
The AAA Executive Board established the CRRA 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

*Survey*

This survey was 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. The survey provided a picture of the state of anthropologists of color, where they are and how they fare relative to their white counterparts. More specifically, it examined anthropology PhDs of color. Some of the findings include:

- The academic climate in anthropology for anthropology students and faculty of color is poor.
- On all questions about supportive practices experienced in graduate school, job market, and as faculty, the number of responses is low.
- There are more women of color than men; men and women do not seem to fare particularly different.
- Anthropologists of color (AOC) may not be granted tenure at the same rate as whites
- AOC may face stalled promotions to full professor
Focus Groups

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.

► Departments give lip service to diversity.
► AOC seek mentors outside of their universities.
► Departments do not have programs on the Diaspora.
► Departments allow discrimination to go unchallenged by the faculty
► Departments allow hostility from other grad students toward AOC.
► They are not experiencing overt racism but exclusion, invisibility, and curriculum that does not speak to their interests.

Articles

We are currently preparing two articles. One on the focus group data that will be submitted to AN and an article based upon the survey, focus groups, and best practices that we plan to submit for consideration to AA.

Best Practices

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 (10) such as sociology, psychology and economics were examined.

► All organizations have non-discrimination statements maintaining that their membership, awards, election and hiring policies are open to all candidates regardless of race/ethnicity, among other characteristics.
► All have a committee on minorities or underrepresented groups.
► Approaches to addressing diversity include maintaining a diversity syllabi online resource, Affirmative Action statement, mentoring programs; directories of minority faculty and students.
► Some organizations have proactive approaches to increase diversity: AEA has a webpage for the Committee on the Status of Minority Groups in the Economics Profession that profiles minority candidates, statistics about minority students; pipeline program that includes summer programs for minority undergraduate students and mentor program for Doctoral students and recent doctorates.
We presented these findings at the 2009 Chairs’ meeting at the annual AAA meeting.

**CMIA**

The Commission gathered information on the mission, structure, and recent focus of CMIA with preliminary discussions with some of the members. We discussed what works and what isn’t working so well within the CMIA. Problem areas include: only meet at the annual meetings, lack of clear mission, election of members, definition of minority, and lack of an opportunity to start, implement and follow through on a project.

**Suggestions include:**

1) Four-year appointment  
2) Hybrid appointments with 4 appointed (1 will be the chair, a person with CMIA experience) and 3 elected (1 for student)  
3) There should be a balance of senior and junior members as well as racial/ethnic minority diversity  
4) The CMIA will focus on racial/ethnic diversity. While other minorities are equally important, by focusing on one type of minority (racial/ethnic groups) the CMIA will be more likely to bring about real change with limited resources within our discipline.

**Responsibilities include:**

5) Fellowship Award  
6) Facilitate collection of statistics on racial/ethnic diversity within discipline. This will be a collaboration between the CMIA and a designated staff person whose primary responsibility will be the collection of statistics for the AAA (new position). Statistics on racial/ethnic diversity within anthropology will take place every 3 years.  
7) In the same year that statistics are collected, the CMIA will conduct focus groups around these issues and report results in the Anthropology Newsletter.  
8) Every 3 years the CMIA will conduct workshops with department heads at the AAA meeting to discuss not only the importance and positive aspects of such diversity for faculty and staff but also best practices for achieving such diversity. There will be ongoing one-on-one or two-on-one mentoring with department chairs in which the mentors from CMIA would use the entire committee and others in AAA as resources. Committee members would discuss problems with department heads/section liaisons during the annual meetings or by email.

Each section may appoint a liaison to CMIA, and these liaisons will meet with the responsible CMIA members during the annual meetings to discuss
inclusion/exclusion issues within the sections. CMIA members and others present at the meeting would provide feedback, advice, mentoring and will share good practices. Other CMIA members would act as a resource, providing suggestions and solutions to problems.

10) In collaboration with the Native American Indian Interest Group, the CMIA will develop an ongoing program to increase the presence of Native Americans in academia.

11) Every 2 years the Institutional Memory document will be revised and communicated to all CMIA members.