



# NAPA Notes

## Letter from the President

Welcome to the Fall 2020 edition of NAPA Notes. I hope that you and your loved ones remain safe and are doing as well as possible in the face of all that is going on at home and around the globe. With the myriad of coalescing challenges (COVID-19, police brutality, economic recession, climate change, and the upcoming U.S. elections) it feels overwhelming and scary at times. Yet, I am heartened by the fact that people are organizing, planning, and working tirelessly to bring about positive changes. For instance, my university, the University of South Florida (USF), has partnered with Feeding Tampa Bay, to host weekly mega drive-through food pantries on campus. USF volunteers are working alongside food bank staff to help alleviate food insecurity in the community. This is but one example of many community engagements that provide hope for a better future.

Even with all of the distractions, NAPA members have been active during the last six months, and I would like to highlight some of our activities during this time.

- The NAPA Governing Council (GC) approved \$2500 to support the AAA COVID-19 Emergency Grant Initiative
- A meeting was held to discuss the NAPA Strategic Planning, GC, and Business meetings which will be held in November (see details below)
- Lauren Penny was elected as NAPA President-Elect and Zelda Harrison as Member-at-Large #2 during the Spring election cycle. Congratulations to both of them, and a big thank you to all of the candidates
- Led by Cathleen Crain (incoming President) Interviews were conducted among the GC and others for Strategic Planning purposes (see below)

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David Himmelgreen, Ph.D.  
NAPA President

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- Several NAPA members including Elizabeth Briody, Niel Tashima, Cathleen Crain, and David Himmelgreen presented/facilitated in the AAA Careers Webinar Series.
- NAPA issued a brief statement in support of Black Lives Matter following the murder of George Floyd  
(<https://www.practicinganthropology.org/announcements/napas-black-lives-matter-statement/>)
- An *ad hoc* committee, chaired by Jacqueline Cortez (Sr. Editor, *NAPA Notes*), developed a detailed Black Lives Matter Statement (see below)
- Betselot Wondimu (Student Representative) has been successful in securing 15 submissions for the 2020 NAPA Student Achievement Awards
- Wendy Hathaway (Volunteer Coordinator) organized the Volunteer of the Year Award search.

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## Upcoming Events

As you know, even though the 2020 AAA Annual Meeting has been cancelled, NAPA will hold several events during the virtual *Raising Our Voices* Fall event series hosted by the AAA. The following NAPA events will take place.

- *Strategic Planning Meeting*  
Thursday, November 12, 9:00 AM-12:00 PM PST (12:00 PM-3:00 PM EST)
- *Governing Council Meeting*  
Saturday, November 14, 11:00 AM-1:00 PM PST (2:00 PM-4:00 PM EST)
- *Business Meeting*  
Saturday, November 14, 1:30-2:30 PM PST (4:30-5:30 PM EST) \*

\*NAPA members are welcome to attend the Business Meeting. Details to follow on how to join the meeting through Go-To-Meetings.

That is all for now. Please do not hesitate to contact me if you have any questions or suggestions. You can reach me at [president@practicinganthropology.org](mailto:president@practicinganthropology.org)

I look forward to seeing you at the NAPA Business Meeting on November 14<sup>th</sup>. Until then, stay safe.

Warm Regards,

David



**The National Association for the Practice of Anthropology  
Statement on Black Lives Matter  
September 2020**

**What We Believe**

Anthropologists are almost uniquely capable of and trained to understand and appreciate the complexity of the context of human views, behavior, and culture. We have used our preparation to study and address myriad societal issues that have defied other disciplines' attempts to change their course. The persistent and pervasive inequities that face Black people in the U.S and elsewhere, require that anthropologists focus their skills and energies on effecting change whether as principals and participants or as allies. It is insufficient to have a time-limited campaign; our focus must continue and be woven into the ways that we function and focus as an organization and as individuals in our work. We must not lose focus on the centrality and significance of Being Black as we propose means and methods to change the cultures that support and enable systemic racism. As professional, practicing, and applied (PPA) anthropologists, it is not enough to study systemic racist systems and actions, we must integrate the confrontation of racism into our lives and our work and hold ourselves accountable for both action and inaction.

