

Annual Report to APA Board of Officers from the APA Committee on Inclusiveness July 2008

Committee Members July 2007-July 2008:

Cheshire Calhoun, Chair

Mark Chekola

Chang-Seong Hong (Committee on Asian and Asian-American Philosophers and Philosophies)

Laurie Whitt (Committee on the Status of American Indians in Philosophy)

Anna Stubblefield (Committee on Blacks in Philosophy)

Susana Nuccetelli (Committee on Hispanics)

Mary Bloodsworth-Lugo (Committee on the Status of Lesbian, Gay, Bisexual and Transgender People in the Profession)

Erin Mckenna (Committee on the Status of Women)

A summary review of Board discussion, recommendations, and decisions related to the diversity committees is appended to this report (Appendix A). What follows is a summary of Inclusiveness Committee activities during the period July 2007-July 2008 exclusive of motions brought before the board in November 2007.

Meetings

- There were breakfast meetings of the IC at the Central and Pacific Division meetings. However, the principal business of the committee has been conducted via email.

Initiatives undertaken in 2007-2008

- *Electronic Listing of Job Candidates from Under-represented Groups.* The IC formulated a detailed recommendation for the structure of an APA electronic list of job candidates from underrepresented groups. The aim was to facilitate departmental search committee efforts to reach potential job candidates who are members of groups underrepresented in philosophy. A copy of this proposal was sent to Janet Sample who informed us that such a list already exists in the form of the Job Seekers Database, that the identity-categories in that database could be modified in accord with our recommendations, and that our recommendations for better publicizing this database could also be accommodated.

More thought will need to be given to better publicizing this list to both job candidates and search committees. It is not encouraging that none of the members of any of the diversity committees, nor any of the attendees at last year's Board meeting were aware of the Job Seekers database or of the fact that it has all along allowed departments to search for candidates in specific identity categories---and this despite the facts that the database is advertised in the proceedings and that hiring departments are sent a username and password for using this database after they place an ad in JFP.

- *Ombudsperson for Nondiscrimination Job Description.* The Executive Director tasked the Inclusiveness Committee with the job of formulating a description of the role of the Ombudsperson for Nondiscrimination, since there is currently no description of that position. The IC, in conjunction with the chair of the Committee for the Defense of the Professional Rights of Philosophers, the past and present chairs of the Committee on Career Opportunities and Placement, and the current

Ombudsperson for Nondiscrimination, composed a draft document. Because worries were raised about the potential legal vulnerability of the APA, the draft is currently under review by the APA's legal counsel. (See Appendix B)

- *Recommendations for Insuring that those using JFP have*, as presently required, in fact read the APA Statement on Nondiscrimination and that they, rather than their departmental administrator, receive the username and password that enables access to the Job Seekers Database. These recommendations were made by the chair independently of committee discussion. (See Appendix C)
- *Approval of proposals initiated by the Committee on the Status of American Indians in the Profession*. The IC endorses and will introduce at the Board meeting two proposals by the CSAIP, one a request for multi-year funding of the Vine Deloria Memorial Fund project and one a request for a change of name to Committee on the Status of Indigenous Philosophers. (See Appendix D)

