

MAP

MINORITIES AND PHILOSOPHY

9 Nov. 2017

Dear MSF Board,

We're delighted to report that we now have 86 chapters spanning the US, UK, Canada, Australia, New Zealand, and Hungary. Most of our chapters continue to be 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 2016-2017 academic year. We also provide some Board-specific updates here.

In last year's report to the Marc Sanders Foundation, we noted two aims of the incoming MAP leadership team. The first was to establish working partnership with organizations central to the discipline, in particular with the APA. The second aim was to establish and expand working relationships within MAP's structure. We are currently progressing towards these two aims in ways we detail below.

Regarding our first aim, we are happy to report that MAP is now formally recognized as an "Affiliated Group" by the American Philosophical Association (APA). This status allows MAP to hold group sessions at each of the three APA divisional meetings---the Eastern, Central, and Pacific. This will be an opportunity for MAP to share its current work with the wider philosophical community and to support multi-chapter interactions. It will also serve as an opportunity to publicize MSF's generous support of MAP, as we will present our posters in the lecture halls and at the session, where many new people will have the chance to interact with MAP organizers and see us in action. Thus it is an opportunity to increase both MAP's and the MSF's visibility, as we encourage more chapters to get involved in larger-scale projects. The group sessions are aimed at being a space for collaborative development looking toward the future of the organization both at the local level as well as regional projects. Moreover, as directors, we are committed to continuing to provide mentorship for chapters and their representatives and developing different ways to facilitate this mentorship.

With the above in mind, we have chosen the topic, "The State of MAP: From the Chapter to the International" for the 2018 APA meetings. This theme was informed by the widespread chapter interest in partaking in a collective international MAP initiative. During our end-of-year meetings with chapter representatives, they requested that such initiatives be broad enough that individual chapters could partake with their own autonomous contribution while also being part of and guided by a larger MAP project. In response to this feedback, we will be introducing an international Inclusive Pedagogy Challenge at the APA sessions. This will be the first international campaign that attempts to coordinate a project among all chapters that choose to participate. We also hope that this will address one of the main chapter difficulties

raised in our End of Year Report, namely the sustainability of the chapter over time. The hope is that in collecting and distributing the products of such projects, new chapters and new iterations of current chapters have a foundation to build on.

These plans for expanding our presence at the APA also help to address our second general aim of expanding working relations within MAP's structure. By providing opportunities for regional face-to-face meetings, local chapters can establish connections for regional projects like the ones piloted by the Southern California and UK MAP collectives. Moreover, by introducing an annual project like the Inclusive Pedagogy challenge, the APA meet ups can connect chapters despite their geographical distances. This will better facilitate the growing international reach of the organization. To supplement these efforts, we are also increasing our resources on social media as well as our official website. For instance, we have recently created an interaction [map](#), where chapters can view nearby universities, whom they can then contact for collaboration and support. In addition to the SoCal Regional MAP, which has been active for a number of years now, we are now seeing more regional collaboration between chapters in the NYC area as well as on the Midwest. As directors, we are committed to facilitating direct connections among chapters. Encouraging chapters to collaborate also helps us address additional difficulties enumerated in the End of Year Report, namely that chapter organizers often do not have enough member support or resources otherwise to organize impactful events.

Reasonably, the MSF has wanted to see how MAP would develop under the new Organizers. A year in, we believe that the progress and growth discussed above demonstrates a successful transition in leadership. Just over the past year, MAP has increased from 65 chapters to 86 chapters. We are excited to continue to observe this growth and its lasting impact on the discipline. Since 2013, when MSF first granted \$12,500 for nineteen chapters, we have grown exponentially, roughly at over 350% over the past 4 years. This growth demonstrates the continued interest in and influence of MAP and its values, and would not have been possible without the support of the MSF. We hope we can continue to watch MAP chapters increase in size and scale. Assuming this trend will continue, we are excited to reach 100 chapters by 2018. As noted in our recent communications with MSF, this means that we expect a continuous increase in funding requests in chapters. This year we were able to fund less than 35% of the funds requested by chapters. If trends are consistent from the previous year, we will see an increase in the number of funding requests in the Spring semester, when chapters traditionally organize larger events. Given the above, we respectfully request a 50% increase in funding for the next calendar year to sustain the needs of chapters and to support the addition of new chapters. We would be happy to discuss any further questions or concerns you may have.

