



Year in Review

A year has passed since the Marc Sanders Foundation began generously supporting Minorities and Philosophy (MAP). In the past year, MAP has:

- Expanded to **36 chapters** in the US, Canada, UK, and Australia. We're now also starting talks to start a New Zealand regional network. Several of our US chapters are led by enthusiastic undergraduates at departments that lack a graduate program.
- Presented at three **summer programs for undergraduates** from underrepresented groups. These reached over 70 students total. Two MAP organizers will also be presenting on behalf of MAP at the Pacific American Philosophical Association meeting in March 2015.
- Expanded our **online presence** to include a Facebook page and a blog where people send in conference postings, prizes and awards, calls for papers, and job postings related to MAP goals. These are intended to help keep MAP an active resource for philosophers.
- Initiated a number of ongoing **inter-chapter joint projects** led by MAP chapter representatives. One of these is compiling a list of 'TA Best Practices' that graduate students can use for creating inclusive classrooms.

Here's a glance at what some of our chapters have been up to this fall semester:

- **Binghamton:** Made one of their regular Professional Development Workshops about issues that students from underrepresented groups face on the job market.
- **CUNY:** Hosted two talks: an info panel on the grad school application process (for CUNY undergraduates) and a talk on retaining marginalized students in philosophy courses (for philosophy teachers).
- **King's College London:** Hosted discussion where students shared their feedback on how the department could better accommodate students from underrepresented groups.
- **Princeton:** Met with undergraduate administrators to do outreach to undergrads who are deciding their majors.
- **Yale:** Participated in a program to help undergraduates from underrepresented groups with grad school applications.

Some projects coming up with the support of MAP/MSF funds are:

- **UAlbany Symposium on Implicit Judgment.** The student body at UAlbany is very diverse, with a large proportion of black (14.5%), Latino (12.4%) and Asian (7.1%) students, as well as a high proportion of first-generation students. The UAlbany MAP, which meets monthly, consists of 22 undergraduates, 5 graduates, a faculty advisor, and three faculty mentors. With the symposium,

UAlbany aims to encourage students from underrepresented groups to engage with philosophy and to “contribute to the philosophical study of the scientific and normative implications of implicit judgment by bringing together researchers in philosophy and psychology.”

- **California regional MAP collaboration.** This meeting will bring together the MAP chapters at UCR, UC Irvine, UCLA, USC, and UC Santa Barbara. Each chapter will host events and reading groups centered on the topic of ‘Philosophy and Pedagogy’. The meeting will be a series of round table discussions and workshops centered on questions arising from the discussions taking place at the individual chapters throughout the year. This event will serve as an opportunity for graduate networking and scholarly exploration between several MAP chapters.

The rest of this document will outline our activities in greater detail. You’ll find:

1. Our end-of-the-(academic)-year report
2. A list of MAP chapters’ events from 2013-2014
3. A list of current chapters
4. A PDF of the MAP poster sent to our current chapters

As we hope is clear from these documents, MAP has enjoyed a busy and successful first year. These efforts would not have been successful without the support of the MSF. On behalf of our chapters, we thank you for your invaluable support.



Photos from Georgetown University’s inaugural MAP event this semester, a viewing of the film “Fruitvale Station” and discussion of its philosophical implications.



End of the (academic) year report (issued summer 2014)

In its first year, MAP welcomed 29 chapters across the US, Canada, Australia, and the UK. In this report, we describe some of the year's activities, impact, and difficulties. We hope to consolidate the broad range of lessons learned across our chapters, noting trends and making suggestions where relevant. We welcome questions and comments at mapforthe-gap@gmail.com.

Our organizational structure is the following: each MAP chapter is led by one or two chapter representatives who report regularly to MAP Organizers. At the end of the year, representatives complete a feedback survey and meet for a series of online meetings to share notes, reflect on the past year, and plan for the next. Much of the content of this report is from these conversations. The Board of Academic Advisers periodically gives feedback on MAP planning and activities, and MAP has been generously supported throughout the year by funding from the Marc Sanders Foundation.