APA Conference Sessions Co-Sponsored in 2007, Eastern Division

- *Standpoint Theory: From Different Standpoints*
Co-Sponsored with the APA Committee on the Status of Women
Chair: Rosemarie Tong (University of North Carolina–Charlotte)
Speakers: Anita Silvers (San Francisco State University), “Standpoint Theory, Ethics, and Embodiment Accounts”
Charles Mills (Northwestern University), “Standpoint Theory and Race”
Sandra Harding (University of California–Los Angeles), “Standpoint Methodology, Scientific Knowledge, and Social Justice”
- *Philosophy: Our Way of Changing the World*
Co-Sponsored with the APA Committee on the Status of Women
Chair: Elizabeth Minnich (Association of American Colleges and Universities)
Speakers: Kristie Dotson (Purdue University), “Avoiding Super-Philosophy: Difference and the Politics of Defiance”
Bat-Ami Bar On (Binghamton University–State University of New York), “Philosophical Effects”
Alexa Schriempf (Williams College), “Philosophy Matters/Testimony Matters”
Donna-Dale Marcano (Trinity College), “The Passion of Alcibiades: Loving and Hating Philosophy”
- *Philosophy and Literature*
Co-Sponsored with the APA Committee on Hispanics
Chair: Gary Seay (City University of New York–Medgar Evers College)
Speakers: Otávio Bueno (University of Miami), “Thinking about Fiction: Borges and Beyond”
Pablo Iannone (Central Connecticut State University), “Inclusion and Exclusion in Hispanic Literature, Thought, and Life”
Naomi Zack (University of Oregon), “The Tyranny of the Ending in Literature and Philosophy”

Sponsored & Co-sponsored Sessions proposed for APA Meetings 2009

- *Author-meets-critics session on Latinos in America: Philosophy and Social Identity, Jorge Gracia, Eastern Division, Co-sponsored with the Committee on Hispanics*
Chair: Susana Nuccetelli, St. Cloud State University,
Critics:
Cristina Gonzalez
Nora Stigol, Universidad de Buenos Aires
Renzo Lorente, St. Luis University
Howard McGary, Rutgers University,
- *Author Meets Criticson Miranda Fricker, Epistemic Injustice: Power and the Ethics of Knowing, Eastern Division, Co-Sponsored with the Committee on the Status of Women and the Inclusiveness Committee*
Chairs: Elizabeth Potter (Mills College) and Alison Wylie (University of Washington)
Critics:
Linda Alcoff (Syracuse University)
Sanford Goldberg (Northwestern University)
Christopher Hookway (University of Sheffield)
- *Ethnic Group Terms, Central Division, Sponsored by the Inclusiveness Committee*
Chair: Marilyn Frye, Michigan State University
Speakers:
Anna Stubblefield, Rutgers University/Newark, "Conceptual Confusions about Race and Ethnicity"
Jorge Gracia, SUNY/Buffalo, "Racial and Ethnic Terms"
Susana Nuccetelli - St. Cloud State University - and
Rod Stewart, Austin College, "Ethnic-Group Terms"
Joshua Glasgow, Victoria University of Wellington

APPENDICES

A. Report to the IC Committee of APA Board discussions, recommendations, and decisions.

November 4, 2007

MEMO

To: Mark Chekola, Chang-Seong Hong, Lauire Whitt, Anna Stubblefield, Susana Nccetelli, Mary Bloodsworth-Lugo, Erin Mckenna

From: Cheshire Calhoun

RE: Report on the November 2-3, 2007 APA Board Committee Meeting

This was an extremely successful and encouraging Board meeting with respect to diversity issues in the profession. The APA has made a substantial new commitment to funding diversity-related projects. The Committee on Blacks in Philosophy was reviewed this year. In addition, some of the Board discussion was relevant to setting the agendas of tasks for the IC and the diversity committees. In summary:

1. **Grant Proposals for AY 2007-2008.** All three diversity-related grant proposals were fully funded, and in one case more than fully funded.
 - *PIKSI* will receive \$7000 from the APA grant fund. The National Office will supply the remaining \$14,000 of needed APA support for 2007-2008, for a total of \$21,000.

- *The Diversity Essays Project* will receive \$3600 to commission 12 essays.
- *The Collegium of Black Women Philosophers Conference* will receive \$4900. The Board regarded the request as under-funding conference expenses and voted to add an additional amount of \$725, for a total of \$5625.

