



October 15, 2020

To the Board of the Marc Sanders Foundation:

We're delighted to report that there are now 156 MAP chapters spanning Australia, Canada, Germany, Hungary, Italy, the Netherlands, New Zealand, Portugal, Spain, South Africa, the UK, and the US. 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, [our promotional video](#) as requested by the MSF, and our financial report for 2020. We also provide details of MAP International programming and Board-specific updates here.

As you know, MAP has undergone a partial transition in our leadership team. Angela Sun, who is in her second year of MAP organizing, and Jingyi Wu, who is in her third year of MAP organizing, have recently become Co-Directors. Milana Kostic will continue to serve in her second year as an organizer. In addition, there are three new organizers, each of whom plans to serve for two years: Jesi Taylor Cruz (CUNY), Lemogang Modisakeng (Nelson Mandela University/Rhodes University), and Jocelyn Yuxing Wang (MIT). The continuities between past and present leadership have facilitated a smooth transition.

I. MAP's achievements this past year

1.1. Expanding MAP's influence within the profession

Over the past few years, one of MAP International's primary goals has been to expand beyond our local chapter management model and to increase the organization's presence and influence within the profession. Three ways we have done this have been (1) using our platform to produce reports on matters of relevance to minoritized graduate students, (2) regularly hosting group sessions at major professional conferences, such as the American Philosophical Association meetings, and (3) publishing posts on popular philosophy forums, such as the *Daily Nous* and the *Philosopher's Cocoon* to ensure that our work is circulated widely throughout the philosophical community.

Last fall, we used the network of MAP chapters to investigate service work distribution and compensation among graduate students. The results of our study (which can be read in full [here](#)) indicate that service work is very unequally distributed and -- due to unjust norms and expectations -- is done disproportionately by minoritized graduate students. Our report includes a set of concrete departmental policy proposals for service work distribution and compensation.

MAP's commitment to bring our suggested policies into effect prompted us to submit [a guest post](#) to the *Daily Nous* detailing the findings from our survey. The post was circulated broadly around the philosophical community and generated considerable discussion around compensation practices for graduate student service work. To further the discussion even more, we ran a group session at the January 2020 Eastern APA meeting on "Recognizing Graduate Student Service Work," with guest speakers Arianna Falbo (Brown), Sukaina Hirji (Penn), C. Thi Nguyen (Utah), and MAP Organizer Angela Sun (Michigan). The insights we gained from these speakers and from audience members prompted us to write [a second post](#) for the *Daily Nous*, in which we offer five additional concrete steps for members of the profession to recognize, compensate, and more fairly distribute service work, including providing tangible professional rewards (in addition to monetary compensation) for service work and recognizing informal service work (such as informally mentoring students from marginalized backgrounds) that too often goes unappreciated.

Additionally, at the Central APA meeting in February 2020, we hosted a group session on "Setting Boundaries: Personal and Professional," featuring guest speakers Sarah Gorman (Vanderbilt), Lisa Miracchi (Penn), Mary Kate McGowan (Wellesley), Elise Woodard (Michigan), and Robin Zheng (Yale-NUS). At the session, we discussed why boundaries -- the implicit and explicit rules we set for how we allocate our time and energy between different spheres of our lives -- are especially difficult for minoritized members of the profession to establish, especially in organizing contexts. We published the main upshots of the session in [a guest post](#) on the *Philosopher's Cocoon*.

We had planned a session for the Pacific APA meeting on "Bullying, Harassment and Microaggressions," with guest speakers Kate Abramson (Indiana), Janice Dowell (Syracuse), Quill Kukla (Georgetown), Emma McClure (Toronto), Briana Toole (Claremont McKenna), and MAP Organizer Jingyi Wu (UC Irvine). Unfortunately, the session was cancelled due to COVID-19, but we are rescheduling the session for the 2021 Eastern APA meeting. We are also planning a session on Race and Racial Justice for the 2021 Philosophy of Science Association biennial meeting, with speakers Jesi Taylor Cruz (CUNY), Ian Peebles (Penn), and Alexander Tolbert (Penn), who will be presenting on various topics concerning race within the philosophy of science.

