

MAP

MINORITIES AND PHILOSOPHY

October 7th, 2024

To the Board of the Marc Sanders Foundation:

Over the last academic year, Minorities and Philosophy International has continued our mission of combatting structural injustice in our discipline while working to fight barriers which impede equitable participation within it. There are nearly 200 MAP chapters across the globe, spanning the Americas, Europe, and parts of Africa and Asia. Our chapters bring together people from all levels of the discipline, from undergraduates new to philosophy to long-time faculty members.

At the beginning of AY24-25, many of our AY23-24 organizers — Sophia Wushanley (director, University of Michigan), Lel Jones (organizer, University of California at Davis), and Josh Petersen (organizer, University of Michigan) – reached the end of their tenure. To facilitate a smooth transition to new leadership, they hired and on-boarded Genae Matthews (University of North Carolina at Chapel Hill) and J.C. Ward (Wake Forest University) in Spring 2024. Genae and J.C. have since been elected as Co-Directors and (with Sophia) have hired two additional organizers, Roy Chamorro Pinel (University of California at Riverside) and Brant Entrekin (University of Tennessee at Knoxville). Despite being on-boarded less than a month ago, Roy and Brant are already spearheading an inter-chapter collaboration initiative, outlined below.

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 AY24-25.

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 nurturing the rigorous, careful, and democratic nature of our discipline.

Signed:

Genae Matthews and J.C. Ward (Directors)
Roy Chamorro Pinel and Brant Entrekin (Organizers)
Carolina Flores, Angela Sun, and Elise Woodard (Trustees)

I. MAP's achievements over the past year (AY 2023-2024)

A. MAP at the APA

In the past year, MAP facilitated events at both the Central and the Pacific Division Meetings of the American Philosophical Association. At the Central Division Meeting, MAP sponsored a panel entitled “MAPping the Future: Reimagining the Status Quo in Academic Philosophy,” which featured five minority philosophers – Gwendalynn Roebke, Sophia Stone, Conny Knieling, Ryan Born, and Wangchen Zhou – who spoke about concrete ways in which departments can increase diversity. These included a proposed model of financial support/reparation for minority philosophers, a critique of commonly used examples in philosophical pedagogy, and a suggestion that philosophy departments adopt an attitude of ‘critical love’ towards their students.

At the Pacific Division Meeting, MAP sponsored our traditional “MAPpy Hour,” a social event for minority philosophers. The event served as an ideal space for community building, idea exchanging, and general decompressing from the ten hour conference day. We had several attendees give us positive feedback about the gathering and express interest for further MAPpy Hours in the future. We look forward to growing our connections with more social events going forward.

B. Handbook on structural injustice

MAP continues its work with Bloomsbury on our forthcoming edited volume on the philosophy of structural injustice. The working title of the book is the *MAP & Bloomsbury Edited Volume on Structural Injustice*, and two of its editors – along with a few of the contributors – have been heavily involved in MAP organizing. The volume's intended aim is to help combat structural injustice in the discipline by making rigorous scholarship about it widely available, an aim which we deem to be very much in line with MAP's main mission. To achieve this aim, the editors intend to do two things: First, they intend to make the book open access. However, doing so requires a substantial financial investment, the bulk of which would come from the editors' respective academic institutions, but a portion of which the editors request to come from MAP. To that end, we have included a line request for the relevant funds in our (attached) funding proposal and have also attached both the volume's CFP and its proposal form (to Bloomsbury) as appendices to this document. Second, they intend for a portion of the proceeds of the volume to go to MAP. Since the volume would ideally be open access (online), these proceeds would come from print sales of the book. To facilitate sales, the editors have proposed a promotional campaign, also detailed in the attached proposal form. Should our proposed financial contribution to the volume be supported by MSF, we aim to sign the contract on it shortly, and will assist the editors in their promotional efforts when they occur (expected spring 2026).

C. MAP Chapter Activities

Our MAP Chapters across the globe remain actively engaged in promoting diversity and inclusion in the discipline by hosting a variety of events. Below, we have listed select events from select chapters, the collection of which aims to highlight the diversity of MAP programming.