2. Grant Proposal for Long-term Funding of PIKSI, the Rutgers Institute, and the Collegium of Black Women Philosophers. Because Anna Stubblefield attended the Board meeting as chair of the Committee on Blacks in the Profession, she was able to present and defend her proposal for long-term funding of diversity initiatives. There was extensive debate on the desirability and feasibility of the APA's committing the proposed \$50,000 for five years—a sum that is not available in the APA budget except through budgetary windfalls. The Board was able to settle on the following compromise award:

- *PIKSI* will receive \$21,000 each year for an additional three years beyond the 2007-2008 grant.
- *Rutgers Summer Institute* will receive \$7500 each year for three years beginning in 2008-2009 (a proposal was not submitted for funding this year).
- *Collegium of Black Women Philosophers Conference* will receive \$5000 each year for an additional two years beyond the 2007-2008 award. The Board considers this seed money, and seed grants are normally for a three year period; hence the limitation of total APA support to three years.

3. Inclusiveness Committee Composition. The Inclusiveness Committee, by past Board action, is to have 10 members in addition to the chair of the committee: the six chairs of the diversity committees, one member appointed to represent disability issues, three additional members selected through the regular nomination/election process. Due to an oversight, none of the three elected members have been replaced over time, reducing the committee to seven persons plus the chair. To remedy this, three new individuals, nominated in this year's committee nomination process, will be added to the committee with staggered terms: Hye-Ryoung Kang (term ending 2009), Abigail Gosselin (term ending 2010), Omar Mirza (term ending 2011). Their appointments begin July 2008.

Mark Chekola, who currently represents disability issues on in the IC, will complete his term in 2008. Teresa Burke of Gallaudet University will join the IC in July 2008 as the disability representative.

4. Request for proposal from the IC for an electronic list of job candidates from under-represented groups in the profession. The Board was receptive to the idea of taking steps to enable hiring institutions to locate and invite philosophers from under-represented groups to apply for jobs. The APA is presently installing new software that should significantly upgrade electronic capabilities. The Board Chair requested the IC, in communication with the Committee on Career Opportunities, to submit a proposal for how we would like to see this done. Concern was expressed that the availability of the electronic list be connected to APA job advertising so that the APA hiring process cannot be circumvented. Initial discussion suggests that listing job candidates who are not members of the APA may be controversial. The question was also raised about whether listing would be by self-reported identity or some other mechanism.

5. Expanded IC Chair Role. The IC chair is now an ex-officio member of the Chair's Council which advises and assists the Board chair on issues potentially needing to be referred to the full Board, on fiscal matters, and dealing with other associations, and in preparing for Board meetings. The IC chair is also ex-officio member of the Committee on the Status and Future of the Profession. That committee is currently revising the APA document on "The Role of Philosophy Programs in Higher Education" which has not been revised since it was published in 1980 and includes no mention of diversity-

related forms of philosophy or philosophy's contribution to diversity-related interdisciplinary programs.

6. **New name for the Committee on Blacks in Philosophy.** The CBP's chair requested, as part of the APA review of this committee, that the Committee be renamed the Committee on Black Philosophers. The Board approved the name change.
7. **Revised Statement of the Charge of the Diversity Committees?** In discussing the stated charge of the Committee on Black Philosophers, one member of the Board suggested that the charge as stated is largely negative—limited to a watchdog function—and that he would like to see some mention of the committee's commitment to celebrating Black philosophy and the work of Black Philosophers. I noted that the charge does not mention the committee's role in organizing sessions at the three divisional APAs and in working collaboratively with other diversity committees, especially through the mechanism of the Inclusiveness Committee. The other diversity committees may wish to review and propose revisions to the statements of their charge.
8. **Newsletters?** The Committee on Black Philosophers raised the question of whether Committees were required to continue producing newsletters. The CBP already provides the kind of information that was in the newsletter on their website. The Executive Director said that it was up to the individual committees to decide whether they wished to continue producing newsletters.
9. **Nomination Process for Committee Chair and Membership.** The Chair of the Committee on Black Philosophers observed that it would be desirable for the diversity committees to have more control over who is appointed chair. The Executive Director clarified that the committees already have substantial control over committee membership and chair rotation via the regular nomination process. Nominations for a committee made by that committee's chair are given especially serious consideration

