

MAP

MINORITIES AND PHILOSOPHY

October 24, 2022

To the Board of the Marc Sanders Foundation:

Over the last year, MAP has continued our mission of combatting structural injustice in our discipline while fighting to remove barriers which impede participation of marginalized groups within philosophy. We're delighted to report that there are now 186 MAP chapters spanning Australia, Austria, Belgium, Canada, Germany, Ireland, India, Italy, the Netherlands, New Zealand, Portugal, Spain, South Africa, Sweden, the United Kingdom, and the United States. Our chapters are led overwhelmingly by graduate students in philosophy, and they bring together people from all levels of the discipline, from undergraduate to faculty.

With the new academic year, MAP has undergone a transition in our leadership team. Alexandria James (CUNY) and Sophia Wushanley (Michigan) have taken up the position of Directors. Both Alexandria and Sophia served as MAP organizers last year. As Directors, they succeed Jocelyn Wang (MIT) and Milana Kostic (UCSD), who stepped down from this position in August of 2022. Lel Jones (UC Davis) continues in their second year as organizer. We're also excited to announce that Joshua Petersen (Michigan) has joined us as an organizer; Joshua brings significant non-profit management experience to our team.

While Covid hindered in-person events, we found new ways to use online forums to foster philosophical community and raise important discussions. In the coming year, we plan to leverage these new possibilities to institute a bolder vision for our chapter-based structure. We hope that by bringing together MAP chapters more regularly, we can work towards a truly global vision for philosophical practice.

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 AY22-23.

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, and Elise Woodard (Trustees)

1. MAP's achievements over the past year (2021-2022)

1.1. *MAP's global expansion*

Currently, MAP has 186 chapters worldwide. Since our last report in March of 2022, chapter numbers have continued to grow despite continued pandemic restrictions on group activities. Notably, MAP's second chapter in Asia was established at Alliance University in Bangalore, India. We also approved new chapters at the University of Hawai'i, at the Memorial University of Newfoundland, and other universities across North America and the United Kingdom.

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

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 2021

On November 11, 2021, MAP held a special session at the Philosophy of Science Association meeting in Baltimore. The topic of the special session was Race and Racial Justice. The event featured three talks from early career philosophers. Ian Peebles (UPenn) started off the session with a talk on "To Race or Not to Race: When (If Ever) Is It Morally Permissible to Use a Biological Racial Classification in Medicine?." Celso Neto (Dalhousie) spoke on "The Metaphysics of Race meets Inductive Risk: Issues for the New Deflationary Biological Race Realism." Finally, Jesi Taylor Cruz (CUNY) presented "Carceral Wastelands: On Waste Inequity and Mass Incarceration in the US." The session was chaired by Jingyi Wu (UCI). The session was well attended and provided a much-needed space for the philosophy of science community to reflect on the intersections of scientific practice and race.

1.2.2 American Philosophical Association Central Conference, February 2022

The 2022 APA Central Conference took place from February 23-26, 2022. MAP International hosted a panel sponsored by the APA Committee on the Philosophy of Teaching (CPT) and the AAPT (American Association of Philosophy Teachers). The panelists were Eric Bayruns Garcia and Alejandro Naranjo Sandoval, and MAP organizer Alexandria James chaired the session. The panel, titled "Anti-racist Pedagogy as Harm Reduction," explored the nuances of diversifying the philosophy curriculum and teaching practices so that we may foster greater learning outcomes more broadly.

Panelists discussed their approaches to implementing anti-racist pedagogies, to practicing self-care in teaching, and to remaining mindful of their own positionality in the classroom. The resulting conversation was deeply generative; participants discussed tactics both for renewing classroom dynamics and for dealing with recent legislative pushback against classrooms which center race and racism. Many who attended the session expressed that they left with actionable plans for engaging their departments. Some expressed that they hoped for future MAP conversations on similar topics. MAP's event had the largest number of attendees of all of the sessions in its group.

Our panelists shared the following thoughts on this MAP session:

"This was the most generative pedagogy event I've attended. And I've attended quite a few." - Eric Bayruns Garcia

"It felt like a productive session, and I benefited greatly from the general discussion." - Alejandro Naranjo Sandoval

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 editors intend the volume to include the works of both faculty and graduate students. The Call for Papers is prepared and ready to be sent out this academic year.

