

# MAP

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## MINORITIES AND PHILOSOPHY

*October 20, 2023*

*To the Board of the Marc Sanders Foundation:*

*Over the last year, Minorities and Philosophy International has continued our mission of combatting structural injustice in our discipline while working to fight those barriers which impede equitable participation within philosophy. There are nearly 190 MAP chapters across the globe, spanning the Americas, Europe, and parts of Africa and Asia. We remain proud of our graduate-led chapters, which bring together people from all levels of the discipline, from undergraduates new to philosophy, to long-time faculty members.*

*In the last academic year, all four of our volunteers — Sophia Wushanley (director), Alexandria Jones (director), Lel Jones (organizer), Josh Petersen (organizer) — have returned for another year of work with MAP. In the coming weeks, we hope to add two new organizers to our team to facilitate a smooth transition to new leadership as our current directors reach the end of their original tenure.*

*We're also excited to announce new partnerships with a number of mission-aligned organizations within the broader philosophical community, including the Philosophy of Science Association and Philosophers for Sustainability. These partnerships signify that established position which MAP has attained within the discipline as voice and advocate for all graduate students across the globe.*

*This letter proceeds in three sections. First, we review MAP's achievements since our last report. We then outline our major strategic and programmatic goals for the upcoming year. Finally, we provide a breakdown of our operating budget and funding proposal for AY23-24.*

*We deeply value the Foundation's support of Minorities and Philosophy International. We sincerely hope that by promoting a diverse and inclusive philosophical community, we can play a small role in preserving the rigorous, careful, and democratic nature of our discipline.*

*Alexandria James and Sophia Wushanley (Directors)*

*Lel Jone and Josh Petersen (Organizers)*

*Yena Lee, Carolina Flores, Angela Sun, and Elise Woodard (Trustees)*

## **1. MAP's achievements over the past year (2022-2023)**

### **1.1. MAP's global expansion**

*Currently, MAP has nearly 190 chapters worldwide. In the last year, we have added or reactivated dormant chapters at eighteen universities, including Washington and Lee, Illinois State University, Miami University, the University of Bergen (Norway), the University of Alberta (Canada), and elsewhere.*

### **1.2. Expanding MAP's influence within the profession**

*In the last year, MAP International worked to develop new partnerships within the philosophical profession while deepening pre-existing relationships.*

*Over the last year, MAP International has continued to advance its presence and influence within the profession through group sessions at major philosophical conferences, including the APA and the PSA. We have also made significant progress on MAP's first scholarly publication — an edited volume on the philosophy of structural injustice — which will be published with Bloomsbury Plc.*

#### **1.2.1 Philosophy of Science Association (PSA) Conference, November 2022**

*In November 2022, MAP held a special session at the Philosophy of Science Association (PSA)'s 28th Biennial meeting. The session's focus was on Indigenous and non-Western philosophy of science. The panel, which was chaired by MAP organizer Lel Jones, featured Federica Bocchi of Boston University and keynote speaker Professor Shelbi Nahwilet Meissner of Georgetown University. The session began with a dialogue about how we can engage in conservation that serves Indigenous communities. Participants discussed possible interventions in the conservation movement, including new methods of evaluating progress and success in conservation efforts. Conference-goers showed great interest in MAP's session, which was standing room only.*

#### **1.2.2 American Philosophical Association Pacific Conference, 2023**

*MAP International Co-Director Alexandria James hosted a panel sponsored by the APA Committee. Titled, "Ten Years of MAP: A Retrospective," the panel served as a reflection on MAP's origins, its presence in the discipline, and the ways that MAP continues shaping and reshaping the discipline in more recent memory. The panelists were Eric Bayruns Garcia and Jesi Taylor. The session was particularly grounding as it included founders and long-term participants – Bayruns Garcia founded one of the first MAP chapters at the CUNY Graduate Center and Taylor started the MAP chapter at Brooklyn College.*

*Panelists and participants touched on a number of topics, including how to prioritize mentorship in the academy for individuals from under-represented backgrounds whose research interests diverge from traditional topics. The conversation also addressed the state of pedagogy in philosophy broadly speaking, with a particular emphasis on what it means for philosophy to be accessible. The dialogue also looked forward towards the future of the discipline and MAP's role. The session afforded those in attendance the opportunity to express their concerns and hopes, and served as a generative space for building on MAP's accomplishments as we move forward.*

### *1.2.3 Handbook on structural injustice (ongoing)*

*MAP continues its work with Bloomsbury on our forthcoming edited volume on the philosophy of structural injustice. Maeve McKeown (Groningen) recently joined Robin Zheng (Glasgow) on the project as co-editor. The volume will include the works of both faculty and graduate students. The Editorial team published a successful call for papers. They are now working to review submissions for publication.*

