

Annual Report to APA Board of Offers from the APA Committee on Inclusiveness August 2010

Participating Committee Members July 2009-August 2010:

Cheshire Calhoun, Chair

Anita Silvers, Associate Chair

Teresa Burke (disability representative)

Abigail Gosselin

Omar Mirza

Hye-Ryoung Kang

Gary Mar (Committee on Asian and Asian-American Philosophers and Philosophies)

Thomas Norton-Smith (Committee on the Status of Indigenous Philosophers)

Patrick Goodin (Committee on Blacks in Philosophy)

Eduardo Mendieta (Committee on Hispanics)

Talia Bettcher (Committee on the Status of Lesbian, Gay, Bisexual and Transgender People in the Profession)

Erin Mckenna (Committee on the Status of Women)

Laurie Shrage, *ex officio* (Ombudsperson for Nondiscrimination)

Work of the Committee:

1. *Response to the Petition and Counter-Petition Concerning Enforcement of the APA Nondiscrimination Statement.* Voting was completed on the draft of the Report on the APA Non-Discrimination Statement and Recommendation for Implementation. All responding members of the Inclusiveness Committee (11 out of 12; one did not reply), including the incoming Associate Chair, voted to support the report and recommendation. All members of the Committee on the Status of LGBT Persons in the Profession (8 out of 8) voted in support. All responding members of the Committee on the Status of Women in the Profession (8 out of 11; 3 did not reply) voted in support. Five of 7 responding members of the Committee on the Status of Asian and Asian-American Philosophers and Philosophies voted in support; two did not support. The report and recommendations were also circulated to the Committee for the Defense of the Professional Rights of Philosophers as well as the Committee for Academic Placement and Career Opportunities. The response was submitted for Board consideration in November 2009.
2. *Revised Nondiscrimination Statement.* Voting was completed on the proposed revisions in the Nondiscrimination statement. The proposed revision was submitted for Board consideration in November 2009.
3. *Review of Grant Proposals.* The committee reviewed and submitted its recommendations with respect to three grant proposals submitted for the November 2009 year grant awards. Anita Silvers conducted the 2010 review of grant proposals.
4. *Endorsement of the Women in Philosophy Taskforce request.* A non-APA group concerned with the status of women in philosophy made a request to the APA Committee on the Status and Future of the Profession that journal manuscript evaluation practices be reviewed and a best practices statement be formulated. The principal concern was with the effect of non-anonymous refereeing on the acceptance rate of papers by female and racial minority

philosophers. This request was circulated to the members of the Inclusiveness committee, endorsed by all nine responding members, and presented at the November 2009 Board meeting.

5. *Session Organized.* Laurie Shrage, APA Ombudsperson for Non-Discrimination, organized the following session to be held at the Eastern Division, December 2010 meetings:

Author Meets Critics: Bruce Kuklick, *Black Philosopher, White Academy: The Career of William Fontaine*

Chair: Laurie Shrage (Florida International University)

Critics:

Anita Allen (University of Pennsylvania)

Lewis Gordon (Temple University)

John Lachs (Vanderbilt University)

Author: Bruce Kuklick (University of Pennsylvania)

5. *Tentative Co-sponsorship of Session.* The Committee on the Status of Women is planning a session for the 2011 Pacific APA meetings tentatively titled "Gender Climate and its Relation to Assessment, Salary, and Institutional Recognition." The Inclusiveness Committee has offered to cosponsor this session.

Ongoing Issues/Tasks

1. The Chair of the IC Committee has been responsible for requesting from the Executive Direction the results of the survey of hiring institutions and communicating those results to the CSW. A better response rate from hiring institutions and a more efficient procedure of communicating the results to the CSW is needed.
2. The Syllabi Project continues to be woefully out of date. Two new syllabi were added this year. This is an important resource that is in fact used and the collection of syllabi needs to be updated.
3. There continues to be a need for demographic data about APA membership. Hopefully, the new membership module in APA software that will allow online membership registration and renewal will enable collection of that data.
4. The existence of an Ombudsperson for Nondiscrimination needs to be better advertized to the membership of the APA.