



April 3, 2019

To the Board of the Marc Sanders Foundation:

MAP began as a response to the lack of sustained, large-scale efforts in academic philosophy to address the profession's diversity problems. The effort started in 2013 with three graduate students trying out a hypothesis: why not create a network of students addressing these issues and on the ground level of individual departments? Less than six years later, MAP has chapters in 131 universities across 10 countries. Chapters have hosted close to 700 events, including 175 talks, 60 panels and roundtables, 80 informal get-togethers, 80 workshops, 110 reading groups, and 40 conferences. Over 200 of these events were hosted in the last academic year alone, which represents a 60% increase in events from the previous year. We expect this trend to continue to grow.

Event types have diversified as chapters continue to innovate, such as creating mentorship programs, undergraduate outreach initiatives, film screenings, and facilitated workshops. In addition, MAP International has hosted 7 sessions at various meetings of the American Philosophical Association (APA). These tremendous successes have been made possible by the Marc Sanders Foundation, which has supported the organization since its founding in 2013.

Although MAP's growth has fueled significant excitement and change, it has also placed increasing strain on our ability to financially support our chapters. In this letter, we highlight the outcomes MSF has already enabled and the directions in which we hope to expand on this work.

### **1. Motivating Changes Within Individual Departments**

Although the larger network-level efforts are often the most visible, MAP's more fundamental mission is to change the profession from the ground-up, through vitalizing the work of organizers at the departmental chapter levels. In line with this mission, we have been honored to support the organizing efforts of our chapters and to see these efforts pay off. For example, the University of Minnesota Chapter reported that through MAP, "our philosophers come together with enthusiasm for a common purpose: changing our discipline for the better so everyone in philosophy is welcomed, supported, and enabled to flourish." Rhodes University in South Africa noted that since they established a chapter last year, "the attitudes of staff, and graduates students have changed significantly" in departmental meetings and seminars. Texas Tech University MAP Chapter reported that there is "more discussion amongst faculty and graduate students on race-related issues." Other chapters have reported similar positive changes and progress, noting that they have "found common ground in the conversation about minorities," and "strengthened the community."

As chapters continue to report that MAP has improved departmental climates and positively influenced dialogues in the profession, we have seen a flood of chapter applications. Over the past year, MAP grew from 86 chapters to 131 chapters, representing a 52% increase, and expanded to three new countries. We are also in discussions with potential organizers in Mexico, Colombia, Portugal, Singapore, and more.

**To keep up with this growth, MAP urgently needs greater financial resources.** Despite having grown over 500% in six years, MAP currently operates with the same annual budget that it did at its founding. In response, we have imposed a \$500 cap for every funding application but can still meet less than half of chapters' total needs. For example, between Fall 2017 and Fall 2018, we received funding applications totaling over \$23,000, of which we were able to fund only 43%. In Spring 2019, we received 28 requests for funding totaling \$13,232; this represents the highest number of requests we have ever received as well as the highest total amount. Unfortunately, despite the fact that almost every proposal clearly aligned with the mission of MAP and was financially well-justified, we were only able to fulfill 35% of the total funding requested. Absent a substantial increase in our funding, this number will only continue to decrease in the months and years to come, given the wide-ranging enthusiasm that our work has received over the years across various departments, geographic localities, countries, and continents.

We have introduced detailed guidelines to encourage chapters to obtain funding from other sources. In fact, some chapters that previously relied on MAP funding have become self-subsistent over time. Nonetheless, the constant addition of new chapters guarantees that at any given time, an increasing number of chapters are unable to organize events without MAP-provided funding in some shape or form. In addition, smaller schools, and schools outside the US, tend to have fewer disposable funds for organizing events and running initiatives to make their departments more equitable and diverse. If we want to expand our reach to such schools, we need to be able to at least partially fund their activities. To address the pipeline problem and reach out to a genuinely diverse group of students, we cannot be limited to wealthy, elite institutions in the US.

## **2. Leveraging the MAP Network**

MAP facilitates not only individual chapters, but a larger network of chapters and organizers across the US and internationally. This structure produces several beneficial effects across both the MAP network and the broader field of professional and academic philosophy.