## **1.3. MAP-Wide Community Building**

*MAP organized a number of events meant to bring its many chapters closer together and to share ideas about supporting underrepresented philosophers on a variety of levels. For example, in February of 2023, MAP International organized a webinar aimed at increasing grassroots participation at the local chapter level. Federica Bocchi of Boston University spoke to an audience of faculty, graduate students, and undergraduates and shared her experiences organizing local MAP chapters in both Italy and the United States. The webinar touched on issues including improving MAP participation across a range of identities, creating transition plans to improve the longevity of local MAP chapters, and decreasing organizer burnout.*

## **1.4. MAPpy Hour**

*2023 brought the return of an event which had been paused since COVID, our "MAPpy Hour," which aims to bring together MAP members across chapters for informal social interactions. By creating these connections, we hope to improve the MAP community and collaboration across universities. On April 6th, MAP International organizers held a MAPpy Hour in San Francisco during the APA Pacific. This brought together representatives from nearly a dozen chapters for a joyful evening in which MAP members discussed philosophy and their experiences in the discipline as minorities.*

*Given the success of last year's event, we plan to expand the MAPpy Hour in the upcoming year.*

## **2. Strategic and Programmatic Vision for AY22-23**

### **2.1 Strategic Priorities for AY22-23**

*MAP leadership has identified four strategic priorities for the upcoming year. Where relevant, we relate this to last year's strategic goals.*

- 1. First, we aim to continue developing structures and programs which will allow MAP to make better use of its many chapters. In the last year, we have worked diligently to reactivate dormant chapters and ensure effective communications with the many stakeholders implicated in MAP's organization. This structural investment has better positioned us to create online meeting spaces and build connections between chapters. In the upcoming year, we are launching our first major task force on sustainability efforts in philosophy. This task force will bring together philosophers from across the globe to think about big picture solutions. Moreover, it will give MAP International a chance to experiment with more long-term, online structures and programming which should allow for greater participation for our global members.*
- 2. We aim to continue funding a diverse array of chapter events. In AY22-23, we saw our first real return to in-person events during the pandemic. Through an increased number of funding rounds in AY23-24, we hope to encourage greater chapter participation, particularly for our chapters from the Global South and historically underfunded universities.*
- 3. We aim to develop and strengthen partnerships and relationships across the discipline. Through Covid, we have learned that MAP is stronger when we work together with other structures in philosophy. By partnering with other organizations, we hope to increase MAP's visibility in the discipline while reaching a broader array of stakeholders.*
- 4. Finally, we plan to continue MAP's nearly decade-long history of supporting philosophers — particularly graduate students — from marginalized backgrounds. We will maintain our presence at national and international conferences, continue developing new chapters, and keep supporting chapter organizers as they design their own events and programming within their departments.*

*For the remainder of this section, we outline planned programs which contribute to these strategic goals.*

## ***2.2 Developing and Strengthening Partnerships***

*This year, MAP developed new partnerships with the Philosophy of Science Association and Philosophers for Sustainability. Through our relationship with the PSA, we have received additional support for MAP's operations and programming while directing events (such as our PSA event) at the philosophy of science community. We have also developed a new partnership with Philosophers for Sustainability, which is an organization dedicated to advocating for sustainability in philosophy while raising awareness of the climate crisis. Through our partnership, we've worked to raise awareness at the intersection of our mission: those populations hit hardest by the climate crisis are also those populations which face some of the highest barriers*

*to equitable academic participation. In the upcoming year, we'll co-sponsor a number of online events with Philosophers for Sustainability and work with their network as we launch our Sustainability Task Force. Finally, we hope that this partnership provides a pattern for further partnerships with other established advocacy groups in philosophy.*

### ***2.3 Development of Chapter Community***

*A request for more cross-chapter engagement is a consistent finding across our annual chapter surveys. In AY22-23, we plan to continue developing both virtual and in-person programming which aims at fostering community between and amongst our global members.*

*These plans include the following:*

#### ***2.3.1. Chapter-facing Events***

*In the last three years, our virtual event on Running a MAP Chapter has been very successful. We plan to build upon that success this year by continuing that event and running more targeted chapter-based events on event planning, fundraising, and department engagement.*

#### ***2.3.2. Mappy Hour / Conference Social Events***

*Particularly at large conferences, graduate students lack the pre-existing connections to navigate those spaces comfortably. Events of this type help fill this gap and make conferences more socially accessible for younger philosophers. Because of the success of our MAPpy hour last year, we hope to expand it to faculty and graduate students, so that grad students may develop stronger mentorship relationships.*

