MAP
MINORITIES AND PHILOSOPHY

August 30, 2021

To the Board of the Marc Sanders Foundation:

We're delighted to report that there are now 173 MAP chapters spanning Australia, Austria, Canada, Germany, Ireland, Italy, the Netherlands, New Zealand, Portugal, Spain, South Africa, the UK, the US, and, as of this year: Belgium, India, and Sweden. Most of our chapters continue to be led by graduate students, though a handful are led by either undergraduates or faculty members. We have attached to this letter a list of chapter events and activities from the past year and our financial report for 2020--2021. We also provide details of MAP International programming and Board-specific updates here.

MAP has undergone a partial transition in our leadership team. Jocelyn Yuxing Wang (MIT), who is in her second year of MAP organizing, and Milana Kostic (UCSD), who is in her third year of MAP organizing, have recently become Co-Directors. Jesi Taylor Cruz (CUNY) will continue to serve in their second year as an organizer. In addition, there are two new organizers: Alexandria James (CUNY) and Lel Jones (UC Davis). The continuities between past and present leadership have facilitated a smooth transition.

Lemogang Modisakeng (Nelson Mandela University/Rhodes University) has stepped down from their position as an organizer. Jingyi Wu (UC Irvine) and Angela Sun (Michigan) are also stepping down as co-directors.

1.   MAP's achievements over the past year (2020-2021)

1.1.   *MAP's global expansion*

MAP has grown from 156 to 173 chapters over the past year. As mentioned, there are MAP chapters now in three new countries, including a chapter on a new continent: MAP chapter at Delhi University is the first MAP chapter in Asia. Moreover, our network has been further expanded in Europe, with new chapters having been founded in Belgium, the Netherlands, Ireland, Portugal, and Sweden (Antwerp University, Tilburg University, University of Lisbon, University of Groningen, University College Dublin, Stockholm University). Furthermore, through our chapter representatives at Universitat Autònoma de Barcelona

(UAB), we have been in touch with philosophy graduate students interested in expanding our network in Latin America as well.

1.2. *MAP in Africa, Asia and Latin America*

Further expansion into the countries of the Global South is one of the priorities for MAP International. We believe that a closer cooperation with philosophers and philosophy students in Africa, Asia, and Latin America has a potential to deeply transform our community. As mentioned, in the past year, MAP has established its first chapter in India at Delhi University and has had active engagement in the Philippines. For example, Danna Aduna from Ateneo de Manila University presented the work of her and her peers on advocacy against sexual harassment on her campus at the MAP session at Central APA.

Working with MAP International organizer, Lemogang Modisakeng, MAP planned to expand into the philosophy community in Africa. Unfortunately, MAP International organizer Lemogang Modisakeng, who was also responsible for the MAP Africa project, had to step down from her position for personal reasons. Hence, the MAP Africa project is currently put on pause. Nevertheless, MAP International continues to work on its broader goal of engaging with the philosophy community in the Global South. Working toward this goal in the future will be a concerted effort of several organizers and local chapter representatives in order to ensure that such a project will not be put on a pause in case one of the organizers steps down.

MAP International plans to closely facilitate the establishment of new chapters in Southeast Asia and Latin America. New MAP chapters based outside the US tend to have fewer departmental resources available to them and will require funding from MAP International to support their functioning, especially in their early stages.

1.3. *Expanding MAP's influence within the profession*

Over the past year, we have been advancing one of the main goals of MAP International — increasing MAP's presence and influence within the profession by hosting group sessions at major professional conferences. We have organized two sessions at the APAs this year.

At the Eastern APA meeting in January 2021, we hosted a group session on "Bullying, Harassment, and Microaggressions," with guest speakers Kate Abramson (Indiana), Janice Dowell (Syracuse) Quill Kukla (Georgetown), Emma McClure (Toronto), Adele Watkins (Princeton), and Jingyi Wu (UC Irvine). The speakers discussed various ways that bullying overtly and covertly impacts underrepresented members of the profession, touching on issues such as sexual harassment policy, microaggressive compliments, and microaggressions in progressive spaces.

At the Central APA meeting in February 2021, we hosted a group session on "Public Philosophy and Activism," with keynote speaker Olúfẹ́mi Táíwò (Georgetown) and ten panelists from universities in the US, Hong Kong, and the Philippines. Some of our speakers reflected on ways to make philosophy more accessible, such as using art as a medium, or using the opportunity to teach philosophy to undergraduates from underprivileged backgrounds as a way to engage with their community. Another brought philosophical ideas into daily life by viewing a side job as a park ranger through a philosophical perspective. And yet others use philosophical ideas as a lens through which they reflect on social activism in their communities. Our session aimed to provide a platform for members of the philosophical community to present their outstanding work and engagements and to inspire similar endeavors in the future. This session was co-sponsored by the Public Philosophy Network (PPN).

In addition to that, one of MAP International organizers, Jesi Taylor Cruz, organized a MAP workshop at the Philosophy and the Climate Crisis conference (organized by the Philosophers for Sustainability). The session was centered around ways that academic philosophers, and the discipline generally, can most effectively engage with issues related to climate catastrophe, sustainability, and environmental justice. The session was grounded in an anti-colonial foundation and focused heavily on lessening burdens for BIPOC academics and the communities they are part of. Cruz also began the Philosophy Trash Talk Series as part of the Flash Talk Series which centers issues concerning philosophy, ethics, anti-colonial approaches to waste equity, and environmental justice.

