

## CBA Election of Honorary Secretary

### Phil Pollard

**Personal Statement:** I was elected a Trustee of the CBA at the 2022 AGM. Since that time I was co-opted as Honorary Secretary. I feel I have fully embraced my role as Trustee and Hon. Secretary and am now seeking to formalise that Officer role; which requires nomination under the Articles of Association.

For over 10 years I have worked in the heritage sector with an emphasis on skills. I am currently a Committee Member of the ClfA Early Careers Group; Vice Chair of the ClfA/University Archaeology UK Degree Accreditation Committee, and my day job is focused on developing career pathways within the sector. I believe the CBA has a leadership role to play in this area; particularly around making archaeology more inclusive and participatory, and I would like to contribute to this.

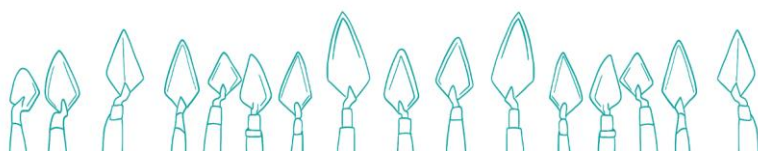
I have experience working in the charitable sector; with expertise in strategic planning, implementation and monitoring from my time as a Senior Business Improvement Officer for a multi-million-pound social enterprise. I would like to bring this knowledge and experience to the Board of Trustees at the CBA alongside my experience and qualifications in learning and development, which I feel can contribute to the development of the organisational culture.

## CBA Election of Trustees

### Danika Parikh

**Personal Statement:** I'm an archaeologist from New Delhi, India, with many years of research and outreach experience. After studying archaeology at Durham and Cambridge, I am currently postdoctoral Research and Engagement Fellow at the University of Cambridge Museums (UCM), and a Postdoctoral Research Associate at Pembroke College, Cambridge. My research focuses on material culture and exploring past lifeways using decolonial research frameworks, and has been published in journals including World Archaeology and Current Anthropology. My work is informed by postcolonial and decolonial thinking, and centres perspectives from the Global South.

I previously co-founded the Untold Histories Tours at the Museum of Archaeology and Anthropology, which won an award for our work communicating complex colonial histories around archaeology and heritage to public audiences. I'm a founding member of the European Society of Black and Allied Archaeologists (ESBAA), which campaigns for greater diversity within archaeology. I am a union member, and believe in the power of solidarity and collective action to achieve change. As a CBA Trustee I would bring my knowledge of postcolonial and decolonial thought; my experience in academia and museums; my outreach work diversifying archaeology; and my skills in communicating the impact of colonialism and empire to wide audiences.



**Election statement:** I have a wealth of experience working on diversity and anti-racism in archaeology, including at UCM as well as more broadly in the sector. At ESBAA we have written on issues relating to diversity in the *European Journal of Archaeology*, created spaces for support and solidarity for minoritised archaeologists, and spoken widely on how to bring more marginalised people into archaeology and how to support us when we enter the profession. We've supported CBA projects such as the Letter To A Young Archaeologist campaign.

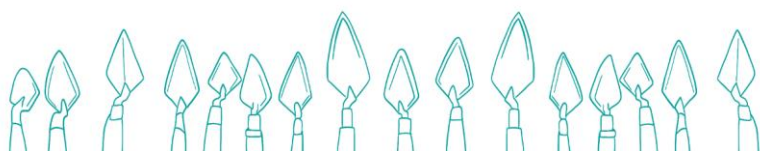
I'm an invited member of the Equality and Diversity Committee of the Department of Archaeology at the University of Cambridge. I'm a member of the ChangeMakers Action Group for the UCM, and co-leader of a support network for staff of colour working across the Museums. More broadly, I'm a member of Museum Detox, the network for people of colour working in the heritage sector. Through my work in these areas I work towards greater diversity in archaeology and museums, including through educational and practical campaigns around Black History Month.

At UCM, my work has included assisting interested staff with decolonial projects. I've given training talks, organised workshops, and introduced a monthly decolonial research talk series. My colleagues have strongly expressed how much my training has improved their confidence and ability to do this work. I have also worked on strengthening interdisciplinary research on histories of empire and enslavement, including through a research network I co-convened on *Slavery and Freedom: Material and Visual Histories*, that brought together archaeologists with art historians, archivists, and others in order to study these histories together.

I believe that archaeology must become more open and diverse to combat the risks to society from the relationship between archaeology, fascism, and white supremacy. I am deeply concerned by how archaeology and narratives around heritage have been co-opted by those with supremacist and anti-democratic agendas, and believe we must work together to share the message that the past belongs to all of us.

I have been lucky to have wonderful mentors, and now mentor young archaeologists myself, in Britain and India. Mentoring is an act of radical hope in the future, and I am grateful to have the chance to pass on the many kindnesses that have been shown to me by those who believed in me and invested in my future. I know what it feels like for these acts of kindness to be the reasons you are able to continue working in archaeology.

