

MAP

MINORITIES AND PHILOSOPHY

15 Nov. 2016

Dear MSF Board,

We're delighted to report that we have 65 chapters spanning the US, UK, Canada, Australia, and New Zealand. Most of our chapters are led by graduate students, though a handful are led by either undergraduates or faculty members. Attached are (a) a list of chapter events and activities from the past year and (b) our end-of-year report on the 2015-2016 academic year. We also provide some Board-specific updates here.

As you have been made aware, we have undergone a transition in our leadership team. The former leadership team is continuing their involvement and support of the organization, but they are taking a step back in some administrative roles.

An aim of the incoming MAP leadership team is to establish working partnerships with organizations and extended networks that are central to the discipline. In particular, we would like to initiate a MAP presence at the American Philosophical Association (APA). With a commitment to inclusiveness, the APA has initiated a Task Force on Diversity and Inclusion and has a number of committees responsible for analyzing and reporting on the status of underrepresented groups in the profession. In the past, our involvement in the APA has included giving a session at the Eastern meeting and working with the Task Force to set up a listserv.

As a graduate-student led organization sharing similar commitments, we would like to increase MAP's presence at the major Division conferences held yearly by the APA. This could take the form of holding a sponsored speaker series, or a MAP sponsored group meeting at these conferences. This would allow for a significant presence of MAP at these professional events signaling the structured and substantial contributions MAP chapters have within their own departments and for the discipline as a whole. Additionally, it would create a formal opportunity for members of different MAP chapters to collaborate and be exposed to work and projects beyond their respective universities. Furthermore, it is a venue which would introduce graduate students, faculty, and other distinguished members of the discipline who are currently unfamiliar with MAP to the research and advancements MAP members are involved with. Eventually, further integration of MAP and the APA could enable a pathway to job opportunities, post-doc research opportunities, and teaching positions for members of underrepresented groups. The APA conferences serve as a forum for employment-oriented networking. Recently, MAP has received a number of emails requesting our organization to invite applications for open positions of employment. Given the APA's stated commitment to inclusivity in hiring practices, MAP can serve as a resource to connect graduate students in these professional networking events to employers committed to the advancement of underrepresented groups in the discipline.

A second aim of the incoming MAP leadership is to establish and expand working relationships within the MAP structure. Our plans to achieve this include both the goal of expansion of collaboration between existing MAP chapters and the solicitation of new MAP chapters.

An advantage of the former goal, to expand working relationships between existing MAP chapters, is that it allows for more efficient use of both financial and logistical resources of the international group. Chapters that collaborate, especially across a mixture of schools, can often pool funds together to obviate the need for either

logistical or financial support from the larger MAP chapter, and host larger and more impactful events. A good model of the kind of collaboration we have in mind was produced in southern California, where five MAP chapters formed a "SoCal MAP" chapter that is on its second year of largely independent funding for consistent workshops, public talks, and conferences. Going forward, we would especially like to be able to help financially support chapters as they take on collaborative projects of this kind. Collaborative events more effectively spread the word about and pull in support for MAP and MSF, and as we grow we feel that being able to fund these kinds of projects will be more important.

An advantage of the latter goal is to increase the possibilities for the former. To again use the example of the Southern California collective - having many chapters in relatively close geographic proximity helped facilitate both the conception of and the maintenance of the collective. Geography is only one form of connection, however - different MAP chapters are interested in different aspects of philosophy and elements of diversity and inclusiveness. These issues might substitute for geography as points of connection that facilitate collaboration between chapters, and the odds of this increase as the numbers of chapters increase.

In addition to expanding geographically, MAP also hopes to continue to expand at the undergraduate level. We have already witnessed more and more liberal arts colleges start chapters, and we will encourage this trend to continue. One explanation for this trend is that there has been an increase in undergraduate outreach by our graduate chapters. For instance, five schools are planning on hosting two-day Compass workshops for undergraduate gender minorities in philosophy in 2017. These workshops provide an opportunity for minorities in philosophy to engage various sub-disciplines in philosophy in a relaxed environment with graduate student mentors. These efforts at outreach and chapter expansion are crucial not only because they align with MAP's mission but also because they will likely lead to more minorities pursuing philosophy at the graduate level.