#### ***2.3.3. Other community building***

*We plan to explore other possibilities for community building within MAP, including roundtables which bring together disciplinary leaders and MAP representatives, mentorship programs, and more.*

### ***2.4 Disciplinary-wide efforts***

*MAP will continue its disciplinary-wide efforts. MAP has confirmed sessions at the APA Pacific ('23), and we will return to the PSA for its next biannual meeting. We will continue to oversee our edited volume with Bloomsbury. Finally, we will continue to host discipline-wide events, talks, and workshops both in-person and online.*

### ***2.5 Ongoing Support for Chapters and Chapter-based Programming***

*In the upcoming year, we will continue to work with our chapters to directly fund or assist them in fundraising for their annual chapter programming. We attach as an Appendix to this letter a representative list of chapter programming held in AY22-23.*

**3. Use of MSF Grant in AY22-23**

*Please see the attached financial report. This document contains details about MAP International's spending in AY22-23, including our use of MSF grants.*

**4. External financial support in AY22-23**

*MAP International received \$4,458 through our joint campaign with MSF last year and in the first few months of this academic year. With MSF's generous matching, this is a total of **\$8916**.*

*MAP International received **\$52.44** in unsolicited direct donations in AY22-23.*

*The organization raised **\$1,231.79** through our job board last year. MAP International maintains an academic job board on our website. Hiring departments may advertise through MAP for a small donation.*

*These details are also reflected in our attached financial report.*

**5. Grant Request for AY 22-23**

*In order to sustain and expand its operations, MAP is requesting \$5,000 of initial funding with a match of up to \$10,000. This amount, together with MAP's reserve funding, would enable MAP to reach its estimated operating budget of \$17,000 for AY22-23.*

**6. Proposed Budget for AY22-23**

MAP International Overhead

| <i><b>Expense</b></i>                    |  | <i><b>Description</b></i>                                                                                                                                               | <i><b>Cost</b></i> |
|------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <i>International organizers' stipend</i> |  | <i>\$1000 per academic year, \$350 per summer for three organizers, and \$100 per summer for new organizers during their first summer (maximum of three organizers)</i> | <i>\$4,350</i>     |

|                                    |  |                                                                                        |                       |
|------------------------------------|--|----------------------------------------------------------------------------------------|-----------------------|
| <i>Co-director stipend</i>         |  | <i>\$1300 per academic year, \$350 per summer (for two co-directors)</i>               | <i>\$3,300</i>        |
| <i>CPA fees</i>                    |  | <i>Tax preparation and filing</i>                                                      | <i>\$450</i>          |
| <i>Website maintenance fees</i>    |  | <i>\$110 annually for domain and website registration</i>                              | <i>\$110</i>          |
| <i>Zazzle subscription fee</i>     |  | <i>Annual charge for printing (posters, etc)</i>                                       | <i>\$10</i>           |
| <i>Miscellaneous overhead fees</i> |  | <i>Postage fees, bank transaction fees (especially international transaction fees)</i> | <i>\$190</i>          |
| <i>New Jersey Filing Fees</i>      |  | <i>To maintain MAP's non-profit and charity status</i>                                 | <i>\$60</i>           |
|                                    |  | <b><i>SUBTOTAL</i></b>                                                                 | <b><i>\$8,500</i></b> |

*Programming Costs*

| <b><i>Expense</i></b>  | <b><i>Description</i></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b><i>Cost</i></b> |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <i>Chapter support</i> | <p><i>We plan to continue our financial support of chapter activities that align with MAP's mission. Most chapter support funding is used to supplement available departmental funds for our nearly 200 MAP chapters.</i></p> <p><i>This year, we will also place a special focus on funding MAP task forces, which will work broadly on projects relating to structural barriers in our discipline.</i></p> <p><i>Task Force funds may be used to provide small stipends for Task Force members, to cover costs of web design and maintenance, to provide training needed for chapter representatives to conduct their projects, and so on..</i></p> | <i>\$7,500</i>     |

|                                            |                                                                                                  |                 |
|--------------------------------------------|--------------------------------------------------------------------------------------------------|-----------------|
| <i>MAP International Programming costs</i> | <i>Funding for programming directly run through MAP International (including APA, PSA costs)</i> | <i>\$1000</i>   |
|                                            | <i>SUBTOTAL</i>                                                                                  | <i>\$8,500</i>  |
|                                            | <i>TOTAL (Overhead + Programming)</i>                                                            | <i>\$17,000</i> |

**7. Anticipated sources of external funding for AY22-23**

*Our anticipated streams of additional funding for AY22-23 include:*

- **MAP Job Board.** *The MAP Job Board secured over \$1200 in donations in AY22-23.*
- **Unsolicited donations.** *Unsolicited donations usually amount to less than \$150.00 a year.*
- **Solicited donations.**

## **Appendix I: Selected Programming, Organized by Chapter (AY22-23)**

Below, we have listed selected events from selected chapters around the world. This list aims to highlight the diverse programming which MAP chapters develop and execute over the course of a year.

