

## **CIFA AREA AND SPECIAL INTEREST GROUP ANNUAL REPORTS 2020**

CIFA has 21 area and special interest groups bringing together professionals with specific historic environment interests. Most groups produce regular newsletters and run training events. Groups represent specialist views to CIFA via representation on the Advisory Council and offer advice on issues which have a specific relevance to their subject/geographical area.

The Australia, Deutschland/German, London, Scottish, Wales/Cymru Area Groups, and Archives, Buildings Archaeology, Diggers' Forum, Equality and Diversity, Graphic Archaeology, Finds, Forensic Archaeology, Human Osteoarchaeology, Information Management, International Practice, London, Marine Archaeology, New Generation, Project Management and Voluntary and Community Special Interest Group have all provided annual updates on their activities. Information about all our Groups is on the CIFA website at [www.archaeologists.net/groups/about](http://www.archaeologists.net/groups/about).



## **Australia**

This has been our first full year after the Group had its inaugural AGM in July 2019. The Australia Group was formed by archaeologists who had or who were working in Australia and who saw a need in the Australian archaeological community for a group with the structure and benefits of CifA. These benefits include but are not limited to:

- an umbrella group that brings together all specialties and all practitioners, of which there was none existing in Australia
- accreditation for all practitioners, not just consultants
- resources, standards and guidance that are already applicable to Australian archaeology or can be with slight modification
- support for running CPD and events
- access to a large range of specialists under one organisation to learn from and share our unique Australian knowledge with

During this year we co-opted Andrew Holmes of Extent Heritage as an ordinary committee member and recently as Treasurer, and John Gillen of Niche Archaeology as an ordinary committee member. The rest of the committee stands as follows: Samuel Dix (Chair), Danielle Wilkinson (Secretary), Myfy Berry and Jana Boulet. We would like to thank Talei Holm for her contributions to the committee before stepping down, and to Myfy for her work as co-opted Treasurer during the year. The committee will be calling for applications for Treasurer and three ordinary committee members at our next AGM. If you are interested in joining our group's committee, please get in touch through [groups@archaeologists.net](mailto:groups@archaeologists.net).

The committee met twice during the year to discuss progress. Firstly, the Australia Group is continuing to approach existing archaeological groups and associations in Australia to discuss combining resources for the advantage of both memberships and to discuss where the CifA Australia Group can be of most benefit within the industry. In addition, we are preparing resources such as an FAQ leaflet that will explain CifA to a new audience, clarify our intentions and break down any misconceptions.

The Australia Group is planning CPD courses on understanding legislation for the historic environment and personal safety training for archaeologists (including in the extreme Australian environments). We are also working towards making our social media pages 'live' to further share our group and our intentions.

We have been working with the Deutschland Group during our formation, and as we continue to establish our group we aim to work more with the other CifA groups especially International Practice, New Generation, Diggers Forum, and Equality and Diversity.

## **Deutschland/German**

CifA Deutschland (CifA-D) had another busy year with many exciting challenges including the start of the Registered Organisations (RO) scheme “Gütezeichen für Archäologie” in Germany, and its third AGM in July 2020 held online for the first time.

CifA-D’s greatest achievement in 2019/20 has been launching the RO scheme in Germany including the application form, regulations, guidelines, and logo. After various stages of improvement including feedback from the German archaeological public, the relevant texts and templates were approved by CifA-D membership, the RO Committee and Board of Directors and made available for download on [CifAD’s webpage](#). At the same time, individuals have been trained in how to conduct RO inspections. First applications by German archaeological companies are presently being prepared.

Publications covering topics important to archaeologists working in Germany have been made available for download, eg on the creation of CifAD, employment contracts in German archaeology, salary benchmarks for German commercial archaeology, and [aspects of salary calculation in German archaeology](#).

The CifA-D online AGM was a success with numerous participants and Sarah Wolff elected to replace Falk Näth on the committee. The [German Group committee](#) is fully gender balanced now and a sound mixture of the young and the mature. During the AGM two new working groups were founded, AK Lohnuntergrenzen for developing a salary benchmark in German archaeology based on the studies of CifA-D and [DGUF](#) and AK Archäologiefirmen for [improving the collaboration between commercial archaeology companies in fields](#) such as CPD, internships or company foundation but also for giving them a voice in CifA Deutschland.

Over the past year, CifA-D has repeatedly been asked by organisations and individuals to issue professional statements on various archaeological matters. This clearly indicates that we have started to be perceived and accepted as an authority on professional matters in German archaeology.

