



# **Enabled Archaeology Foundation**

## **Reach and Impact Report**

### **2021-2022**

#### **Introduction**

The Enabled Archaeology Foundation was set up by the late Theresa O'Mahony, and the current committee seek to realise her ambitions to make archaeology accessible and inclusive to dis/abled people. This report examines the reach and, where possible, the impact of the activities we undertook in 2021/22. However, it is worth noting that we need to develop more robust evaluation methods and measurements if we are to evaluate impact effectively going forward. The report includes activities that have measurable outputs at the time of writing that are linked to our key activity themes. Some themes are not covered in the report, but it is worth noting that does not mean that work in this area has not progressed. Instead, it reflects where our activities have had the most reach, engagement, and impact in professional, community, and university archaeology. Eleni (Administrative Officer) and Chris (Treasurer) have been pivotal in ensuring that we maintained good governance and continued to work towards financial sustainability. It is envisaged that their themes will feature much more in the 2022/23 report as we grow as an organisation and their work moves from setting up to maintaining good governance and financial sustainability through our

activities. Their role should not be underestimated as their contributions have allowed us to move from setting up to being active within our communities.

## Our Charitable Aims

The objectives of the Charitable Incorporated Organisation are the promotion of equality and diversity for the public benefit by:

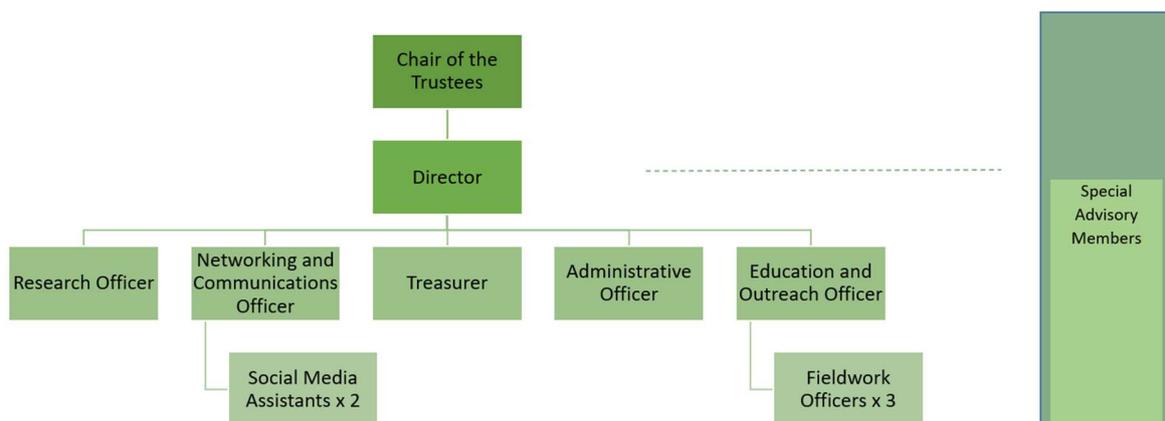
- a. working to assist all disabled people to access archaeology;
- b. promoting a culture of equality for all disabilities in archaeology;
- c. educating the public in enabled archaeology.



## Our Values

- We are an inclusive organisation
- We raise awareness of Enabled Archaeology through research, f and media channels
- We create accessible, inclusive, and empowering opportunities for change for all archaeologists

## Our People



## **Trustees**

David Connolly (Chair)

Hannah Cobb

Andrew Mayfield

Sally Everett

Chris Moore

## **Committee Members**

Abi Hunt (Director)

Alex Fitzpatrick (Research Officer)

Sarahjayne Clements (Networking and Communications Officer)

Vacant (Social Media Assistant 1)

Vacant (Social Media Assistant 2)

Chris Moore (Treasurer)

Eleni Theologou (Administrative Officer)

Emily Stammitti (Education and Outreach Officer)

Antonio Asprone (Field Work Officer England and Wales)

Tim Jones (Field Work Officer Scotland)

Vacant (Field Work Officer Northern Ireland) \*awaiting confirmation from someone re: taking on the role\*