Given how much MAP continues to grow, our budget has grown tighter. We are receiving not only a higher number of requests, but also requests for larger amounts of money, since our chapters are hosting larger-scale events, conferences, and workshops.

To make these claims more concrete, since July, we have already approved nine new chapters, one of which is in Canada. This brought us to a total of 65 chapters and funding requests totaling \$4,250. Due to budget constraints, we were about to grant only 54% of the total amount requested—as was the case last semester.

We greatly appreciate MSF's support throughout the years, without which these efforts would not have been possible. As we continue to grow, we ask for your continued and increased financial support.

When MAP started, MSF generously gave us \$12,000 to fund our 19 chapters. We are proud to say we have over three times that number now. In light of this growth, we have an independent contractor to manage administrative work and three organizers heading the UK Region. In light of these new expenses, we respectfully request that MSF consider increasing its funding in light of these new expenses.

We are deeply grateful for the support MSF has afforded us thus far.

All best,
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2015-2016

SPEAKERS

- **Cailin O'Connor** (University of California, Irvine) "Dynamics and Diversity in Epistemic Communities" [Carnegie Mellon]
- **Alison Wylie** (University of Washington, Seattle) 2015 New Enlightenment Lecture [University of Edinburgh]
- **Jules Holroyd** (Sheffield) Keynote at 2015 MAP@Leeds Conference [University of Leeds]
- **Ian Kidd** (Durham University) Keynote at 2015 MAP@Leeds Conference [University of Leeds]
- **Jennifer Saul** (Sheffield) and **Katharine Jenkins** (Cambridge) Keynote at 2015 MAP@Leeds Conference [University of Leeds]
- **Robert Gooding-Williams** (Columbia) Life of a Paper: the history and motivations behind his paper "Race, Multiculturalism, and Democracy" [Columbia]
- **Meena Krishnamurthy** (Michigan) on international coercion [Princeton]
- **Kate Manne** (Cornell) on misogyny [Princeton]
- **Japa Pallikkathayil** (University of Pittsburgh) on her experiences as a minority in philosophy [University of Pittsburgh]
- **Monica Mookherjee** (University of Keele) 1st Annual MAP Lecture "Addressing religious inequalities through theories of recognition" [Sheffield]
- **Maegan Fairchild** (USC); SoCal Intercollegiate Speaker Exchange [UCSB]
- **Olufemi Taiwo** (UCLA); SoCal Intercollegiate Speaker Exchange [UCSB]
- **Sherri Lynn Conklin** (UCSB); SoCal Intercollegiate Speaker Exchange [UCSB]
- **Rebekah Johnston** (Wilfrid Laurier University); colloquium talk on feminist/queer theory with respect to relational autonomy and oppressive social contexts [UPenn]
- **Rachel McKinney** (Harvard) on discursive antagonism [Harvard]
- **Kate Manne** (Cornell) on misogyny [Harvard]

PANELS AND ROUNDTABLES

- **"What is #BlackLivesMatter?"** A university-wide discussion panel [SUNY Buffalo]
- Round table with **Alison Wylie** (University of Washington, Seattle), students and members of staff on some of the **problems that underrepresented groups in the academia have to face** as well as which concrete solutions we should seek [University of Edinburgh]
- **"Gender, Teaching, and Philosophy"** panel discussion session at graduate teaching seminar [Duquesne]
- Panel discussion of issues and reflections concerning minorities in philosophy with three faculty: **Roberta Millstein, Tina Rulli, and Zoe Drayson** [University of California, Davis]
- Dinner and discussion with **Nancy Nersessian** (Georgia Tech) as part of the "Conversations with..." series [University of Pittsburgh]
- Discussion of **Robin Zheng's** (University of Utah) paper on racialized sexual preferences with Carnegie Mellon University [University of Pittsburgh]
- Roundtable on "What do you do with a Philosophy Degree?" [University of Albany]