The group updated their internal distribution of tasks and responsibilities, improved our [webpages](#) by reorganising contents and producing and uploading three information flyers, general, students, and Registered Organisations. Representatives of CifA-D also attended Advisory Council meetings, helped to support the foundation of CifA Australia and organised meetings of CifA-associated archaeology companies.

Due to Covid-19, several events relevant to CifA-D such as the annual conference of Deutscher Archäologenverband (DArV), the EAA meeting in Budapest, and Deutscher Archäologie-Kongress (DAK) in Kiel were cancelled or turned into online events. This deprived CifA-D of opportunities to get in immediate contact with interested German archaeologists. Nevertheless, member numbers have continued to increase and, additional to continuing its close cooperation with DGUF, CifA-D succeeded in strengthening its contacts and collaboration with Dachverband Archäologischer Studierendenvvertretungen DASV (eg on [Archaeoworks/Archaeoskills](#)), with DArV (eg joint annual meeting in 2021), and with Verband für Grabungstechnik und Feldarchäologie VGFA (eg booth at their annual meeting).

The next major step for CifA-D will be finalising the constitution and gaining approval to become a legally recognised German association with an increased capacity to act within Germany and gain advantages for members and supporters as well as giving CifA a foothold in the European Union.

## London

At the end of 2019 we planned to continue our focus on professional development, for and about London archaeologists, but suffered significant disruption following a promising start with our September 2019 AGM.

The Dzhangal Archaeology project - supporting our 2019 AGM (kindly sponsored by Arup at their Offices in Fitzroy Street) we had an insight into a very different archaeology project. Louise Fowler, Post-Excavation Manager at MOLA, gave a thought provoking talk on the post-excavation assessment of a group of objects collected by photographer Gideon Mendel at the site of the 'Jungle' camp in Calais, which formed part of his Dzhangal exhibition at the Autograph ABP gallery in London in 2017. By turning their attention to the material culture of today's migration crisis, Louise's team are aiming to challenge some of the usual assumptions of developer-funded archaeology. The talk covered the genesis of the project, work so far, collaboration with TORCH KE Fellow Dr Sarah Mallet (co-curator of the LANDE exhibition at the Pitt Rivers Museum), and some of the questions that the project is raising; Is it archaeology? What are the ethics of engaging with contemporary migration? How do we determine significance and potential? How do our research strategies intersect with our work? Where does this collection belong? What next...?

Representing London archaeologists – our regular activities include representing our members by contributing to discussions and issues wherever there is a London angle. The London Group committee is always seeking the views and concerns of our members and continue to represent these through our representative at Advisory Council, Christina Reade.

CPeasyD – planning for a series of CPeasyD sessions was well under way at the beginning of 2020 with a session to be given by Don Walker, Senior Human Osteologist at MOLA, with the title *Body of Evidence: what do skeletons tell us?* booked for 17 March, just as lockdown began in the UK. CPeasyD events are designed as informal training for archaeologists, particularly those in the PCIfA grade. The format is to combine discussion and networking with half hour presentations by industry experts - for free and in a pub. Regularly attended by professionals in all the membership levels and disciplines, together with a number of non-members they also provide an opportunity to network. CPeasyD will be re-instated as soon as practical; suggestions and assistance for future sessions are welcome. These events are sponsored by a range of organisations 'in the business' in London.

We were planning for sessions in May reflecting climate change issues on buildings and buried archaeology in London and again this had to be cancelled.

2020's AGM will be an online event in September. You can find the details about vacancies and how to register via our group's [webpage](#).

## Scottish

The SGCIfA AGM was held in Edinburgh on 15 October 2019 in Edinburgh. This was held on the same day and at the same location as the main CIfA AGM, and included a CIfA-approved Continuous Professional Development (CPD) training workshop, *What's going wrong with desk-based assessments?*

Sam Fox continued in his role as Honorary Chair, Joe Somerville continuing as Honorary Secretary and Tristan Boyle as Treasurer. We welcomed Alison Douglas, H el ena Gray and Josh Gaunt as co-opted members of the committee to during the year. Kevin Paton has taken on the role of Newsletter Editor. The next AGM will be held on the 13 October 2020.