I believe that my work in Inclusion and Equity in archaeology is practical, dynamic, and ambitious. It is driven by real needs of minoritised people, supported by education and training campaigns, and always focused on collective action together. It has demonstrably already had a positive impact. I am excited by the potential to do this transformative, hopeful, and crucial work on a greater scale as a CBA Trustee.



### Michael D'Aprix

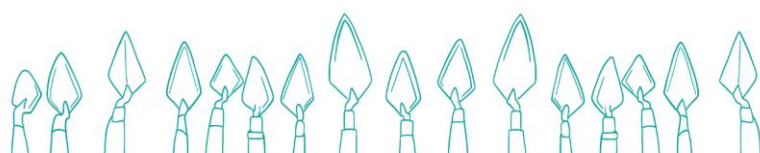
**Personal Statement:** My archaeological career has focused on understanding the realities of archaeology which involves researching the state of archaeology, delving into organizational structures, the statistics of the discipline, and talking to archaeologists from across the sector. My PhD includes interviews with 50 archaeologists from the UK and around the world from diverse backgrounds in academia, commercial archaeology, heritage management, museums, and everything between.

I have become deeply involved with archaeology in the UK. I have joined the ClfA Advisory Council, as well as the committees of the Early Careers Special Interest Group (SIG), International Practice SIG, London Area Group, and as the new Chair of the Information Management SIG. I am the Vice Chair of the CBA London group and also on the EAA Education, Training, and Professional Development Advisory Committee. I work part time for ASE as a photogrammetry specialist and part-time for University College London (UCL) as a post-graduate teaching assistant. I am also involved in the not-profit world in working with the University of London (UoL) to set up individual charities, their corporate governance, structures, and plans for longevity for each of the 36 clubs, sports, and societies that would otherwise have been dissolved after the University's recent move towards a digital only presence.

**Election statement:** The experience I have is focused on understanding archaeology and crosscutting the discipline to explore the diverse, creative, and innovate world of archaeology that can become lost within specific groups. Archaeology has many promising opportunities that require a much stronger organizational collaboration and understanding of archaeology from the bottom-up that is not present. My goal is to bring the voice of archaeologists, their experiences, backgrounds, knowledge, and passion to the forefront of archaeology and use that voice to create a healthier, stronger, more impactful, and more resilient discipline.

The area of archaeology that can be improved to have the most impact is the governance structure of its many organizations. The CBA, and the many organizations across archaeology, need to evolve and devote concerted effort into reassessing and revitalizing their governance structures to promote healthier organizations that are able to operate to their fullest without any interruptions. Most importantly, the staff and their day-to-day duties need to be given the support necessary so that they can undertake the work that will allow archaeology to thrive.

Outside of archaeology, I have been involved in non-profits in various ways. I work closely with my undergraduate college Trustees in the US to strengthen alumni relations in London and the UK with regular charity and fundraising events, college fairs, and outreach events to students across the UK. I am deeply involved with Ice Hockey in London and as mentioned earlier, I am in the process of setting up a charitable trust for all of the sports, clubs, and societies that will be without a home when UoL makes the digital switch. I have acquired intimate knowledge about organizational governance, and this has been joined with my own knowledge of these mechanics. I have developed plans for my



current organizations regarding market or sector positioning, corporate longevity and continuity, governance overview and assessment capital and programmatic fundraising events to establish endowments and restricted funds for operations, as well as networking and outreach programs to develop strong connections between members and, their intended audience whether it is a hockey team, alumni, students, or archaeologists.

My background and understanding of the non-profit sector and archaeology from various angles would be invaluable to the CBA and help it achieve its vision in making our archaeological world a better and more inclusive place as well as providing the structure and stability needed for the CBA staff to achieve their mission of helping to grow the value of archaeology by connecting the many groups of the sector and taking the value of those connections out to the broader public.

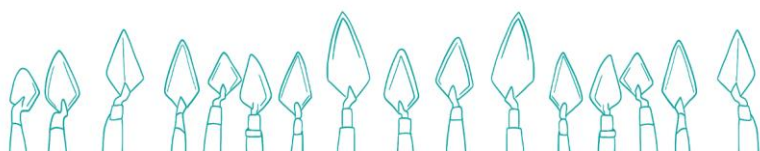
The CBA and archaeology in the UK have an incredible opportunity to thrive and grow into something that impacts everyone across the country but to do so it needs to look inward first, with a revitalized governance structure, stronger collaboration, a better understanding of the realities of archaeology, and a stronger effort to focus on organizational longevity and continuity in preparing for the future.

### Jeannette Plummer Sires

**Personal Statement:** My career in the UK has taken me on a journey through commercial archaeology in England and Wales, heritage consultancy, and the museum sector - formerly as Curator of Archaeological Assemblages at the British Museum and currently as a Bioarchaeology Research Assistant for the Natural History Museum with a focus on fieldwork in Moroccan Palaeolithic sites.

