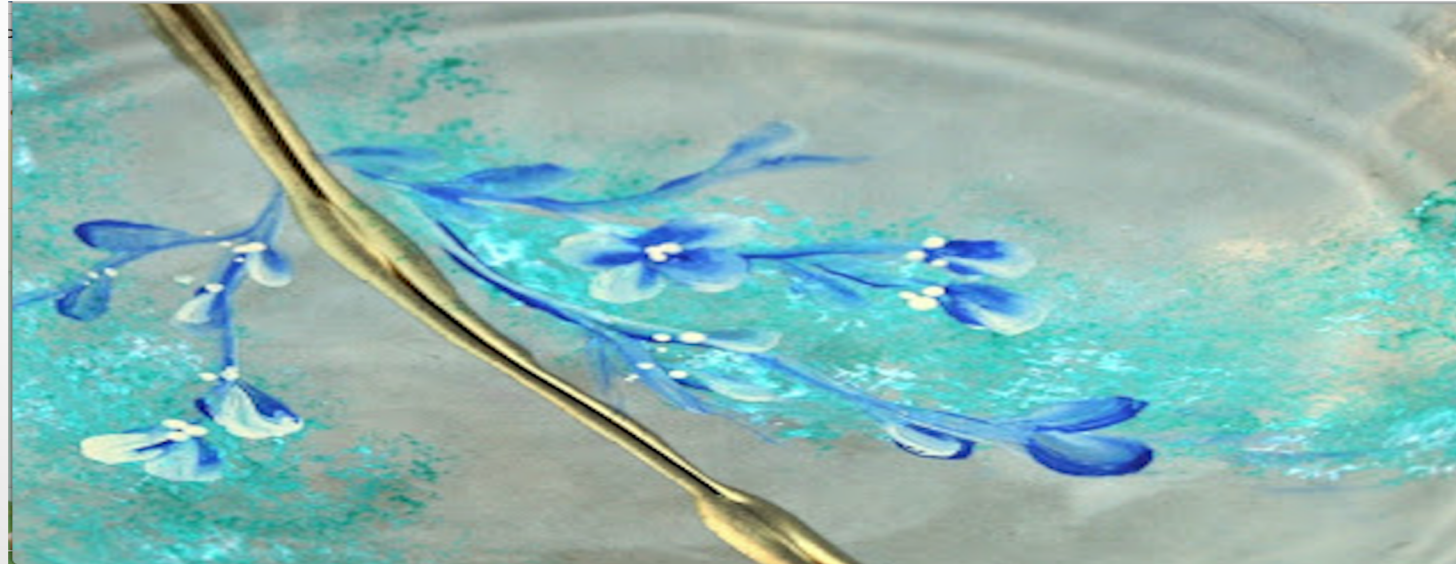|			
Ibram X. Kendi	Bari Weiss	Nathan Phillips	Eddie Glaude Jr.
Thomas Chatterton Williams	Nikole Hannah-Jones	Helen Pluckrose	Kmele Foster
Randi Weingarten	Judy Heumann	Tiffany Yu	Laverne Cox

WHAT STUCK?
FEEL FREE TO CONTACT ME WITH ANY QUESTIONS

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