INFORMAL GET-TOGETHERS

- Undergraduate **meet and greet** with faculty and graduate students [University of Washington, Seattle]
- **Women in Philosophy sessions:** informal chat sessions with external speakers about their experiences as women in philosophy [University of Bristol]
- End of semester **afternoon tea** for staff, graduate students and undergraduates [University of Sydney]
- New student **meet and greet** [King's College London]

- Undergraduate philosophy club **question and answer session** with Sally Haslanger (MIT) [Notre Dame]
- **Monthly discussion group** with topics ranging from: Statue-Felling and the Blame Game; Is there such a thing as Non-Western Philosophy?; Should Feminists in Rich Countries Shift their focus to International Development?; Are Conservatives a Minority? [Notre Dame]
- Undergraduate-graduate student **lunch** [Columbia]
- **"Value of Philosophy" pizza social** at which M.A.P. members led a "poster session" where they talked about various career paths after philosophy [University at Albany, SUNY]
- Undergraduate-graduate tea [UPenn]
- Weekly "brown bag lunches" where short articles are discussed [Duquesne]
- 'Meet and greet' [Western University]
- **Spring picnic** for faculty, current graduate students, newly admitted graduate students, and the families of all those involved [Florida State]
- End of year social for postgraduates and undergraduates [University of St. Andrews]
- Outreach event for community college philosophy majors [UCHRI Working Group]
- Pizza social to discuss "The Quiet Racism of Instagram" [University of Albany]
- Informal event on racialized sexual preferences [University of Albany]
- Beginning of year picnic for incoming graduate students of Harvard and MIT [Harvard]

WORKSHOPS/TRAINING

- **Pedagogy workshop** [Binghamton University]
- Teaching statement workshop [Binghamton University]
- Inclusive Syllabi Construction [SUNY Buffalo]
- AAPT Inclusive Pedagogy Workshop [Western]
- Department teaching workshop on facilitating discussions (particularly discussion/recitation sections) and implicit bias and techniques that help to counteract the impact of implicit bias in discussions [Columbia]
- Department teaching workshop on **teaching students how to write philosophy papers and providing feedback on written assignments** with a focus on how feedback can marginalize non-native English speakers & first generation students, and on techniques for counteracting this [Columbia]
- Workshop to assist undergraduates with **applying to graduate school** [Columbia]
- Workshop for TAs on the challenges of being a person in a position of authority [Dalhousie University]
- SoCal Regional MAP Pedagogy and Inclusion Workshop [UCLA]
- Workshop on comparative logic with Kisor Chakrabarti (Davis and Elkins College) [UPenn]
- Interdepartmental seminar on **comparative philosophy** with the Philosophy Department and Department of South Asia Studies [UPenn]
- **Compass** undergraduate philosophy conference [Princeton]
- One-day teaching workshop called "**Diversifying the Canon**" with Christia Mercer, Luvell Anderson, Verena Erlenbusch, and Kate Manne [Princeton]
- **Diversity Teaching** workshop for graduate students on teaching philosophies of race and other important diversity-related topics [Georgetown]
- **"Diversifying Syllabi"** workshop where we read philosophical articles published by diverse authors and discuss ways to incorporate these readings into our syllabi [Georgetown]
- **Pedagogical workshops** at UCLA and UCSD [UCHRI Working Group]
- SoCal MAP Regional Workshop [UCHRI Working Group]
- Workshop on teaching students with mental health issues [University of Washington, Seattle]
- Edinburgh Women in Philosophy Group's Spring Workshop on objectification of women [University of Edinburgh]
- **Glasgow Minorities and Philosophy Workshop 2016** featuring **Tom Dougherty** (Cambridge) and

Frederique Janssen-Lauret (Nottingham), talking about the underrepresentation of women in philosophy [Glasgow]