MAP's presence at professional conferences has allowed us to expand MAP's influence within the discipline and create more spaces for discussion about issues concerning minoritized philosophers. Here is what some participants have written about the MAP APA sessions:

I really enjoyed the interactive nature of the MAP panel sessions at the APA. It was wonderful to engage in constructive dialogue with others in the profession concerning topics like service work distribution, power dynamics in philosophy departments, and strategies for implementing department policies aimed at inclusiveness. Conversations like these, especially at conferences like the APA, make me cautiously optimistic about developing a more equitable and inclusive climate in the profession.

I love every MAP talk that I've participated in or been to... I feel comfortable sharing my work here and I don't have to justify its legitimacy. In general, I love that MAP is an atmosphere where voices that often aren't heard in the rest of the discipline are prioritized.

1.2. Summer community building in response to COVID-19

COVID-19 caused feelings of isolation for many of us. In response to the lack of support many graduate students experienced from their home departments and usual philosophical networks, MAP International hosted a series of summer events, including monthly MAPpy Hours and Flash Talks. Each MAPpy Hour had a different theme; these included labor organizing, planning MAP events, and racial justice. One MAP affiliate who attended MAPpy hours wrote that these sessions "connected me with minority students around the globe and introduced me to folks doing timely, rigorous philosophical work."

Eight speakers were featured over the course of our four summer Flash Talks, which were all extremely well-attended by MAP affiliates around the world. (We have more than 120 RSVPs to the Flash Talk series; a full list of speakers and their topics can be found [here](#).) Flash Talk speakers overwhelmingly reported positive experiences:

The MAP Flash Talks were such a great way for me to connect with other members of the international MAP community. The talk series provided me with a nurturing and safe space to share my research, which is great as a first-year graduate student still finding my place within philosophy (Tez Clark, NYU).

The Flash Talk series gave me a great opportunity to present some of my work in progress to a group of intelligent and interested participants. The feedback I received and the experience I had giving the talk is extremely valuable to furthering my career as a philosopher (Alexandra Llyod, CU Boulder).

I gave my very first philosophy talk at the MAP Flash Talks Series. I was super nervous about it, but the organizers and the audience were incredibly kind and supportive. I not only received very helpful feedback on my paper, but also gained confidence (Yingshihan Zhu, CUNY).

Audience members, too, were greatly appreciative of the chance to engage with their peers' work, and found our Flash Talks to be a unique opportunity to connect with minoritized philosophy students from departments outside of their own. Here is what some audience members have written about their experience at Flash Talks:

The Flash Talks were a much needed breath of philosophical fresh air in the middle of the pandemic. They provided community in a lonely time and a chance to meet philosophers that we would not otherwise have had a chance to meet.

The ideas discussed in the Flash Talks were engaging and interesting! I appreciated the relaxed space that was cultivated. I would recommend MAP Flash Talks to people of any degree of philosophical interest.

In addition to MAPpy Hours and Flash Talks, we wanted to create a stable space for MAP affiliates to virtually congregate to share ideas and concerns. We therefore created a MAP Slack channel, and invited MAP members from around the world to join. MAP members have used Slack to swap works in progress, share online teaching resources, and even post recipes!

1.3. Racial justice resources and advocacy

After the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, and countless others who lost their lives to racist violence and police brutality, MAP International knew that, as an organization committed to social justice in and outside academia, we had to take a stand. Over the summer, the International Organizers took on additional projects in order to address the philosophical community's contribution to the perpetuation of white supremacy, anti-Black racism, and police brutality. We made commitments in our [statement on anti-Black racism and philosophy](#) to provide more resources for Black philosophers; set up a mentorship network for BIPOC (Black, Indigenous, and People of Color) philosophy students; prioritize funding and promote events that work toward elevating Black voices; and provide more resources and opportunities for non-Black allies to educate themselves in anti-Black racism. Much of our summer organizing was informed by these commitments, and many of the projects we are working on this coming year (detailed in § 2) are shaped by considerations of racial justice.

In June, MAP International organizers put together a series of documents concerning racial justice in the discipline, including a list of resources for Black philosophers specifically, a list of resources for non-Black

philosophers on anti-Black racism, and a reading list featuring work by Black philosopher's sorted by subfield to help in efforts to decolonize syllabi. We published these documents on the [Resources page](#) of our website. In addition, we commissioned [an infographic on dos/don'ts](#) for philosophy departments seeking to work against anti-Black racism, designed by Dee Payton, a Black philosophy graduate student at Rutgers who has been extremely active in MAP activities. Dee's infographic was [featured on the *Daily Nous*](#) and was circulated widely among members of the profession.