Trends and Impact

Many chapter representatives reported that the presence of a MAP chapter seemed to have a positive impact on departmental culture, especially among the graduate student community. Most representatives noted that conversations about underrepresentation in philosophy were happening more frequently and “spontaneously” in informal contexts. Representatives also reported that MAP events “[brought] allies out of the woodwork”, and so contributed to a sense of departmental support for MAP-related goals.

Based on discussion with representatives and other chapter members, it seems to us that simply *establishing* an active MAP chapter within a department can increase awareness of these issues and facilitate opportunities for conversation, which in turn may contribute to an improved departmental climate.

Below are selected quotations from the feedback surveys which speak to this. Many similar points were made during our end-of-year meeting.

“Conversations on MAP-related issues were happening more frequently, fluidly. I believe a genuine culture of curiosity and concern about issues related to women and minorities in our field is being fostered here at [school], and safe spaces for open and respectful dialogue on these issues are increasing.”

“Since the creation of the MAP chapter climate issues became more visible in the department. Both faculty and students seem to be more aware of the issues faced by women and minorities.”

“I’ve had numerous people come to me independently and say they feel that the regular MAPs meetings are themselves a way of improving the atmosphere in our department.”

Almost every MAP chapter has singled out undergraduate outreach (in particular, connecting undergraduate students to the professional community) as a top priority. This year, a handful of chapters hosted events aimed at creating connections between undergraduate students, graduate students, and faculty (e.g., weekly departmental coffee breaks), often with the hope that these events would become regular aspects of departmental culture. We expect this trend to continue in the coming year.

We have also noticed an increase in undergraduate participation more generally: we currently have two chapters comprised entirely of undergraduate members, and several chapters with both undergraduate and graduate representatives. MAP Organizers spoke at two undergraduate summer programs this summer (PIKSI and UCSD's summer school), and undergraduates in the audiences in both talks expressed enthusiasm about creating MAP chapters at their own universities. As MAP grows, we expect an increase in undergraduate chapters at universities without graduate programs.

Although many chapters began as reading groups, most have taken on larger projects as the year has progressed. Given the autonomy of MAP chapters, each can respond directly to the needs of its own department. This autonomy allows chapters to function as a dedicated "work force" for internal projects and initiatives that might otherwise fall through the cracks. For example, MAP Chapters have been involved in

- (i) initiatives to diversify departmental colloquia
- (ii) creating climate surveys for internal use
- (iii) gathering data about undergraduate participation
- (iv) setting up bystander / ally / harassment trainings for graduate students and faculty.

A full list of the year's events can be found at <http://bit.ly/1AciZbL>. Some notable activities include: organizing anonymous grading among teaching assistants; creating a fellowship prize for graduate students from underrepresented groups; and integrating MAP topics into an intro moral philosophy class.

Problems

We also found that our chapters reported some recurrent problems. Here are three of the most common, along with some proposed solutions.

1. Preaching To The Choir. Several groups reported that MAP events would attract only those people with a prior interest in MAP-esque causes. Chapters circumvented this by involving MAP activities in the normal run of departmental life. For instance, some of our biggest successes were through MAP chapters helping to organize departmental colloquia or summer school activities. In general, MAP can integrate itself into the pre-existing apparatus of the department, and those who typically organized departmental events are usually happy for the help.

2. Low Faculty Involvement. Some chapters report that there has not been enough faculty interest to carry out certain projects. The worry we heard was not so much about hostility to MAP as much as disinterest. The experience of our chapters suggests that an effective model is to have a particular faculty member who is something like the "MAP Representative". This

is an enthusiastic and helpful member of staff who is willing to represent the interests of MAP in faculty-only contexts. Students, try and identify and approach such a person at your school. Faculty, if you feel this could be you, we encourage you to approach your local chapter!

3. Derailing and Rationalization. Some chapters reported that conversations on problematic behaviors would often be derailed by unconstructive comments (e.g., constructing thought experiments in which the behavior could be permissible in a distant possible world). Extended discussion would follow, which was often perceived as disrespectful and derailing by other members of the chapter. Chapters that encountered this issue reported little success in curtailing such discussion. If you have any tips about ways to tactfully move conversations on without indulging in philosophical flights of fancy, we encourage you to post them on our new [Facebook page](#). That way the rest of the community can benefit from your wisdom!