Working to make change in the world demands that both systems and individuals change. We must ask, as individuals and as a discipline with a colonial legacy that perpetuated racism, how we benefit from systemic racism. Acknowledging that we are embedded and a part of inherently racist systems in every aspect of life, and learning ways to make change, we must challenge ourselves and others to actively work to be an ally and to help to ensure that Black Lives Matter in the world.

As an organization that serves the community of PPA anthropologists within the discipline of anthropology, NAPA must ask how we can be an instrument of change in addressing both systemic racism and the downstream effects. We must also ask how we can be allies in ways that are respectful of the centrality of Black voices, views, and values. And we must commit that our anthropological praxis will support critical cultural change.

**BLM Ad Hoc Committee**

David Himmelgreen, NAPA President  
Cathleen Crain, NAPA President-Elect  
Jacqueline Cortez, BLM Ad Hoc Committee Chair  
Zelda Harrison, NAPA Board Member

Wendy Hathaway, NAPA Volunteer Coordinator  
Betselot Wondimu, NAPA Student Representative  
Suzette Chang, NAPA Member



# Committee Updates

## Strategic Planning

NAPA has launched a strategic planning effort for the organization involving several active committee members and members of the Governing Council. Strategic planning is a process of aligning an organization's activities with its objectives to optimize its use of resources including time, money and energy. By identifying concrete goals for activities that contribute to the organization's objectives, it also provides a way of monitoring progress.

The effort began in Spring of 2020 with a visioning exercise in which NAPA leadership articulated goals for the organization and refined them through iterative steps in the following weeks.

Then, the strategic planning team members interviewed NAPA Governing Council members and committee chairs to find out what they did in their roles, to learn about the activities that committees undertake, and their vision of their work. Then they asked respondents how those activities relate to NAPA's overall purpose and goals.

Using this information, the team is now working to align leadership and committee resources and roles with activities that contribute to NAPA's strategic goals. This process may identify opportunities to consolidate duplicative efforts, to reassign activities to committees better able to manage them, to identify where committees and leadership could work better together, to identify activities that are no longer relevant or that otherwise do not make a strong contribution to the organization's objectives, and, to identify available capacity, for example, members or committees with limited portfolios that could take on more.

The strategic planning group anticipates providing revised goals and organizational structure to the Governing Council by November, 2020.

*Suzette Chang, Jacqueline Cortez, Cathleen Crain, Kerry Fosher, and Erik Kjeldgaard comprise the strategic planning team.*



Suzette  
Chang



Jacqueline  
Cortez



Cathleen  
Crain



Kerry  
Fosher



Erik  
Kjeldgaard



# Committee Updates

## Want to become involved with NAPA?

Contact NAPA Volunteer Coordinator Wendy Hathaway ([Wendy.Hathaway@gmail.com](mailto:Wendy.Hathaway@gmail.com)). Describe your interests and which committee you are interested in joining.

## Studying the future of Applied Anthropology

The current pandemic continues to have a profound effect upon universities, students, recent graduates, and those working as practitioners. For the past few years the Membership Committee has been considering the state of training people in applying anthropology.

This fall the Committee will be contacting anthropology departments identifying themselves as being applied programs and/or training students in applied anthropology to ask how they understand applying anthropology, and how they are training people for careers as practitioners.

Administering a survey, including talking with faculty and department chairs during the pandemic will not be easy. We are cognizant of the high stress students and faculty are experiencing. Having to negotiate whether to teach courses online, in-person, or in a flex model all the while facing administrative pressure to reduce costs is not easy. We understand the challenges everyone is facing right now—we have experienced the consequences of all of this firsthand ourselves—but feel this research is all the more important as higher education, faculty, students, practicing anthropologists, and the sectors employing anthropologists (whether they know they need one or not) are facing an uncertain future. At stake is how we collectively prepare for and enter into that future, and the required resources needed by practitioners and those who train them are yet to be envisioned.

We have generated a list of institutions to survey based on their affiliations with professional organizations as well as those who self-identify as applied anthropology programs on their websites, or faculty who identify as applied anthropologists. You are welcome to contact the team leader for more information: Fritz Lampe at [fredrerick.lampe@nau.edu](mailto:fredrerick.lampe@nau.edu)



# Breaking Down Silos in Anthropology

## New Collaboration Models to Improve Integration between Academia and Practice

How can we strengthen anthropology, particularly in these fraught times? One approach is to try to break down silos or barriers that exist between academics and practitioners. This was the topic of a Presidential Session at the 2019 AAA/CASCA meeting. The session is now available via streaming video as an archive page on the NAPA website at <https://www.practicinganthropology.org/annual-meeting/breaking-down-silos/>.