1.4   Community building within MAP

Running a MAP chapter workshop

In response to popular requests by MAP chapter representatives, in December 2020, we organized a virtual workshop on "Running a MAP chapter 101." Our panelists came from a diverse range of institutional and MAP organizing backgrounds: Lizzy Ventham (MAP UK/Liverpool), Denish Jaswal and Britta Clark (Harvard), Jonah Dunch and Soyoung Yu (Alberta), and Jingyi Wu (MAP International/UC Irvine). The panelists shared concrete tips and strategies for community building, advocacy, and organizing successful MAP events. Over 40 MAP chapter representatives attended the session and they found the workshop inspiring and beneficial for their local organizing. One attendee shared:

"The atmosphere was very supportive and collaborative. The organizers and presenters were very frank and open, and provided a lot of great resources..."

Given the great success of this event, we plan to organize a "Running a MAP Chapter 101" every year in the fall.

Intercampus Mentorship network

In March, MAP International started its first Inter-Campus Peer Mentorship Network. The purpose of the mentorship program is to connect minoritized graduate students in different departments, and to provide a safe space for them to discuss issues that they face in their department and in the profession. With the approval of the board of trustees, MAP was able to hire Grecia Sánchez as the program manager. Among the more than twenty graduate students who participated, some are enrolled in programs in the US while others are based in Europe or Asia, including some countries that have not had previous MAP event participants, such as Estonia and the Philippines.

The Mentorship Program uses Slack as its primary online platform and means of communication with the participants. We also offered a Zoom kickoff event so that participants were able to meet each other. In June, MAP organized an online panel on "Navigating philosophy graduate school as minoritized students" to participants of the mentorship program as well as the wider MAP community. The panelists, Sahar Heydari Fard (UNC Chapel Hill), Kino Zhao (UC Irvine LPS), and Hannah Kim (Macalester College), were all recent graduates, with two of them starting tenure track jobs in the fall. The panelists shared their experiences of dealing with stress as minority students, finding trustworthy mentors, and navigating their department and the profession socially.

1.5 Fundraising campaign

In the spring semester we ran a successful fundraising campaign. We have been able to raise more than 40% of our fundraising goal within the week of launching the campaign, and we met our fundraising goal within two months from launching the campaign (in May 2021). These funds will be used to financially support events organized by MAP chapters, which so far, we have been able to fund only partially.

A full list of donors who have contributed to MAP through this fundraising campaign can be seen at this link.

2. What the MSF funding was specifically used for

Please see the attached documents: a brief summary as well as the budget spreadsheet that contains all details about MAP International spendings over the past year.

3. What other support the MAP received for 2020-2021

MAP received $61.26 in direct donations (excluding the fundraising campaign) this year.

Another source of funding for MAP International were job advertisements (we post a job advertisement on our website once a hiring department makes a $50 donation to MAP International). We have raised $1073.53 in this way over the past academic year.

In addition to that, we have been awarded a grant from the University of California Humanities Research Institute (UCHRI), with Jingyi Wu and Milana Kostic serving as Co-PIs. We have been awarded $3200 to support our project 'MAP Californian Regional Consortium' through the UCHRI's Multicampus Graduate Student Working Group Competition. This funding can only be used to support UC MAP chapters, and with additional restrictions. We anticipate that this funding will go to the MAP regional network. These funds should be used by the end of June 2022.

4. MAP's plans for the coming year

4.1 MAP task forces

One of the main goals of MAP International for the next year is to establish a new funding stream, which will be used to support 'MAP task forces'. Namely, unlike in previous years, we will no longer be funding mainly in-person events organized by a MAP chapter that only local students can attend and benefit from. Instead, we plan to establish and fund 'MAP task forces', which would consist of representatives from various chapters across the world and whose main goal would be to conduct projects that would be beneficial on a larger scale (for the philosophical community as a whole). Given the size of our network and the diversity of our membership, it is likely that MAP representatives from different chapters, who share an interest and an expertise in a particular topic, would be well-positioned to conduct such projects (e.g., develop racial justice resources as well as resources aimed at supporting Black students in philosophy) that would be effective in combating serious issues such as anti-Black and anti-Asian racism as well as structural injustice in the community.

Last year, MAP International made first steps in that direction by producing a crowdsourced document that included suggestions for combating anti-Black racism and for supporting Black students in philosophy. The document can be accessed at this link. Additionally, MAP International, together with MAP chapter representatives and affiliates, produced the following resources: Resources for Black Philosophers, Black philosophers reading list, MAP Infographic for Philosophy Departments Working against Anti-Blackness (made by Dee Payton), and Resources for non-Black allies.

To help with this project, we plan to invite chapter representatives across the globe to form task forces and submit proposals for projects that will aim at dismantling unjust structures in the academy and that a wider audience (than just underrepresented students in their local / regional context) could benefit from. One such example that resulted from a joint effort of MAP chapter representatives in the past is a set of guidelines for making philosophy classrooms more inclusive, which can be seen at this link, and which has been widely used and referenced in the community.

In addition to that, establishing MAP task forces will have an additional benefit of strengthening our network and fostering community building, which was one of the main requests that chapter representatives made in the annual survey we have conducted recently. Finally, MAP task forces will ensure continuity in MAP organizing in case the difficulties with organizing in-person events remain in the foreseeable future.

