Submitted By:

- Whitney Battle- Baptiste - wbbaptiste@anthro.umass.edu
- Shalini Shankar - sshankar@northwestern.edu

Question 1

Please list your Committee, Commission, or Task Force Objective and Responsibilities as stated in your Group's charge:

Promote participation of underrepresented populations in anthropology by creating a climate where ideas from all individuals are equally considered, rather than viewed through a racialized or sexualized frame. Foster professional advancement by minorities in anthropology. Promote intellectual awareness within the discipline and Association of issues that face minority anthropologists. Help define anthropology's role in national discourse on cultural and linguistic diversity.

Some of the committee's responsibilities include developing pragmatic and measurable indices for examining the discipline's progress toward meeting the following objectives:

- To promote recruitment of minorities, especially from underrepresented populations
- To promote full participation of minorities in the discipline
- To sponsor and foster discussions about issues that face minority anthropologists that hinder recognition of their intellectual contributions to the discipline
- To develop opportunities to educate colleagues at all levels of the profession about issues which impact anthropologists from underrepresented populations and about their contributions on core anthropological issues
- To sponsor and foster debates/presentations on cultural pluralism at Annual Meetings
- To develop a public education paper(s) seeking to frame cultural diversity issues for decision- makers and opinion makers
- To advocate involvement of anthropologists in cultural diversity issues

Question 2

Please identify one or more of the AAA Long Range Plan (LRP) 12 main objectives, that your Group is organized to support.

Describe your Group's activities and accomplishments/products for the designated period, and how they support the achievement of LRP objectives. Account for any ways in which your Group has fallen short of supporting the achievement of these objectives. Activities of your Group that do not relate to the LRP objectives should also be mentioned and indicated as such.

Of the 12 main objectives, the CMIA has directly addressed following charges 5, 6, 7, 8 and 12.

5. The CMIA has had numerous discussions about the progress of individuals from socially underrepresented categories. Through our Minority Dissertation Fellowship award we have sought to think critically about how the fellowship assists graduate students in the completion of their doctorate.

For the past 12 years, CMIA has successfully evaluated and selected the award candidate from a growing annual pool of submissions (recent years ~25 complete, eligible applications). We maintain an incredible record of our award recipients received their PhD, completing the dissertation within one year of the period of fellowship support.
Our current Dissertation Fellow, Carwil Bjork-James from City University of New York’s Graduate Center, is a socio-cultural anthropologists working on his dissertation, titled: “Claiming Space, Redefining Politics: Urban Protest and Grassroots Power in Bolivia.” We also had an exciting honorable mention candidate, Maurice Rafael Magaña, of the University of Oregon, who is working on his dissertation, "Youth in Movement: the Cultural Politics of Autonomous Youth Activism in Southern Mexico." The committee is looking forward to seeing the progress of these two scholars and hoping to continue the legacy of the Dissertation award and the contribution of anthropologists of color engaged in new and exciting research projects.

This award now has firmly established visibility across subfields. We would still like to see increased applications beyond socio-cultural students, but CMIA thinks it is important to note that race/ethnic issues cross-cut doctoral research in the sub-fields. In coming years, CMIA will make additional efforts to increase the applicant pool by directly entreating Section leadership to invite their members to support students from their subfields in submission.

6. Over the past 2 years, our former Chair, Simon Craddock Lee worked hard to create collaborative relationships with sections across the organization. We have a continued relationship with AQA, AD, and the ABA. We are hoping that with our increased Committee membership, we will benefit from all of the individual member's affiliations, etc.

7. We have also furthered our conversation about accessibility and opening up the annual meetings to a wide range of anthropologists interested in sharing, learning and networking at the professional conference. We want to promote access to professional development for up and coming scholars, disseminate information about the challenges and rewards of teaching anthropology, and the unique experiences people of underrepresented categories and abilities bring to the discipline. With the work of Devva Kasnitz and Sonia Ryang, we organized a session titled: Mobility and Minoritizing Identities across Borders and within Boundaries. The Committee on Minority Issues in Anthropology sponsored a session that analyzed the relation of mobility and minoritization. We were particularly interested in mobility as a concept that addressed questions not only of population movement and immobility across borders and scales, but also in terms of experiences of mobility and boundaries in disablement. Simple models of migration/immigration, where people experience a singular change in identity, are not satisfying. A simple minority group model of disability has also not been satisfying. It has not resulted in a better understanding of disability, nor has it been received as welcoming to disabled people of color, over represented in their experience of disability but underrepresented in disability activism and scholarship. We invite people to come together to think about a fluid concept of minoritization in all its complexity as a situational, temporal, and multidirectional process. Or, are staccato boundaries to be crossed a better metaphor of how different conditions of immobilization and minoritization intersect, confront, or transform one another? What are the commonalities of experience between people out of place and/or placed in or out of various boundaries? Can we usefully think of people on the move and their new minoritized identities as disabled, or, of disabled people as immobilized? How can the reality and promise of dramatic mobility, physical and otherwise, in a world with such divergence of access to resources, make minoritized aspects of identity sources for, as the disability rights
movement would say, "allyhood," and enhance our understanding of minoritization?