**First, MAP fosters regional collaboration and joint organizing.** MAP members have the resources and the human-power to build larger-scale projects while meeting and supporting like-minded peers. For example, several chapters have hosted MAP-themed workshops and conferences, such as the New York area "Oppression and Resistance" conference in Fall 2018. This conference was attended by roughly 80 people and cost \$5000, of which MAP contributed \$400. The New York area MAP chapters have also organized two series of work-in-progress talks by graduate students and postdocs from under-represented groups, or those working in non-canonical areas of philosophy. They are also currently organizing a joint training in pedagogy by the American Association of Philosophy Teachers for graduate students in all these chapters. These events effectively reach a much wider community using the same amount of funds as

department-exclusive events, while fostering a welcoming and supportive community of diverse philosophers across departments. Graduate students in the New York area report changes in cultural norms in philosophy and a higher sense of belonging and mutual support. Similar initiatives exist elsewhere: for example, MAP chapters in Southern California meet every April for an annual MAP workshop with topics ranging from inclusive pedagogy, disability in philosophy, and diversifying the syllabi. Unfortunately, due to funding shortages, we were unable to fund the So-Cal MAP workshop this year. Given chapter interest, we hope to fund more regional collaborations around Boston, Chicago, and Southern Ontario, among others.

Chapters are also increasingly spearheading undergraduate outreach, such as writing workshops, undergraduate conferences, and MAP-oriented games and trivia. As part of this trend, there has been an increased interest in hosting summer schools aimed at underrepresented groups who wish to pursue graduate school in philosophy. These summer schools offer invaluable opportunities to directly address the pipeline diversity problems while preparing minorities in philosophy for graduate school. Moreover, they provide undergraduates at institutions without graduate programs a rare chance to interact and engage with graduate students in the field. In the past, we were able to contribute substantial funds to various [COMPASS](#) workshops and the [Pittsburgh Summer School for Philosophy of Science for Underrepresented Groups](#). Unfortunately, due to the unprecedented number of funding requests we received this year, we created a new policy to severely restrict funding for summer programs like these. Given the increased interest in and importance of undergraduate outreach to address pipeline problems, we hope to devote more funds for these initiatives.

Finally, MAP is launching a MAP Podcast called “Mapping the Gap,” an effort to continue shaping conversations in the field. Though the International Organizers have been able to contain initial equipment costs, we can predict a need for increased funding for this project in the near future. Given the enthusiastic response from members of the profession, we foresee the need to purchase additional equipment so that multiple, rather than just one, organizer can host interviews and platform hosting subscriptions. In its first season, set for release in early June, the podcast will feature 12 interviews with current and MAP-affiliated practitioners, on a wide range of topics such as inclusive pedagogy, professional service, and political activism.

**Second, as a large and organized group that has now built a presence in academic philosophy, MAP serves as a powerful voice at professional events and across online platforms.** Over its short lifetime, MAP has become a far-reaching and well-known force in the profession. Our social media presence testifies to this: our Twitter following tripled since September, and we now have over 1,600 followers on Facebook. This means that our Facebook following is 20% of the APA membership. MAP Organizers have also hosted 7 sessions at various APAs. Most recently, we hosted a session on “Skill Building and Improving the Profession” at the Eastern APA in New York City. (We have written an APA blog post detailing the important takeaways of this session, which you can access [here](#); it will be published online in early April.) We will also host a Group Session at the Pacific APA on the theme of “Creating Inclusive Spaces,” taking place on April 19 in Vancouver. We received 13 proposals, 5 of which were from faculty, suggesting significant interest from faculty in contributing to the work of MAP. Our final program can be found [here](#), and we plan on writing a detailed APA blog post on the event after it takes place.

At its current stage, MAP does not have sufficient resources to offset travel costs for speakers for the APAs. This is not sustainable in the long run as participants often rely on insufficient departmental funds or meager graduate student stipends to attend meetings. With dedicated annual funds of \$2,000, we can secure MAP presence at all three annual APA meetings and expand to international philosophy meetings, such as the Canadian Philosophy Association and the World Congress of Philosophy. Current organizers are located in vastly different geographic locations in the US and often cannot represent MAP at professional events due to personal and departmental restrictions on travel funding.

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MAP is now the premier network in academic philosophy working towards a diverse and inclusive discipline. Through our online presence, sessions at large conferences, and regional collaborations, we are building a diverse network and spreading resources that are already deeply changing the culture of academic philosophy. At the local level, we foster hundreds of events and programs: talks, reading groups, practical advice workshops, pedagogy trainings, mentoring schemes, and outreach to undergraduates, among others. From the testimonies of individual chapter representatives, MAP is now becoming deeply woven into the lives of departments, and changing working conditions for members of marginalized groups. Such radical expansion requires a matching growth in funds to sustain existing initiatives and to continue growing along these many dimensions.

Given a careful review and audit of the past six years, we believe a 100% increase (\$12,500) increase in funding would enable MAP to address currently unmet needs. This number 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.

As always, we remain deeply grateful for MSF's continued support.

All best,

Carolina Flores, Keyvan Shafiei, Elise Woodard, and Jingyi Wu (Organizers)

Liam Bright, Maegan Fairchild, and Yena Lee (Trustees)

mapforthe-gap@gmail.com

www.mapforthe-gap.com