4.2 Edited volume on structural injustice

[Bloomsbury publishing Plc](#) recently approached MAP International with a proposal to work on an edited volume that would include research that MAP members have been involved in, and which could be used as an invaluable resource for both students of philosophy who are lacking resources which reach beyond the canon, as well as a resource for lecturers who want to improve the scope of their teaching in the fields which MAP members have (or are gaining) specialization in.

After discussions with Bloomsbury, we have decided to work on a project provisionally titled 'MAP/Bloomsbury handbook of structural injustice'. A collection of works of MAP members and affiliates on this topic can not only advance our understanding of structural injustice and contribute to theoretical debates on this topic, but also advance MAP's main goal of mitigating underrepresentation in philosophy through improving our understanding of the role of structural injustice in perpetuating the lack of representation of marginalized groups in philosophy.

This collection will be jointly edited by a senior scholar as well as a MAP International Organizer and it is planned to be published in 2023 (on MAP's tenth anniversary).

4.3 Handbook for compensation for service work

An additional project MAP plans on completing this year is the creation of an official MAP document specifying ways that universities can and should compensate their marginalized graduate students and faculty for the extra work that they take up. Such service work ranges from being the go-to for all the marginalized students when they experience equity problems, to being the department go-to consultant or point person for any equity/diversity/inclusion work that has to be done, or to the extra emotional labor of facing racism/transphobia/ableism/etc in the classroom, and of course lots more. This new project will build upon our previous service work project — Report on Service Work Distribution and Compensation among Graduate Students — by including marginalized faculty in the conversation, by focusing on incentivizing universities to implement our suggestions, and by finding more specific solutions to the overburdening of marginalized students and faculty. Potential suggestions for how universities can compensate for these largely overlooked labors are to make justice, equity, and diversity work explicitly count towards tenure review, reducing credit requirements for teaching (as suggested by MGH Institute of Health Professions), and receiving priority when selecting preferred classes to teach. Part of the project will involve developing incentives for universities to adopt the practices suggested in the document. We hope to include the

thoughts of students and faculty from several different universities (both teaching and research institutions) so the document will reflect the needs of marginalized students and faculty across the academic philosophy spectrum.

4.4 MAP events

MAP also plans to organize the following events to continue and expand our influence in the profession:

- How to run a MAP chapter 2.0

  A workshop will be organized at the beginning of the academic year to present the basics of running a MAP chapter to new chapter representatives, to present our new funding stream ('MAP task forces') to chapter representatives, to discuss the direction that the organization should take with chapter representatives as well as to facilitate community building [October 2021]

- MAP Trash talk (coordinated by Jesi Taylor Cruz)

  In Fall 2021, Jesi Taylor Cruz will expand on their Philosophy Trash Talk series that began in May. Instead of containing the topic within a Flash Talk, they will interview scholars and activists whose work is at the intersection of philosophy, discard studies, the pork UCal ecology of waste, and sustainability management. The intent is to increase awareness about these topics in academic philosophy and center the research of thinkers from chronically disenfranchised communities. [Fall term]

- Eastern APA (topic TBA) [January 2022]

- Central APA: we plan to organize a session on at the Central APA next year; this session will focus on anti-racist pedagogy and will be organized as a part of the APA/AAPT teaching hub [February 2022]

  The MAP Teaching Hub for the Central APA will focus on anti-racist pedagogy with an emphasis on anti-black and indigenous racism. More specifically, MAP will be inviting speakers to share their thoughts on anti-racist teaching when not instructing excplicity race-centered classes/content. The topic is motivated by the need for information on how to teach in an unapologetically non value-neutral way on topics of racial justice in institutions that are still largely dominated by the idea that education should remain value-neutral in all spheres. Examples of questions we are interested in for this session include: 1) "What does it mean to take anti-racism seriously in one's curriculum/pedagogy?" 2) "How does one do this as a professor of color in a way that does not overburden oneself or put oneself in danger?" 3) "How does one do this as a white professor in a way that makes one sit in their discomfort and includes the voices of BIPOC without overburdening them/leaving them uncompensated?".

- Pacific APA (topic TBA) [April 2022]

- MAP PSA Special Session

  In November 2021, MAP will be hosting its first special session at the Philosophy of Science Association (PSA)'s Biennial Meeting in Baltimore. The theme of the session will be "Race and Racial Justice," and it will feature three early career philosophers from marginalized backgrounds: Ian Peebles (UPenn) on "To race or not to race: when (if ever) is it morally permissible to use a biological racial classification in medicine?," Celso Neto (Dalhousie) on "The Metaphysics of Race meets Inductive Risk: Issues for the New Deflationary Biological Race Realism," and Jesi Taylor Cruz (CUNY) on "Carceral Wastelands: On Waste Inequity and Mass Incarceration in the US." Through this session, we hope to foreground MAP-affiliated scholars' important work, and shed new light on the underexplored topic of race and racial justice within philosophy of science.

4.5 Regional programming: UC MAP California Consortium

In an effort to foster community building and cooperation among representatives from various chapters, MAP International helped form the first MAP regional network in California. UC MAP regional network will be run by the chapter representatives from UCB, UCD, UCI, UCSB, UCLA, UCR, and UCSC, who will organize a series of workshops, conferences, talks, whose one of the primary aims will be to facilitate racial justice advocacy. More specifically, the aims of the UC MAP regional network will be the following ones:

1. Facilitating regional collaboration by supporting chapter activities at UCB, UCD, UCI, UCSB, UCLA, UCR, and UCSC, launching a new UC MAP Colloquium Series, and expanding our SoCal MAP workshop into a California MAP workshop;
2. Facilitating community building by organizing MAP International virtual events (e.g. Flash Talks), the Intercampus Peer Mentorship Program, and MAP sessions at professional conferences;
3. Facilitating racial justice advocacy by conducting a mentorship network for Black graduate students and students of color as well as organizing diversity-related training in philosophy.