Under the leadership of Rose Bell, a graduate student at Syracuse, MAP International ran an anti-racist reading group where participants met weekly to discuss *The New Jim Crow* by Michelle Alexander. The meetings were aimed primarily at encouraging non-Black MAP members to educate themselves about anti-Black racism in the United States and how to be better anti-racists and allies. Rose is continuing to organize a white privilege/non-Black allyship group with MAP members. Here is what some reading group members have written about their experiences:

As someone who's a white minority in philosophy I've found [the reading group] to be a really beneficial way to ensure that I'm taking the time to hear from my POC colleagues about their experiences and the issues in philosophy that impact them. As much as MAP helps me to feel that I (and my minority perspective) belong in the discipline, it also challenges me to grow, confront my own privilege, and work to make my department and classroom a place that's more sensitive to POC's needs and experiences.

As someone who cares but is not very politically or academically engaged with issues affecting my friends and colleagues in philosophy, the occasion to listen and learn from peers who are was very valuable to me. I appreciate what MAP does on behalf of our philosophers in the minority; and I appreciate their outreach to engage our *whole* community of graduate students with issues and incidents that demand our attention.

II. MAP's goals for the new year

2.1 Expansion of the MAP network

One of MAP's goals for the new year is to further expand our network globally and to facilitate regional collaboration. In the past year, MAP has significantly expanded our network in Europe, with new chapters in Spain, Italy, Portugal and the Netherlands. In the next few years, we hope to expand MAP's network in other regions of the world, especially in Africa, Asia, and Latin America.

One of our new organizers, Lemogang Modisakeng, is setting up a MAP Africa network. Currently, the steering committee of MAP Africa consists of graduate students and lecturers from University of South Africa, Nelson Mandela University, the University of Pretoria, the North West University, and Rhodes

University. We hope that in the next few years, MAP Africa will grow into a semi-autonomous regional collaboration network, similar to [MAP UK](#). However, in the early stage, MAP International is dedicated to providing financial and administrative support for MAP Africa's functioning. Chapters in Africa have fewer departmental resources and support available, so it is critical that they receive additional support from MAP International.

Expanding to Africa is imperative for MAP–International's impact as well as for MSF's mission, but more importantly: in order to strengthen and transform academic philosophy globally there must be global collaboration. Our world is converging, and as evidenced by #BlackLivesMatter, #EndSARS #RhodesMustFall and various recent movements, change happens when all corners of the world commit to the same cause and are actively included in it.

Majorities and Philosophy – Africa, will function as a new epoch in African Philosophy in the region, which has had difficulties with transforming philosophy departments that were historically ideological bedrocks for colonialism and racial exclusion. The wave of transformation that MAP-Africa can achieve has already begun with South Africa: where the first Black Woman to receive a Doctorate in Philosophy graduated in 2018, and there have been none (in a country and continent where the majority population are Black Women) since. As such, graduate students at Rhodes University launched a MAP chapter in 2018 that has sparked an interest in various universities around the region. The naming speaks to this disparity, and MAP-Africa will be rebranded as *Majorities and Philosophy Africa*. We include in Appendix 1 specific programmings proposed for MAP Africa in the 2020-2021 academic year.

Besides MAP Africa, we have also received several emails from graduate students based in India, Southeast Asia, and Latin America expressing their interest and enthusiasm about establishing MAP chapters at their home institutions. MAP International plans to closely facilitate the establishment of new chapters in Asia and Latin America; we are scheduling individual video calls with each of them to ensure that they have the tools they need to get a MAP chapter up and running. Many new MAP chapters based outside the US have little departmental resources available to them, and will require funding from MAP International to support their functioning, especially in their early stages.

Over the past year, MAP grew from 138 to 156 chapters, representing a 13% increase. **Since 2013, when we started with 19 chapters, we have grown over 721%, yet we still have the same operating budget.** While some chapters have become self-sufficient during this time, new chapters are constantly being established and often rely on MAP funding. We anticipate that newly joined and future chapters, mostly from smaller and under-funded universities, will continue to require funding to start up and to support regular functioning.