### Aims of the SGCIfA

- to promote CIfA and its services to members in Scotland
- to raise the public profile of archaeology and archaeologists in Scotland
- to advise CIfA on issues specific to Scotland
- to increase membership and we now stand at 544 members of the Scottish Group

Ongoing support from Historic Environment Scotland for coordinating skill development initiatives and training activities continued to be very valuable. Funded through the HES Archaeology Programme, this has resulted in financial support for a CIfA post (for 2.5 days a week, filled by Cara Jones) and 4 CPD training workshops. Cara also went full-time with CIfA from April 2020. Cara's work has involved supporting the delivery of CPD training courses, coordinating the development of a Modern Apprenticeship in Field Archaeology and two new college-based qualifications (a new National Progression Award and Professional Development Award). All three initiatives are designed to support new entry routes into the profession. This has involved working with the Archaeology Skills and Training Working Group (our Industry Panel), Scottish Qualifications Authority and Skills Development Scotland (SDS).

CPD courses delivered in the period included: *Embedding workplace training* which took place in October 2019 in Edinburgh, *What's going wrong with desk-based assessments?*, 15 October 2019, Edinburgh City Chambers; *The practical application of dendrochronology in Scottish archaeology, buildings and landscapes* Dalkeith Corn Exchange, 12 November 2019; *CIfA accreditation: a step-by-step guide* held on the 27 March 2020 and *Scottish group: introduction to standards and guidance* web-based workshop held on 30 July 2020. These workshops were attended by 85 members.

Forthcoming training initiatives include sessions on unconscious bias and first aid for mental health and it is anticipated that there will be greater reliance on web-based training approaches.

CIfA also supported *Re-imagining Scottish archaeology: structures, delivery and funding*, a series of workshops organised alongside ALGAO Scotland and FAME, in Inverness, Edinburgh and Glasgow (November and December 2019). The summary report of these discussions is available [here](#).

As stated in last year's report, we remain interested in widening and deepening our committee membership, in particularly looking to tie in closer with ALGAO: Scotland members and with Scottish archaeologists based out with the Central Belt.

We continue to engage with CIfA Advisory Council and Groups Forum. Members of the committee contribute to CIfA consultation responses to Scottish Government public consultations. We collate and contribute to a Scottish Group newsletter that is emailed to members on a quarterly basis. We have active CIfA Scotland Facebook and Twitter (@CIfA\_Scottish) accounts that we use to engage

with our members, promote relevant Scottish heritage news, and to cross-promote CPD training opportunities. The Facebook page has 1127 followers, and the Twitter account has 559 followers.



### **Wales/Cymru**

The Wales/Cymru AGM was held on 8 November 2019 at the Owain Glyndwr Centre in Machynlleth alongside the *Timber Buildings in Wales* day-school which had been postponed from the previous year. Presentations were given on a variety of topics and projects from dendrochronology to cruck frames and included an in-depth review of single houses to large-scale community involved projects.

Jean-Yves Robic was co-opted onto the committee and Judith Doyle was confirmed as Chair.

The Cymru/Wales Group co-hosted a workshop with ClfA Central exploring the use of desk-based assessment within the planning framework for Wales and England. This explored the implications from both the NPPF and the Historic Environment (Wales) Act 2016 and included perspectives from curators to consultants.

A membership questionnaire sent out early this year elicited a strong response from members and will be used to guide preparation of future events and meet the needs of members. Off the back of this, the group now has a social media presence on [Facebook](#) and [Twitter](#) which will be used to engage with members and promote events.

Unfortunately, due to the Covid-19 pandemic, the geophysics day-school which was planned for spring and the post-medieval pottery workshop in the autumn have had to be postponed, and we are working to host the geophysics day-school online in the future. The AGM this year will be held online on Friday 6 November 2020, at which Charina Jones and Ian Brooks will have reached the end of their terms on committee. Anyone interested the post of Treasurer or in joining the committee please contact Megan Keates at [Megan.Keates@archaeologists.net](mailto:Megan.Keates@archaeologists.net).



### **Archaeological Archives**

This past year has been an active and busy year for the group and its committee, with the continuing challenges of Covid-19. Originally scheduled for mid-March, the decision was made to postpone the group's annual day conference *How prepared are we for the digital future?* It is hoped that, as far as possible, the same day-programme will be held in Spring 2021.

Digital technologies have also been welcomed in facilitating the group's virtual meetings. With the support of the Membership Engagement Coordinator, the group successfully held its first AGM and committee meeting on Zoom (17 June 2020), and most recently, an archive-themed chatroom in one of ClfA's afternoon virtual tea breaks (10 July 2020). Committee meetings will continue to be held on Zoom for the foreseeable future, the next one of which will be in September 2020.