Through the Flash Talk series, UC MAP Colloquium Series, California MAP workshop, and the MAP Intercampus Peer Mentorship Program, we will be able to further facilitate community building and regional collaboration among UC MAP members. Through MAP group sessions at the APA and PSA and the Flash Talk series, we will be able to highlight philosophical research done from marginalized perspectives. Through the diversity related training and the Black Philosophers Mentorship Program, we will work towards advocating for Black philosophers. Finally, the chapter events will contribute to all the above objectives through grassroots organizing on the local level.

This project is partially supported by a UCHRI Multicampus Working Group grant, with Jingyi Wu and Milana Kostic serving as co-PIs.

4.6 Community building: Diversity trainings for MAP chapter representatives and allies

It has long been a goal of MAP International to provide better support for the MAP community for dealing with microaggressions, bullying and harassment, as well as better educational resources for allies within the MAP community to better support their minoritized peers. There is, moreover, a heightened urgency to this mission given that Anti-Asian Racism and xenophobia have been on the rise with the ongoing COVID-19 pandemic, MAP members from these targeted communities are especially vulnerable to racism and microaggression in their workplace.

For these reasons, MAP plans to collaborate with external initiatives, such as [Hollaback!](), to offer diversity training both for minoritized members of MAP to equip themselves with the skills for dealing with these issues, and for allies in the MAP community to raise awareness of these issues and understand how to better support their peers. MAP expects to spend $1000 on such training.

4.7 Other

Jesi Taylor Cruz will be prioritizing website development specifically related to accessibility features and anti-colonial content. From a static Land Acknowledgment page to enhancing website navigation to make the site more accessible for disabled visitors, their transition into website development will be their primary focus this academic semester.

5. MAP's budget request for the new year

In order to sustain its operations and given that events organized by chapters will be in person next academic year, MAP is requesting $12,500 from the MSF for the coming year. This amount, together with the additional $10,000 that was raised during the fundraising campaign, the job ads revenue (approximately $1,000) and the additional grant we have secured ($3,200), would enable us to reach MAP's estimated operating budget of $25,000 this year.

The need for financial support from MAP International to the local chapters is especially urgent, given that the lack of adequate funding has been cited as one of the major issues chapter representatives face year after year:

> *Departmental support and lack of adequate funding (care work performed by minoritized & already struggling persons) (Spring 2021)*

> *I've gotten the impression that funding for individual chapters is becoming increasingly scarce (Fall 2019)*

> *Organizers are often minorities doing unpaid care work and not supported in all departments by an abundance of volunteers. There needs to be a movement for this to be paid or valuable on CVs for minorities who are organizers (Spring 2019)*

> *Funding for organizers is crucial as it is unevenly placed on minorities taking time out of their study and other jobs to organize without pay or heavy support from the department as a whole (Spring 2019)*

In the previous years (pre-Covid), chapters would typically request $20,000, and we were mostly able to meet around 50% of these needs. Given that next year events organized by MAP chapters will be in person as well as that MAP has yet again grown during the pandemic, we expect that at least $10,000 will be needed to sustain the work of MAP chapters on the local level next year. The remaining $2,500 will be used to offset the overhead operating costs of MAP International (we expect to need $7,280 in total to cover MAP International operating costs next year). The funds raised through the fundraising campaign this academic year will be used to cover the rest of the overhead costs of the MAP International as well as to support other programming initiatives (MAP task forces, regional networks, etc.). The details can be seen in the table below.

6.   **Proposal for how to spend the requested budget**

<u>MAP International Overhead</u>

Expense	Description	Cost
International organizers' stipend	$800 per academic year, $300 per summer for three organizers, and $100 per summer for new organizers during their first summer	$3,500
Co-director stipend	$1000 per academic year, $300 per summer for two co-directors	$2,600
Anticipated raises due to increased central organizing workload given the	$50 per organizer for five organizers	$250

pandemic and MAP's growth		
CPA fees	For filing taxes	$450
Website domain and maintenance fees	$100 for Weebly subscription and $10 for domain name (annual charges)	$110
Zazzle subscription fee	Annual charge to cover shipping costs of posters	$10
MAP poster fees for new chapters	Sending a poster to every new US MAP chapter to post in their home departments	$150
Annual Federal Tax		$30
Miscellaneous overhead fees	Postage fees, bank transaction fees (especially international transaction fees)	$150
New Jersey Filing Fee	To maintain MAP's non-profit status	$30
	SUBTOTAL	**$7,280**

Chapter support, regional and central programming

Expense	Description	Cost
MAP task forces	We aim to fund 'MAP task forces', groups of chapter representatives from various chapters, who would work on projects related to racial justice, inclusive teaching, transgender support, etc. Since this is a pilot program, we aim to approve up to $3000 to support such projects during this academic year. These funds could be used to provide stipends for chapter representatives working on the project, to cover costs of web design and maintenance, training needed for chapter representatives to conduct their project, etc.	$3,000