## **Our Key Activity Themes**

Theme 1: Good Governance

Owner: Eleni Theologou (Administrative Officer)

Theme 2: Financial Sustainability

Owner: Chris Moore (Treasurer)

Theme 3: Networking, Communications, and Profile Raising

Owner: Sarahjayne Clements

Theme 4: Sharing good practice and providing guidance on inclusive archaeological practice

Owner: Sarahjayne Clements (Networking and Communications Officer) and Emily Stammitti (Education and Outreach Officer)

Theme 5: Promoting and developing inclusive archaeological fieldwork opportunities

Owner: Emily Stammitti (Education and Outreach Officer)

Theme 6: Facilitating a sustainable network of dis/Abled archaeologists and their allies

Owner: Abi Hunt (Director)

Theme 7: Producing and sharing research on inclusive archaeological practice

Owner: Alex Fitzpatrick (Research Officer)

**Our Engagement and Partnerships (by Alex Fitzpatrick Research Officer)**



## Areas of Impact 2021 -2022

### **Theme 3: Theme PR and Profile Raising**

**Owner: Sarahjayne Clements (Networking and Communications Officer)**

We have engaged in PR and profile-raising activities throughout the year and have managed to make ourselves and our work more prominent in the field of archaeology. In terms of social media our Twitter presence has continued to grow, and our reach and engagement has become significant and at the time of writing have 904 followers. The following tables show continued increase in activity, reach, and engagement.

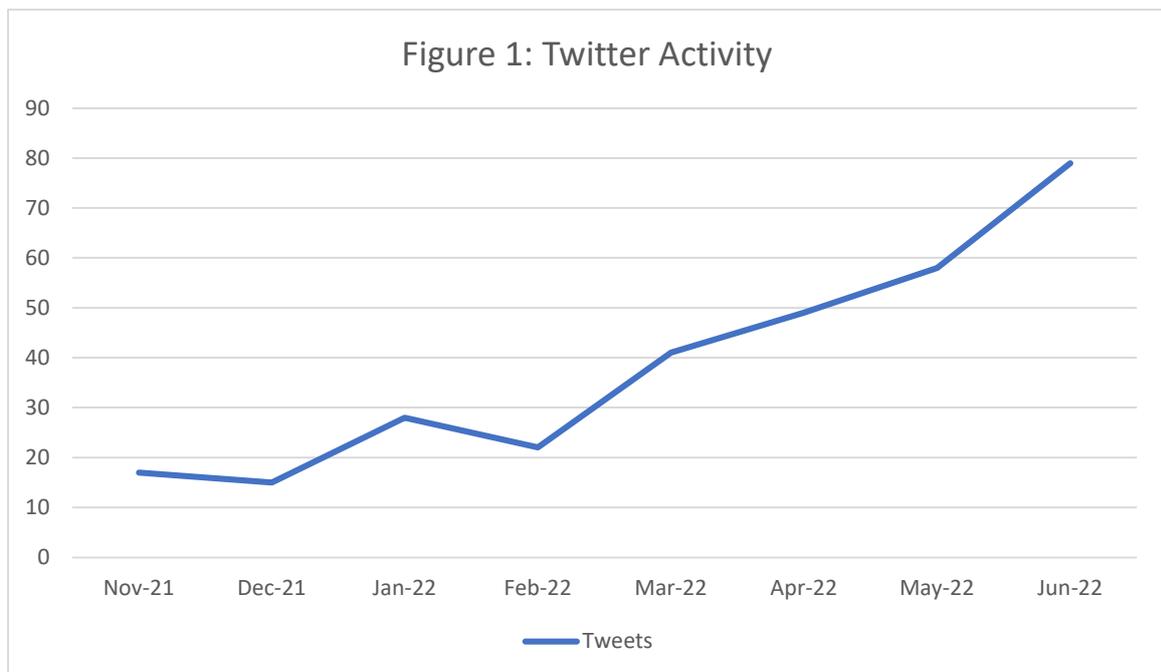


Figure 2: Twitter Reach and Engagement (in thousands)