Take a moment to review the information on the page, which includes presentation abstracts and videos based on PowerPoint presentations. At the bottom of the page is a discussion forum. Session participants hope this resource will help stimulate a dialogue with concrete ideas and strategies for breaking down the silos that have long existed in our discipline.

The issues, laid out in the session abstract, are multi-faceted:

- Anthropological employment reinforces the silos between academia and practice, resulting in high social distance and differentiated beliefs about social status
- Many practicing/professional anthropologists and those in the liminal space between the two silos feel disconnected from academic anthropologists and from the AAA, leading to AAA membership loss
- Anthropology does not benefit routinely and sufficiently from a collective vision to collaborate across silos by integrating academia and practice and the work done in those spheres
- Anthropology's impact on people, communities, and organizations is far less than it could be.

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# Breaking Down Silos in Anthropology

## New Collaboration Models to Improve Integration between Academia and Practice

This session builds on and extends AAA efforts by targeting “anthropological integration.” It also raises several questions: What do we, as NAPA and the AAA, desire for our collective future? What are our goals? How will we adopt, adapt, and create new models to develop as a collaborative discipline, using both theory and practice and reaching out to “the other”? How do we scale up collaboration within the discipline to be more engaged with each other and the world around us? We encourage you to participate in the dialogue because “We are AAA” and this is our problem to solve.

Terry Redding

Registration is **OPEN** for the virtual 2020 AAA Conference



*Mark your calendars for  
November 5th - 14th*

*Events will be On-Demand  
and Live-Streamed*

*Click here for more  
information*



## Niel Tashima and Cathleen Crain Awarded the 2020-2021 Solon T. Kimball Award



The American Anthropological Association (AAA) awarded Cathleen Crain and Niel Tashima the 2020-2021 Solon T. Kimball Award for Public and Applied Anthropology which honors exemplary anthropologists impacting public policy. Their nomination for the award falls into the category of “disciplinary path-breakers who shape and strengthen the discipline of anthropology.”

Tashima and Crain manage LTG Associates, Inc., the oldest anthropologically based consulting firm in North America. For more than three decades they have worked to affect the appropriateness of, access to, and quality of health and human services particularly for people with limited access due to any life, economic, or bias barrier. Examples of their work include: the Community Identification (CID) method adopted by the CDC and now part of DEBI (Diffusion of Evidenced Based Interventions); development of tools that informed federal geriatric services policy; evaluation of a WHO global HIV treatment program; and, design and delivery of evaluation training and technical assistance across the US Trust Territories, Freely Associated States, and with the Native Hawaiian Health Care Systems.

A commitment they share is to recognize and advance the next generation of professional anthropologists through student research assistantships, guest lectures, and video appearances to share their work and creative opportunities for anthropologists in the world. Tashima played a key role in the ongoing development of ethical guidelines for professional anthropologists and Crain co-founding the NAPA Mentor program in 1990, the oldest of its kind in the AAA, and continues today. Crain and Tashima continue to mentor new professionals and actively serve the discipline through their involvement in the AAA, the National Association for the Practice of Anthropology (NAPA), the Society for Applied Anthropology, and the Washington Association of Professional Anthropologists; Crain will become the NAPA president in November 2020 more than two decades after Tashima served NAPA in that role.



## Volunteer of the Year 2020

### Vanessa Terry



#### *How did you get your start in anthropology?*

As an undergrad I had no idea what anthropology was. Then I took an “Intro to Anthro” class and was instantly fascinated by it. So I started taking as many anthro classes as possible that would fit into my work-life balance.

#### *Where did you go to school?*

I did my undergrad at Concordia University in Irvine, California (CUI), and am currently enrolled as an anthropology student at the University of North Texas, in the final year of my Master’s.