Case submitted to the Committee for the Defense of the Professional Rights of Philosophers. According to the Committee's report, "In May the Committee was asked to consider and make a recommendation to the Executive Director with regard to a job applicant's withdrawing from consideration for a faculty position advertised in JFP because of an institutional hitherto undisclosed requirement that job candidates under serious consideration sign a statement indicating that, among other things, they will not engage in homosexual behaviors." The Committee discussed the case but did not come to any conclusion. The Board, after substantial discussion, requested that the CDPRP be asked to take up this case again, to investigate and report on the facts of the case, and to make recommendations on two issues: (1) failure of a hiring institution to disclose in advance a condition of employment; (2) APA response to an institutional requirement to sign a statement with this kind of content.

B. Proposed Description of the Role of the Ombuds for Nondiscrimination

- The Ombuds is an ex officio member of the Committee for the Defense of the Professional Rights of Philosophers, the Committee on Inclusiveness in the Profession, and the Academic Career Opportunities and Placement Committee.
- The Ombuds for Nondiscrimination is empowered to receive, advise, and attempt informal resolution of all complaints concerning discrimination, and to do so independently of the Committee for the Defense of the Professional Rights of Philosophers. If, however, he or she identifies a prima facie violation of a professional right, the complaint will be forwarded to the CDPRP for its consideration.
- The Ombuds for Nondiscrimination, in consultation with the relevant diversity committee, may deem a complaint not to merit further pursuit by the APA.

- The availability of an APA Ombuds is not intended to substitute for a complainant's either making use of internal institutional mechanisms for addressing complaints of discrimination or for consulting expert legal advice. It is not the role of the APA Ombuds to assist individuals through their institution's internal mechanism for pursuing a complaint of discrimination or to provide legal advice.
- The Ombuds is responsible for informing/educating APA membership about the APA's Policy on Nondiscrimination. (The APA Nondiscrimination Statement is appended below).
- The Ombuds for Nondiscrimination is expected to apprise relevant diversity committees of instances of discrimination and, where appropriate, to consult with the committee (or committees). For disability issues, the Ombuds should contact the member of the Inclusiveness Committee who is appointed to represent disability concerns.
- The Ombuds for Nondiscrimination should, if necessary, be able to respond rapidly, within a 24 hour period, to establish initial communication with the complainant.
- The Ombuds supplies an annual report to the Executive Director of the number and nature of the complaints of discrimination and how those complaints were handled.
- A link to the description of the role of the Ombuds for Nondiscrimination as well as his/her contact information will appear on the APA website sidebar under "Governance." Contact information for the Ombuds for Nondiscrimination will appear on the "Contact Us" webpage.
- The Ombuds for Nondiscrimination will be appointed by the Executive Director, on the recommendation of the Committee on Inclusiveness in the Profession, for a term of three years.
- The Placement Ombuds¹ has primary responsibility for addressing onsite problems arising during convention interviewing, including complaints of discrimination. The Placement Ombuds is to apprise the Ombuds for Nondiscrimination of all on-site discrimination complaints.

C. Recommendations Concerning use of JFP

Date: Mon, 9 Jun 2008 13:10:02 -0700

To: dschrade@UDel.edu

From: cheshire calhoun <cheshire.calhoun@asu.edu>

Subject: Advertizing in JFP & Nondiscrimination

Dear David,

I'm sorry to bend your ear yet more, but I've set aside the past couple days to do my APA work, which is involving combing over portions of the website.

I have noticed two problems having to do with ensuring that those who advertize in JFP are familiar with the APA Board Statements, including the nondiscrimination statement.

(1) Under "Advertizing in JFP" , "How to Advertize in JFP" one finds this:

¹ The Academic Career Opportunities and Placement Committee provides a Placement Ombuds for each APA meeting. The on-site Placement Ombuds is either the Committee Chair, or, if s/he is not attending the APA meeting, another committee member. The name and contact information of the Placement Ombuds is posted in the placement center at each convention and handles only complaints that arise during the specific APA meeting.

"Please read the five APA Board Statements (in the gray panel immediately to the left) and ensure that your hiring practices, including your ads, comply with both the spirit and the letter of these APA Board Statements."