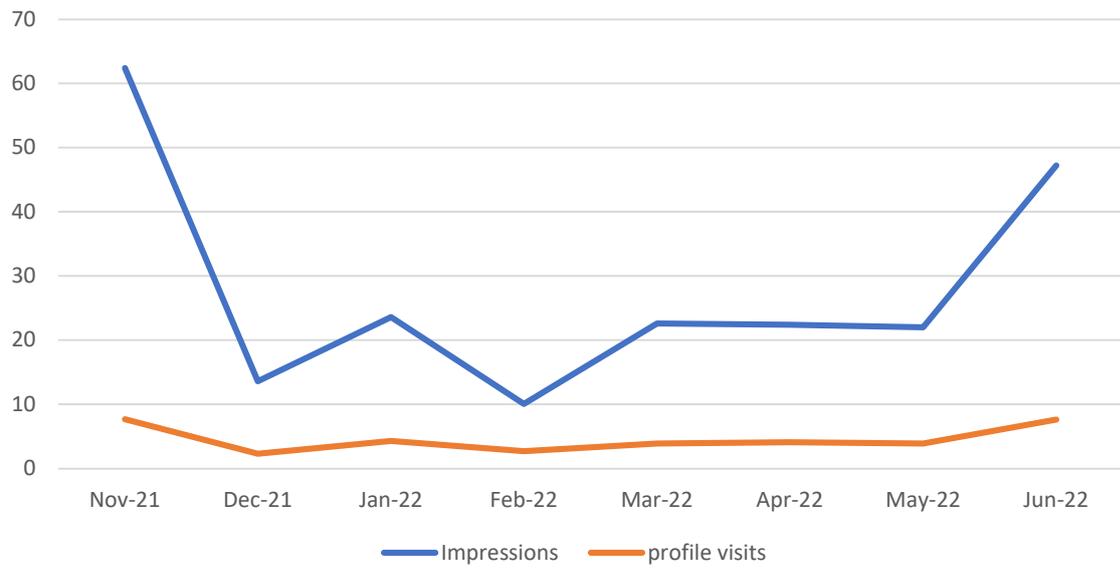
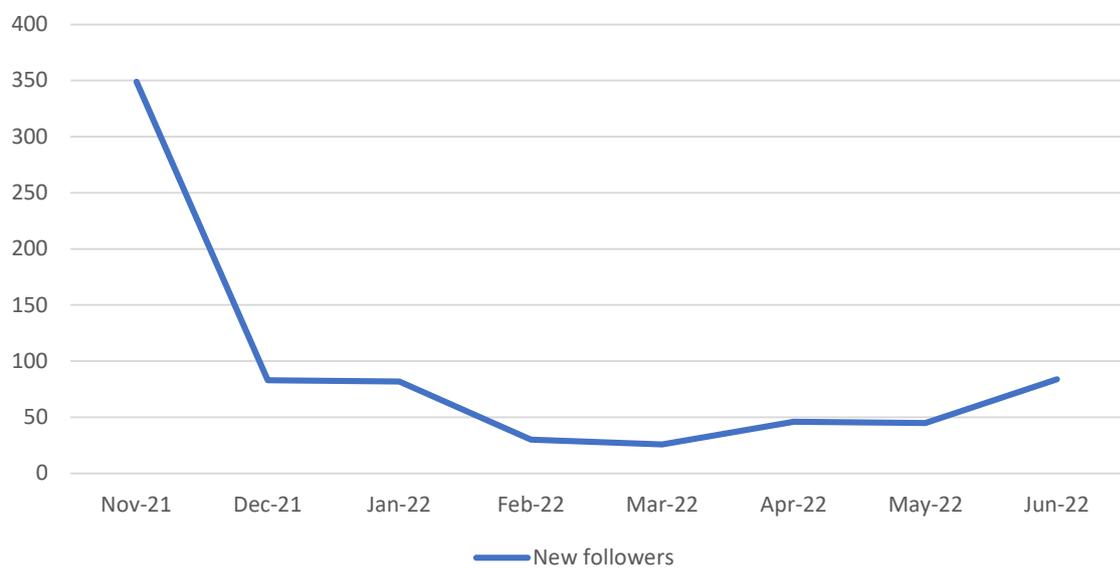