I have enjoyed a very rewarding career and one of my driving motivations is for historically underrepresented people to have access to the same, or better, opportunities than I have had in this field. This has led me to step into leadership roles such as founding member of the European Society of Black and Allied Archaeologists, as former member of the British Museum's Equality and Diversity Steering Committee, and current as Chair of the CBA's Archaeological Achievement Awards judging panel. It is through this work with the CBA that I have gotten to see the synchronicities in our vision for the future or our sector. The board of trustees would be the perfect arena for me to bring my dedication and wide set of experiences in the heritage sector to ensure we continue to create accessible ways for people to find enjoyment in archaeology.

**Election statement:** I am thrilled to help the CBA deliver its Vision, Mission and Values. My relevant personal, professional, and academic experience is very much driven by my values to make the heritage sector equitable. I am a founding member of the European Society of Black and Allied Archaeologists (ESBAA), a collective of anti-racist archaeologists led entirely by Women of Colour with established global networks. Our mission is to challenge fundamental barriers into the sector, champion fresh perspectives from professionals who have been historically marginalised, and empower as wide an audience as possible to engage with archaeology.

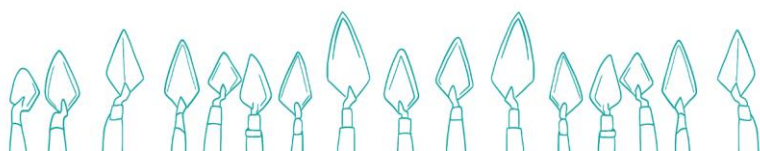




As I believe in leading by example, I published a piece in the American Anthropologist titled, “Black Lives Matter and Museums in 2020: A Professional and Personal Perspective.” It details my experience as a multicultural heritage professional with the aim of facilitating conversations regarding diversity and inclusion in museums and archaeology. I have also published in the European Journal of Archaeology with my ESBA co-founding members an article that details the fundamental barriers underrepresented professionals have accessing careers in the sector. As a member of the steering group for the CBA’s Archaeological Achievement Awards, I contributed to the development strategy for judging the award nominations. It was crucial for me that equality and diversity underpinned the values of all the winning nominations rather than having separate categories for the subject. I championed guidelines that would assess whether the nominations meaningfully embedded equality and diversity into their projects rather than as an afterthought. In addition to the steering group, I am a member of the judging panel and currently I hold the position of Chair of Judges.

My commitment to creating equity in the sector also prompted me to join the British Museum’s Museum Futures Program as a mentor to a young museum trainee of Colour. It is truly rewarding to be able to guide an early career professional and share my experiences so that they may be better able to thrive on their journey. I was also a member of the British Museum’s Equality and Diversity Steering Committee in which I contributed to the development of its Equality and Diversity Action Plan. This policy would embed equity into every aspect and every role of the Museum through the full understanding that achieving this is a collective responsibility. I would bring my experience of collaboratively implementing institution-wide strategic policy to the CBA board of trustees.

The work I do to champion the values mentioned above are on a volunteering capacity which demonstrates my passion for contributing to an open and inclusive sector. My commitment to this shared value with the CBA, has prompted me to take on leadership roles to better amplify the voice and stories of those who have been historically excluded from participation. It has also encouraged me to seek out relevant outreach opportunities where I have delighted in being able to communicate scientific knowledge with the public. I would bring these skills, passion, dedication, and my extensive networks to the CBA.



## CBA Election of Honorary Vice-President

### Election of Mr Francis Taylor as Honorary Vice-President of the Council for British Archaeology.

In January 2023, the CBA was informed that February this year would mark 30 years of direct support of CBA Wessex and the CBA nationally through various Committee and Trustee roles of Mr Francis Taylor. His association with the CBA goes back much further to 1964, when he wrote to Beatrice de Cardi to obtain a copy of the CBA Calendar of Excavations so that he could sign up for one of the archaeological training excavations that universities used to run each summer. As a schoolboy he attended lectures by Mortimer Wheeler and Kathleen Kenyon and while his academic and career directions were to be in engineering and accountancy, his amateur interests in archaeology led to a lifelong passion and commitment to amateur archaeology beginning with excavations at the Roman fort of Birrens in Dumfriesshire under Eric Birley.

In 1993 he was invited to be Chair of CBA Wessex and has been on the CBA Wessex committee ever since, sharing his enthusiasm and organisational skills, contributing to its financial position through giving fund-raising lectures, and becoming an 'expert witness' in the on-going story of the Stonehenge landscape, Visitor Centre and the potential tunnel.

His role as CBA Wessex Chair also meant he became a trustee of the CBA in 1993, has been and continues to be a member of the Resource Committee and served as Treasurer from 2009 to 2012. He recognises the CBA's value as the only organisation that represents all aspects of archaeology, amateur and professional. He considers himself privileged to have held these roles as are we for all his enthusiasm, support and commitment.

Considering this long service to the CBA, The Board of Trustees propose that Mr Francis Taylor is elected to the post of Honorary Vice-President of the CBA at the AGM on 9<sup>th</sup> February 2023.