Over the year the committee has been involved in a range of engagement, advisory and consultation activities. These have included:

- help and advice within Cifa on RO inspections (both participating in inspections themselves and advising on inspection questions), the RO application form, and the archives specialist competence matrix
- responding to Historic England consultations
- assisting with the *Selection Strategy Toolkit for Archaeological Archives* training day
- providing ad-hoc advice to individual museums on deposition guidelines
- various group activities, such as producing the 3-year plan, and updating the group's postcard

Plans are underway for the member survey 'Resourcing of staff in archaeological archives' which will explore issues around demographics of archives teams, job specifications and role expectations (with respect to the competence matrix), management levels, and resourcing. It is planned to include supplementary questions relating to the effects of Covid-19.

For regular updates on the group's activities see our Facebook and Twitter pages:

[www.facebook.com/ArchaeologicalArchivesGroup/](http://www.facebook.com/ArchaeologicalArchivesGroup/)

[https://twitter.com/ifa\\_archives](https://twitter.com/ifa_archives)



### **Buildings Archaeology**

2019-20 has seen the Buildings Archaeology Group (BAG) build on the initiatives established in the previous year, with the series of Buildings Archaeologists in the Pub (BAP) events proving popular and spurring requests for similar events with a wider geographic focus.

It has also been a year of significant change for the Buildings Archaeology Group (BAG) committee, with the departure of Charlotte Adcock, Acting Chair, Newsletter Editor and organiser of the initial BAP series and Nigel Neil, who has served as Chairman and Secretary, and Gillian Scott, who led on Standards and Guidance. Charlotte, Nigel and Gillian have been instrumental in the rejuvenation of the group and we wish them well. Jeremy Lake has become Chair, John Mabbitt Secretary and Alison Dickens will take over as Newsletter Editor. Esther Robinson Wild will remain as Treasurer. Catherine Bell of CBA will remain as Advisor to the committee. Amir Bassir, Catherine Coutts, Lorna Goring, Bev Kerr and Tiffany Snowden have been elected to the committee. Membership of BAG now stands at almost 1000.

The committee has met four times in the last year, in July and November 2019 and March and May 2020 in addition to the AGM in May. All but the meeting in November were held online, a decision of the committee that pre-dated the Covid-19 pandemic as a more efficient and cost effective way to ensure representation across a broader geographical area and a wider spectrum of potential committee members.

As during 2018-19, advocacy on behalf of the Buildings Archaeology sector, has remained a key concern. The committee have provided interim updates to the Cifa *Buildings Standards and guidance* and are working with Cifa to develop a brief for a more extensive update and rewrite of the S&G that can be tendered. BAG also had a session and guided tour accepted for the Cifa 2020 conference in Bath and are actively considering our representation at buildings and construction history conferences and events as a way of enhancing the profile of buildings archaeology. The BAP series proved popular, and spurred requests for the programme to be extended and to provide a wider geographical coverage, but this is on hold due to Covid-19. Efforts are underway to establish



how this series could be moved online to address restrictions in place on public meetings and to widen the accessibility of this series.

The AGM was held on 20 May 2020 and followed by a presentation by Jeremy Lake on his work on historic farm buildings in England and in understanding the relationship between historic landscape character, historic farmsteads and their buildings.



### **Diggers' Forum**

It's been a busy year for Diggers' Forum (DF) as the impact of Covid-19 on the industry continues and our list of events that we wish to organise have been put on hold but will hopefully be scheduled for next year.

The beginning of this year has been consumed by the pandemic, with a flurry of guidance and advice being published to inform our members of the changes to the workplace environment. This included guidance for safe on-site working, updates from joint meetings with the Industry Working Group, guidance on the furlough scheme, a CPD guide for furloughed diggers, and links to union advice and statements.

Our ideas for the coming year were formulated during our AGM, which was held virtually this year with everyone calling in via Zoom on the 19 May.

There was a change around of the committee; Ben Saunders is now Chair, Callum Allsop Secretary, and Tudor Skinner Treasurer. There are also new ordinary members; Elspeth Iliff, Daria Adamson, and Karl Macrow. We gave a fond farewell to Cat Gibbs, Gemma Ward, and Samantha Boyle and thanked them for all their hard work over the years.

Working closely with other Special Interest Groups, we have compiled *10 things we wish diggers knew* factsheet series with contributions from the Graphics, and New Generation Groups, as well as the construction industry. These are designed to give our members a broader knowledge of the different ways of working throughout the profession.