Figure 3: Twitter New Followers



Following a new build by David in consultation with the committee we launched our new website in October 2021. Sarahjayne and David have undertaken range of activities to develop the website including:

- Embedding the EAF twitter feed into the home page
- Adding and updating the committee member's details
- Added two blogs
- Added an academic resource section (compiled by Abi)
- Added a professional resource section (compiled by Eleni)
- Kept the events section updated

This resulted in a peak of interest at the time of launch, followed by a consistent number of engagements in following months.

Figure 4. Website Engagement



Committee Members have engaged in a range of workshops and events to raise the profile of the EAF, network, and update skills and knowledge to enhance the work of the EAF. It is worth noting that several requests for training and development have come from these engagements. Perhaps one of the most successful outcomes is that

through engagement with Historic England the EAF have been asked to develop training for Historic England employees in 2023 that will draw a small income. Examples include:

Alex Fitzpatrick (Research Officer):

- Developing Audiences for Archaeology Inclusion Projects (24/03/22, Wessex Archaeology)
- Disability Inclusion Training (10/05/22, Historic England)
- Audience Impact and Data Collection (17/05/22, Council for British Archaeology)
- Supporting Disabled Employees (19/05/22, Historic England)
- Accessibility in the Built Environment (26/05/22, Historic England)
- All Inclusive: Championing Accessible Museums (26/05/22, Museums Association)

Sarahjayne Clements (Networking and Communications Officer):

- Online Accessibility (ICE)
- Anxiety – How can we manage it (The National Archives)
- Accessibility insights (Verizon Media)
- Inclusion in the workplace (Abilitynet)
- Top tips on dyslexia inclusion (Abilitynet)
- How to build an inclusive workplace (Abilitynet)
- Disability inclusion (Historic England)
- Supporting disabled employees (Historic England)
- Bringing empathy to the workplace (Abilitynet)
- Accessibility and disability inclusion accessibility in the built environment (Historic England)
- All inclusive: Championing accessible museums (Museums Association)
- Vision loss awareness (Access to Archaeology & Alternative Visions Coaching)

- Neurodiversity Awareness (Access to Archaeology)

Trustees and Committee members have won awards for their volunteering with the EAF & other organisations or been nominated for awards which demonstrates acknowledgement of their contributions to accessible and inclusive archaeology. This has served to further raise the profile of the EAF. These include:

- Andrew Mayfield: Winner 2022 CBA Marsh Award
- Sarahjayne Clements: Winner University of Hertfordshire school of Humanities Dean's Awards 2022 - Winner of 'Outstanding Contribution to Community Work or Volunteering' and nominee for 'Outstanding Commitment to Global Awareness' award.
- Alex Fitzpatrick: Nominated (award results not announced yet) CBA Archaeology Achievement Awards 2022 Early Career Archaeologist.

The activity with the most impact in terms of PR and profile raising was our contribution to the 2021 CBA Festival of Archaeology. Sarahjayne's article about the day in the life of a dis/abled archaeologist was the most engaged with presentation of the festival, with 5,000 engagements. This resulted in an article in Current Archaeology, which has a readership of 45,000 people.



#### **Theme 4: Sharing good practice and providing guidance on inclusive archaeological practice**

**Owner: Sarahjayne Clements (Networking and Communications Officer) and Emily Stammitti (Outreach and Education Officer)**

Table 1 shows the training activities undertaken in the last year and their reach. Impact is much harder to measure because we have not been undertaking our own evaluations or accessing the evaluation material undertaken by the organiser, which should be an action for the forthcoming year to allow us to measure impact more effectively.

Our engagement with the CBA has been positive and we have been able to develop an ongoing relationship with them in relation to supporting the Festival of Archaeology. This has changed from being participants in 2021 to shaping approaches of event organisers to accessibility and inclusivity in 2022. At the time of writing, we do not have the engagement figures, but are awaiting these.