2.2 *Community building within the MAP community*

Building on the success of this summer's virtual events, and to continue to build interdepartmental connections among MAP members, we plan on continuing our well-attended Flash Talk series during the 2020-2021 academic year. Starting in November, MAP will host monthly flash talks on the third Wednesday of every month. Each session will consist of two talks given by members or affiliates of the MAP community on areas of philosophy that are usually underrepresented.

In addition, one of MAP's new initiatives this year is to launch an inter-campus peer mentorship network to connect minoritized graduate students in philosophy from different departments. The purpose of the network is to form online support groups, each of roughly 6-8 people, for graduate students from marginalized backgrounds. The network will enable participants to meet other graduate students with similar experiences and struggles as minoritized members of philosophy academia, to share and learn strategies to navigate their departments, and to get perspectives on how students in other departments deal with climate and inclusion issues. Our peer mentorship program will feature special mentorship groups dedicated to the more vulnerable MAP members, such as Black philosophers, philosophers of color with marginalized gender identities, and international students in North America.

2.3 *Racial Justice and Public Philosophy Advocacy*

Another goal of MAP in the new academic year is to continue the racial justice work we began over the summer. This year we welcomed Jesi Taylor Cruz to the MAP International organizing team, and Jesi is bringing their background in social media to reinvent MAP's social media presence and share more resources and work on race, decolonization and justice. In addition, Lemogang Modisakeng has planned a series of posts entitled "Reading African Philosophy". At various points throughout the year, MAP's social media will focus on different topics in African philosophy, including African gender systems and feminisms, African ethics, African existentialism, African linguistics, street philosophy, and contemporary African thought. Numerous African and African-American thinkers will be featured throughout the series. We hope that the series will introduce the broader philosophical community to African philosophy and to highlight the ways that African philosophers can be introduced to philosophy syllabi. The APA Graduate Student Council has expressed interest in collaborating with us to produce and circulate racial justice-related resources.

Related to our commitment to racial justice, another focus of our organizing this year will be on public philosophy and advocacy. We are planning a group session on "Public Philosophy and Activism" at the 2021 Central APA, which we envision as an "open mic" for philosophers and activists to share stories and strategies about doing philosophy in non-academic contexts and using philosophical methods as a tools for activism and change. We hope to invite a philosopher-activist to serve as a keynote speaker for the session.

2.4 *Expanding MAP's Influence within the Profession*

Last but not least, we plan to continue organizing MAP sessions at major philosophy conferences. As mentioned earlier in this report, we are organizing a session at the 2021 Eastern APA on “Bullying, Harassment and Microaggressions,” a session at the 2021 Central APA on “Public Philosophy and Activism,” and a session at the 2021 PSA on “Race and Racial Justice.” Moreover, we are organizing a launch event for MAP Africa at the 2021 Pacific APA, which will feature speakers from Africa-based MAP chapters. These sessions provide platforms for MAP members and allies to share their skills and resources on topics central to MAP’s mission, to engage with MAP’s new initiatives, and to create and distribute a wide array of resources to the philosophy community, not only the attendees. Evidenced by our previous success at the APA conferences, we anticipate that our sessions at conferences will benefit the philosophical community at large, and members of underrepresented groups in particular.

III. MAP’s budget for the new year

To continue its global growth and professional influence, MAP is in need of greater financial resources. Above all, we need funding for our new initiatives, such as MAP Africa, the MAP Peer Mentorship Program, and MAP Flash Talks. Our members have demonstrated a need for local support networks and community building during the pandemic, and these initiatives will meet this demand. Furthermore, the MAP Africa network will further MAP and MSF’s missions of promoting inclusivity in philosophy on a global scale.

MAP international organizers already face heightened administrative burdens to manage 156 international chapters and to organize profession-influencing events at major conferences, especially during the COVID pandemic. MAP affiliates are reporting increasing feelings of isolation during pandemic, given the inability to interact with members of their home communities, including their local MAP chapters as they usually would. MAP affiliates are turning more and more to MAP International to be an active organizing body, and chapters are asking for more support from MAP International to help them organize during this time. Here are just some of the requests we’ve recently received from MAP chapter representatives asking for increased support:

I think that [MAP International] could provide more resources to campuses, especially those of which a MAP Chapter has only recently been established, to help these newcomers adjust to being a legitimate club presence within the university domain.

It would be really helpful, not to mention enjoyable, if MAP International could at some point set up a virtual meeting for all chapter organizers, to discuss what they’ve been doing in their particular chapters.