Amongst other things, we are in the process of creating the DF business plan for the next three years (2021-2024) and discussed what this should cover, agreeing that that our focus should continue to be placed on wages, training and accreditation schemes, establishing links with other groups, and providing CPD sessions and outreach at other events. We have also been updating our constitution, especially regarding whistleblowing and the complaints procedure. Any ideas from our members for our next business plan are heartily welcome.

We are continuing to represent the interest of diggers by maintaining a presence on various committees like the Advisory Council, the RO Panel, Validation Committee and the Industry Working Group.

We have also been working on wellbeing, and training issues, looking into planning CPD events, and dealing with issues relating to working conditions/concerns raised by staff. Complaints are kept confidential, but take up a considerable amount of committee time, and we are looking for ways to advise members of how much work we do in this area, but our concerns for confidentiality must come first.

Before the cancellation of the CifA2020 conference, we were hoping to run a session on 'how to conference' for diggers, new starters, and those who have never been to a conference before, or anyone who feels a little anxious about going to one. The level of attendance at the conference by



diggers has been chronically low with many members stating that the cost of attending is too great. To try and mitigate this, we contacted RO's directly to ask them if they would be willing to fund places at the conference for their staff.

We are looking forward to improving our collaborative works with other Special Interest Groups, and unions in the coming year.



### **Equality and Diversity**

The Equality and Diversity Group has continued to be exceptionally busy across 2019-20. It has maintained good governance, with regular committee meetings (held in April , July , September , and November 2019, January and most recently in July ) including a very successful AGM in February 2020 (see details below) which elected, in a competitive selection process in which over 70 group members voted. Please see our [webpage](#) for the current committee and more information.

The Group has 359 members as of mid-August 2020, and maintains a strong 'comms' presence especially on social media, with 939 followers on Twitter as of mid-August 2020. The Group is a consistent 'first responder' on Equality and Diversity issues that relate to heritage – for example, on 'Black Lives Matter' in Spring 2020.

Key Group outcomes for 2019-20 are as follows:

[1] Across the summer of 2020, the Group has been working on its next three-year action plan (2020-23). A review of the first action plan (2016-19) identified:

- Key outcomes – good governance of the Group in line with ClfA rules and regulations (including regular committee meetings, AGMs and recruitment of Group members and committee members, and involvement in ClfA Advisory Council meetings); the appointment of expert advisor[s] to the committee (currently Linda Monckton of Historic England); participation in ClfA annual conferences and events; holding regular events (especially CPD workshops); regular social media and outreach work, including lobbying and partnership working across the sector (most notably the Cross-Sector Action Meeting and follow-on actions of July 2018, including supporting the development of the Industry Statement (released April 2019) and creation of the *10 steps to diversify your workplace* guide (April 2019)); the establishment of a mentoring network on equality and diversity issues; the provision of guidance to the profession on accessibility in hard copy and online documentation; supporting the TrowelBlazers Collective (especially their Raising Horizons programme in 2017); regular representation at Pride events with the Museums Association; and contributions to the consultation on individual Chartered Archaeologist proposals (Summer 2018).
- Work ongoing / in progress – development of Group impact measurements/comparisons (internal to ClfA and external for comparison); development of an Athena-Swan style recognition of good practice for Equality and Diversity in heritage; campaigning for reform of the ClfA Registered Organisation system; lobbying for archaeological awards in the sector on equality and diversity in heritage; proposing a standards and guidance on equality and diversity in heritage human resources; and contributing to the ClfA Working Party developing guidance and support for disabled employees.

[2] Across the Spring/Summer of 2020, the Group contributed to sector developments including:

- commenting on reforms to the Statutes of the Society of Antiquaries of London
- contributing to the review of ClfA's strategic plan
- working proactively with the CBA's new Chief Executive, Neil Redfern, on the development of online resources on Equality and Diversity in heritage
- giving a presentation to the ClfA Advisory Council on the development of a decolonising archaeology toolkit and programme of linked sector workshops on this
- contributing to the latest iteration of the 'Profiling the Profession' survey
- holding its AGM and a linked CPD day on 'inspiring equality' in partnership with ClfA and the Prospect union in London, including the first meeting of IDEAH, the new 'Inclusion, Diversity and Equality in Archaeology and Heritage' network that is being spearheaded by the Equality and Diversity Group in partnership with the sector including BAJR Respect; TrowelBlazers; British Women Archaeologists; Museum Detox; Prospect and the Mentoring Women in Heritage Network. This CPD day saw excellent attendance and made a profit.