1.3. Community building across MAP chapters

1.3.1 Running a MAP Chapter - an international workshop for chapter members

In response to chapter demand, MAP organized a virtual workshop on Running a MAP Chapter on February 10, 2022. Our panelists came from a diverse range of institutional and MAP-organizing backgrounds: Anna Titov (Warwick), Gina Lebkuecher and Rene Ramirez (Loyola University Chicago), Yvette Drissen and Jenny Janssens (Tilburg), Bangxing Huang, Barbara Cohn, Bianca Waked (Cornell). During the workshop, chapter organizers shared tips on starting a chapter, running [successful events](#), avoiding organizing burnout, and sustaining interest and commitment to chapter events within one's department. Participants also brainstormed event ideas which they may go on to use in their own chapters, including monthly talks, reading groups in languages other than English or in non-Western philosophy, application workshops for graduate programs, movie nights, philosophical retreats, and more. Additionally, we discussed growing and maintaining chapter membership, engaging populations other than graduate students, and chapter-level fundraising. Nearly two dozen of our chapter leads attended the session.

1.3.2 MAP UC Regional Network and colloquium series

Last year, organizers from MAP International received a grant from the University of California system to begin a UC-based MAP California Consortium. From this grant, the *MAP University of California Regional*

Network was formed. In the last year, MAP International has worked with the new Regional Network as it has worked to bring California-based MAP members closer in community. In November of 2021, Olúfemi O. Táíwò (Georgetown) presented a talk for the network on “The Radical Generosity of Charles Mills,” detailing Mills’ personal intellectual trajectories, his contributions to academic philosophy, his generous mentorship to young philosophers of color, and how he influences Táíwò’s own work. As part of the Colloquium initiative, Táíwò also participated in a mentorship hour with graduate students from three different philosophy departments in the UC system. This event provided a community for MAP members — especially philosophers of color — to reflect on the legacy of Mills and to grow as a result.

Beginning in January of 2022, the Regional Network began a local working group on Asian and Asian American Philosophy. Through this group, Network members can engage with philosophical work which explores the ramifications of U.S. imperialism in Asian, Asian American, and Asian diasporic communities. This group also provides a space to reflect not only on the personal experiences of philosophers of Asian descent in academia but also on effective pedagogical strategies for better integrating Asian and Asian American philosophy into the philosophical curriculum.

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.

1. First, we aim to institute structures and programs which will allow MAP to make better use of its many chapters. MAP has used the last decade to grow our network of chapters across the globe. Now with nearly 200 chapters in many countries, we turn to ask how we can strengthen our chapters’ abilities to address structural injustice in the profession. Over the last two years, the pandemic has shifted norms, and online working spaces are far more customary than they once were. We hope to use this online infrastructure to build connections between and amongst our chapters’ members, and in doing so, foster a greater global philosophical community. Furthermore, by designing projects and task forces which draw on our chapters’ global expertise, we hope to translate increased chapter engagement into greater impact on the discipline.
2. Second, we hope to continue reporting on continuing barriers to justice within our discipline. Through Task Forces and collaboration with other philosophical organizations, we hope to raise awareness of the ongoing structures which hinder the participation within our community of members of marginalized groups.
3. We aim to pursue a more aggressive grant-making strategy for our chapters’ events. Over the last two years, our chapters have largely held events online and reduced their event load due to the

pandemic. This year, we hope to encourage more chapter participation and to promote a greater number of events by creating targeted, strategic funding opportunities for our chapters.

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 Expansion of MAP task forces

In AY21-22, we piloted a MAP Task Forces program. Traditionally, MAP International funded events within a single chapter. Our Task Force model sought to bring together representatives from different chapters to conduct projects which would be beneficial for the larger philosophical community. Given the size of our chapter network and the diverse backgrounds of our members, the Task Force model allows us to bring together experts on different topics who are well-positioned to contribute to projects aimed at combating serious injustices within our community. In AY21-22, we piloted two short-term task forces on Gender Minorities in Philosophy and on Poverty Mitigation. For example, the Gender Minorities task force draws together MAP chapter members from across the UK to discuss and provide reports on issues facing gender minorities within philosophy, particularly trans philosophers in the UK. This task force also aims to create written resources and additional guides for philosophers who identify as gender minorities.

After our first pilot year, we hope to expand our Task Forces so that we may tackle a greater number of issues and include MAP representatives from a more diverse set of chapters. We also hope that our Task Forces may support the ongoing diversity, equity, and inclusion efforts of other groups in the philosophical community. By leveraging our chapters to report on and disseminate information about structural barriers in philosophy, we hope that MAP can help departments keep a pulse not only on what issues are currently affecting their members from marginalized backgrounds but also on best practices for mitigating those injustices.

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 run 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 Hangouts

An international organizer will facilitate a monthly Zoom call which allows MAP chapter representatives to discuss casually with each other, talk about philosophical projects, and discuss their upcoming programming. MAP International will alternate between morning and evening times for these calls so that representatives from across the globe can join at their convenience.

2.3.2. Chapter-facing Events

In the last two 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.

2.3.3. Mappy Hour / Conference Social Events

When MAP is present at in-person events (e.g. the APA), we plan to host MAP social events — what we're calling "Mappy Hours" — so that MAP members can develop closer relationships with each other. Events of this type can provide important spaces for philosophers from marginalized backgrounds to gather. 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.

