
The AAA Executive Board established the CRRA in 2008 1) to collect information in order to better expose how privilege has been maintained in anthropology and the AAA, and to develop a comprehensive plan for the Association and for the field of anthropology to increase the ethnic/racial diversity of the discipline and organization. Through discussion the commission decided to focus on the following goals: 1) collection of data on ethnic minorities in anthropology, 2) what anthropology programs are doing, 3) best practices among other associations, and 4) restructuring of the CMIA.

To accomplish the first and second goals, focus groups were held at the 2008 AAA meeting and a survey was developed. The focus groups (2) dealt with undergraduate and graduate training and were concerned with barriers in school, the job market, lessons about supportive environments, faculty experiences, and departments with exemplary practices. The survey will provide a picture of the state of anthropologists of color, where they are and how they fare relative to their white counterparts. More specifically: Are anthropology PhDs of color:

1. getting teaching positions in numbers and types of colleges/universities that are proportional to their percentage of the anthropology PhD pool?
2. getting tenure track positions at the same rate as white PhDs of their cohort?
3. getting tenure at the same rates?
4. moving up the ranks and salaries at the same rates?
5. Are they located in anthropology departments at the same rates? In other departments and programs (ie, ethnic studies, women’s studies)?

This survey is being sent to the memberships of the Association of Black Anthropologists, the Association of Latina and Latino Anthropologists, and the new Association of Indigenous Anthropologists, because that is where the funds of knowledge and experience are concentrated.

To examine best practices, sister professional organizations are investigated in terms of efforts to increase ethnic/racial diversity in their disciplines. Websites of various organizations such as sociology, psychology and economics were examined. An overview of the range of approaches addressing and/or increasing the participation of racial and ethnic minorities in professional academic organizations was examined. Focusing on information we gathered from the websites of 10 professional academic organizations, we catalogue various programs and approaches; profile organizations that we think have unique strategies of increasing diversity in their professions; and, highlight associations that have particularly aggressive means for increasing diversity and might be used as models.
The Commission has gathered information on the mission, structure, and recent focus of CMIA with preliminary discussions with some of the members. During 2009 this component will be more thoroughly examined and recommendations made.