HOWEVER, (a) if one clicks on "APA Statements" under "Profession" one gets a table of contents with 13 items. There is no indication of which five sections the hiring department is supposed to read.

(b) the ad request form requires that the advertizer check off a box labeled "I agree to the above deadline policy". There is no requirement that the advertizer check off a box saying "I have read and agree to comply with the APA Statement on Nondiscrimination" or "I have read and agree to comply with the five APA Board Statements"

(2) Fixing (1) above, however, doesn't solve the most basic problem. Since this form requires billing information, virtually no chair is ever going to read the form in the first place, and thus will never see the requirement to read the APA Board Statement nor will he or she ever check off a box saying s/he agrees to comply with them. Chairs will give this billing task to the department secretary who is the one, after all, who has the PO numbers.

So, might I make some recommendations here:

1. construct a separate webpage with the 5 APA Board statements on it, and have a link in the text quoted above to that page.
2. include on the ad request form, in addition to "Submitter's name and email" (which is likely to be the secretary's), "Search Committee Chair's Name and email" or "Department Chair's name and email"
3. Make acceptance of the ad conditional on the Search Committee Chair confirming that he/she has read the 5 APA Board Statements. This could be done by sending an email to the Search Committee chair once the ad request has been submitted. The email would say something like "You have submitted a request to advertize in JFP. Before that request can be approved, you must confirm that you have read and agree to comply with five APA Board Statements. Please follow this link to confirm your agreement....."
4. Once the chair confirms having read and agreed to comply with the Board Statements, the ad request can then be approved. BUT the confirmation of ad request that is normally sent out should be sent to BOTH the submitters and Search Committee Chair's email address. This is important, because that email confirmation is the one that contains the username and password that enables department chairs to search the JobSeekers Data base. I know that I never once received such a confirmation when I had my secretary place an ad, and so I had no idea that I had access to a JobSeekers Data Base.
5. Include in the confirmation of request email some mention that the username and password now enables the hiring department to use the JobSeekers Data base to search for candidates under their AOS, AOC, gender, and ethnicity/diversity.

The APA Statement on Nondiscrimination combined with the present requirement that hiring departments read that statement makes it clear (to me at least) that the employer who required a candidate to affirm, in essence, that he wasn't gay was in violation of both the APA's nondiscrimination statement and its advertizing policy. Getting the advertizing form to work properly is thus important in forestalling future such issues.

Thanks for your time!
cheshire

D. CSAIP Proposals

To: David Schrader, Executive Director, American Philosophical Association
From: Cheshire Calhoun, Chair, Inclusiveness Committee

RE: Two Proposals concerning the Committee on the Status of American Indians in the Profession.

Proposed: that the name of this committee be changed to the Committee on the Status of Indigenous Philosophers.

Rationale:

The *Committee on the Status of American Indians in Philosophy* works within the *American Philosophical Association* to further the interests of those whose ancestral communal roots in North America reach back to times predating the arrival of Europeans. To better represent in title those peoples it serves, this committee respectfully requests that its name be changed to the *Committee on the Status of Indigenous Philosophers*. Our reasons for proposing such a name change are numerous, and include the following:

