

BABAO EDI Vision/Mission Statement

The British Association for Biological Anthropology and Osteoarchaeology is a registered charity which seeks to promote the study of the human past and present through the physical remains of humans, hominins and primates.

BABAO explicitly recognises the pervasive inequities, racism, and biases within our discipline, and commits to support the work needed to create a welcoming and supportive community that celebrates the variety of interests, perspectives, and opinions that characterise an inclusive organisation.

BABAO is committed to the creation of an equitable association that recruits and serves members with diverse perspectives and identities. Through an ongoing reflection and transformation of our governance and behaviours, direct action and mutual aid, we will ensure that BABAO achieves this goal.

Strategy

We understand that a clear vision is essential to BABAO's equality, diversity and inclusion (EDI) work. However, we acknowledge that inclusive spaces, welcoming communities and equitable experience will only be created by action. We have committed to continuously reflect, grow and change to serve the needs of members present and future.

BABAO convened our EDI group in 2017 and undertook a members survey in 2019-20, enabling us to learn about our members and their experiences. We commissioned and published a full race review in Spring 2021 identifying 27 key performance indicators (KPIs) which we commit to deliver in waves – the first set by January 2022. To resource this activity we convened a large EDI group, who were tasked with delivering the KPIs. While we have initially focused on race in this work, we explicitly recognise the wider remit of equalities work, including the importance of intersectionality.

Our strategy has three themes:

Representation and diversification - Undertake targeted efforts to support a more inclusive culture, including consultation with members and stakeholders of colour and decolonisation of the current structures and charitable activities.

Cultural competence - Harness governance processes within the organisation to promote and embed racial literacy, such as being able to identify and challenge covert racism, and reporting mechanisms that are effective, expedient and culturally responsive.

Collective action - Foster membership-wide commitment and investment in racial equity work, taking steps to build community both within the organisation and its membership and establishing wider partnerships with shared visions. Initiate courageous conversations to model the vulnerability required to do this meaningfully, to disrupt cultures of silence and promote action.

BABAO also recognises the part our organisation must play to increase and support inclusion and diversity in our professional environments and educational establishments to ensure all biological anthropologists and osteoarchaeologists have the same positive experiences and opportunities regardless of their backgrounds or identities. All of our members also have their own part to play in the work to ensure our organisation becomes and maintains an inclusive community.