



The  
Heritage  
Alliance



## HERITAGE ALLIANCE – BRITISH COUNCIL TRAVEL GRANT REPORT FROM CifA

Organisation: Chartered Institute for Archaeologists

Name: Peter Hinton

Job title: Chief Executive

Country travelled to: Switzerland

Specific region or cities travelled to: Bern

Organisation(s) visited:

- European Association of Archaeologists (EAA)
- Deutsche Gesellschaft für Ur- und Frühgeschichte (DGUF)
- Institute of Archaeologists of Ireland (IAI)
- CifA Deutschland
- Coalition for Archaeological Synthesis
- The Heritage Education Network (THEN)

Dates of visit: 3-7 September 2019

1. The visit was planned to allow CifA to have liaison meetings with EAA, DGUF and IAI under the terms of the three Memoranda of Understanding we have with these overseas partners. At these meetings I hoped to develop our broad statements of solidarity and commitments to resource sharing into practical programmes of collaboration, including
  - developing the CifA Registered Organisations scheme (professional practice registration) to be more applicable in Germany, where there is demand

- active promotion of the values and public benefits of professionalism (principally a UK invention) to European and other colleagues
  - boosting the understanding and membership of ClfA Deutschland, our German group, which has been developed at the request of German colleagues led by DGUF (a learned society)
  - reviewing how to ensure maximum collaboration across the UK/EU border post-Brexit (via a session at the EAA Annual conference which is running simultaneously), and gathering qualitative data about transnational working that could inform government migration policy
  - promotion of the MoU with the US-based Register of Professional Archaeologists
  - promotion of Chartered Archaeologist
2. I did not promote Chartered Archaeologist as the proposal is currently being reconsidered, but I was able to undertake general promotion of ClfA, of professionalism and a public-focused, research-driven approach to archaeology, as well as achieving all the other objectives listed above. In addition, I was introduced to The Heritage Education Network (THEN), an alliance for those who use, manage, teach, or create information about past or present peoples and cultures: I will put UK archaeologists involved in public archaeology in touch with this organisation (as that seems to be the principal though not exclusive focus of THEN's activities). It was also useful to reconnect with the Coalition for Archaeological Synthesis, to hear early thoughts on how the results of many small archaeological projects might be brought together to provide a grand narrative on the history of migration – there being an obvious contemporary need for a better public understanding of human mobility and the benefits it can bring.
  3. The occasion to meet so many of our peers was provided by the annual conference of the European Association of Archaeologists (EAA), celebrating its 25th anniversary. While there might be much to be learnt from attending the scientific programme of lectures, it is the opportunity provided for semi-structured networking that is the real value of these events. The meetings were either with single organisations, which went extremely well and allowed for genuine dialogue, or with multiple organisations. Those larger events, when they contained formal presentations, allowed for some learning and explanation; when they were round tables there was a tendency to posturing and organisational self-promotion rather than collegiate seeking of ways to improve our discipline and the public we serve.

Another challenge was Brexit. While ClfA is an international organisation – but based in the UK with over 90% UK membership – it was frequently asked what is happening how it will end. Our answers were unsatisfactory, but were met with universal concern and humbling expressions of solidarity. In a meeting organised by ClfA and ClfA Deutschland we discussed how to promote greater collaboration between EU, non-EU and ex-EU archaeologists. While the conclusion was that many of the barriers to transnational working are in people's heads, everyone was pleased to learn that successful lobbying by ClfA and the Alliance, supported by evidence from Alliance member FAME (Federation of Archaeological Managers and Employers) has led to a recommendation by the Migration Advisory Committee that archaeologists are placed on the shortage occupation list.

4. We learned from our meetings that ClfA is increasingly well-known in continental Europe and the USA – indeed it is often UK archaeologists that surprise us with their unfamiliarity with our role – and is held in high regard. Nevertheless, in Germany ClfA Deutschland is still perceived as a UK organisation (and we have understood some reasons for this); but it is also perceived as a Bavarian-focused organisation too, which is harder to address. Simply by increasing our exposure to colleagues in other countries helps increase the cultural sensitivity that is essential to successful overseas working, and lessons are learnt incrementally and often subliminally. We also found that things we thought we knew, we didn't. For example, the business mindsets of

the UK and Germany appear very similar, but in practice they aren't; in the Netherlands again approaches look similar to ours, and here they are. These issues underline why ClfA was right to employ a German national, based in Germany, to administer ClfA Deutschland.

5. Our top tips for other heritage professionals working internationally, based on the learning gained during your visit, are
  - Set up one-to-one meetings in advance; serendipity can produce great results, but it's not a good basis for a plan
  - Listen carefully to English words: they may not mean what you think
  - In some cultures, meeting times are advisory and previously agreed agendas irrelevant: don't get frustrated, because this is a learning experience on how to engage with your colleagues in unfamiliar ways
  - Follow up meetings with an email or a note summarising what was agreed: some people and cultures remember what they've promised and deliver, some just remember, and some forget
  - For an overseas venture, in-country partners or supporters are vital: arriving by invitation is much easier
  - If you're serious about an overseas presence, employ an in-country national
  - Promoting UK values of democracy, respect, rules-based systems, transparency and honesty can feel a little odd at present, but personal and organisational integrity seems to be recognised and respected
  
6. Following our meetings, we will continue to invest in developing ClfA Deutschland. Our current priorities are ensuring that the Registered Organisations scheme is readily understood by German archaeological companies: not altering the accreditation process, but working on the vocabulary (both English and German) to make the logic more transparent. We need to accredit more individual German archaeologists to build critical mass and to develop a culture that feels more German. It would help German colleagues to see us as less British if we set up another branch in another country, preferably nearby – the fledgling ClfA Australia only partly fits that bill, but remains an exciting opportunity.

Following a meeting with the Institute of Archaeologists of Ireland, we are now exploring if a ClfA representative could attend a future IAI Board meeting in Dublin to renew and possibly deepen our Memorandum of Understanding.

Our partnership with the EAA needs little reinforcement as it is strong and based on mutual respect. We have agreed to help promote each other's events and initiatives free of charge, but neither party exploits this to the full: we must remember to provide the information to disseminate.

We also need to make explicit in our new strategic plan that ClfA is an organisation without national boundaries: it exists in some form wherever ClfA professionals work, as regardless of national laws they are bound ultimately by our Code of conduct. And we must do all that without neglecting the pressing needs of our 90%+ of UK members.

7. Our visit to Bern has cemented and developed several partnerships to mutual advantage, and has identified new opportunities for us to promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society.

8. Personally, it has increased my cultural awareness of different archaeological, political and business viewpoints and practices, better equipping me to promote ClfA values and support archaeological colleagues globally.
9. Further travels will be undertaken in the next twelve months to build on the work achieved in Bern

### **Images**

Image 1 20190905 123608: Kate Geary and Pete Hinton of ClfA meet with EAA President Felipe Criado-Boado. (Image: ClfA)

Image 2 20190906 104808 1: Chelsea Ryan (IAI) and Peter Hinton (ClfA) at the ClfA centre of operations. (Image: ClfA)

Image 3 DGUF ClfA liaison: Meeting between DGUF and ClfA (L-R): Michaela Schauer (ClfA Deutschland), Peter Hinton (ClfA), Diane Scherzler (DGUF) Frank Siegmund (DGUF), Gerry Wait (ClfA), Kate Geary (ClfA). (Image: Paul Belford)

Image 4 20190904 161016: 1 Rooftops of Bern. (Image: Peter Hinton)