[3] Across the Autumn / Winter of 2019 the Group:

- had an excellent presence at the Theoretical Archaeology Group annual conference, including sharing a stall with ClfA and contributions to several sessions including those on women and power and field practice
- led on cross-sector actions for diversifying heritage in the workforce, stemming from the Group's AGM of April 2019
- responded to major sectoral E&D 'flashpoints'
- Attended the ClfA Groups Forum



### **Finds**

The Finds Group is an active group that welcomes members with a broad range of interests including artefacts, environmental material and archaeological conservation – our scope is Finds in the broadest sense! We hold annual conference days and regularly contribute to the main ClfA conference – both events enable members to come together and discuss issues and research relevant to our members' interests.

In September 2019 we held our AGM at the Birmingham and Midland Institute. This was also the occasion of the 30th Anniversary of the founding of the Finds Group so it was a great occasion which included a cake! At the AGM, Marie-Claire Rackham-Mann and Alex Beeby stepped down from the committee and we were joined by three new committee members Peter Guest, Imogen Wood and Helen Wickstead. Short biographies of our committee members can be seen on [our website](#). A discussion was also held about whether to try to change the name to 'Archaeological Materials'. The consensus from the survey and of members in the room at the AGM was to keep the name as Finds Group but to add a definition and possible strap line to the group information on the webpage. Our new strapline is therefore 'Artefacts, Conservation, Ecofacts'. We hope this will reflect the broad inclusivity of the Group. We also adopted a new three-year plan.

The survey also gave us data on the demographic of the Group and the types of events and training members would like to see. A review of the results was given at the AGM and it will continue to inform our strategy going forward.

While encompassing the AGM itself, the day was also a really fascinating seminar looking at the Past, Present and Future of the Finds Group and finds work in general: a series of papers were given by a wide range of speakers reflecting on what we have learned from the past and thoughts for the future.

We have held three committee meetings this year and continue to be taking forward projects such as CifA Standards and guidance and the Finds Reporting Toolkit which has been developed out of the Reporting Standards project. Work is currently under way to finalise this Toolkit and get it set up for testing.

Members of the committee continue to be involved with other CifA committees, such as Advisory Council and the Groups Forum, as well as other bodies such as ICON (the Institute of Conservation). We are still active on Twitter with the hashtag @CifaFinds.



### **Forensic Archaeology**

Elections - FASIG intend to hold their 2020 AGM on 25 September via Zoom. There are available positions on the committee for Treasurer and Ordinary Committee member (x4).

Membership - FASIG membership level continues from c.512 (2018/2019). FASIG intends to continue to increase this number with more virtual events.

Activities - Unfortunately, due to the current pandemic FASIG has been unable to hold any events since their last AGM. The wider usage of digital platforms for meetings will allow FASIG to hold additional events in 2020/2021 and reach more attendees.

Finances - The CifA Board allowed FASIG a budget of £600 for 2019-20.



### **Graphics Archaeology**

This last year Graphic Archaeology Group has seen some new committee members with the appointment of Amy Wright as Secretary and Leanne Gerriety and Aisling Nash as Ordinary Committee members. Aisling is our group representative at the Advisory Council. Obviously, lockdown has impacted some of our activities, but despite this, we have achieved a lot over the last year.

This year, we have added several new resources to our website. Treasurer Eleanor Winter published a guide to *Getting started in archaeological illustration*. This guide provides tips for preparing a portfolio and advice on the skills and software knowledge needed to apply for archaeological illustration jobs, based on a review of job advertisements from 2018 to 2019. Eleanor has also been updating the resources page, which details industry standard software (both premium and open source) and current guidance on finds drawing, survey techniques, and photography.

Graphic Archaeology Group collaborated with the Diggers' Forum on the *10 things graphics staff wished diggers knew* series. It was great to work with another SIG, something we would like to do more often.

We are also working on a library of illustration assets such as downloadable scale bars and hachures, which will be made available through the Graphic Archaeology Group website soon. Our Facebook group has continued to grow, with a staggering 124 new members in the last year, totalling 461 members from all over the world at time of print. The page continues to be a great resource for those looking for advice, both specific and general, and regularly hosts interesting debates and discussions. We have set up the mentoring page, which has allowed those seeking advice to find more experienced members of our community. The page is open to anyone, not just ClfA members, which we hope will encourage more Graphics specialists to join the Institute.