1. Amongst the peoples excluded under the current name are Native Hawaiians and Alaskan Natives (in particular, the Inuit). A current member of this committee, Gordon Christie, has familial roots to the Inupiat, the Inuit community living on land on the north slope of Alaska from Norton Sound eastward to what is now the border with Canada. In common nomenclature, the Inuit are not considered 'American Indians.' The same holds true for other Alaska Natives, and for Native Hawaiians.
2. Some Indigenous communities straddle the current U.S./Canadian and U.S./Mexican borders. The committee's current name, however, coupled with common understandings associated with the term 'American Indian,' fails to include some members of these communities as a result of nothing more than the imposition of recent borders across their territories. Why, for example, should a Mohawk from the Canadian side of the St. Lawrence River be excluded from this committee's purview, nominally or otherwise, while her cousins from across this span of water are included? The committee in fact has a number of First Nations members; its name, however, fails to include or acknowledge them.
3. Some Indigenous communities once lay within U.S. borders, but now find themselves in locations outside the United States as a result of fairly recent and unfortunate historic events. For example, there are communities from within the nations of the Haudenosaunee Confederacy (the Six Nations) who now live in Southern Ontario as a result of events following the American civil war. Similarly, groups within the Lakota nation found themselves pushed up into Manitoba and Saskatchewan a hundred years later as a result of other unfortunate circumstances. These and other displaced communities are no longer typically captured by the term 'American Indian'. Yet this committee can see no reason why it would not be clearly and directly interested in working with members of these Indigenous nations, or why its name should not be suitably inclusive to reflect that fact.
4. Many contemporary members of Indigenous communities are highly mobile – while they might be from a community in Mexico or Canada, they are liable to find themselves living, studying and working in the United States. Significantly, Indigenous communities within the United States think of these Indigenous people as their close relatives, and tend to have communal protocols that require that these people be welcomed as honoured guests, and shown the deepest respect and generosity. Within the worlds of Indigenous communities in the United States, nation-state boundaries do not function to set up sharp

lines that separate 'foreign' Indigenous peoples from 'domestic' Indigenous peoples. Just as a Delaware would be warmly welcomed in Cherokee territory, a Cree from northern Manitoba would be as warmly welcomed in Navajo territory. The current name of the committee, however, suggests something of a 'closed group' – it suggests to the Cree from northern Manitoba, for example, that the members of this committee have a way of cutting up the social and political world that privileges those Indigenous peoples who just happen to have found themselves resident within the United States.

5. This last point suggests a more global perspective on the process of naming, and its implications. On the global level the current movement has, for some time, been toward a process of self-classification built around the general term 'Indigenous'. Early in the fall of 2007 the General Assembly of the United Nations passed the *Declaration on the Rights of Indigenous Peoples*, a document drafted with the assistance of many Indigenous groups and communities from around the world. This document reflects current international law and international standards, despite the fact that the United States has failed to ratify it. Of more import in this context, however, it signals the trend on a global level of acknowledging that there are social and political communities spread across the continents of the world that predate the colonial era, communities that wish to play a legitimate role in *defining their own identities and futures*. Seen within this larger unfolding situation, the move to rename this committee can be regarded as a small footnote in this ongoing narrative around the struggle for self-determination.

The members of the *Committee on the Status of American Indian Philosophy* would like to exercise their powers of self-determination, as Indigenous peoples living within the United States, to choose how they interact with other Indigenous communities in the world. In this case, that means choosing language that clearly signals the acknowledgment of ancestral and communal relationships, language that is clearly inclusive and welcoming, as protocols require.

Proposed: That CSAIP be awarded a start-up grant from the APA in the amount of \$5000.00 per year for an initial three-year period to establish the Vine Deloria Memorial Fund. (See full proposal for the Vine Deloria Memorial Fund.)

Rationale:

The CSAIP aims to establish a fund of \$25,000 by December 2011, whose interest would be used to support Indigenous students majoring in philosophy or working toward a graduate degree in philosophy. The CSAIP has applied to the APA grant fund this year for a \$5000 award. However, given that the goal is to establish a fund of sufficient size to sustain awards to students from the fund's interest earnings, rather than principal, the CSAIP would need to apply for, and be awarded, grant funding in multiple successive years. A three-year startup grant therefore seems a more effective means of securing the aims of the Vine Deloria Fund initiative.

The APA currently has awarded multi-year support monies to the Philosophy in an Inclusive Key Summer Institute, the Rutgers Summer Institute, and the Collegium of Black Women philosophers—all important mechanisms by which to effect a change in the demography of the profession of philosophy. A multi-year award to the proposed Vine Deloria Memorial Fund would enable the APA to extend its diversity initiative to Indigenous persons. This project has the full support of the Committee on Inclusiveness in the Profession.