All best,
Simona Capisani, Olufemi Taiwo, and Elise Woodard
mapfortheap@gmail.com
www.mapfortheap.com

2016-2017

SPEAKERS

- **Jennifer Saul** (Sheffield): racist political speech [University of Warwick]
- **Linda Martín Alcoff** (CUNY): "Decolonizing Pedagogy: Enrique Dussel's Pedagogies of Liberation" [The New School]
- **José Ema López** (University of Castilla-La Mancha): experiences as a grassroots-activist and collaborator of the political movement 'Podemos' [The New School]
- **Miranda Fricker** (CUNY): 'A Conversation with Miranda Fricker:' Fricker discussed her work on epistemic injustice with the Columbia Philosophy department, with a special focus on the role of resisting/remedying epistemic injustice in inclusive pedagogy [Columbia]
- **Cord McLean** (University of South Florida): Perspectives on Gender & Race: in the classroom and Office [University of South Florida]
- **Rebekah Cumpsty** (York): The Sacred in African Literature [University of South Florida]
- **Iskra Fileva** (Colorado): Speaker at "Diverse Voices in Philosophy" conference [Stanford]
- **Tina Rulli** (UC Davis): Speaker at "Diverse Voices in Philosophy" conference [Stanford]
- **Carlos Santana** (Utah): Speaker at "Diverse Voices in Philosophy" conference [Stanford]
- **Erin Beeghly** (Utah): Speaker at "Diverse Voices in Philosophy" conference [Stanford]
- **B.R. George** (CMU) & **Rachael Briggs** (Stanford): the metaphysics of gender identity [Carnegie Mellon]
- **Sharon Crasnow** (Norco): Feminist Standpoint Theory [CMU]
- **Bryan Van Norden** (Vassar): "A Multicultural Philosophy Manifesto" [Boston U.]
- **Joel Michael Reynolds** (Emory): "The Future of Bioethics: Ableism & The Life Worth Living" [Ryerson University]
- **Anita Superson** (Kentucky): Keynote at FSU's MAP Conference [Florida State University]
- **Dwight K. Lewis** (South Florida): "Amo and Causation" at the Southeast Seminar in Modern Philosophy [University of South Florida]
- **Heidi Grasswick** (Middlebury): speaker at "Testimony and Deference" workshop [Western University]
- **Carla Fehr** (Waterloo): speaker at "Testimony and Deference" workshop [Western University]
- **Jennifer Epp** (Western): speaker at "Testimony and Deference" workshop [Western University]
- **Serife Tekin** (Daemen): speaker at "The Social Impact of Medicalizing Psychiatry" conference [Western University]
- **James R. Brown** (Toronto): speaker at "The Social Impact of Medicalizing Psychiatry" conference [Western University]
- **Branka Agic** (Toronto): speaker at "The Social Impact of Medicalizing Psychiatrist" conference [Western University]
- **Kelly Anderson** (Western): speaker at "The Social Impact of Medicalizing Psychiatrist" conference [Western University]
- **Jenji Learn**: "Outside Insight: Queer Phenomenology, First-Personal Authority, and the Nature of Self-Discovery" [Western Michigan]
- **Talia Bettcher** (Cal State, LA): Skype talk on "Evil Deceivers" [Western Michigan]
- **Muhammad Ali Khalidi** (York): "Al-Ghazali's The Rescuer from Error" [University of Michigan]
- **Eva Kittay** (Stony Brook): "The Moral Significance of Being Human" [University of Michigan]
- **Harun Küçük** (U Penn): "Frontispiece of the Ledge of Fools - The Radical Potential of Non-Radical Texts in the Early Modern Ottoman Empire" [University of Michigan]
- **Esa Diaz-Leon** (University of Barcelona): "Sexual Orientations – The Desire View," pre-read workshop [University of Michigan]