### Alliance University (India):

- Seminar on Gaze (conference), featuring Dr. Lallan Singh Baghel (Chairperson, Department of Philosophy, Panjab University, Chandigarh); Dr. Indoo Pandey Khanduri (Professor, Department of Philosophy, HNB Garhwal University); Dr. Reetu Jaiswal (Assistant Professor, Department of Philosophy, University of Delhi), and others.

### Boston University:

- Discussion Groups
  - Philosophy of Punishment
  - Feminist Discussions of Pornography
  - Beauty and Disabled Bodies
- Workshops
  - The “Streets” is not a Metaphor, with Darien Pollock
- Conferences
  - Identity Politics, Co-Organized with BU Mind & Morality Lab
  - Bodies in Context (BU Philosophy Graduate Student Conference)

### Georgia State University:

- Candid Conversations (Informal discussions with faculty members who belong to underrepresented groups in philosophy about their experiences in the discipline).

#### Harvard University

- Mentorship program for prospective graduate students in philosophy who come from minoritized backgrounds.

#### Loyola University, Chicago

- Mentorship sessions for prospective PhD Students
- A pedagogical workshop on experiences teaching philosophy as a minority student
- Community building events
- MAP Colloquium, featuring Lea Ypi (LSE)

#### University of California Santa Barbara:

- Talks
  - "The Social Construction of African Americans with Chronic Kidney Disease," by Imani Howard
  - "Microaggressions as Oppressive Moves in the Language Game," talk by Thainá Coltro Demartini
- Workshops
  - Pedagogical Workshop with Professors Dan Koraman and Thomas Barrett
- Community Building
  - MAP Mondays – monthly meetings for graduate students to come together around subjects relevant to MAP's mission

#### University College Dublin

##### Talks:

- "Irish Traveller's Philosophy: The Epistemic Value of Artistic Practices." Invited Speakers: Dr. Rosaleen McDonagh, in conversation with Prof. Katherine O'Donnell.
- "Migration Roundtable." In collaboration with UCD Transnationalising the Humanities.

##### Projects:

- "What Does It Mean To Belong?" in collaboration with the UCD Centre for Public Life and the Irish and International Young Philosopher's Awards

#### Reading Groups:

- On Rae Langton, "Feminism in Philosophy"
- On Daniel Loick, "If You're a Critical Theorist, How Come You Work for a University?"

#### Community Building: Philosophical Cinema Nights

#### University of Parma

- Talks
  - Feminist Ecology (Frederica Bocchi)
  - Decolonizing the History of Philosophy (Irene Binini)
  - Philosophy and Performative Art (Grazia Bongiovanni)
  - Democracy and Social Ethics (Teresa Roversi)
  - Carol J Adams and the Sexual Politics of Meat (Nicola Bartolomeo)
- MAP Mentoring Program

#### University of St. Andrews

- Focus Groups:
  - 'EDI Statistics: What Are They, and What Are They Good For?'
  - Module Evaluation Questionnaire reforms (joint with the central university)
- Reading Groups
  - 'Katherine Jenkins on "Ontology and Oppression: Race, Gender, and Social Reality"'
  - 'Middle Eastern and Asian Philosophy'
  - 'Yuriko Saito on "Everyday Aesthetics"'
- Community Building:
  - Identity-specific welfare event for trans people in philosophy
  - Mentoring programme (3rd/4th year undergrads matched with PhD students)
  - Q&A session: applying to PhDs (joint with the department)
  - Q&A session: applying to Master's (joint with the department)

## University of Warwick

- Workshops:
  - Diversity, Equity, and Inclusion
  - Mental Health and Wellbeing
- Race and Philosophy Research Colloquium (keynotes: Jacqueline Scott and Lee McBride)
- Community Building:
  - Post-Graduate MAP Coffees
  - MAP Film Screenings

## Washington & Lee

- Talks
  - Sumeet Patwardhan (Macalester College), "'What I See With My Eyes': Tarabai Shinde on Men's Blame of Women"
  - MAPpy Hour: Matt Lamb (W&L) on epistemic injustice in healthcare
- Workshops
  - Panel on applying to graduate school in the humanities as a person of color