1. Washington & Lee University

a) Talks

- (1) Sumeet Patwardhan (Macalester College) on “‘What I See With my Eyes’: Tarabai Shinde on Men's Blame of Women,” September 2023
- (2) Mercedes Corredor (Virginia Tech) on “Transitional Moral Contexts,” January 2024
- (3) Gillian Gray (University of Michigan) on “Ambivalence and Authenticity,” March 2024

b) Workshops

- (1) Coffee Hour with Sumeet Patwardhan (Macalester College) and Gillian Gray (University of Michigan) on applying to graduate school in philosophy, September 2023
- (2) Coffee Hour with Kate Brelje (Temple University) on ecofeminism, November 2023
- (3) Coffee Hour with Mercedes Corredor (Virginia Tech) on White passing, January 2024

c) Screenings

- (1) “Sorry to Bother You,” discussion facilitated by Gillian Gray (University of Michigan), March 2024

2. University of Massachusetts Amherst

a) Workshops

- (1) International Student Resources Meeting
- (2) Diversifying a Syllabus Workshop with Julia Jorati (UMass)
- (3) Race in Academia Discussion
- (4) MAP Colloquium with Tracy Llanera (UConn)

3. University of Delhi

- a) Two-day International GAZE Conference with 20 speakers, including:

- (1) Prof. Purushottam Bilimoria (University of San Francisco & San Francisco State University California, USA)
- (2) Dr. Karen Gabriel (Vice Principal, St. Stephen's College, University of Delhi)
- (3) Prof. Maitrayee Chaudhuri (President, Indian Sociological Society)
- (4) Prof. Sonia Sikka (Department of Philosophy, University of Ottawa, Canada)
- (5) Dr. Asiya Islam (Lecturer in Gender and Work, University of Leeds, England)

4. Brown University

- a) Graduate School Application Workshop for Underrepresented Students
- b) Diversity-Focused Pedagogy Workshop for Graduate Students

II. Strategic and Programmatic Vision for AY24-25

MAP leadership has identified three areas of priority, each with concrete goals.

A. Development of Chapter Community and Chapter Support

In our annual chapter surveys, we consistently receive requests for more cross-chapter engagements. In AY24-25, we plan to heed this request by first and foremost implementing and utilizing a Discord channel (<https://discord.gg/ryPR7B8D>) with the aims of encouraging greater inter-chapter collaboration and participation, facilitating successful turn over of chapter representatives, and streamlining important information to and from chapters. Inter-chapter collaboration would involve encouraging students from across chapters to work together on common issue areas such as promoting sustainability, diversifying syllabi, etc. We would also utilize this platform to organize in-person, regional gatherings. Roy Chamorro Pinel (organizer) and Brant Entrekin (organizer) are spearheading this initiative.

In addition, we aim to provide particular support for our existing MAP chapters at institutions without graduate programs and encourage the chartering of more chapters at such institutions. This idea comes from two observations: First, that philosophy is practiced and taught far beyond institutions with graduate programs, so a project advocating for a more equitable discipline should look to these institutions as well. Students at these institutions should not be made to feel like they do not belong in philosophy (and should have a space to raise concerns as they emerge). All of this is especially important, considering how these experiences are likely to impact undergraduates' interest in further professional involvement with the discipline. Second, the infrastructure exists; MAP now has numerous previous organizers dedicated to MAP's goals all throughout the world at institutions without graduate programs. Chapters at these institutions will

almost certainly need to be faculty-run. Part of this effort would be to encourage and provide resources to faculty members looking to start a chapter.

B. Pursuing Funding Initiatives

We are incredibly grateful for the financial support we receive from MSF, and we recognize that its continuance and possible expansion depends on the extent to which we pursue our own fundraising initiatives. To that end, we aim to revive the fundraising campaign that MAP organizers pursued in AY 2020-2021, with the hope that MSF would be willing to match our solicited donations. To do this, we will update our mailing list, send an introductory email to this mailing list in October (i.e., introducing ourselves and providing an overview of our work), and then undertake our fundraising campaign in November/December.

