

BOX 5.1 FROM EXCLUSIVITY TO INCLUSIVITY: MAKING ARCHAEOLOGY AN EQUITABLE PROFESSION

As a discipline that has historically excluded minorities and women, archaeology has been slow to adopt practices that seek to include people of all walks of life. Archaeology has traditionally been defined as field-based science, which poses unique physical, geographical, and logistical obstacles for archaeologists.

Archaeologists are faced with financially and emotionally difficult decisions that include covering the costs of childcare; making the decision to leave their children at home, or bring them to the field if it is permitted on site or if it is safe to do so (Goldstein et al. 2018); dealing with universities or employers who prohibit archaeologists and other field crew members from bringing children to archaeological

sites; stereotypes regarding who can be considered an archaeologist (Heath-Stout 2019); and being away from those in their care for long periods of time (Camp 2019). Elder care also presents similar challenges for archaeologists who conduct fieldwork. But child and elder carework are statistically more likely to fall on the shoulders of women around the globe (Covan 1997). In addition, some archaeologists, known as “multigenerational caregivers,” find that they are responsible for the care of both children and elders at the same time (Livingston 2018). This is due to two modern factors: (1) women delaying having children until they are done with their education and/or gainfully employed, and (2) people living much longer than previous generations.

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