2.3.4. 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 both the PSA ('22) and the APA Pacific ('23). We will continue to oversee our edited volume with Bloomsbury. We also hope to continue building strategic partnerships with other groups doing similar work to ours. Finding synergy with other organizations may amplify MAP's mission beyond what MAP can do alone. 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 AY21-22.

3. Use of MSF Grant in AY21-22

Please see the attached financial report. This document contains details about MAP International's spending in AY21-22, including our use of MSF grants.

4. External financial support in AY21-22

MAP International received **\$138.34** in direct donations in AY21-22.

The organization raised **\$2,074.37** 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.

MAP International did not pursue an additional fundraising campaign in AY21-22.

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 \$17,430 for AY22-23.

6. Proposed Budget for AY22-23

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

GSuite for Business		\$60/month for integrated email, Google Drive	\$720
Zazzle subscription fee		Annual charge for printing (posters, etc)	\$10
Miscellaneous overhead fees		Postage fees, bank transaction fees (especially international transaction fees)	\$150
New Jersey Filing Fees		To maintain MAP's non-profit and charity status	\$60
		SUBTOTAL	\$9,180

Programming Costs

Expense	Description	Cost
Chapter support	<p>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.</p> <p>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.</p> <p>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..</p>	\$7,500
MAP International Programming costs	Funding for programming directly run through MAP International (including APA, PSA costs)	\$750
	SUBTOTAL	\$8,250
	TOTAL (Overhead + Programming)	\$17,430

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 \$2000.00 in donations in AY21-22. At the time of this report, the job board had already secured over \$600.00 for AY22-23. This is about as much money as the job board had raised at this point in time last year.
- **Unsolicited donations.** Unsolicited donations usually amount to less than \$150.00 a year.
- **Solicited donations.** MAP International will assess the feasibility of soliciting donations.

Appendix begins on the next page.

Appendix I: Representative List of MAP Chapter Programming (AY21-22)

Talks:

- MAP Cafe: Witches, Horror, and the Body (Christian Halstead, Nicholas Smyth) [Fordham University]
- MAP Cafe: Race and Racism in America (Yiselie Jimenez, Lia Fior, Laura Speker-Sullivan) [Fordham University]
- Manon Garcia, "Submission" [University of Michigan]
- April Baker-Bell "Linguistic Justice: Black Language, Literacy, Identity, and Pedagogy" [University of Michigan]
- "A Neuro-yogachara Manifesto," presented by Bryce Huebner (Georgetown) [Notre Dame]
- "Al-Ghazali's Social Epistemology," presented by Stephen Ogden (Notre Dame) [Notre Dame]
- çağla çimendereli, Syracuse, "A breakfast with Carla on Linguistic Injustice" [Boston University]
- "Multiplicity, Embodiment, and the Demands of Agency," A talk by Sean Aas (Georgetown) [Georgia State University]
- Olúfẹmi O. Táíwò, Georgetown University, "The Radical Generosity of Charles Mills" [University of California, Irvine]
- Robin Dembroff (Yale, "The Metaphysics of Injustice") [University of Massachusetts Amherst]

Conference and paper workshops:

- MAP-Penn Conference on Philosophy of Disability and Illness, April 8-10 / Speakers: Havi Carel, Joseph Stramondo, Jasmine E. Harris, Alycia LaGuardia-LoBianco, Desiree Valentine, Ally Peabody Smith, C Dalrymple-Fraser, Adi Goldiner, Ernesto V. Garcia [University of Pennsylvania]
- Collaboration with TRAC task force (teaching race across the curriculum), specifically two panel discussions on "Reimagining the Philosophy Core" [Fordham University]
- 6th BU Graduate Conference on "Sustainability and Environmental Ethics". Keynote Brian Burkhart (we have a [webpage](#)) > cosponsored by MAP [Boston University]
- The State of Philosophy (w/GSIP): Speaker: Talia May Betcher: 4 separate panels [Duquesne University]
- Trans Summer School, co-organised with the MAP chapters in Edinburgh, Glasgow and Sheffield. Keynote speakers are Matthew Cull on the current situations of trans philosophy and philosophers in the UK and Sophie Grace Chapel on handling conflicts. [University of St Andrews and University of Stirling]

- MAP Write In and Study Hall [UC Santa Cruz]
- Gender: Then and Now (speakers: Robin Dembroff & Christia Mercer) [Georgia State University]

Discussions and panels:

