

Equality and Diversity Statement

Antiquity's mission is to publish high-quality research that reflects the full diversity of both the global archaeological community and the archaeological past. To do so, it is essential that we identify and strive to remove the barriers that discourage and prevent participation, and to encourage and support research that acknowledges and addresses the systemic inequalities within the discipline and society more widely.

Antiquity condemns all forms of discrimination, whether based on race, sex/gender, sexuality, nationality, age or any other criteria. Recent movements such as Black Lives Matter and #MeToo have highlighted inequities running through all aspects of society, including academia and publishing. As a leading journal of archaeology, we must actively reflect on the origins and history of the discipline, including its role in facilitating colonialism and racism, and must work to dismantle the structural legacies that continue to oppress or marginalise groups and individuals today. We must therefore actively promote equality of opportunity for scholars of all backgrounds to engage with the journal and encourage all contributors to reflect on how to make archaeological research more self-reflexive and inclusive. Through promotion of a more critical stance and a more diverse range of authors, we will be able to provide our readers with a more fully representative picture of archaeological research that challenges disciplinary and societal discrimination and that advances a more equitable future.

We therefore commit to the following actions:

- To adopt the Joint Statement of Principles from the Coalition for Diversity and Inclusion in Scholarly Communications which can be found here: <https://c4disc.org/principles/>
- To review and ensure that editorial board appointments reflect our global remit.
- To ensure all editorial staff undertake equality and diversity training, including unconscious bias training.
- To encourage and facilitate submissions from around the world through participation in conferences that focus on underrepresented regions or subjects to bring a more globally representative range of content to our readers.
- To facilitate writing workshops to demystify and explain the publication process and to encourage submissions from a more diverse range of scholars.
- To work in partnership with external organisations and societies to support submissions from scholars from underrepresented groups.
- To encourage our authors to reflect on the historical and contemporary context of their research (e.g. in relation to Indigenous communities, authorship and citation practices).
- To provide additional support for scholars from the Global South to help overcome barriers to participation.
- To ensure that invited peer reviewers are more representative of the wider archaeological community and to use double-blind peer review to ensure fair and equitable research evaluation.

- To ensure that our authors and reviewers use respectful and appropriate language and to challenge any outdated assumptions, ideas and unconscious bias expressed.
- To work in partnership with international publishers to ensure that books on underrepresented regions and by authors from underrepresented groups are featured more prominently in our book reviews section.
- To promote the research of underrepresented authors through our press strategy and wider social media activity.
- To provide guidance on determining and attributing authorship and acknowledgment - honestly, fairly and equitably