Now that events are online, it would be great to do some of them at various times, for instance the early afternoon, so that UK chapters can encourage their members to participate.

In response to these concerns, the workload of MAP International Organizers has increased substantially, even in just these past few months. We are planning frequent social events and talks, creating and maintaining forums for discussion (such as a Slack channel and a Facebook group), organizing workshops for new chapters, and organizing events in different time zones, all *in addition to* producing materials that respond to the current situation of the world, such as the increasing need for racial justice programming.

As a result, every MAP International Organizer spends more than 5 hours a week on MAP related tasks on average. Given our current stipend, this amounts to less than \$4 per hour, which makes our current workload not only grossly unsustainable, but also unjust, if one compares to the compensation of the organizers running similar programs in philosophy and beyond, many of which are also funded by the MSF.

To support the day-to-day functioning of MAP, and our new projects such as MAP Africa, the MAP Peer Mentorship Program and MAP Flash Talks, we need further funding to hire external personnel to administer these new programs as well as to provide adequate resources to facilitate the flourishing of these programs. Moreover, we can use the additional funds to expand our programming to meet the needs of our global membership, such as establishing regional organizer roles who would offer more dedicated advice and programming to local chapters in diverse regions of the world. We have had great success in the past hiring MAP affiliates outside the central organizing team to work on projects that we lack the bandwidth and, importantly, the *expertise* to do. For instance, over the summer we hired Dee Payton, a graduate student at Rutgers, to create an infographic about what departments can do to combat anti-Black racism. As previously mentioned, the infographic was featured on the Daily Nous and was circulated widely throughout the profession. Dee was uniquely positioned to author the document given their experience as a Black philosopher. Given the demand for more organizing from MAP International (and the success of our organizing over the summer), we would like to continue to seek help from experts outside of our organizing team in our endeavors.

Given a careful review and audit of the past seven years, we believe a 100% (\$12,500) increase in funding would enable MAP to address currently unmet needs. We anticipate that the requested budget of \$25,000 will be allocated in the following way:

MAP International Overhead

Expense	Description	Cost
International organizers' stipend	\$700 per academic year, \$300 per summer for four organizers	\$4000
Co-director stipend	\$850 per academic year, \$300 per summer for two co-directors	\$2300
Anticipated raises due to increased central organizing workload given the pandemic and MAP's growth	\$50 per organizer for six organizers	\$300
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 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
	SUBTOTAL	\$7500

Central and Regional Programming

Expense	Description	Cost
MAP Africa	\$6500 for the Returners' Scholarship in 2021/22 \$3000 for MAP Africa Chapters \$300 for seminars \$200 for web design and maintenance See <i>Appendix 1</i> for programming details	\$10,000
Maintenance and external personnel	Funding for external personnel for MAP	\$2,500

costs for MAP International Programmings	<p>International's projects (not chapters).</p> <p>We pay external personnel approximately \$250 per project, depending on how labor-intensive the project is. \$2,500 would allow us to hire 10 personnel for various projects, including but not limited to (1) the MAP Peer Mentorship Programs (x2), (2) MAP Virtual Events (x2), (3) establishment of international chapters/regional networks in Asia and Latin America (x2), (4) anti-Black racism resources (x2), (5) white allyship reading group (x1), (6) grant writer (x1).</p>	
Chapters support	<p>We plan on continuing to offer funding to assist honoraria for virtual chapter events, as many universities and departments announced a cap (and even elimination of) honoraria funding for speakers, and to offer small stipends to chapter representatives taking on particularly large event organizing loads.</p> <p>Moreover, it's important to note that pre-COVID, we usually receive more than \$20,000 in funding requests per year, and we can typically meet about 40% (\$8,000) of this demonstrated need. Although we are only funding virtual events this year due to COVID, we still anticipate receiving more than \$5,000 in funding requests from our 156 chapters.</p>	\$5,000
	SUBTOTAL	\$17,500

	TOTAL	\$25,000
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As you can see, in proposing our budget, we have already taken into account COVID health guidelines---the budget does not include costs for any in-person programmings (travel and food costs, etc.). However,

International organizers have been doing **more** work since the pandemic started, and we've been able to continue our usual programmings in a virtual format, besides establishing new programs. All of our planned programmings are carefully designed to adjust to learning and working conditions as they are altered by the pandemic. In particular, we offer virtual community building opportunities, such as Flash Talks and the MAP Peer Mentorship Program, for MAP members who face new and acute challenges in the isolated learning and working environments. 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,