Upcoming projects

The following are projects that a number of chapters plan to pursue in the next year:

- *Climate surveys*: Chapters hope to collaborate on creating climate survey(s), potentially creating a single core that can then be personalized to different departments for internal use.
- *Data gathering*: Several departments want surveys to collect departmental data (e.g., demographics of undergraduate classes or majors). Several chapters are collaborating to create a semi-standardized survey that departments can then take and customize.
- *Mental health projects*: Several chapters expressed interest in starting joint projects related to mental health in academia. Further details are forthcoming.
- *TA Best Practices*: After receiving requests from some chapters, MAP plans to collect members' suggestions for how to best promote an inclusive and constructive classroom environment as a TA.

We encourage anybody who would like to get involved, or who has any other projects to suggest, to email us at mapforthe-gap@gmail.com.

Some thanks: We have many people to thank for helping make MAP's first year a success. Michael Smith with the Princeton philosophy department and Charles Beitz with the Princeton University Center for Human Values were crucial in getting the organization first started. Our board of faculty advisors (Sarah-Jane Leslie, Tamar Gendler, and Kwame Anthony Appiah) and Mark Johnston offered much guidance throughout the year. We also thank Carole Lee (who suggested the distance mentorship program), Aidan Kestigian (for organizing summer school activities), and Quayshawn Spencer, Sara Protasi, Julia Jorati, Morgan Thompson, Lionel McPherson, Robin Zheng, Sukaina Hirji, Daniel Wodak, and Michaela McSweeney for conversations both constructive and critical. And finally, we heartily thank the Marc Sanders Foundation, whose generous support continues to make MAP possible.

Thanks to all who showed their interest and support in MAP this year. We hope to keep working together to accomplish even more in our second year.

Current chapters (in order of date formed)

1. Yale
2. Princeton
3. Michigan
4. USC
5. Harvard
6. Boston University
7. Carnegie Mellon
8. Pittsburgh
9. Binghamton
10. Florida State
11. Rutgers
12. Stanford
13. Cornell
14. UPenn
15. University of Toronto (St. George & Mississauga)
16. UC Riverside
17. Columbia
18. Duquesne
19. CUNY
20. University of Arizona
21. University of Sydney
22. University of California Santa Barbara
23. University of Kansas
24. Clemson
25. SUNY Albany
26. UC Berkeley
27. UCLA
28. UC Davis
29. Kings College London
30. Georgetown
31. UMass Dartmouth
32. UC Irvine
33. Arizona State University
34. University of South Florida
35. University of Washington
36. University of Glasgow

Events/activities from 2013-2014

Organized by type of event, with hosting university in brackets. More complete lists are organized by chapter [here](#).

SPEAKERS

- **Rachel McKinney** (CUNY): "Extracted Speech and Subordination" [UCR]
- **Sally Haslanger** (MIT): implicit bias, stereotype threat, and micro-aggression in philosophy settings [Harvard]
- **Nancy Bauer** (Tufts) on climate in academic philosophy [Harvard]
- **Sheila Heen** (HLS): how to receive and make use of feedback from advisors [Harvard]
- **Chike Jeffers** (Dalhousie): "The Ethics and Politics of Cultural Preservation" [Toronto—St. George]
- **Mariska Leunissen** (UNC): "Aristotle's Account of the Natural and Moral Imperfections of Women" [Princeton]
- **Quayshawn Spencer** (USF): "A Radical Solution to the Race Problem" [UPenn]
- **Lawrence Blum** (University of Massachusetts at Boston): "Races and Racialized Groups: Perspectives from the U.S., South Africa and Brazil" [Yale]
- **Elizabeth Anderson** (University of Michigan): "Slavery, Emancipation, and the Relation of Freedom to Equality" [Yale]
- **Manyul Im** (Fairfield University): "Spontaneity, Virtue, and Deliberation — What to think..." [Yale]
- **Teresa Burke** (Gallaudet University): "The Ethics of Signed Language Interpreting" [Yale]
- **Howard McGary** (Rutgers University): "Equality of Opportunity, Families, and Secondary Education" [Yale]
- **Zee Perry** (New York University): "Mereology, Measurement, and Quantities" [Yale]
- **Tim McKay** (UM Physics): Women in Philosophy and STEM: Data and Models Inform Our Response [University of Michigan]
- **Kristie Dotson** (Michigan State): What Are We Doing Here Anywhere? Considering Professional Philosophical Praxis [University of Michigan]
- **Ann Garry** (California State University): "Intersectionality's Relation to Philosophy" [USC]
- **Esa Diaz-Leon** (Manitoba): "Issues in Conceptual Ethics: The case of 'woman'" [USC]