Maintenance and external personnel costs for MAP International Programming	Funding for external personnel for MAP International's projects (not chapters). We pay external personnel approximately $250 per project, depending on how labor-intensive the project is. $750 would allow us to hire personnel for various projects, including but not limited to (1) Service work project, (2) grant writer, (3) MAP Virtual Events (Flash and Trash talks)	$750
Chapters support	In the previous years (pre-Covid), chapters would typically request $20,000, and we were mostly able to meet around 50% of these needs. Given that next year events organized by MAP chapters will be in person as well as that MAP has yet again grown during the pandemic, we expect that at least $10,000 will be needed to support the work of MAP chapters on the local level next year	$10,000
MAP regional networks	Establishment and support of new regional networks in Asia and Latin America (2 x $250) MAP India - $1000 $500 for honoraria (for inviting a U.S. based speaker) $200 for web design and maintenance $300 for stipends MAP California - $3200 This subproject will be funded by the UCHRI grant, and a detailed budget is available upon request.	$4,700
Diversity trainings for chapter representatives and organizers	MAP plans to collaborate with external initiatives, such as Hollaback!, to offer diversity training for MAP members and allies	$1,000
	SUBTOTAL	**$19,450**
	TOTAL	**$26,730**

7. **Other anticipated sources of funding for MAP**

We anticipate raising approximately $1000 through job advertisements on our website. As mentioned, we have also obtained $3200 through the UCHRI, which should be used by the end of June 2022.

In conclusion, our anticipated budget is derived from considering recent funding requests and initiatives at the chapter, regional, and international levels. We are happy to discuss further details and provide documentation on this review.

All best,

Jesi Taylor Cruz, Alexandria James, Lel Jones, Milana Kostic, Angela Sun, Jocelyn Yuxing Wang, Jingyi Wu (Organizers)
Yena Lee, Carolina Flores, Elise Woodard (Trustees)

Appendix I 2020/2021 MAP Chapter Events

Talks hosted

- Rebecca Mason (USF), "Women Are Not Adult Human Females" [UMass Amherst]
- Chike Jeffers (Dalhousie), "Du Bois' Theory of the Talented Tenth: Critical Evaluations and Reevaluations" [Ohio State]
- Robin Dembroff (Yale), "Putting Real Men On Top" [UCL]
- Aness Webster (Nottingham), "Agency and Stereotyping" [Miami]
- Nancy Bauer (Tufts), "The Future of Feminist Philosophy" [Tufts]

- Carrie Jenkins (UBC), "Sad Love" [Università di Parma]
- Carola Barbero (Turin), "Pornography" [Università di Parma]
- Kate Abramson (Indiana), "Learning About Trust From Gaslighting" [Florida State]
- Vanessa Wills (George Washington), "What Could it Mean to Say 'Capitalism Causes Sexism and Racism'" [Harvard]
- Helen Ngo (Deakin), "Toward Thinking the Banality of White Supremacy" [Fordham]
- Andrea Pitts (UNC Charlotte), "Health Empires Behind Bars: Carceral Humanism and the Rise of Correctional Medicine" [Fordham]
- Romy Opperman (New School), "Black Feminist Climate Justice" [Fordham]
- Gail Weiss (George Washington), "Translating Lived Experiences Acorss Multiple 'Worlds of Sense': Decolonizing and Depathologizing the Clinical Encounter" [University College Dublin]
- Patricia Williams (Northeastern) [Northeastern]
- Olufemi Taiwo (Georgetown) [Northeastern]

Conference and paper workshops

- Conference on "Embodied Voices: Phenomenological, Hermeneutical, and Psychoanalytic Approaches to Health" [Duquesne University]
  - Talks:
    - Megan Craig (Stony Brook), "Dying Together: Derrida, Levinas, and End of Life care"
    - Gail Weiss (George Washington), "Translating Lived Experience Across Multiple 'Worlds of Sense': Depathologizing and Decolonizing the Clinical Encounter"
  - Panel on "In'Visible: Perceiving Others"
    - Lisa M. Gawel (Eastern Michigan), "The Unseen: Invisible Disabilities in Sports Competition"
    - Harmony Ezeuko (Western University), "Reconciling Perceptions of Kindness with Racism: Toward a New Conceptual Definition"
  - Panel on "Constructing Health"
    - Vivian Feldbluym (Pittsburgh)," Medicine's Transparency Problem: What We Can Learn by Paying Attention to Attention Deficit Disorder"