Over the last six months, we have been able to hold committee meetings digitally with good attendance. We have started work on the creation of a Standard and guidance for archaeological graphics and survey. We will consult the wider group and ClfA membership in due course to ensure we create a standard that is fair and actionable.

Looking ahead, we will still be holding our exhibition at the ClfA conference, when it is rearranged. Thanks to all those who submitted work and to Fiona Griffin for organising the exhibition. We are aiming to offer an engaging session which can be put into your CPD as part of the agenda. We hope many of you will be able to join us.



### **Human Osteoarchaeology**

This year's committee are Sharon Clough as Chair, Ceri Falys as Secretary, Clare Randall as Treasurer and Isobel Curwen, Kirsten Dinwiddy and Louise Loe as ordinary committee members.

The group's membership at the end of this 2019/2020 review period was 137, which included 54 MCIfA/HonMCIfA, 25 ACIfA, 51 PCIfA, 5 Affiliates, and 2 students.

The group's 2019 AGM was held on 10 July 2019 at the University of Reading, during our sold-out workshop, *Puberty in the past*. During the puberty workshop, Prof Mary Lewis instructed the attendees on the theories that underpin the assessment of adolescents and puberty in skeletal remains, as well as provided hands-on training in the use of newly developed osteological methods to identify the stage of puberty.

Unfortunately, both of our planned session for the annual ClfA conference in Bath (April 2020), and workshop for the summer of 2020 was postponed due to the Covid-19 pandemic.

As Osteo SIG is a relatively new group, we were asked to edit the winter 2020 issue of *The Archaeologist* (TA109), to introduce ourselves to the rest of the ClfA membership. We are thankful to the many contributors that provided a wide range of articles that illustrate the field of Osteoarchaeology in commercial archaeology today.

Currently, we are enthusiastically compiling a list of *10 things you wish diggers knew about osteoarchaeology* for the Diggers Forum.

As a new ClfA special interest group, our focus this year has been to establish our online presence. Currently, the ClfA Human Osteoarchaeology SIG Facebook page has 601 followers, and Twitter has 262. During the past year, Osteo SIG's social media accounts have provided followers with

information regarding all aspects of osteoarchaeology, including training courses, instructional videos, as well as providing a place for discussion and promoting good practice.

Please follow us!

Facebook Page: <https://www.facebook.com/OsteoSIG>

Twitter Page: <https://twitter.com/OsteoSIG>



### **Information Management**

Due to the pandemic, events planned by IMSIG have unfortunately been postponed. We planned events at CifA 2020 Conference and CAA International 2020 (Oxford). We hope to still have input at these events once rescheduled. If the timetable allows, we would also like to host our AGM at one of these conferences this autumn. There have been some changes in the IMSIG committee. Colin Forrester, who has served his full term in office as secretary, has stepped down and Gary Duckers has now taken over this role. We are actively seeking to fill two vacancies for Ordinary Committee members. We also invite any comments from members of IMSIG on the newly proposed planning reforms so these can be relayed via our Group Rep to CifA Advisory Council. Indeed, any members wishing to express views on Information Management or any of the challenges facing archaeology for discussion or inclusion as potential Advisory Council agenda items can send these directly to [g.duckers@hotmail.co.uk](mailto:g.duckers@hotmail.co.uk). We have also set up a IMSIG twitter @CImSIG that you can message directly. Please follow us!

We hope in the future to discuss possible amendments to the Information Management competency matrix considering the newly released competency matrices for Academia and research and Local Authority/HER and development control roles. We would welcome any comments from members and these can be sent to the Group Secretary ([g.duckers@hotmail.co.uk](mailto:g.duckers@hotmail.co.uk)). We are also monitoring the impact of new file formats, such as HEIF, on information management. This will help devise good practice which can be fed into future iterations of the relevant CifA Standards and guidance.



### **International Practice**

Due to the pandemic it was decided that the International Practice (IPSIG) would hold its AGM via Zoom on 15 June. This was very successful, and the following topics were discussed and will be followed up.