PANELS AND ROUNDTABLES

- Discussion on **Yann Benetreau-Dupin** (University of Pittsburgh) and **Guillaume Beaulac** (Concordia University)'s "Fair Numbers: What Data Can and Cannot Tell Us about the Underrepresentation of Women in Philosophy" [University of Pittsburgh]
- Graduate panel discussing **diversity and grad school** with undergraduates [York University]
- Facilitated discussion on "Harmful Mindsets, Threats, and Biases" by Kate Finley (Notre Dame) [Notre Dame]
- Facilitated discussion on "Can we accurately empathize with those utterly unlike us?" by Emily Spencer (Notre Dame) [Notre Dame]
- Discussion on "**Safe Spaces**" on campus [SUNY Albany]
- Discussion entitled "Is it rational to believe in the divine in the age of science?" [SUNY Albany]
- Public philosophy talk on polyamory [Florida State University]
- Public philosophy talk on political philosophy (specifically conceptualizing nationalism in America) [Florida State University]
- Discussion on **Kate Abramson** (Indiana), "Turning Up the Lights on Gaslighting" [Florida State University]
- MAP graduate panel: Sara Aronowitz: "The Science of History in Islamic Modernism"; Elise Woodard: "The Gender Gap in Philosophy and Diversifying Syllabi"; Cat Saint-Croix: "Evidential Disparity and Epistemic Norms" [University of Michigan]

INFORMAL GET-TOGETHERS

- Undergraduate outreach event for undergraduates considering postgrad programs [Boston University]
- Social hours to encourage community building among students in the department [University of Memphis]
- Women's potluck [York University]
- Mental health support group [York University]
- Women's Movie Outing [York University]
- Coffee event for students and staff who identify as members of underrepresented groups [University of Warwick]
- Cafe open space discussion of being a minority in philosophy [Ryerson University]
- Weekly philosophy lounge for discussing philosophy and for peer-tutoring [Reed College]
- Regular graduate socials [UCSB]
- Monthly meetings to discuss graduate student needs [UCSB]
- Meet and Greet [NYU]
- Meeting at the IU Art museum with undergraduates [Indiana University]
- Meet-Up with other women philosophy graduate students in the city [York University]
- Leadership lunch with Professor Lisa Minnick [Western Michigan]
- Dinner with Sandy Mitchell and discussion of her career [University of Pittsburgh]

WORKSHOPS/TRAINING

- **Inclusive pedagogy** workshop [University of Pittsburgh]
- **Inclusive pedagogy** workshop with guest speakers Dr. Carolyn McLeod, Veromi Arsiradam, and Dr. Erica Lawson (Western University) [Western University]
- **Inclusive pedagogy** workshop [SoCal Regional]
- **Islamic philosophy** workshop [York University]
- **Justice and Education** Workshop [Glasgow University]

- Research seminar on **implicit bias** training conducted by **Jennifer Saul** (Sheffield) [University of Warwick]
- "It's Not Philosophy, or Is It?" seminar [The New School]
- Seminar on **comparative philosophy** lead by **Chandana Chakrabarti** (Elon) [U Penn]
- Princeton Workshop in Social Philosophy – monthly **workshop of works in progress** in social philosophy by post-docs and graduate students (not from Princeton) [Princeton]
- "Implicit Biases / Stereotype Threat and Pedagogy" **pedagogy workshop** featuring Morgan Thompson (HPS Pitt) and Liam Kofi Bright (Carnegie Mellon), Lauren Freeman (Louisville), and Eric Schwitzgebel (UC Riverside) [Princeton]
- **Compass** undergraduate philosophy conference [Princeton]
- **Diversifying Syllabi** workshops, focusing on Islamic and African philosophy [York University]
- Applying to graduate school workshop [Columbia]
- Testimony and Deference Workshop [Western University]
- Planning Compass workshop for diverse undergraduates [University of Michigan]
- Summer Program for undergraduates interested in philosophy of science [University of Pittsburgh]
- Co-hosted a workshop on **narrative and anti-workplace discrimination legislation** with the Los Angeles Black Workers Center [UCLA]

