



Three Year Plan 2021-2024

INSTITUTE OF ARCHAEOLOGISTS OF IRELAND 63 Merrion Square,
Dublin 2.

Introduction

This strategic plan for the period 2021–2024 has been produced by the Institute of Archaeologists of Ireland (IAI) at a time of upheaval in our members' personal and professional lives on near daily basis. The three-year plan draws upon the three overarching strands of Communication, Professionalism and Sustainability as articulated to the Board through the independently facilitated workshop at the IAI Conference 2019¹.

The future of our profession and this Institute needs to be inclusive to all of the varying disciplines within our profession and it is vitally important that any future plan should be inclusive to individuals at all levels within those disciplines, regardless of age, gender or ethnicity. The Board strives to achieve gender balance in its organisational structure and activities.

If deemed necessary, the Board, through its membership, will adapt this plan to the needs of our dynamic, economic, political and professional landscape, as the representative organisation for all archaeologists on the island of Ireland. The plan focuses on deliverable outcomes that the Institute will strive to achieve in the prescribed period. The plan is the foundation for the future of our Institute and plots a clear and realistic path for the archaeological profession that is sustainable and inclusive to all.

¹ <https://www.iai.ie/wp-content/uploads/2019/10/Institute-of-Archaeologists-Final-Report-1.pdf>

Communication

Public

Action 1: Increase public outreach through annual events at a national or organisational level that are in keeping with the Institute's Mission Statement (e.g. Heritage Week, Science Week, etc.).

Action 2: Develop a communication strategy to articulate the role of archaeology within the wider economy and its significance in terms of training professional and disparate groups through models of partnership.

Action 3: Develop a robust protocol for responding to matters of an archaeological/heritage nature in the media.

Statutory Bodies & Institutions

Action 4: Register the Institute as a nominating body for Seanad Éireann.

Action 5: Lobby Elected Representatives directly and through Lobbying.ie regarding issues relevant to the archaeological profession.

Action 6: Lobby the European Commission for the establishment of a European Heritage Agency.

Action 7: Maintain annual meetings with representatives of statutory, regulatory, policy, educational and other professional organisations (e.g. NMI, NMS, Discovery Programme, Heritage Council, HED, EAA, NUI, QUB and ClfA)

Membership

Action 8: Continue to host an annual conference and to update members through the IAI newsletter, email updates and social media platforms.

Action 9: Form an Honorary Oversight Committee to assess the membership's candidacy of potential Honorary Members and report the results of their deliberations at the annual AGM, before bestowing Honorary Membership.

Action 10: Explore the potential for an Irish Language Officer.

Professionalism

Guidelines & Code of Conduct

Action 11: Lobby relevant organisations to further the production of professional standards and guidelines.

Action 12: Provide all Board members with training regarding corporate governance and the responsibilities of their roles within the Institute.

Student & Early Career Archaeologists

Action 13: Maintain and review the provision of relevant training applicable to the needs of student/early career/graduate archaeologists.

Action 14: Maintain the IAI sponsorship fund for student events that are compatible with the Mission Statement of the Institute.

Action 15: Provide annual workshops/webinars on the role of the Institute and the reality of working in archaeology to student archaeologists within each University/Institute.

Action 16: Maintain a relationship with the AYIA and continue to invite a non-voting Student Representative to attend board meetings.

Continuing Professional Development

Action 17: Maintain and develop the use of Cisco WebEx as our online training facility.

Action 18: Invest in audio-visual services/equipment for CPD training events, and film (with relevant consent) trainers and invited speakers at conferences, CPD events, etc.

Action 19: Initiate a pilot programme, whereby employers who provide relevant learning-outcome-based training will be recognised as a training provider through the issuing of an annual IAI Employee Training Provider Certificate.

Sustainability

Well-Being & Resilience

Action 20: Continue to support the monitoring of mental health among archaeologists and act on the recommendations of the UCD-led mental health study of 2020.

Action 21: Support efforts to establish a base rate of pay in the commercial archaeology sector.

Action 22: Examine the feasibility of establishing a non-employer linked pension scheme for archaeologists in sectors of the profession which currently do not enjoy one.

Long-term Goals

Action 23: Explore the creation of an environmental sustainability policy for the Institute.

Action 24: Monitor the Plan at Board meetings and communicate the progress of the Plan through the Chair's Address at the AGM.

Action 25: Endeavour to maintain a balanced Board inclusive of all sectors of the profession, all genders and backgrounds, along with a diversity of speakers at IAI-sanctioned events.

Adapting to Change

Action 26: Continue to promote membership among Northern Irish archaeologists.

Action 27: Develop GDPR policy and curate GDPR compliant archives.

Action 28: Create and maintain an IAI digital archive.

Action 29: Support career progression across all sectors of the archaeological profession.