READING GROUPS

- **SUNY Buffalo:** Ecofeminism reading group
- **Western University:** Race and Gender reading group led by **Carolyn McLeod** (Western)
- **Western University:** "Indigeneity, Colonialism, and Sovereignty" a reading group on indigeneity and rejecting colonial politics
- **Western University:** race and gender with guest speaker Charlotte Witt (New Hampshire)
- **Boston University:** Simone de Beauvoir readings group
- University of Washington, Seattle: feminist philosophy reading group
- **University of Bristol:** women in philosophy reading group
- **Florida State University:** nontraditional philosophy reading group
- King's College London: reading group
- **University of Leeds:** Charles Mill's "The Racial Contract"
- **University of Leeds:** philosophy of disability; Jeff McMahan's "Causing Disabled People to Exist and Causing People to be Disabled" and Elizabeth Barnes's "Disability, Minority, and Difference"
- **University of Leeds:** feminist philosophy; Rae Langton's "Sexual Solipsism" with Q&A
- **University of Leeds:** discussion with Paul Taylor on chapters from his book "Black is Beautiful"
- **Cornell University:** reading group on selections from Wretched of the Earth and American Indian Anthology of Philosophy
- **UPenn:** classical Chinese philosophy reading group; reading group on race and philosophy
- **University of St. Andrews:** feminist philosophy reading group
- **UC Santa Barbara:** philosophy & inclusive pedagogy reading group; philosophy and mental health reading group
- **University of Sheffield:** reading group on philosophy of race; feminist reading group
- **University of South Florida:** multiple reading groups: Lewis Gordon, Females in Early Modern Philosophy, Mariana Ortega, Dilthey and Gadamer, Dreyfus and Heidegger, and Linda Alcoff
- **Yale:** two reading sessions: work of Tommie Shelby and Sally Haslanger
- **Duquesne University:** Weekly reading group including: Lee Edelman, "No Future: Queer Theory and the Death Drive"; Sally Haslanger, 'Ontology and Social Construction'; Heidi Nast, 'Mapping the "Unconscious": Racism and the Oedipal Family'; Denis Kandiyoti, 'Identity and its Discontents: Women and the Nation'; Audre Lorde, 'Age, Race, Class and Sex'; Edward Said, 'Permission to Narrate'; Masao Miyoshi, 'A Borderless World? From Colonialism to Transnationalism and the Decline of the Nation State'

OTHER ITEMS

- Held a screening and discussion of "**Crash**" [SUNY Buffalo]
- Held a screening and discussion of "**A Day without a Mexican**" [SUNY Buffalo]
- Organized a graduate-faculty mentoring program [Western]
- Organized an undergraduate-graduate mentoring program [Western]
- Hosted a documentary screening night of "**Frauen Fragmente**" ([link to event here](#)) [University of Bristol]
- Hosted the **MAP @ Bristol** conference [University of Bristol]
- Created and supported the Postgraduate Writing Centre for Non-native English Speakers [University of Sydney]
- Departmental talk with Q&A on gender gap, the importance of inclusion, curriculum reform, linguistic injustice, and mentoring [University of Sydney]
- **Met with the organizer of the Visiting Speaker Seminar in the Philosophy Department** to encourage