READING GROUPS

- **Wellesley**: bi-weekly reading group discussing papers by diverse authors
- **SUNY Buffalo**: climate and diversity themed readings including Katrina Hutchison (Monash) "Sages and Cranks", Tamar Szabó Gendler (Yale) "On the Epistemic Costs of Implicit Bias," Saray Ayala (Sacramento State) "Explaining Injustice in Speech," and Sarah-Jane Leslie (Princeton) "Carving Up the Social World with Generics," and more.
- **Ohio State University**: monthly reading group on Michael Brownstein (CUNY) & Jennifer Saul (Sheffield)'s "Implicit Bias and Philosophy", "Philosophers Explicitly Associate Philosophy with Maleness", and Jacobson's "Reducing Racial Bias"
- **Boston University**: undergraduate and graduate reading group discussing the works of Simone de Beauvoir
- **University of Memphis**: undergraduate and graduate reading group focused on readings which address the lack of diversity in philosophy and the impact this has on members of historically underrepresented groups within the discipline.
- **University of Pittsburgh**: empirically-oriented pedagogy reading group on issues related to inclusivity in philosophy pedagogy
- **York University**: Eastern philosophy
- **York University**: colonialism; Standing Rock
- **Glasgow University**: monthly reading group on chapters from "Contract and Domination" by Carole Pateman (UCLA) and Charles Mills (CUNY)
- **University of Warwick**: fortnightly reading group on "Decolonizing Philosophy"
- **The New School**: bi-weekly reading group covering readings such as Charles Mills (SUNY) "But What Are You Really?", and Gonzalo Rodríguez-Pereyra (Oxford) "The Language of Publication of Analytic Philosophy"
- **University of Pennsylvania**: reading group on classical Arabic philosophy
- **University of South Florida**: Black feminist movement
- **University of South Florida**: Latina feminist theory
- **University of South Florida**: Early modern minorities
- **University of South Florida**: Ortega reading group
- **UCSB**: weekly undergraduate reading group
- **University of Michigan**: public philosophy reading group on Frantz Fanon "The Wretched of the Earth"

- **Princeton:** monthly reading group for women and gender minority undergraduate & graduate students
- **University of Washington-Seattle:** Feminist Philosophy
- **Ohio State University:** Reading group-style meetings on N. Ann Davis' "Invisible Disability" and Elizabeth Barnes' "Disability, Minority, and Difference"
- **University of South Florida:** Minorities in Early Modern Philosophy
- **University of South Florida:** Womanist Reading Group
- **University of South Florida:** Being and Time Reading Group
- **University of Pittsburgh:** Reading group with Edouard Machery on his views on the social construction of race
- **University of Michigan:** Feminist Philosophy & Philosophy of Race