Our engagement with ClfA has had significant impact on their work and that of the EAF. From delivering a small lunchtime event, we now have representation on their EDI committee (Sarahjayne) and are negotiating delivering an event that we charge for. We were invited to host a panel at the 2022 conference, which has led to a collaborative edition of *The Archaeologist* on disability and archaeology in Feb 2023. We are directly influencing and shaping ClfA's approach to access and inclusivity to archaeology for dis/abled people and engaging with people from across academic, community and commercial archaeology. Delivering the panel at the 2022 conference has built our confidence and impacted on our activities for 2022/23. Emily Stammitti is leading on submitting a panel proposal for ClfA 2023 and Sarahjayne is leading on submitting a panel proposal to EEA 2023 in partnership with Enabled Archaeologie.

In addition to our national partnerships with governing bodies, we have been able to use the opportunity to deliver training to build a range of other partnerships including Chester House Estate, The School of Archaeology & Ancient History (SAAH) at the University of Leicester, University of Leicester Archaeological Services (ULAS),

Museum of London Archaeology (MOLA), the Council for British Archaeology East Midlands (CBA-EM), Council for British Archaeology South Midlands (CBA-SM and Northamptonshire Archaeological Society (NAS). It is anticipated that this will lead to further delivery of training, which we can now charge for, and that this will contribute to our financial sustainability. These relationships also carry weight in terms of the EAF and our work being acknowledged as valuable and relevant by peers across the sector.



**Table 1: Training Activities and Reach**

Organisation	People	Activity	Reach
CBA Festival of Archaeology 2021	SJC & AH	Sarahjayne's Blog  EAF Video	5,553 engagements  50 views
CBA Festival of Archaeology 2022	SJC & AH	EAF Guides for accessible and inclusive events	Not yet available
CIfA Lunchtime Chat	SJC & AH	Presentation and discussion on accessible and inclusive archaeology	8 participants
DigitScotland	SJC & AH	Presentation and discussion on accessible and inclusive archaeology	50 people registered (can access recording)  27 participants  1 follow up email re: research
Chester House Estate representatives from the School of Archaeology & Ancient History (SAAH) at the University of Leicester,  The Chester House Estate, University of Leicester  Archaeological Services (ULAS), Museum of London  Archaeology (MOLA), the Council for British Archaeology East Midlands (CBA-EM),  Council for British Archaeology South Midlands (CBA-SM and Northamptonshire  Archaeological Society (NAS)	AH	Training on how to make the CHE archaeology Taster Day accessible and inclusive	10 participants at training  6 participants at event
CIFA Annual Conference 2022	SJC, DC, & AH	Panel on accessibility and inclusion in British Archaeology	11 panel members 40 participants

## **Theme 5: Promoting and developing inclusive archaeological fieldwork opportunities**

**Owner: Emily Stammitti (Outreach and Education Officer)**

*'As someone whose chronic illness makes digging more and more difficult, I have hope that future digs can take these examples and build on them, @EAFCharityare showing that accessibility is not just about finding desk based or home working tasks, but truly opening up fieldwork.'*

Dr Penelope Foreman @penforeman

### **Digging Harlaxton**

In June 2022, Harlaxton College and its partner, The Enabled Archaeology Foundation, held a month-long archaeology field school. The project centered its attention on two areas of archaeological investigation: the courtyard in a Victorian walled garden and a prehistoric ritual landscape. It hosted both American archaeology students, experience-seeking participants from the United States, Canada, and the United Kingdom, and sought to engage the broader community through inclusive and enabling methods. Several committee members took part in the project. Emily was of course the dig Director, Tim Jones acted as the EAF Finds Officer for the Project, Antonio Asprone joined on several occasions to lead students in digging as EAF Project Officer, Sarahjayne participated in a range of activities over a week, and Abi assisted with education activities.