Angela Sun, Jingyi Wu, Jesi Taylor Cruz, Milana Kostic, Lemogang Modisakeng, Jocelyn Yuxing Wang
(Organizers)

Yena Lee, Carolina Flores, Elise Woodard (Trustees)

Appendix 1

MAP Africa Programming and Budget Details for the 2020-2021 academic year

1. Aporia

The concept Aporia has been understood and applied by Plato, Socrates and the more studied philosophers of our time. Its definition in Rhetoric as an expression of uncertainty, an impasse, a roadblock, is more apt in describing the point of academic philosophy in Africa, and South Africa specifically.

Aporia would be a fresh start in redefining academic philosophy, allowing us to rethink what it means to be a philosopher and practice philosophy ethically and inclusively.

Aporia would also create an environment where sharing lived experiences is safe, and eliminates the daily tension and negative repercussions that often come with attempting to initiate transformation in one's own philosophy department.

More practically, the institution would run as a subsidiary of MAP international/MAP Africa; bring together various partnering universities in South Africa towards hosting seminars and academic endeavors that develop a new transformed and inclusive fraternity. Further, it would offer a space for brainstorming, innovation, and progressive conversation.

2. Returners' Scholarship

A scholarship/bursary fund that will be given to at least two minority students in the 2022 academic year (and further) to pursue postgraduate studies in philosophy. Specifically, a minority student who left academic philosophy due to exclusion and would like to give the field another shot.

The scholarship seeks to offer \$6500 for an academic year

3. Contemporary African Philosophy Series

This will be a seminar series held digitally, and will explore more contemporary themes to Africana Philosophy which has been "struck" in the decolonial and racial phenomenology arena for decades. This series will introduce themes like street philosophy, indigenous philosophy in the digital age and contemporary African Aesthetics.

4. Mentoring Program

A way to introduce minority students to expert professors in philosophy, and provide support and guidance that their own institutions do not provide. Information on how to write a Dissertation Proposal, how to write a Personal Statement for applications and Abstract for research presentation are not common and often impede capable students from moving into the academic space.

5. Opening MAP chapters to the rest of the African region

While the organizers are looking into state funding opportunities such as the National Research Fund in Southern Africa, as well as internal university resource structures, Chapters in Africa have fewer departmental resources and support available, so it is critical that they receive additional support from MAP International.

While MAP Africa will be a digital institution for cost effectiveness, the web maintenance costs, scholarship funding, funding new chapters across Africa, and general costs that come with running seminars will require an estimate of \$10000.

Appendix 2

2019-2020 Chapter Events

SPEAKERS

- Prof. Connie Snyder-Mick (Notre Dame Center for Social Concerns) "Teaching for Inclusion" [University of Notre Dame]
- Luvell Anderson, (Syracuse) "Laughing in the Dark: Whiteness and the Comedic Imagination" [CUNY Graduate Center and CUNY GC Dept. of Philosophy]
- Vanessa Wills (George Washington University) "Lessons from black woman marxists on race, gender, and class" [MAP Berlin]
- Jose Medina (Northwestern University) "Imagining Otherwise: Resisting and Queering Racial and Gender Violence" [UCSC]
- Rima Basu (Claremont McKenna College) "Indecent Philosophy: Mapping The Moral Terrain of Philosophical Inquiry" [NYU]
- Paul-Mikhail Podosky (University of Melbourne) "The Ethics of Sexual Attraction" [Melbourne]
- Knox Peden (University of Melbourne) "Postmodernism, Knowledge and Power" [Melbourne]
- Marilyn Stendera (University of Melbourne) "Taking on Traditions: Analytic and Continental" [Melbourne]
- Graham Priest (CUNY) "Buddhist Ethics and Marxism" [Melbourne]
- Myisha Cherry (University California Riverside) "Anger Management: An Alternative View" [Brown]
- Nancy Bauer (Tufts University) "#MeToo: Epistemic Injustice and the Sexual Harassment Tipping Point" [Brown]
- Rima Basu (Claremont McKenna College), "Indecent Philosophy: Mapping The Moral Terrain of Philosophical Inquiry" [NYU]
- Jose Medina (Northwestern University), "Imagining Otherwise Resisting and Queering Racial and Gender Violence" [UCSC]
- Augustine Obi (Australian Catholic University), "Heidegger's Mitsein in Conversation with the Sub-Saharan African Concept of Ubuntu" [Monash]
- Nirmalangshu Mukherji (University of Delhi), "On Marx" [Monash]
- Avery Archer (George Washington Univ.), "Inquiry as Epistemic Improvement" [Ohio State]
- Robin Dembroff (Yale), "Patriarchy: Putting 'Real Men' on Top" [McGill]
- Thomas Barrett (UCSB), "Geometry and Disposability" [UCSB]
- The Future of Our Dinner Plates: Food and Ethics, w/ a variety of speakers [CSULB]