- - ■ Sofia Huang (Duquesne), "Understanding the Violence of Racism Upon the Body Schema Through Fanon and Merleau-Ponty"
    - ■ Annalee Ring (Oregon), "Fanon and Soap Advertising: Colonial Mythologies of Cleanliness"
  - ○ Panel on "The Role of Care and Empathy in Health"
    - ■ Adam Schipper (Queen's University), "Temporality and the Politics of Care Work: Phenomenology Meets Social Reproduction Theory"
    - ■ Amanda Pinto (University of North Carolina at Charlotte), "What the Gut: On Female Embodiment, Affective Labor, and Gastrointestinal Health"
  - ○ Panel on "Doctor/Patient"
    - ■ Sam Sanchinel (University of Toronto), "From the Medical Professional as 'Sphinx' to the Entrance into Trans Dreams: Psychoanalytic Approaches to Trans Patients Seeking HRT or GCS"
    - ■ Eugenia Stefanello (University of Padova), "The Doctor Will (Not) Hear You Now: Epistemic Injustice and Phenomenological Empathy"
    - ■ Abbey Murphey (Boston College), "Edith Stein and Merleau-Ponty on the Interpretation of Body Expressions and Telehealth"
- Symposium on "Shooting the Canon: Aiming for New Perspectives," with Odile Heynders, Katarina Mihaljavić, and Amanda Cawston" [Tilburg]
- Social philosophy conference with keynote speakers Lionel McPherson (Tufts) and Kate Moran (Brandeis) [Tufts]
- Conference on "MAPping the Gap: Gender Gap in Academia" [Università di Parma]
- 13th Annual Florida State University MAP Conference with Kate Abramson, Dana Fritz, Michael Omoge, and Mohna Khan [Florida State]
- Symposium on the philosophical canon [Tilburg]
- Conference on "Intersectional and Transnational Perspectives on Minorities and Philosophy" [University College Dublin]
  - ○ Kelly Agra (University College Dublin), "Epistemic Paralysis and the Epistemic Salience of Identity: The case of Filipino Colonial Miseducation and Misrecognition"
  - ○ Clémence Saintemarie (University College Dublin), "Of Love, Care, and Solidarity: The "Third Shift" and the Dilemmas of Academic Work from and for Minorities in Philosophy"
  - ○ Carlos Malache (École Normale Supérieure), "Philosophy and Minorities: The State of University in France and What It Teaches Us"
  - ○ Rhona J. Flynn (University College Cork), "Notes from the Lunatic Fringe: A Thought Experiment Talks Back"

Discussions and panels

- Panel on "Justice and Inclusion in Academia," with Lanei Rodemeyer, Boram Boram Jeong, Tristana Martin Rubio, Sıla Özkara, Zachary Slanger [Duquesne]
- Panel on "Justice and Inclusion in Pedagogy," with Daniel Selcer, Stephanie Adair, Jeffrey Lambert, Mackenzie Foster [Duquesne]
- Roundtable discussion on on "Barriers, Equity, and Lived Experience of Healthcare," with William Conway, Eva Chrysochoou, Daniel Cook, Mackenzie Foster, Elizabete Mezinska, Tristana Martin Rubio, Mine Sak, Sıla Özkara, Zachary Slanger [Duquesne]
- Panel on "Graduate Student Life," with Tulaja Thigale, Jacob Zellmer, Haley Schilling, and Bianca Waked [UMass Amherst]
- Graduate Student Panel [Tufts]
- Panel on "Gender Ambiguity" [Università di Parma]
- Panel on diversity as a concept [Tilburg]
- Panel on "Getting in and Getting Through: Grad School Q&A" with Diana Heney, Karen Ng, Takunda Matose, Holly Longair, Andrew Burnside, Emily Radigan, and Kelly Cunningham [Vanderbilt]
- Panel on "What's my Job? Setting Professional Boundaries in Research, Teaching, and Life," with Rima Basu (Claremont McKenna) and Tamara Yakaboski (Northern Colorado) [CUNY]
- Panel on alt/non-academic jobs [Harvard]
- Discussion on "Stories of Social Exclusion (in the Art World)" [St Andrews-Stirling]
- Discussion on "Money Isn't Everything: Why Working-Class People are Underrepresented at UK Universities" [St Andrews-Stirling]
- Discussion on "Imposter Syndrome" [St Andrews-Stirling]
- Discussion on "Mental Health and Neurodivergence" [St Andrews-Stirling]
- Panel on "Getting Through the Mlitt: Perspectives from Recent Graduate Students" [St Andrews-Stirling]

Information get-togethers

- MAPpy hours [Temple]
- MAP-py hours for grads & undergrads [Ohio State]
- 3-4 times informal get-togethers co-hosted with SWIP Italy [Università di Parma]

- Feminist philosophy seeds and starts (provided plant starts and bookmark making materials while participants talk about feminsit philosophy) [Marquette]
- Racial minorities meet up [UC Irvine]
- General MAP meetings on Zoom with "pedagogy sessions" at the end of each session [CUNY]
- MAP Coffee Hour on Zoom during perspectives' week [CUNY]
- Queer Happy Hour on Zoom [CUNY]
- MAP "Coffee Breaks" on Zoom [Harvard]
- MAP walks [Harvard]
- Weekly online MAP lunch [St. Andrews/Stirling]
- Co-work meetings for graduate students [UIUC]
- Weekly MAP Happy Hour on Zoom [University of Maryland College Park]
- Brainstorm about how to better the department, co-organized with the Philosophy Club [Northeastern]

Workshops and trainings

- Decolonizing the Syllabus by Brooke Sharp, Rachel Cuevas, Manasa Gopakumar and Jessica Brown [Temple]
- Radical Pedagogy Teaching Workshop [Cornell]
- Workshop on how to write a PhD application and how to write a philosophy paper [Università di Parma]
- "Building Mutual Aid in Grad School" with Andrea Pitts (UNC-Charlotte) [Vanderbilt]
- 'What to do with your philosophy degree' panel event in collaboration with UCD PHilosophy society [University College Dublin]
- Inclusive Teaching [St. Andrews/Stirling]

Reading groups

- Year-Long Abolitionist Reading Group [University of California, Santa Cruz]
- Philosophy of Race reading Group | "Facing Up to Ignorance and Privilege: Philosophy of Whiteness as Public Intellectualism" | Terrance MacMullan [UMass Amherst]
- Angela Davis' "Women, Race, & Class" | Sally Scholz's "Political Solidarity" [Ohio State University]

