

MAP

MINORITIES AND PHILOSOPHY

By the end of its second year, MAP had 53 chapters in the US, UK, Canada, Australia, and New Zealand. In this report, we describe some of the year's activities, impact, and difficulties. We consolidate a range of lessons learned across our chapters, noting trends and making suggestions where relevant.

Trends & Impact

1. Increased inter-chapter collaboration: We saw an emerging trend of successful inter-chapter collaborations. The largest of these was the well-attended [So-Cal event](#); another was the creation of the [Best Practices for the Inclusive Philosophy Classroom](#) webpage. As MAP becomes a more established network, we encourage members of different chapters to work together on larger projects. Such collaboration allows members to achieve novel and meaningful outcomes, and establishes connections between chapters that benefit both members and departments long-term.

"It was so wonderful to see other MAP members—just to be able to see other people and to see that I'm not by myself... [was] huge." (MAP member on the So-Cal meet-up)

2. Increased faculty involvement: Last year, many chapters reported difficulty bringing faculty to events. This year, as older chapters became more established, they saw an increase in faculty involvement. The vast majority of our chapters (old and new) reported significant faculty support. Faculty helped organize events, fund-raised, participated as speakers, promoted events to undergrads, and linked MAP members to people in other departments. Some departments met with their Chairs or DGS's to discuss MAP-related goals, and several report departmental changes stemming from MAP chapter initiatives (e.g., more inclusive colloquium invite lists). Such faculty support seems essential to establishing MAP as a stable department presence.

3. Popular events: The following were events or activities several chapters independently initiated: anonymous grading, reading groups, social events, professionalization workshops (e.g., being on the job market as a woman), syllabus or reading list diversification, and undergraduate mentoring programs.

"Thank you so so much for the reading group this semester. It was always a highlight of my week! I loved being surrounded by such interesting and inspiring women, so thank you for making some of my final experiences as an undergrad in philosophy so meaningful."
(An undergrad member of one of the MAP reading groups.)

4. Push for more diverse texts: Several chapters successfully pushed for the inclusion of more diverse texts in e.g., reading lists or introductory classes. One chapter reported that their department purchased anthologies of philosophical essays that members thought would help fellow students diversify their syllabi and broaden their philosophical horizons. The anthologies were made available in the department's common lounge.

Problems & Suggestions

1. **Identifying impact:** Some chapters reported feeling that their planning lacked direction, while others voiced concerns about how to tell whether their projects were having an impact. During our end-of-year meetings, chapter representatives suggested that organizers set a few objectives at the beginning of the year that are tangible and not trivially achieved. (E.g.: establish channel for communicating graduate student concerns to DGS; host two events connecting graduate students and undergraduates; create reading group on works by people of color.) This early brainstorming can help direct the type and content of events. At the end of the year, organizers may refer to their initial goals to identify successes. This process can help track accomplishments over time and structure future planning more effectively than the vague aim of “doing things related to underrepresentation.” While impact of the kind our chapters hope for is hard to measure, we hope that this structure will help chapters appreciate their own incredible accomplishments.

2. **Increasing event attendance:** Event attendance ranged from 5-100 attendees, with a median around 10-15 attendees. Several events like movie screenings and conferences saw 50-80 participants. The majority of attendees across all events were students.

Several chapters report difficulty increasing attendance at their events, with some chapters reporting that only the same handful shows up each time. Chapters increased attendance by doing one or more of the following:

- Create and maintain a Facebook presence
- Advertise events on the department website
- Announce events during lectures or sections
- Bring in undergraduates to help plan events (to bring in more undergrad attendees)
- Join with undergraduate philosophy clubs to help plan or advertise events
- Create a reading group (or similar event) in the lounge during lunch—people naturally join in
- Get speakers that can speak on MAP-related issues for regular department colloquia

3. **Organizer Overload:** Many found it hard to organize successful MAP events on top of their many other obligations. We express solidarity with this difficulty: all too often, people from underrepresented groups contribute extra administrative time and effort, and running a MAP chapter can exacerbate this problem.

We encourage chapters to have at least 3-4 core members or leaders who can divide work among themselves. Chapters that follow this structure tend to have the most successful and regularly scheduled activities. We also encourage members to take advantage of the growing [list of chapter events](#). Part of the advantage of a network is benefiting from the work of other members, and the good ideas of other chapters can easily be replicated in one’s own chapter. Peruse the list for suggestions on what events to hold, speakers to invite, books or essays to read, and more, so you don’t have to reinvent the wheel each semester.

Some thanks: We’d like to thank the Marc Sanders Foundation, whose generous support made another year possible. We also thank the APA for their many contributions, our Board of Academic Advisors for their guidance, the MAP-UK leadership team for their enormously skilled steering of the region, T, for his generous emotional support, and all our Cartographers, without whom we’d have no MAP/map.