CONFERENCES & PAPER WORKSHOPS

- Masterclass paper 'Real Talk on the Metaphysics of Gender' [University of Melbourne]
- Speaker: Robin Dembroff (Yale University)
- MAP Graduate Conference [Brown University]
- Keynote Speakers: Lori Gruen (Wesleyan University) "Dignity and Disposability" and Lionel McPherson (Tufts University) "Laissez-faire 'Mixed' Race"
- Writing Sample Workshop [University of Oklahoma]
- Departmental Faculty

DISCUSSIONS AND PANELS

- Discussion on "Everything You've Ever Wanted to Know about Diversity and Philosophy" [Western University]
- Meena Krishnamurthy (Queens University), Carolyn McLeod (Western University) and Helen Fielding (Western University)
- Workshop and Panel on "WTF Do I Do Now? A Realistic Grad School Timeline" [CUNY]
- Serene Khader, Hagop Sarkissian, and Zoey Lavalley (CUNY)
- Discussion on "Work Place Discrimination and the Public Responsibilities of Academics" [UCSB]
- Moderator: Varun Iyer (UCSB)
- Panel on "Why I chose to stay in Philosophy?" for 2nd and 3rd year undergraduate students. [Stirling-St Andrews]
- Kim Kopec, Emilia Wilson, Sophia Rommel, and Dr Derek Ball.
- Open round table discussion on Workplace Discrimination and the Public Responsibility of Academics [UC - Santa Barbara]
- Rick Lamb, Arnel Blake Batoon, Varun (UC Santa Barbara)
- Pre-Speaker Discussion for undergraduate and graduate students on Elizabeth Brake's (Arizona State University) public lecture, "Minimizing Marriage: The State's Role in Caring Relationships."
- Pre-Speaker Discussion on LGBTQ+ rights for undergraduate and graduate students before Professor John Corvino's (Wayne State University) public lecture, "Conversation Stoppers in the Culture Wars."
- "Graduate School Admissions Info Night" Panel with faculty and graduate students [UBC]
- End-of-semester event undergraduate senior theses presentations [Columbia]
- MAP Meet-and-Greet on Zoom, during online prospective visit.

INFORMAL GET-TOGETHERS

- Conversation on LGBTQ+ rights [University of Iowa]
- Conversation on marriage [University of Iowa]
- Finals week de-stress and study holiday party [University of Notre Dame]
- Potluck for students and faculty [Ohio State University]
- End-of-month coffee breaks [Western University]
- Picnic [Western University]
- Destress fest [Indiana University, Bloomington]
- MAP drinks [Syracuse University]
- Book swap [Berlin]
- Pizza and networking [Berlin]
- Giving Day fundraising planning [UCSC]
- Annual membership meeting [UCSC]
- Undergraduate-graduate mixer, including a trivia tournament with a book prize for the winning team [Boston University]
- Welcome Back event [NYU]
- Winter MAP drinks [NYU]
- “Bring a Plato” picnic [University of Melbourne]
- Zoom meet-and-greet
- Picnic [Monash]
- Beginning of year meet-and-greet [McGill]
- MAP potluck
- Monthly MAP Coffee Breaks
- Philoso-Tea for faculty and graduate and undergraduate students to discuss experiences in academia [UBC]
- Pizza party with philosophy games
- MAP lunch for graduate students and faculty [Stirling-St Andrews]
- Scholarship application workshop for undergraduates [CSULB]
- Climate check-ins [USSC]
- Prospective student drinks [NYU]