C. Strengthening and Developing Partnerships

We recognize that MAP's ability to expand its influence within the discipline largely depends on its relationships with other organizations and individuals. To that end, we aim to both improve upon our existing relationships and foster new ones.

First and most importantly, we aim to improve our communication with MSF. To do this, we will provide notice of all turnover/hiring procedures long before said procedures occur, send more regular, informal updates, and report to MSF when we form new partnerships or facilitate the creation of new chapters. Moreover, we would like to integrate MAP more thoroughly with other diversity initiatives in the discipline, and particularly with other diversity initiatives sponsored by MSF. MSF runs several flourishing diversity programs – including Athena in Action and the Early Career Mentoring Program – in addition to maintaining an incredibly valuable diversity reading list, and we think that it would be desirable to both see how these initiatives could benefit from increased collaboration with MAP, and how MAP could benefit from increased collaboration with them. In addition, the APA maintains several resources on inclusive pedagogy, and we aim to foster additional collaboration between MAP and the APA with regards to the creation and perpetuation of them.

In addition, in AY 23-24, MAP developed a relationship with Philosophers for Sustainability. This collaboration remains active: we are hosting a panel at their Climate Hub at the 2025 APA Central Division Meeting. Additionally, we will be virtually bringing our two groups together for a forum on October 11, 2024. At this forum, MAP and Philosophers for Sustainability will announce the Climate Ambassadors Program. The aim of this Program is to create a network of individuals at each institution who have a designated role of monitoring their department's commitment to sustainability. Each MAP chapter will be encouraged to select at least one climate ambassador to participate in the initiative, and there will be certain expectations of the

ambassadors to both collaborate together and diffuse information to their own campus. For example, ambassadors might attend one of the Philosophers for Sustainability virtual training sessions on the APA Good Practices Guide as it relates to sustainability with the expectation that they would put on a training of their own on their campus and/or their region. Furthermore, we will facilitate opportunities for the ambassadors to share information and strategies both amongst each other and then back to their own chapters and departments. The Climate Ambassadors program would serve as a model for future collaborations with other philosophy organizations and/or ways of tackling issue areas across and within chapters.

III. Use of MSF grant in AY23-24

Please see the attached financial report. This document contains details about MAP International's spending in AY23-24, including our use of MSF grants.

IV. External Financial Support in AY23-24

MAP International received **\$5,000** in funding from MSF this past year.

MAP International received **\$5** in unsolicited direct donations in AY24-25.

The organization raised **\$1,700** 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.

V. Grant Request for AY24-25

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 AY24-25.

VI. Proposed Budget for AY24-25

MAP International Overhead

Expense		Description	Cost
International organizers' stipend		\$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)	\$4,350
Co-director stipend		\$1300 per academic year, \$350 per summer (for two co-directors)	\$3,300
CPA fees		Tax preparation and filing	\$450
Website maintenance fees		\$110 annually for domain and website registration	\$110
Zazzle subscription fee		Annual charge for printing (posters, etc)	\$10
Miscellaneous overhead fees		Postage fees, bank transaction fees (especially international transaction fees)	\$190
New Jersey Filing Fees		To maintain MAP's non-profit and charity status	\$60
		SUBTOTAL	\$8,500

Programming Costs

Expense	Description	Cost
Chapter support	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.	\$4,500
MAP International Programming costs	Funding for programming directly run through MAP International (including APA, PSA costs)	\$1000
Bloomsbury Volume Open Access Contribution	Funding to help make the <i>MAP & Bloomsbury Edited Volume on Structural Injustice</i> open access	\$3000
	SUBTOTAL	\$8,500
	TOTAL (Overhead + Programming)	\$17,000

VII. Anticipated sources of general funding for AY24-25

Our anticipated streams of additional funding for AY24-25 include:

- **MAP Job Board:** The MAP Job Board secured \$1700 in donations in AY23-24. We aim to secure a comparable amount in AY 24-25.
- **Unsolicited donations:** Unsolicited donations usually amount to less than \$150.00 a year.
- **Solicited donations:** Our fundraising campaign goal is a minimum of \$2000.