The papers were Boundary Permeabilitis, Passing, Affiliation, and Distanciation: Situational Identity Choices of People Living with Non-Apparent Disabilities, Margi Nowak (University of Puget Sound); Brazilian Anthropology and the State: Defining the Boundaries of Black Identity and Quilombolismo, Elizabeth Farfan-Santos (Rice University and University of California Berkeley); Encounters with "super-diversity": Migration and Emergent Minoritizations In a Globalizing Space of Istanbul, Kristen Biehl (University of Oxford); Should Anthropologists Work in Diversity Management?, Hector N. Qirko (College of Charleston); Discussants Jasmin Habib (University of Waterloo) and Sonya Ryang (University of Iowa).

8. Through the Minority Dissertation Fellowship, we not only are working to increase the participation of underrepresented groups in the organization and the field, we have made sure that we open up the fellowship to include up and coming scholars from all four disciplines. Our applications from all four fields has increased over the past five years. Initially, the applications received were primarily from socio-cultural anthropology, where minority students saw themselves but more importantly their science as “minority issues,” connecting to anthropological objects like assimilation, migration, marginalization. Increasingly however, the success of the Fellowship has contributed to the visibility of the program such that we are seeing increasing numbers of applications in the fields of linguistic and biological anthropology and archaeology. The shift began in 2009, when the CMIA awarded its fellowship to a linguistic anthropologist. Since then we have awarded a fellowship in both biological anthropology and archaeology. This past year our first biological anthropologists candidate, Felicia Gomez was able to finish her PhD. Our 2011-2012 candidate, our first archaeological fellow, Shankari Patel, successfully filed her dissertation in December 2012 and felt that the exposure, the professional contacts with other archaeologists, and opportunities to explore her future research possibilities would not have been possible without the support of the Minority Dissertation Fellowship.

12. There has been a great deal of discussion in the last year about the role of the CMIA. We have for years faced the challenges of having most of our committee made up of very busy and overworked junior faculty, who believe in the work the committee does, but find it difficult to really engage fully with the task before us. Over the past two years we have had the benefit of having both junior and senior faculty joining the committee and it has made a difference, however, the leadership has continued to fall into the hands of junior faculty, who try to bring all of the concerns and discussions to the table. We would like to engage more with the Executive Committee to form strategies of expanding the work we do beyond the awarding of the Minority Dissertation Fellowship. This, however, has not taken place to date.

**Question 3**

Provide plans for the coming year in relation to existing or recommended new goals/activities and relationship to the Objective in the committee, commission, or task force Charge and Long-Range Plan (if not self-evident). Identify if they represent significant changes or elaborations on existing goals, objective activities, charge etc.
There are four main points that the committee would like to address the coming year concerning the Minority Dissertation Fellowship:

1. The citizenship requirement for applicants.

In terms of the requirement of citizenship, research has shown that this is the only fellowship that requires citizenship and the history behind the decision is not clear to current members. We will have to revisit this in the coming year. Former program assistant Angel Jackson-White had begun to do research about the criteria and the reasons behind the citizenship qualification. For addressing our definition of minority, there has been some heated debate among Committee members about who is eligible to apply based on a minoritized status. Would this reflect the makeup of the committee itself, the AAA in general, or the society at-large. We have discussed that there needs to be a consensus about these sensitive questions (for example, do we include sexuality, gender identity, or physical ability in our qualification lists). There is currently a sub-committee, chaired by Luis Plascencia.

2. A clearer sense of how the committee is defining “minority,” and how this affects the eligibility of fellowship applicants.

This debate also is about the original intentions of the Fellowship and how the fellowship criteria has often in the past been a reflection of the committee itself. All of these can be mapped out and addressed in our newly established quarterly conference calls. (In order to expand our ideas of what our long-range goals are, the committee has agreed that there should be more regular contact between committee members over the year. To date, we have had email correspondence through our CMIA listserv, our long conference call to discuss and vote on the dissertation fellow, and our only face-to-face meeting at the annual meetings).