### **Purpose of the Project**

Harlaxton College, the study abroad location for the University of Evansville (USA), devised a month-long archaeological field school to enhance the methodological and practical field skills of American university students. Over the course of several months of planning, the project grew from a field school with a single site, to one that boasted four potential areas of investigation. Partnerships with the Enabled Archaeology Foundation, Heritage Lincolnshire, the University of Lincoln, Bishop Grosseteste University, the British Archaeology Jobs, and Resources platform (BAJR), the Harlaxton Historic Society, and a range of contributing institutions and professionals

were established. The renewed aim was to provide tuition and the opportunity to engage in archaeological field practice on what was hoped to be the hereto most accessible and inclusive dig in Britain.

In addition to tracking participant wellbeing and exploring opportunities to structure the project in an accessible / enabled format, the project concentrated field investigation in two key archaeological areas: a Victorian Walled Garden courtyard, on the grounds of Harlaxton Manor; and some 1.1 miles north of the Manor, a prehistoric ritual landscape. The supervisory teams therefore held a threefold daily purpose. First, all supervisors and the site director needed to ensure an accessible ongoing project that accommodated a range of physical and mental health support needs, adjusting throughout the life of the project to suit different individuals' requirements. Second, all participants were to have an excellent educational experience as many of those involved had no or limited archaeological field experience or required certain aspects of tuition to earn academic credits. Finally, the team needed to provide the highest level of academic investigation into the sites, with the prehistoric landscape site having never been intrusively studied.

The body of supervisors that was established for such a weighty task included the site director, a member of the British Faculties office at Harlaxton, and key members of the Enabled Archaeology Foundation, of whom there were excellent contributions from a University of Lincoln faculty member, Cambridge Archaeology Unit senior archaeologist, a freelance finds consultant, and a University of Hertfordshire doctoral candidate, with additional community support provided by Heritage Lincolnshire and regional finds experts. Among these individuals, no less than three self-identify as having dis/Abilities, which was of utmost benefit to the project given the ongoing feedback and ideas that was enabled to take place.

### **Participant body and accessibility**

The participant body spanned age, ethnicity, LGBTQIAP+ identification, nationality, religion/belief, social background, career trajectory and geographic origins, to include British participants, students, and school pupils. In total, the project garnered 271 unique points of contact (on-site). This is broken down here.

Participants (credit-seeking and experience-based):	62
Local school pupils (KS2 & KS3):	124
Site guests:	17
Visiting professionals:	11
Lincolnshire Community Foundation:	38
Young Archaeologists Club:	19

Of this entire participant body, 48 individuals self-identified as dis/Abled. Others had dis/Abilities that they did not want to fully disclose. The statistical deduction of 18% of the participant body (based on the 48) identifying as dis/Abled, means that the project representation was roughly commiserate with the general demographic statistic of individuals with dis/Ability in the UK (St Andrews University 2022).

Over the duration of the project, a range of modifications were made to suit the needs of participants, allowing them the opportunity to fully engage with the widest range of activities. While they were considered basic adjustments, many of the participants were surprised that they were present. These included allowing full choice of how each participant could interact with the tangible past, with no penalty or judgment incurred for their choice. Critically, on-site access was improved so that mobility impaired participants could still access all areas of the site. Steps were cut into both sides of the trench for easier access, though challenges were faced in crossing an unimproved fallow field with no obvious trackway. Several fully accessible toilets were also available.

Modifications to hand tools were made and offered to participants who requested them, though those participants later chose other activities to engage with, focusing on other strengths and academic interests. Lone-zones were available for students who needed physical or mental health breaks, and there was never a question about individuals who needed time on or away from site for physical or mental health needs. This featured as a strength of the project: absolute freedom of emotional expression throughout: from socialisation to teamwork, and from personal to professional. Barring the basic safeguarding of participants, there were no questions asked about those specific lone-working or lone-time needs. All on-site recording forms were selected on the basis of simplicity, altered slightly to be in line with dyslexia-accessible standards

(based on ideas of font size and style), and paperwork in assorted colours was offered though not taken up.