OTHER ITEMS

- Held a screening and discussion of **"Crash"** [SUNY Buffalo]
- Held a screening and discussion of **"A Day without a Mexican"** [SUNY Buffalo]
- Women's movie night [York University]
- Held a screening of **"District 9"** [Glasgow University]
- Student mentorship program [Notre Dame]
- **Mentoring scheme** for undergraduate students who identify as members of underrepresented groups [University of Warwick]
- Mentorship program [Columbia]
- Collaborated with the Oasis Center for Women and Girls for their holiday **book drive** [Florida State University]
- **Women in philosophy** sessions: visitors to the philosophy department give an informal talk about the profession [Bristol]
- Ran a table at orientation week [Ryerson University]
- Participated in **UCHRI Multi-Campus Graduate Working Group in Philosophy** and Inclusive Pedagogy [UCSB; UCI]
- Ran an ongoing outreach program, Corrupt the Youth [Texas]
- Held an **undergraduate outreach** event on applying to grad school [Texas]
- Held a **professionalization social**, which involved professors mentoring graduate students on building CVs, websites, and establishing professional relationships [Texas]
- Hosted the second **"Diverse Voices in Philosophy"** conference, featuring junior faculty at West Coast & Mountain West Universities [Stanford]
- Hosted conference on **Global Feminisms** [U. Penn]
- Held Mini-Conference on **inclusion and diversity** in philosophy at the Pacific APA [UW Seattle]
- Hosted a speaker series discussing what philosophers can do in light of the recent election and political climate [UW Seattle]
- Graduate Student presented her work related to mental disability [Ohio State]
- Compiled a document on how to remove barriers to pursuing philosophy faced by underrepresented groups [Ohio State]
- Hosted the 11th annual FSU MAP conference [Florida State]
- Held a discussion of **"The Muslim Ban"** [SUNY Albany]
- Hosted philosophy **writing workshops** aimed at students in intro-level philosophy classes at Columbia and Barnard [Columbia]
- Organized **Southeast Seminar in Modern Philosophy**, focused on Minor Early Modern Figures [University of South Florida]
- Hosted Conference on **"The Social Impact of Medicalizing Psychiatry"** [Western University]
- Held a screening of **"I Am Not Your Negro"** [Western Michigan]
- Held a screening of **"Get Out"** [Western Michigan]

- Held a talk for undergraduates on feminist theology [Glasgow]
- Held screening and discussion of “**13**” [UW Seattle]
- Hosted "**Critiquing the Canon**" philosophy conference on navigating the intellectual history of philosophy with a keynote by **Peter Park** (University of Texas-Dallas) on his book "Africa, Asia, and the History of Philosophy" [UCLA]

MAP

MINORITIES AND PHILOSOPHY

By the end of its second year, MAP had **80** chapters in the US, UK, Canada, Australia, New Zealand, and Hungary. In this report, we describe some of the year's activities, impact, and difficulties. We consolidate a range of lessons learned across our chapters, noting trends and making suggestions where relevant.

Trends & Impact

1. **Increased inter-chapter collaboration:** We see a continued trend of successful inter-chapter collaborations. As MAP becomes a more established network, we encourage members of different chapters to work together on larger projects for sustained support and reach.. Such collaboration allows members to achieve novel and meaningful outcomes, and establishes connections between chapters that benefit both members and departments long-term.
2. **Increased work on inclusive pedagogy:** Several chapters successfully held inclusive pedagogy-themed workshops and other events. These do not only push for the inclusion of more diverse texts in e.g., reading lists or introductory classes but also review the teaching techniques that graduate students (often teaching assistants) use in their classrooms as educators.
3. **Public philosophy:** Chapters have shared both an increased interest and an increased development of MAP organized projects that reach into communities beyond the university campus. Some examples of such projects include philosophy in prisons and philosophy in elementary and middle schools. See below in the section “Our Plans” for more on collaborative and organizational efforts along these lines.

Problems & Solutions

1. **Undergraduate outreach:** Many chapters have attempted to incorporate undergraduate participation or have sought to provide support for undergraduate philosophy students. While there is interest in expanding a MAP community beyond the university's graduate philosophy students, many chapters have found it difficult to effectively balance support for both undergraduate and graduate students or to organize events that are attended by both communities. As MAP continues to evolve and expand, we have compiled a short list of suggestions in how your MAP chapter can effectively support an undergraduate-inclusive community.

Some suggested solutions:

- Make events specifically geared toward undergraduates, such as writing workshops on how to write a philosophy paper, information sessions about graduate school, and other mentorship programs.
- Encourage undergraduates to take on a leadership role in MAP.
 - This also can help relieve some of the burden on graduate student organizers.