3. A mentoring plan to accompany the fellowship.

While our fellows greatly appreciate the monetary support, we would like to additionally pair the fellow with an appropriate committee member who can be of additional support in helping the fellow navigate the job market and other aspects of professional life. We would also oversee their participation in Anthropology News and various blogs on behalf of CMIA.

4. An additional fellowship.

We are very grateful for the current fellowship but plan to propose a second to AAA, as we receive a significant number of very high quality applicants and believe we can broaden our impact by funding two students. This would also enable us to represent a wider range of work across subfield, geographic region, and impact, as well as involve minorities of different racial and gender backgrounds as our fellows.

Question 4
Identify and upcoming requirements for additional resources and explain how these funds would be used if approved. (Please note that formal requests for funding must be included in the annual budget proposal, to be considered with all other requests.)

We would like to request a second fellowship, as described in Question 3. We believe this would greatly expand our impact as a committee, and concurrently propose to do more mentoring and involvement of our Fellowship winners.

Funding in general at the CMIA continues to be an issue, based on some of the issues and actions that we see before us as a committee. There is a real need for us to be able to meet more than one time a year (our business meeting at AAAs) and our single conference call to select our Dissertation Fellow. We have proposed with our incoming Chair, Dr. Shalini Shankar, to institute quarterly conference calls in order to keep our conversations going and to establish committees to work on specific charges discussed at the November business meeting. Outside of our annual lunch with the dissertation fellow and the honorable mention candidate, we do not have particular programs to introduce ourselves to the general membership. Our collaborative relationships with other marginalized constituencies, e.g. AQA/solga, ABA, ADA, etc. have been beneficial, but we would like to increase our presence in the overall conference experience and organization. We have been trying (with no real consistency) to contribute to the AAA blog, Newsletter, etc. This is an avenue that we will continue to work on, especially as we have a larger number of members on the committee.

Continued discussion from the Commission on Race & Racism in Anthropology CRRA: There was also a general discussion to respond to the report about anthropologists of color – there is also a question of how do we assess the “racialized” minority numbers in the AAA. We over the 2012 year, have thought and at different points discussed how we can learn these statistics. There may be pushback from the membership about answering specific questions about racial categories, etc. However, there may be a way to add a question about race, etc. in membership renewal information, etc. There were some ideas about how to approach this topic. However, the truth is we need this data to move forward and address many of the issues that face the larger membership. The committee continues to think and discuss ways to engage with the Commission on Race & Racism in Anthropology (CRRA). We were overwhelmed by the uniformity of the negative responses of the focus groups, however, in order to address these issues we agree as a committee that we have to take steps to address the CRRA recommendations that called on CMIA. As stated by former Chair, Dr. Simon Craddock Lee, the call to collect racial and ethnic diversity within the discipline, conduct focus groups, and departmental workshops on a routine basis. We find that if a funded Commission of leading scholars was unable to undertake a limited social science analysis of these issues as their sole charge over a three year period, then CMIA as an unfunded committee surely will be unable to accomplish these additional initiatives above and beyond our current level of activities.

This was initially covered by the committee Chair, then handled by our AAA representative, however, ultimately, we would like this event to be funded by the AAA, to allow for greater participation between the fellow and the committee. This is often the only time when the committee members and the chosen fellow and honorable mention have an opportunity to meet and talk.

Another option to increase the visibility of the committee may be to host a reception and or
mentorship opportunity for AAA members at large and anthropologists of color to think about us as a resource in the present or future.

**Question 5**

Do you propose any changes to the Charge (Objective, Responsibilities, or Products/Outcomes) of your Committee, Commission or Task Force? If so, list the proposed changes, the rationale for the change, and additional funding that may be needed.

At this time, the primary change the CMIA is requesting is a second Minority dissertation fellowship. This should not change the Charge, but rather, enable us to diversify and expand our scope and reach by working within our current mission.

**Question 6**

Are there issues you would like raised or recommendations you would like to make to the AAA Executive Board related to the work of your Committee, Commission, or Task Force?

We would like greater involvement in the AAA as a whole, however that is feasible. By this we mean that while we all strongly believe in the progressive conversations we have about racism, sexism, heterosexism and abilism, they seem to remain contained within CMIA. It would be wonderful to involve our committee members and fellows in a more proactive representation and discussion of minority issues throughout AAA.

As noted in other sections of our report, we would like to request funding to meet more often, as well as add a second fellowship. We will make more dynamic use of the fellowship to help professionalize minority issues into our broader agenda at the AAA and disciplinary levels. The CMIA would like to serve as the umbrella organization for such issues, however, we need to have institutional support to carry this out.