### **Further data collection and analysis**

As of mid-July 2022, data collection and analysis are in its infancy. All participants were issued with surveys to complete, with full disclosure of how the data would be used. The methodology was approved by the University of Evansville's Institutional Review Board and secondarily reviewed by the Enabled Archaeology Foundation before dissemination. The questionnaire was based on the Warwick-Edinburgh Wellbeing Survey and was meant to be completed on the first and last days of the participation as well as 6-weeks post-project, in order to track participants' sense of wellbeing. The evaluation was set up to track impact in line with Nesta Level 2 Standard of Evidence, which begins to show change. However, owing to the lack of a control group in this season, it cannot align with a Level 3 Standard of Evidence, which begins to evidence direct causality from this season.



## **Theme 7: Producing and sharing research on inclusive archaeological practice**

**Owner: Alex Fitzpatrick**

The EAF Committee has sought to engage in research relating to Enabled Archaeology to inform our practices and to have a positive impact on the sector through knowledge creation and sharing and encouraging evidence-based good practice and activism.

We can't yet measure the reach and impact of our chapter in the Oxford Museum Handbook of Museum Archaeology, but we will do going forward through sales and citations (using Google Scholar). This piece of work was a review of current literature on dis/Ability and archaeology, and access and inclusion. The research drew four key conclusions:

1. The journey between material culture being in situ and visitors at a museum engaging with it is a disjointed one and therefore the literature relating to fieldwork and museums is written in isolation.
2. Ideas around access and inclusion are drawn from legislative requirements focused on practical advice for further accessibility and inclusiveness and either involves dis/Abled people from a medical perspective (in the field) or in limited ways (in museums).
3. Organisations don't know how important dis/Abled people are to archaeology as employees and volunteers in both the field and museums; and the value of diversity in terms of creating multivocal archaeological and historical narratives.
4. A new methodology needs developing to make archaeology accessible and inclusive to dis/Abled people in the UK

This led to our engagement with the Society of American Archaeologists and the development of a paper on the exclusive history and present of archaeology and the possibility of an inclusive future. Participating in the SAA conference has led to the paper being developed into a chapter in a University of Utah Press publication dedicated to discussion on exclusion and inclusion in archaeology. The Society for Post Medieval Archaeology conference has led to us being asked to lead a round-

table event at the University of Manchester for Hannah Cobb (Trustee) in 2023. Perhaps most importantly our research is gaining traction across academic and professional archaeology, which means that we should be able to measure impact in terms of knowledge creation and changes in practice in the future.

Table 2. Research Activities and Reach

Organisation	Activity	Reach
Oxford University Press	Chapter on Enabled Archaeology in the Oxford Museum Handbook of Museum Archaeology (AH)	Not yet known
Society of American Archaeologists	Draft paper on a new inclusive methodology for archaeology (SJC, AH, ES and AF)	30 participants
Society for Post Medieval Archaeologists	Draft paper on a new inclusive methodology for archaeology (AH, ES and AF)	c. 40 participants
University of Lincoln 2022 Heritage Showcase and Symposium	Key note speech on a new inclusive methodology for archaeology (AH)	c. 60 participants



## Conclusions

The year 2021/22 saw a seismic shift in the EAF's activities, which helped it meet its aims, adhere to its values, and undertake a range of meaningful activities raise its profile, engage, and inform academic, community, and commercial archaeologists, on disability and accessible and inclusive practices in archaeology. It was easy to measure reach, and the figures are pleasing because our baseline figure was zero from the year before. However, we must put evaluation methods together to allow us to better measure impact going forward. It is possible to see that committee members are all contributing to our activities, and we will see this develop in 2022/23, as our confidence has grown over the last year, and this is encouraging committee members to take part in more activities.

Our biggest successes were around our online presence, building our networks and meaningful partnerships, successfully developing client-focussed training (that we are now confident about charging for), our partnership with Harlaxton College on Digging Harlaxton, and producing peer-reviewed research that informs our practice and should inform that of others in the sector. One success and particular area of impact that stands out is that we have established working partnerships across all areas of the archaeology sector. We have strong relationships with universities (both in the UK and abroad), learned societies, professional and governing bodies, community organisations, and the commercial sector. If we are to instigate meaningful change in terms of access and inclusion for dis/Abled people in archaeology, we must continue to work across the whole sector.

For our planned 2022 and 2023 activities please see the Agreed 2022/23 Activities Plan.

