

MAP

MINORITIES AND PHILOSOPHY

October 1, 2025

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 over 150 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.

In August 2026, one of our Co-Directors for AY24-25 – J.C. Ward (Wake Forest University) – stepped down from MAP International in order to pursue a law degree at Duke University. In anticipation of J.C.’s absence, Roy Chamorro Pinel (University of California, Riverside) stepped into the Co-Director position alongside Genae Matthews (University of North Carolina at Chapel Hill). We also hired two new organizers — Gwendalynn Roebke (University of Pennsylvania) and Giannis Vassilopoulos (University of Pennsylvania). They, along with our returning organizer Brant Entrekin (University of Tennessee at Knoxville) round out our MAP Team. Despite being on-boarded less than a month ago, Gwendalynn and Giannis are already spearheading several initiatives, including updating our website and planning a virtual lecture event in the spring. We are extremely excited to have them on board.

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 AY25-26.

We deeply value the Foundation’s support of Minorities and Philosophy International. In a time when diversity and inclusion efforts are more under attack than ever in higher-education, we sincerely hope that we can play a small role in promoting them in our discipline.

Signed:

Genae Matthews and Roy Chamorro Pinel (Directors)

Brant Entrekin, Gwendalynn Roebke, and Giannis Vassilopoulos (Organizers)

Carolina Flores, Angela Sun, and Elise Woodard (Trustees)

I. MAP's achievements over the past year (AY 2024-2025)

A. MAP at the APA

In the past year, MAP facilitated a panel at the (virtual) Central Division Meeting of the American Philosophical Association called "Climate Change and Departmental Change." This panel was chaired by Megha Arora (University of Connecticut) and featured César Valenzuela (Stanford University), Kate Brelje (James Madison University and Bridgewater College), Britta Clark (Harvard University). It focused on brainstorming sustainable inclusion practices in philosophy departments that are sensitive to environmental considerations and diverse scholars. After this panel, we hosted a MAPpy Hour on the virtual platform Gathertown, in a virtual space designed by Roy Chamorro Pinel. The Gathertown space nicely provided space for informal conference discussion, and made us enthusiastic about using it for future events.

B. Conference on Public-Facing Philosophy

On September 16th, 2025, MAP hosted a virtual conference on public-facing philosophy, co-organized by Roy Chamorro Pinel and Brant Entrekin. The conference consisted in three sessions: a panel about how to engage in public-facing philosophy with María del Rosario Acosta López (University of California at Riverside) and Jennifer Saul (University of Waterloo), a works-in-progress session featuring work by junior scholars, and a keynote address by Eugene Chislenko (Temple University) on the role of philosophers in social movements. The event was well-attended and hosted in a virtual Gathertown space that Roy designed specifically for it. We hope for this event to have been the first in a series of annual virtual conferences hosted by MAP International, one of which will take place in the fall semester and the other of which will take place in the spring.

C. 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.

We recently received the good news that Bloomsbury itself will be covering part of the funds so that the volume can be open-access. Due to the nature of the project and our current political landscape, the goal is for it to reach as many eyes as possible. Also to this end, MAP

International will plan and host the book launch event. Bloomsbury has offered discounts for all MAP members, as well as presenting a tutorial for graduate students on how to prepare a book proposal for publishing.

D. 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 are select uses of funds, the collection of which aims to highlight the diversity of how MAP supports its chapters.

1. MAP Chapters at Arizona State University, Colorado State University, the University of Tennessee at Knoxville, York University, and Texas A&M (among others!) revived after periods of inactivity.
2. MAP organizers from the University of California at Santa Cruz received funds to participate in climate-related panels at the APA Pacific Meeting.
3. The Stanford University MAP Chapter hosted a weekend retreat for minority philosophers where they shared their work in progress, discussed professionalization norms and navigating the discipline at large, and shared board games and movies to cultivate community.
4. The UC Riverside MAP Chapter held multiple undergraduate outreach events including a ‘Grad School Info Session’ and an ‘Undergrad Workshop’ where undergrads were able to present and get feedback on the papers they intended to use as writing samples for their grad school applications.
5. The University of Pittsburgh MAP Chapter hosted an orientation for incoming first years and also held a MAP session during their prospective students visit.
6. The UC Merced MAP Chapter hosts movie nights every Sunday where they watch a movie together and discuss its philosophical themes afterwards.
7. The Loyola University Chicago MAP Chapter hosted a series called ‘Quick Edits,’ which consisted in standing peer-to-peer writing feedback sessions where participants come in with a few pages of writing of any kind that they would like to workshop—abstracts, CVs, teaching statements, SOPs, poetry, reflections, cover letters, short fiction, posters, argument structures, paragraphs from dissertation, etc. They followed these with MAP Happy Hours.