- them to have more minorities in the official visiting speaker seminar. [University of Edinburgh]
- ✦ Held regular tea and coffee discussion events with **visiting female philosophers** ("Piggyback Sessions") [University of Edinburgh]
- ✦ Organized a second Women and Minorities in Philosophy Conference [University of Edinburgh]
- ✦ Developed the **Diversity Reading List**, collecting high quality texts in philosophy from authors in under-represented groups [University of Edinburgh]
- ✦ Hosted the 1st Annual **MAP@Leeds Conference** [University of Leeds]
- ✦ **Funded Leeds undergraduate and postgraduate students** to help with the costs of attending MAP related conferences and workshops at other institutions in the UK [University of Leeds]
- ✦ Compiled statistical research on the diversity of all graduate philosophy programs in the state of Florida [University of South Florida]
- ✦ Members presented at USF's **Diversity Summit** [University of South Florida]
- ✦ Organized a **Teaching Outreach group** aimed at finding more teaching opportunities for our graduate students in the university and local community [USC]
- ✦ Participated in SoCal MAP Intercollegiate Speaker Exchange Pilot Program [USC; UCSB]
- ✦ Participated in UCHRI Multi-Campus Graduate Working Group in Philosophy and Inclusive Pedagogy [UCSB; UCI]
- ✦ Organized a **syllabus diversification campaign** to persuade the department to make specific changes to its introductory classes and undergraduate requirements [UCLA]
- ✦ Hosted MAP Conference: Non-Western Philosophy ([link to event here](#)) [UPenn]
- ✦ Continued to support a **mentorship program** [University of St. Andrews]
- ✦ Completed a project with the department to **increase gender representation** in first and second year reading lists [University of St. Andrews]
- ✦ Held a screening of "**Selma**" followed by a discussion [UC Davis]
- ✦ Hosted the Great Plains Undergraduate Philosophy Conference [Kansas]
- ✦ Held a screening and discussion of "**Concerning Violence**," a documentary based on Fanon's essay from "Wretched of the Earth [Georgetown]
- ✦ Hosted monthly General Meetings, coordinated with our Women in Philosophy group, for students concerned with matters of **inclusion and diversity** in the discipline [Columbia]
- ✦ Assisted in organizing the first **Latinx Philosophers' Conference** [Columbia]
- ✦ Trips to NYC-area philosophy events, including the Diversifying the Canon workshop at Princeton [Columbia]
- ✦ Held a screening of "**Color of Fear**" [Duquesne University]
- ✦ Organized a **day-long conference** on campus featuring speakers from Colorado, Colorado State, and SFSU/Sacramento State [Stanford University]
- ✦ Encouraged conference organizers to **make events more accessible** by funding childcare, including accessibility information, making provisions for less mobile people and advertising to undergraduates [Oxford]
- ✦ Worked with graduate teachers to assemble a pool of readings from under-represented groups in philosophy [Oxford]
- ✦ Made provisions for students to attend lectures and courses in other departments which include **philosophy from other traditions** as part of their curriculum [Oxford]

MAP

MINORITIES AND PHILOSOPHY

2016 END-OF-YEAR REPORT

As you may have [seen](#), new Organizers will direct MAP starting this upcoming year. Having been with MAP for the last three years, we (the old Organizers) offer more big-picture observations in this End-of-Year Report than in reports past.

Trends & Directions

MAP began with a broad mission -- in a slogan, to “diversify philosophy”. We’ve now had three years to see how individual chapters translated this general goal into particular projects. On the whole, projects clustered around 5 main categories. Below are descriptions and examples of actual Chapter activities and projects that fall under each.

- (i) **Addressing the Pipeline:** reach out to undergraduates.
E.g.: undergraduate/graduate mentoring programs, chapter collaboration with undergraduate philosophy clubs, or meetings with prospective graduate students.
- (ii) **Community Building:** create a network of or for members of underrepresented groups, either within a department, region, or subfield.
E.g.: philosophically themed MAP social events such as film watching, or small paper workshopping groups for women students.
- (iii) **Promoting Underrepresented Philosophers:** promote and support the professional activities of members of underrepresented groups.
E.g.: creating a speaker series featuring graduate students from underrepresented groups, campaigning for a department to diversify the speakers in a regular colloquium series, or starting a reading group on recent work in epistemology featuring articles by women.
- (iv) **Promoting Underrepresented Philosophies:** broaden the range of philosophical sources or traditions that their members or department engage with.
E.g.: holding reading groups on classical Chinese political philosophy, inviting guest lecturers to give talks on feminist philosophy or philosophy of race, and expanding the range of topic matters dealt with in introductory syllabi.
- (v) **Expanding the Range of Professional Activities:** diversify the activities that professional philosophers engage in beyond university teaching and writing for a specialist audience.
E.g.: teaching in local prisons, tutoring at community centers, or writing op-eds for popular press.