- MAP Cafe: Witches, Horror, and the Body (Christian Halstead, Nicholas Smyth) [Fordham University]
- MAP Cafe: Race and Racism in America (Yiselie Jimenez, Lia Fior, Laura Speker-Sullivan) [Fordham University]
- Undergrads-Grads Discussion group (3 meetings) [Boston University]:
 - "Can Pornography be Feminist?"
 - "Are Cancel Culture and Public Shaming good ways to correct the wrongdoings?"
 - "Disability and the Beauty Canon: what is missing from the conversation?"
- MAP & The Center for Teaching Excellence on Trauma-Informed Pedagogy (A four-person panel and discussion session) [Duquesne University]
- MAP Town Hall, Hannah Allen; TJ Perkins; Katie Petrozzo [University of Utah]
- Discussion Groups, each led by one/two students/staff members [University of St Andrews and University of Stirling]:
 - "The Future of (Philosophy) Conferences - Remote or In-Person?" (Nick Küspert)
 - "The Chair" (Francisca Silva)
 - "Taking Up Space in Tutorials" (Andrew Ma and Petronella Randell)
 - "Movies (and what we can learn from them)" (Miguel De La Cal Moreno)
 - "Choosing Careers: Leaving or Staying in Academia" (Lara Jost and Jade Fletcher)

Informal get-togethers:

- Informal socials with first year graduate students to promote community and professionalization (Fordham University)
- Coffee/tea hour, "meet and greet" - intended for grad students and faculty in the philosophy department to get to know each other in a safe, inclusive space; also invited allies (University of Massachusetts, Amherst)
- "International student community celebration pub night" (grad students); "Wellbeing party" (end of the semester picnic devoted to relax and sharing experience) (Boston University)

- Intended Audience: Duquesne Undergrad & Grad Students; discussion of MAP objectives for semester(Duquesne University)
- Women's Group - two informal gatherings to talk about being a woman in philosophy(University of Notre Dame)
- Weekly MAP Lunches during term times both for MAP members and interested students/staff, alternating in person and online lunches; Welcome party, targeted at the PhD students, in collaboration with the PhD research seminar; Party with the St Andrews Philosophy President, targeted at undergraduate students; Party with the St Andrews Philosophy Society, targeted at undergraduate students; Party with the Philosophy Department, targeted at all students/staff of the philosophy department; Informal Lunch with The Society for Women in Philosophy(SWIP) at the Joint Sessions, targeted at students who are currently involved with MAP or are willing to get involved with MAP(University of St. Andrews and University of Stirling)
- Two MAP organizer meetings with undergraduates and graduate organizers. Spoke about plans for future MAP meetings, events, and chapter structure. (University of California, Santa Cruz)

Workshops and trainings:

- "Equity-Focused Pedagogy" workshop, led by the Center for Research on Teaching and Learning. Intended audience was philosophy graduate student instructors. 12 people attended.(University of Michigan, Ann Arbor)
- Workshop on how to pronounce non-English names, with Lewis Wang(Boston University)
- Q&A Session on applications to master's programmes, targeted at undergraduate students. Led by Andrew Ma, Gwendoline Choi and Emma Holmes; Q&A Session on applying to PhD programmes, targeted at taught postgraduate students. Led by Lara Jost and Francisca Silva. Collaborative event with MAP UK(University of St Andrews and University of Stirling)
- Methodological Inclusion Workshop: Inclusive Searching (Jill Anderson, GSU); Methodological Inclusion Workshop: Honesty and Communication (led by Maximiliana Rifkin)(Georgia State University)

Reading groups:

- Social Ontology--metaphysics of race--read Michael Hardimon and Sally Haslanger; Pedagogy [jordanneidlinger@ucsb.edu]
- Amia Srinivasan "The Right to Sex" (Jade Fletcher) "Sex and Responsibility" (Emma Holmes and David MacDonald, collaborating with the Diversity Reading List) Olúfẹ́mi Táíwò "Elite Capture" (Jade Fletcher) [mapuk.sasp@st-andrews.ac.uk]
- The Black Shoals, Tiffany Lethabo King(Fall, 2021); Black Feminism Reimagined, Jennifer Nash (Spring 2022) [liafior.fior@gmail.com]

- Two reading groups: Tiffany Lethabo King, *The Black Shoals*, and Jennifer C. Nash, *Black Feminism Reimagined* [lfior@fordham.edu]

Film screenings:

- Indigenous People's Day film screening (three short films by Native filmmakers) [University of Michigan, Ann Arbor]

Other events:

- Mentoring program [University of Notre Dame]
- MAP mentoring programme, matching current Honours students and Conversion Diploma students with PhD students [St. Andrews/Stirling]
- Showcase of the work of PhD students from underrepresented groups, targeted at undergraduate students, in collaboration with the St Andrews Philosophy Society [St. Andrews/Stirling]
- Study Hall for undergraduates [University of California, Santa Cruz]
- Faculty Coffee Talks [University of California, Santa Barbara]