



### **A147 Recruitment Strategies From the Increasing Diversity in Evolutionary Anthropological Sciences (IDEAS) Program of the American Association of Physical Anthropology (AAPA)**

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**Learning Overview:** After attending this presentation, attendees will understand the history and the mode of operation of the IDEAS program from the perspective of one of its faculty mentors and how to assess the applicability of IDEAS or alternate models to diversity recruitment efforts within the anthropology section.

**Impact on the Forensic Science Community:** This presentation will impact the forensic science community by providing strategies for diversity recruitment for those forensic sciences that have a broad foundation within academia as opposed to professional settings but see few entering forensic careers.

Toward the effort to increase diversity within the Anthropology Section of the American Academy of Forensic Sciences (AAFS), this presentation is a description of an existing program within one of our sister organizations. Derived from the observations of an IDEAS faculty mentor, this presentation explores the strengths and weaknesses of the IDEAS model and proposes development and application of a recruitment program in the Anthropology Section. The IDEAS program, which was developed by Susan Antón and Ripan Malhi (Principal Investigator and Co-Principal Investigator, respectively, NSF award #1516939) addresses the low representation of first-generation college students and/or members of underrepresented traditional minorities in physical anthropology graduate programs and careers, in comparison to numbers observed in undergraduate majors and physical anthropology courses. Funded since 2016, IDEAS operates through a recruitment and network-building process targeting faculty, graduate students, and undergraduates from underrepresented groups. As a longitudinal program, implementation of IDEAS began with the creation of a Committee on Diversity (COD) within the AAPA, which in turn led to a network of faculty committed to diversity recruitment. The two primary factors that affect employment of an IDEAS-like model include financial support and faculty investment across temporal, professional, and social levels. External financial support allowed the COD faculty to implement a strategy that targets the departure of talented undergraduates from physical anthropology careers. Additional support comes from the AAPA in the form of connection to its undergraduate research symposium and support from AAPA leadership.

At a minimum, operating a diversity recruitment strategy requires a longitudinal perspective, including: (1) faculty or professionals drawn from multiple generations within the organization; and (2) a multi-year (strategic) plan of activity. An assessment program that examines the effectiveness of the model and tracks changes in diversity requires clear and actionable goals for the recruitment program. Results, products, and deficits from the IDEAS process will be presented with the goal of developing a feasible recruitment strategy for relevant sections of the AAFS.

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**Diversity, Recruitment, Forensic Anthropology**