So what does it mean to diversify philosophy in practice? These categories are neither exclusive nor exhaustive, but they reflect the ways people have interpreted the question to different ends. Our organization works best when Chapters shape their individual priorities around local conditions and concerns, while the MAP international organization helps coordinate and facilitate all such efforts.

Problems & Suggestions

We saw a few main problems common to chapters. Below are problems and solutions that Chapter Representatives suggested or successfully implemented.

- (1) **Low attendance/Involvement:** *Chapters see low attendance or involvement in some form.* E.g.: not enough undergraduates or faculty attend; or, the graduate students who attend are already so ‘on board’ with MAP goals that events feel insular.

Suggested solution: Chapters can benefit from more clearly defining which of the aims above (i-v) they want to focus on, or which a particular event is intended to serve. Different project types target different audiences. A ‘support/promote work of underrepresented philosophers’-type event need not aim for a large showing from undergraduates. An event aimed at pipeline problems may succeed without any faculty attending.

Chapters are encouraged to take on a variety of events so different members of a department can get involved in different ways. Some department members who wouldn’t attend a talk on non-Western philosophy, for example, may be more inclined to teach their areas of specialty in a local prison-teaching program.

- (2) **Transferring Leadership:** *Grad student leadership roles invariably face short lifespans and high turnover rates. Transferral to new leaders is often rocky, or simply doesn’t happen.*

Suggested solution: (a) Keep materials that can be easily transferred to the next generation, like a Google Drive folder of email templates, contacted speakers, organizational notes, etc. (b) Look into whether chapters near your school would be interested in starting a regional network. Regional coordination can sustain slow years of a single chapter therein. (c) Given the small size of most programs, there are bound to be years where none of the incoming students want to help organize. And that’s okay—slow years are fine. Try to identify one or two faculty members who may try to pass the baton to new students, especially if you graduate with no clear successors.

- (3) **Organizer Overload:** *Running a MAP Chapter is a lot of work!*

Suggested solution: (a) As we wrote last year, do be sure to check out the catalog of events on the MAP website. No need to reinvent the wheel each time brainstorming events or projects to take on. Make sure your core organizing group has at least 2-4 people. (b) Collaborate. Many chapters have found success collaborating with other departments (e.g., African-American, East Asian, or Latin American Studies), student groups (e.g., undergraduate/graduate affinity groups), and undergraduate philosophy clubs. These groups often have far greater networks than the philosophy department alone, so beyond helping generate novel content, can help to bring in a wider audience.

Positive Recommendations

We also have advice based on the more positive experiences chapters reported to us. First, we were delighted to hear of our chapters making ever greater use of MAP’s network. Chapters in the same region pooled resources to fund or arrange events, shared expertise with each other when encountering common problems, and formed bonds of solidarity by attending others’ MAP events. We encourage chapters to keep it up! Forge connections with local [MAP chapters](#) besides your own, engage with our [Facebook](#), and use [the mailing list](#) to contact cartographers around the world.

Second, some chapters report that getting involved in prospective week has helped them both advance MAP goals and integrate themselves into departmental communal life. By organizing events that discuss what the department is doing to address diversity issues and answer questions prospective students have, these events can help orient new department members. What is more, chapters found that such events are welcomed by their departments. This is because their departments are keen for current and prospective students to interact in a friendly manner, and have found that the presence of the MAP chapter signals the department's commitment to taking climate issues seriously.

This last is an instance of a broader positive trend which we would like to end by highlighting. Over the last few years, it has become increasingly clear that philosophy departments around the world are committed to diversifying. Participation in MAP has thus become an efficient and productive way for departments to be part of the broader movement. Multiple chapters have reported that people who were once indifferent were brought around to the importance of our characteristic concerns as they were made aware of the global scale of efforts to address them. We are proud to be part of this change, and look forward with optimism for the future of our discipline.

Some thanks: We'd like to thank the Marc Sanders Foundation for another year of their generous support. We also thank Jeremy Cushing with the APA Blog, our Board of Academic Advisors, the MAP-UK leadership team, Sarah Settle, Jason D'Cruz, Robin Zheng, and again, our excellent Cartographers for helping draw out the MAP.