- Bi-weekly reading group focussed on culture and race. Texts included: Chimamanda Ngozi Adichie's 'The Thing Around Your Neck', Bruno Latour's 'Whose Cosmos? Which Cosmopolitics?', Edward Said, introduction to 'Orientalism', Jennifer Morton's 'Moving Up Without Losing your Way' (intro + chapter 2), Ian Buruma and Avishai Margalit's 'Occidentalism' (two chapters), Sara Ahmed's 'On Being Included' (chapter 2 and 5), and more. [Tilburg University]
- Kendi 'How to be an Antiracist' [UCL]
- "What is Race?: Four Philosophical Views" [The University of Miami (In Coral Gables, FL)]
- Asta's "Categories We Live By," Rima Basu's "The Wrongs of Racists Beliefs" [University of Texas at Austin]
- Pedagogy of the Oppressed [Cornell University]
- Tufts and Brandeis reading group [Tufts University]
- Reading Group su Sigmund Freud [Università di Parma]
- Maria Lugones' "Radical Multiculturalism and Women of Color Feminisms"; Kim Hall's "Philosophy, Religion, Race, and Queerness: A Question of Accommodation or Access" ; "When Selves Have Sex: What the Phenomenology of Trans Sexuality Can Teach About Sexual Orientation" by Talia Mae Bettcher ; short chapters, the first from How it is: The Native American Philosophy of V.F. Cordova entitled "Time and the Universe" and the second from Teaching Spirits: Understanding Native American Religious Traditions entitled "Changeless at the Heart of Change: Concepts of Time and Process" ; Myisha Cherry's "Solidarity Care: How to Take Care of Each Other in Times of Struggle" [Florida State University]
- "Cornel West: 'My Ridiculous Situation at Harvard" in the Chronicle of Higher Education by Maximillian Alvarez; "A Coup by Any Other Name: Reflections on Democracy, Defense and White Supremacy" in the Blog of the APA by Sabeen Ahmed [Vanderbilt University]
- Bhagavad Gita and Philosophy - hosted by Shaila Wadhwani, guest speaker Keya Maitra [Marquette University]
- Joint event with Art and Mind Reading Group and Race and Philosophy Reading group, "Controlling (mental) images and the aesthetic appreciation of racialized bodies" Guest Speaker: Dr Adriana Clavel-Vazquez (University of Oxford), 'Virgins' by Danielle Evans, 'The Education of Mingo' by Charles Johnson, 'Elbow Room' by Alan McPherson [University of Warwick]

- Tommie Shelby's "Dark Ghettos" [UC Irvine]
- Women, Race, and Class by Angela Davis (fall), Black Feminist Thought by Patricia Hill Collins (spring) [Harvard]

- Jackie Wang, "Carceral Capitalism"; Frank B. Wilderson III, "Afropessimism" [Fordham University]
- De-/Postcolonial theorists and feminists of colour Epistemology readings on epistemic injustice, epistemologies of ignorance and epistemology of resistance [University College Dublin]
  - Session 1 February 18, 2021 at 10.30am-12pm. Sullivan & Tuana 'Introduction' and Mills, Charles W. 'White Ignorance in Sullivan, S. & Tuana, N. 2007, Race and epistemologies of ignorance, State University of New York Press, Albany, N.Y;Bristol Grosfoguel, R. 2013, "The Structure of Knowledge in Westernized Universities: Epistemic Racism/Sexism and the Four Genocides/Epistemicides of the Long 16th Century", Human Architecture : Journal of the Sociology of Self - Knowledge, vol. 11, no. 1, pp. 73-90.
  - Session 2 March 4, 2021 at 10.30am-12pm. Alcoff, Linda Martín "Philosophy and Philosophical Practice: Eurocentrism as an epistemology of ignorance." In The Routledge Handbook of Epistemic Injustice. Edited by Ian James Kidd, José Medina, and Gaile Pohlhaus, Jr.. London and New York: Routledge, 2017. 397-408. Medina, José "Epistemic Responsibility and Culpable Ignorance' in The Epistemology of Resistance: Gender and Racial Oppression, Epistemic Injustice, and Resistant Imaginations (New York: Oxford University Press, 2012) Embodiment and selfhood readings on the phenomenology, selfhood and embodiment of race
  - Session 3 March 25, 2021 at 10.30am-12pm. Fanon, Frantz (1952/1986). Chapter 6: "The Negro and Psychopathology". In Black Skin, White Masks (C. L. Markmann, trans.). Pluto Press. Ahmed, Sara (2007) 'A phenomenology of whiteness', Feminist Theory, 8(2), pp. 149–168
  - Session 4 April 8, 2021 at 10.30am-12pm Alcoff, Linda M. (2006) "The Phenomenology of Racial Embodiment" in Visible Identities : Race, Gender, and the Self. New York: Oxford University Press (Studies in Feminist Philosophy) Gordon, Lewis "Phenomenology and Race" in Naomi Zack, The Oxford Handbook of Philosophy and Race (2017). Oxford University Press (Oxford Handbooks) Feminism and Colonialism
  - Session 5 April 22, 2021 at 10.30am-12pm Schuller, Kayla "Vaginal Impressions Gyno-neurology and the Racial Origins of Sexual Difference " in The Biopolitics of Feeling: Race, Sex, and Science in the Nineteenth Century. Durham; London: Duke University Press. Lugones, María. "Heterosexualism and the Colonial / Modern Gender System." Hypatia 22, no. 1 (2007): 186-209. additional: Zack, Naomi (2016). Why I Write So Many Books About Race. Journal of World Philosophies, 1(1), pp.