PANELS

- Gurpreet Rattan (Philosophy), Marleen Rozemond (Philosophy), and Shelina Kassam (Sociology) on Quebec's Proposed Charter of Values [Toronto—Mississauga]
- Jenny Saul (Sheffield), Gurpreet Rattan (Toronto), Celia Byrne (Toronto) on issues of implicit bias in philosophy [Toronto—St. George]
- Panel discussion on standpoint theory, history of women in philosophy, value of role models for graduate students, whether students from minority backgrounds ought to be encouraged to enter academic philosophy [UPenn]
- Diversity panel discussion (facilitated) at the 59th Annual Meeting of the Florida Philosophical Society [FSU]

- Interdisciplinary Panel Series on Classroom Discussion: Session 1: Diversity and communication in the classroom; Session 2: Controversy in the classroom ([here](#)) [USC]

INFORMAL GET-TOGETHERS

- Graduate student and faculty coffee hour [Binghamton]
- Informal women's nights [Binghamton]
- Undergraduate, graduate, and faculty meet-up to discuss climate [Harvard]
- Weekly lunches [Stanford]
- Undergraduate tea [UPenn]

WORKSHOPS/TRAINING

- Workshop with university's counseling center for Active Bystander Training [Binghamton]
- Workshop on applying to graduate schools for undergraduates from underrepresented groups [Binghamton]
- Informational workshop for philosophy graduate students on sexual harassment with university's Title IX office (UCR)
- Department appoints senior graduate student as TA Mentor to provide training and feedback to TAs, including training on teaching to a diverse student body [UCR]
- Workshop on teaching methods and orientation modifications [Stanford]
- Workshop on data of composition of philosophy department and university; strategies for promoting inclusiveness and diversity in classroom [FSU]
- Co-sponsored event with Graduate Students in Science and Engineering (GWISE) on stereotype threat [Boston University]
- TAs discuss pedagogical tools for teaching in diverse classrooms [UCR, CUNY]

READING GROUPS

- **Cornell:** topics such as being a minority, social construction and personal identity, race as a biological category, implicit bias; papers authored by people who identify as minorities
- **FSU:** feminist philosophy, critical race theory
- **Pittsburgh:** Louise Antony, "Different Voices or Perfect Storm: Why are there so few women in philosophy?"
- **Princeton:** NYT series on women in philosophy; "On Black Underrepresentation and Progress in the Profession"
- **Stanford:** informal reading group for undergraduate and graduate women
- **USC:** connections between underrepresentation and philosophical methodology and pedagogy with (i) intuitions and underrepresentation and (ii) Katrina Hutchison's "Sages and Cranks: The Difficulty of Identifying First-Rate Philosophers"

OTHER ITEMS

- Introductory moral philosophy class integrates topics around oppression and privilege [UCR]

- Ninth Annual Philosophy Conference of the Society for Women's Advancement in Philosophy [FSU, with SWAP]
- Creation of the Horacio Arlo-Costa Memorial Fellowship to promising graduate students from underrepresented groups [CMU]
- Creation of MAP component to Summer School in Formal Epistemology [CMU]
- Two faculty members appointed climate liaison officers [CMU]
- Initiate anonymous grading among graduate teaching assistants [Princeton, CMU]
- Local mentorship program for undergraduates applying to philosophy graduate schools [Columbia]



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