- UK's departure from the EU and the impact it will have on Archaeologists and archaeological practices
- the impact of Covid on archaeology fieldwork and practices globally
- how will possible decolonisation be viewed – 'owning' our own archaeology
- tea room sessions hosted by CifA to be accessed by members where possible to engage with other groups and non-members to encourage them to join us



### **Marine Archaeology**

This year we thanked Terence Newman and Alistair Byford-Bates for their contributions to MASIG prior to stepping down as ordinary members of the committee. MASIG held their 2020 AGM in June and were happy to see some new people at the meeting who were opportunistically able to join thanks to using an online platform. Elections were held for the two vacant ordinary committee member positions and we were excited to welcome George Stewart-Phillips from Royal Haskoning DHV to the committee. Following the meeting, Jez Davies successfully applied to be co-opted into the remaining Ordinary Committee position, bringing a unique fresh perspective as an avocational archaeologist trained by the Nautical Archaeology Society (NAS).

Other than these changes, the committee remains the same as follows: Danielle Wilkinson (Chair), Stephanie Said (Secretary), Alison James (Treasurer), Paolo Croce, Hefin Maera, Phoebe Ronn, Diana Donohue (on maternity leave) and Michael Walsh (covering for Diana) as ordinary committee members. Victoria Cooper and Toby Gane remain as advisors.

Our current membership is 449 in total with the majority formed by MCIfA and PCIfA members. In the lead up to the original CIfA conference this year, MASIG created new banners for a stall and plan on producing more promotional material. Additional group aims for the 2020-2021 year include:

- further involvement in consultations and advocacy
- a MASIG stall at the 2021 CIfA conference
- generating content for social media and newsletters
- creating CPD opportunities
- providing guidance information on the MASIG website
- planning for a 2023 event celebrating the 50th anniversary of the Protection of Wrecks Act 1973



### **New Generation**

This year has been difficult for all of us, but we are moving in the right direction. At the start of this year, we were focused on finding officers to keep the committee running at our AGM. This was successful and we welcomed Jo Kirton as our new Treasurer, and the ever-helpful Colin Forrestal agreed to another year as Chair. We also welcomed Claire Corkill and Phil Pollard as ordinary committee members. This boost to numbers has helped keep the committee successfully functioning. If you want to join the committee at our next AGM and help us represent and support early-career archaeologists, please do get in touch.

The main business of the committee this year has been arranging a name change to better reflect the role of the group. After a consultation with our members and an online vote through the CIfA website (42 for, 2 against); we are pleased to say we will be changing our name to Early Careers SIG (pending Board approval). This name better reflects our role in representing and supporting all early-career archaeologists across CIfA.

While the pandemic and waiting for the name change have delayed some activity, we are pleased to



say we now have better connections with the CBA, which should bolster our attempts to draw young people into the profession. We are also far more active on social media due to Jo's efforts. Follow us on twitter on our new account: @CifA\_NG, and join our Facebook Group: CifA New Generation Special Interest Group



### **Project Management**

The ongoing crisis with Covid-19 affected the chance of getting together with any of the Project Management SIG's 587 members. Despite this, an AGM was held online in July at which four of the founding members of the group stood down and we welcomed a new Chair, Gill King, Hon Secretary Charlotte Willis and Treasurer, Alistair Barclay. This meeting also focussed on a way forward with the intention to hold workshops and meetings online, as well as further discussions on a practice paper and furthering contacts with other organisations and project management groups.

The group warmly welcomes new members and there are still places on the committee for anyone who feels they would like to be an active member of the group via co-option.



### **Voluntary and Community Archaeology**

This year the group have been significantly impacted by Covid-19, with many members furloughed. Our AGM was held remotely in May and Sarah-Jane Farr was voted onto the committee, replacing Mike Nevell who remains with us in an advisory capacity. Our wider SIG membership this year reached a total of 830 people.

At the AGM we discussed the consultation of the competence matrix for voluntary and community archaeology. Our members have been consulted and the final version of the matrix has now been sent to CifA's working group for approval. Due to the complex and varied nature of outreach positions it was a much tougher challenge than we had anticipated, and we would like to extend our thanks to anyone who commented on the matrix.

During furlough we have been holding regular virtual meetings to progress our plans, including a remote meeting with Neil Redfern, the new director of the CBA. We were excited to hear his plans for the CBA and discussed positive ways to work together. We are thrilled to be able to work with them and look forward to forging stronger links with them.

Going forward we will be working collaboratively with colleagues across the sector, CifA, and the SIG's to raise the profile of community archaeology and to promote the public benefit. To that end we have started the initial work on developing a proposal for a Standard and guidance on community and voluntary archaeology. We have been invited to help provide content for new CifA webpages and we hope to combine this with work on gathering examples of the public benefit of archaeology.