WORKSHOPS/TRAINING

- Workshop on inclusive pedagogy for incoming graduate students [Western University]
- Writing sample workshop [University of Oklahoma]
- Bystander training [NYU]
- Writing workshop [NYU]
- Workshop on diversifying the canon [Temple University]

- Workshop on starting an Ethics Bowl team [UCSB]
- Reading and writing philosophy workshop [Columbia]
- Workshop on philosophy outreach programs for graduate and undergraduate students interested in organizing these programs [UCSB]
- Sherri Conklin (UCSB), Itzel Garcia (UC Irvine), Saraliza Anzaldúa (UCLA)
- Inclusive teaching workshop (diversifying syllabi, best strategies for making the classroom more inclusive to multilingual students, recognizing/interrupting microaggressions, making trans* and gender expansive classrooms, teaching sensitive topics and teaching through “hot” moments, navigating gender dynamics)
- Writing workshop for undergraduates [NYU]
- AAPT Teaching workshop for graduate students in the NYC area [NYU]
- Virtual inclusive teaching workshop, with each session led by a pair of graduate students who researched topics including disrupting microaggressions, best practices in grading, etc.

READING GROUPS

- Reading group on Kate Manne's "Down Girl" [Ohio State University]
- Reading group on Dembroff's paper "Beyond Binary: Genderqueer as a critical gender kind" and W.E.B. Dubois' "Why I Won't Vote" [Indiana University Bloomington]
- Reading group on Politics of Recognition [Vanderbilt University]
- Reading group on Kate Manne's "Down Girl" [University of Miami]
- Reading group on Myisha Cherry's "Unmuted: Conversations on Prejudice, Oppression, and Social Justice" [University of Oklahoma]
- Reading group on Luvell Anderson's "Racist Humor" [Brown University]
- Reading group on “Knowledge and Reason in Pre-Columbian Cultures,” “Xenofeminism: A Politics for Alienation,” and “The University and the Undercommons” [Duquesne University]
- Pedagogy Reading Group [University of California, Santa Barbara]
- Classical Chinese Philosophy (Readings in Classical Chinese Philosophy by van Norden and Ivanhoe, and Introduction to Classical Chinese Philosophy by Ivanhoe) [Monash]
- Decolonizing Universalism by Serene Khader [Ohio State]
- Unmuted by Myisha Cherry [Oklahoma]
- Mozi and non-western philosophy [Columbia]
- Moving Up Without Losing Your Way by Jennifer Morton
- The Metaphysics of Modern Existence by Vine Deloria
- Feminist reading group, focusing on love and Knowledge: Emotion in Feminist Epistemology by Alison Jaggar and Ann Ferguson's entry on Socialism in the Blackwell Companion to Feminist Philosophy [Stirling-St Andrews]

- Inclusive pedagogy reading group [UCSB]
- Undergraduate philosophy reading group [UCSB]
- Philosophy and the Public Sphere reading group, focusing on Desiree Valentine's "Women in Philosophy: Cramblett, Race, Disability, and Liberatory Politics"; Jennifer Morton's "Is Meritocracy Hurting Higher Education?"; and Emily Herring's "Henri Bergson: The Philosophy Damned for his Female Fans"

FILM SCREENINGS

- Screening of Jezebel by Numa Perrier [Indiana University Bloomington]
- MAP on Screen series (three viewings of the US H.O.R committee hearings on reparations) [UCSB]
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OTHER ITEMS

- MAP-affiliated work being done on the climate in the department for trans* and non-binary students (CUNY)
- Planning a film screening and discussion of a paper on gaslighting for the spring semester (University of Oklahoma)
- Discussions at the department level and with the Diversity Officer on tracking/compensating grad student service better following the release of the MAP report (Ohio State)
- Philosophy Board Game Session ("Who Cares?" based on Professor Asha Bhandary's "Arrow of Care Map") (University of Iowa)
- Teach-in on "Hope in Hopeless Times" as part of Graduate Workers of Columbia strike. [Columbia]
- Hosted 'Who Cares?' board game play-testing event: played a philosophical board game that illustrates a theory of care ethics due to Professor Asha Bhandary. [University of Iowa]
- DIY Bystander Training Pt II and III (space for NYU graduate students in philosophy to discuss climate issues in department and how to be an active bystander) [NYU]

Appendix 3

MAP Promotional Video

Available here: <https://www.youtube.com/watch?v=KpnEva4Etjo>