131-137   Political Philosophy and Black Feminism Session 6 May 6, 2021 at 10.30am-12pm Mills, Charles W. 'Introduction' and 'Overview' in The Racial Contract (1997), Ithaca: Cornell University Press Session 7 May 20, 2021 at 10.30am-12pm Lorde, Audre 'The Master's Tools Will Never Dismantle the Master's House' Davis, Angela 'Woman Suffrage At the Turn of the Century: the Rising Influence of Racism' in Women, Race and Class (1983), New York: Random House Ortega, M. 2006, "Being Lovingly, Knowingly Ignorant: White Feminism and Women of Color", Hypatia, vol. 21, no. 3, pp. 56-74.

- Philosophy of Racism - Various Authors; Social Epistemology - Various Authors [University of Maryland College Park]
- Reparations reading group - The Case for Reparations by Ta-Nehisi Coates [Northeastern University]

Film screenings

- "Wind" | Discussion on the topic of immigration, cultural identity, personal experience, and social oppression [Arizona State University]
- "Persepolis," "The Farewell," and "Isle of Dogs" paired with some of the texts they read/discussed. [Tilburg University]
- Film discussion of documentary "13th" by Ava DuVernay [The University of Miami (In Coral Gables, FL)]
- I am Not your Negro [Università di Parma]
- CineMAP: Darquat's "Schwarzfahrer," "30%" Women and Politics in Sierra Leone, "Paris Is Burning", "Lovers Rock" session in collaboration with Race and Philosophy Reading Group organised by Equality and Welfare Committee, "Sorry to Bother You", pieces from dancers Liz Aggiss and Kimiko Versatile [University of Warwick]
- "Parasite," "Being John Malkovich," [University College Dublin]

Other events

- University MAP listserv has been made [Arizona State University]
- Podcast development on diversity and inclusion within philosophy in collaboration with the study association of the philosophy department 'Sapientia Ludenda' or 'SAPI'.

- Diversity Festival preparation; will take place at the beginning of the academic year at Theater de Nieuwe Vorst in Tilburg, in collaboration with the theatre. [Tilburg University]
- Climate Survey & MAP RAship [Cornell University]
- Tufts MAP info session (first Tufts' MAP meeting) [Tufts University]
- L'empirismo Radicale di Nashida Kitaro, Reificare il corpo: un'analisi critica della neurometria,
  - MAP Flash Talk: Carola Barbero: Pornografia, Imagination, Perspectives and Thought Experiments, MAP Flash Talks: Carrie Jenkins "Sad Love," Misure di paleodiversità e biodiversità: il problema dell'incommensurabilità,
  - MAP panel e MAP Flash Talks in collaborazione con SWIP Italia! Gruppi di lettura: Freud e la metapsicologia, la metafisica Neoaristotelica, l'ecofemminismo, Powers in science. Dispositional properties as the best description of the fundamental elements in the physical world, Zoom VS. Hume, Proxy data. The epistemic advantages of indirect measurements, La storia e le norme – Tra Canguilhem e Fanon, Diagrammatic reasoning – Considerazioni sull'uso dei diagrammi nella matematica e nella logica [Università di Parma]
- Zoom Game Night [Florida State University]
- 1st Midlands MAP Festival: Philosophy, Academia and Mental Health:
  - "The Agential Stance: How to support young people's sense of agency in mental health clinical encounters" by Lisa Bortolotti (University of Birmingham),
  - "Imposter Syndrome in Philosophy" by Quassim Cassam (University of Warwick),
  - "Mental Health and the Philosophical Profession" by Matthew Duncombe (University of Nottingham),
  - "Understanding Microaggressions within the Higher Education Setting" by Lauren Blackwood (Equality, Diversity and Inclusion officer - King's College London),
  - "Mental Health and The Modern World" by Jasmine Khan (Journalist, Public Speaker and Mental Health Advocate),
  - "Admission: The Subject as an Object of Study" by Dana Miranda (University of Massachusetts Boston);
  - Seminar Series: "Disability, Mental Health and Inclusion" by Dr Eileen John, "Handling Rejections: Mental Health and Academia" by Dr Thomas Crowther [University of Warwick]
- Undergraduate Ethics Bowl [UC Irvine]
- Creation of the department's first Equity, Diversity, and Inclusion Committee [The Graduate Center, CUNY]
- MAP Collective Donation to the MA Chapter of the National Lawyers Guild, MAP Meeting and Discussion for Prospective Students [Harvard]

- UCD MAP and UCD Perspectives Journal interview with Abeba Birhane on on social philosophy, 4E cognition, AI ethics from decolonial and feminist perspectives, racism in AI, "Doing a PhD during the pandemic" (upcoming: as podcast with UCD Centre for Ethics in Public Life and written as ERC interview in Perspectives journal) [University College Dublin]
- The Feminist Philosophy Reading Group became a research seminar called the Feminist Philosophy and Social Theory seminar hosted by the Arché research centre at the University of St Andrews [Joint Chapter for the University of St Andrews and the University of Stirling]