II. Strategic and Programmatic Vision for AY25-26

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, heeded this request by 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. We have used this program to spread the word about our virtual conference, facilitate conversation between chapter representatives, and launch our new Climate Ambassadors initiative with Philosophers for Sustainability. In addition, Chapter leaders are making use of this platform to share ideas with one another.

In addition, we aim to launch the MAP Student Advisory Board, to facilitate a closer relationship between MAP International leadership and individual MAP Chapters. The MAP Student Advisory Board would consist of 6-8 members, each of whom would be the President of a MAP Chapter. Board members would serve as liaisons between MAP International Leadership and our 100+ MAP Chapters, both representing the needs of their own chapters and eliciting feedback from other chapters. Our intention to create the MAP Student Advisory Board is borne out of the recognition that we are unable to be as attentive to chapters as we would like while also running MAP as a non-profit, organizing our own events, and maintaining our partnerships with other organizations and individuals. The MAP Student Advisory Board would thus offload some of this labor while simultaneously giving more individuals a chance to have a leadership role in MAP organizing and allowing us to be more attuned to what our chapters need in a turbulent higher-education environment.

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 continue our fundraising drive, with the hope that MSF would be willing to match our solicited donations. To do this, we undertake our fundraising campaign in both September and 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 maintain our open lines of communication with MSF. To do this, we will provide notice of all turnover/hiring procedures and report to MSF when we form new partnerships. Moreover, we would like to integrate MAP more thoroughly with other diversity initiatives in the discipline than we have done in the past, 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. As diversity and inclusion based programming comes increasingly under attack, we believe that it is more important than ever to create and sustain coalitional networks.

In addition, in AY 23-24, MAP developed a relationship with Philosophers for Sustainability. This collaboration remains active: we hosted a panel at their Climate Hub at the 2025 APA Central Division Meeting, and (more importantly) launched the Climate Ambassadors Program on September 26th, 2025. The aim of this Program is to create a network of individuals at various institutions 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. We hope for the Climate Ambassadors program to serve as a model for future collaborations with other philosophy organizations and/or ways of tackling environmental issues (broadly construed) across and within chapters.

III. Use of MSF grant in AY24-25

Please see the attached financial report. This document contains details about MAP International's spending in AY24-25, including our use of MSF grants.

IV. External Financial Support in AY24-25

MAP International received **\$5,000** in funding from MSF for AY24-25.

We also had a successful fundraising drive, which was generously matched by MSF. In the fall semester of AY24-25 (i.e., September through December), we earned **\$2520**, which thanks to MSF is matched to **\$5040**. In the spring and summer of AY24-25 (i.e., January through July), we raised **\$725** through our matchable fundraising drive, which thanks to MSF is matched to **\$1450**.

This brings our fundraising total for AY24-25 to **\$6490**. We are excited to continue our fundraising drive in AY25-26.

In addition, we raised **\$450** 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 AY25-26

In order to sustain and expand its operations, MAP is requesting \$5,000 of initial funding with a continued fundraising match of up to \$10,000. This amount, together with MAP's reserve funding, would enable MAP to reach its estimated operating budget of ~\$15,000 for AY25-26.

VI. Proposed Budget for AY25-26

MAP International Overhead

Expense		Description	Cost
International organizers' stipend		\$1000 per academic year, \$350 per summer for three organizers.	\$4,050
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)	\$200
New Jersey Filing Fees		To maintain MAP's non-profit and charity status	\$60

		SUBTOTAL	\$8,180
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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 100+ MAP chapters. We have increased our ask for chapter support funding in AY25-26 in light of chapters receiving reduced funding from their home institutions due to the broader attack on DEI efforts.	\$5,500
MAP International Programming costs	Funding for programming directly run through MAP International (including APA reimbursements and the costs of hosting events on Gathertown*) *Gathertown charges a fee for each participant in the virtual space	\$1500
	SUBTOTAL	\$7000
	TOTAL (Overhead + Programming)	\$15,180

VII. Anticipated sources of general funding for AY25-26

Our anticipated streams of additional funding for AY25-26 include:

- **MAP Job Board:** The MAP Job Board secured \$450 in donations in AY24-25. We aim to secure a comparable or (more desirably) higher amount in AY 25-26.
- **Unsolicited donations:** Unsolicited donations usually amount to less than \$150.00 a year.

- **Solicited donations:** Our fundraising campaign goal is a minimum of \$3000.