- Locate undergraduate-specific resources on your university's campus and direct undergraduate MAP participants to apply for said resources.
 - In doing so, graduate MAP members can aid undergraduate students to take leadership roles in particular events they may otherwise not feel empowered to pursue.
 - In doing so MAP undergraduate members can find more sustained resources (financial or otherwise) that they have access to in virtue of their university membership.
- Reach out to your Undergraduate Philosophy Society (if one exists); students are often eager to have graduate student participation.

2. Reinventing the Wheel: We often see chapters struggling to come up with event ideas or solutions to what are, in fact, common problems. Our suggestion: Don't reinvent the wheel! We've compiled lists of all [events](#) that have happened since MAP's founding. You can also check out our Newsletters and previous End-Of-Year Reports for highlighted events and solutions to other common problems, respectively, [here](#).

Some suggested solutions:

- Collaborate with other chapters! (See also (3) below.)
 - This also helps increase attendance at events and spreads the burden on organizing.
- Check out [our](#) and other MAP Chapters' Facebooks for other ideas
- Share the knowledge! Let MAP International know which events have been most successful or if you have any suggested solutions for common problems.
 - Notify us of any [resources](#) you've compiled, such as a [Diversity Reading List](#) or a Best Practices Guide.

3. Insufficient Organizer and Chapter Support Generally: Many found it hard to organize successful MAP events on top of their many other obligations. We express solidarity with this difficulty: all too often, people from underrepresented groups contribute extra administrative time and effort, and running a MAP chapter can exacerbate this problem. This labor is typically uncompensated or undercompensated.

Some suggested solutions:

- Have 3-4 core members.
- Regularly schedule meetings and activities.
- Make more use of the website: there are many useful compiled resources.
- Build regional collectives. These can be formally run collectives, like MAP UK or the SoCal (Southern California) network of MAP chapters, or informal networks. These networks allow a diffusion and division of labor across more people and increase everyone's ability to cope with organizing demands.
 - Check out our [map](#) of all MAP chapters to see if there's a MAP chapter near you.
- Current organizers are encouraged to document all of their resources (e.g. meeting notes, funding applications, etc.) to sustain a chapter's history and make the eventual transition of leadership easier.

4. Insufficient Organizer and Chapter Support for Public Philosophy: This problem is redoubled for chapters doing significant public philosophy work. This work often involves navigating two different institutional structures (the public's own and the university's own), and increased teaching load (when

teaching off campus, e.g. a philosophy class taught in a local prison). Even if these programs survive initially, another setup will be necessary to ensure that these are sustainable, given the high turnover of graduate student populations. We propose providing organizer stipends directly or indirectly.

Some suggested solutions:

- Find extra-departmental campus resources.
 - Get involved with other organizations who are working on the same issues.
- Form regional ties so multiple chapters can share the financial burden, labor, and other resources.

Our Plans

1. **APA Presence** - APA Presence. MAP is planning to organize formal meetings at each of the major philosophy conferences (APA Eastern, Pacific, and Central). These will allow organizers to meet each other all at once and help set an organizational agenda for the International.

2. **Role of International** - There are some questions among MAP organizers about the role of MAP International in chapter organizing and events. In the coming academic year we will be attempting International support of multi-chapter initiatives, particularly the public philosophy initiatives being currently run or proposed by MAP chapters. Our role in this organization will be a topic of discussion at the APA meetings.

3. **International Pedagogy Challenge** - One important example of the role of the International is the International Pedagogy Challenge. Soon after the beginning of the academic year, we will ask chapters to volunteer to host an event, workshop, or department town hall on inclusive pedagogy to facilitate a simultaneous discipline-wide conversation about these practices, which we hope will amplify all of the chapters' previous individual one-off efforts.

Some thanks: We'd like to thank the Marc Sanders Foundation, whose generous support made another year possible. We also thank our Board of Academic Advisors for their guidance; the MAP-UK leadership team for their enormously skilled steering of the region; the former organizers that now serve as the Board of Trustees; and all our Cartographers, without whom we'd have no MAP/map.