#### *Who do you currently work for and how has anthropology informed your job?*

I work for “Human Good,” which is an organization that really appreciates an anthropologist lens. I’ve been able to apply aspects from my thesis project to my job on a daily basis: It is about employer engagement. The main question for me is always: How can I make someone’s work more a pursuit than a requirement?

#### *Were there particular authors, scientists, or simply people who inspired and influenced your research?*

Yes, these were Dr. Susan Squires, Dr. Christina Wasson, and Professor Tanya Silva. I liked Dr. Squires’ and Dr. Wasson’s approach of blending business and anthropology. Professor Silva was a philosophy professor of mine who was very critical and always looked at a problem from many different angles.

#### *What advice would you give to a student starting their career in anthropology?*

I would encourage any budding anthropologist to look for ways to showcase their approach to their employer. Doing this allows the employer insight into the added value of having an anthropologist in their organization.

#### *Given that you work in an area concerned with the well-being of employees and work-life-balance, how do you evaluate the COVID-19 pandemic’s effects on practices within the working world? Are people working as effectively - or even better?*

I think the pandemic definitely had lasting impacts on practices at work that had been normalized before. Employers are getting more creative with how they engage employees on digital platforms and the idea of the ‘workplace’ is undergoing a renovation at the moment.



# When the Stars Align

If you're a newly minted graduate or a transitioning professional seeking work during a pandemic, I empathize with you. I returned to school in 2018, after time in the workforce, to fill in some knowledge gaps with courses in Computer Networking Technology and Cybersecurity. As I prepared for the Cloud Computing Security Knowledge exam, I'd visit my library to study the material. The news of COVID-19 was swirling around and by mid-March, I found myself with a third-grader remote learning and my prepping stopped.

It became clear my plans were being sidelined by the pandemic, so I refocused. My professor told me about Women in Cybersecurity (WiCyS). Though I had planned to attend the annual conference in Denver, it went online. That didn't stop my networking and taking advantage of the resources on cybersecurity. I applied for positions in between webinars and cybersecurity meetings. Then, with some difficulty, I narrowed my niche in cybersecurity. After leaning on my anthropology background and expertise I landed an internship with a mobile security company. Asking myself, "Why do threat actors do what they do?" brought me to the discovery of Threat Intelligence Analysts job descriptions and there it was glaring up at me.

My love of anthropology and passion for cybersecurity were finally united. Lean on what you know and what you're passionate about it and it may lead you to a serendipitous situation. Find your passion. Research your passion. Apply for the job, no matter how qualified you are or you aren't. Give your heart and soul the opportunity it deserves to find the thing that you're good at. Somehow the stars aligned and I became the Associate Program Manager for [RevolutionCyber](#). That may not happen for you, but if it does, it's glorious!

Teresa Gehrke



# Meet Your New Editors



## **Jacqueline Cortez**

Jacqueline graduated from the University of North Texas with dual masters in Anthropology and Public Health. A California native, she is committed to issues related to the built environment, food systems, health policy, (im)migrant health, health-seeking behavior, and their relation to chronic disease management

## **Vanessa Terry**

Vanessa is in her third year of the online MS in Applied Anthropology program at the University of North Texas. The California native has interests in both business and environmental applications as they offer the potential to create work settings that move from the concept of work as a requirement to a pursuit.



## **Ashley Meredith**

Ashley joins us at NAPA Notes from the Federated States of Micronesia as the country's National Cultural Anthropologist. She serves as the Executive Director of Ethnographic Mile, a non-profit ethnography organization that enhances planning and community-based projects. She specializes in heritage conservation and anthropological research.





# Meet Your New Editors

## **Jennifer Van Tiem**

Jen Van Tiem graduated from Teachers College, Columbia University in 2014 with a doctorate in applied anthropology. Jen's primary interest is in issues related to mental health and mental health services research; she has worked as a qualitative analyst in the Ethnographic Methods and Implementation Core at the Iowa City VA Healthcare System since January 2017.



## **Marcella Zulla**

Marcella is a 3rd year Ph.D. student of Applied Anthropology at USF in Tampa, Florida. Her academic advisor is Dr. Antoinette T. Jackson and her research is about cross-cultural notions of race and ethnicity and their implications. In the past, she has worked as a docent in the Documentation Center for National Socialism and as a civilian for law enforcement (both in Cologne, Germany).

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