

REPORT OF APA COMMITTEE ON INCLUSIVENESS IN THE PROFESSION, JULY 2011 THROUGH JUNE 2012:

The following items record issues addressed and actions taken by the Inclusiveness Committee in 2011/12.

1. The LGBT Committee Chair enlisted assistance from the APA Ombudsperson and the Inclusiveness Committee Chair to induce implementation of the 2009 revision of the APA Anti-Discrimination policy. Implementation in this regard mainly had to do with ensuring that the revised statement was posted in all the appropriate places in APA hard copy and online publications. Changes in APA National Office personnel may have contributed to some omissions of implementation. We note that similar problems appear to have been averted in the case of the 2011 revision of the APA Anti-Discrimination policy revisions (see 2. below).

2. The Inclusiveness Committee supported the LGBT Committee's initiative to strengthen the APA's discrimination policy. Inclusiveness Committee members constructed arguments that supplemented those made by LGBT members. At its November 2011 meeting, the APA Board of Officers adopted a strengthened statement, which now reads as follows:

"The American Philosophical Association rejects as unethical all forms of discrimination based on race, color, religion, political convictions, national origin, sex, disability, sexual orientation, gender identification or age, whether in graduate admissions, appointments, retention, promotion and tenure, manuscript evaluation, salary determination, or other professional activities in which APA members characteristically participate. This includes both discrimination on the basis of status and discrimination on the basis of conduct integrally connected to that status, where "integrally connected" means (a) the conduct is a normal and predictable expression of the status (e.g., sexual conduct expressive of a sexual orientation), or (b) the conduct is something that only a person with that status could engage in (e.g., pregnancy), or (c) the proscription of that conduct is historically and routinely connected with invidious discrimination against the status (e.g., interracial marriage) . At the same time, the APA recognizes the special commitments and roles of institutions with a religious affiliation; and it is not inconsistent with the APA's position against discrimination to adopt religious affiliation as a criterion in graduate admissions or employment policies when this is directly related to the school's religious affiliation or purpose, so long as these policies are made known to members of the philosophical community and so long as the criteria for such religious affiliation do not discriminate against persons according to the other attributes listed in this statement. Advertisers in Jobs for Philosophers are expected to comply with this fundamental commitment of the APA, which is not to be taken to preclude explicitly stated affirmative action initiatives. Institutions that seek to advertise in the JFP will be asked whether they comply with the APA Nondiscrimination Statement. Ads from those that do not so indicate will not be run."

3. Several philosophy department hiring committee chairs contacted the Inclusiveness Committee searching for lists of philosophers from under-represented groups who could be notified of position openings. The Diversity Committees do not seem to maintain such lists, however, and it is unclear that

doing so is included in the Diversity Committees' charges. Inclusive Committee members did not see a pressing need to pursue this matter, as hiring committees seeking to diversify their departments' faculties have more effective ways of attracting diverse applicants.

4. Members of the Inclusiveness Committee have planned, or participated in planning, for three sessions for the divisional meetings. For the Eastern Division, a session on cultural diversity and the rules of reasoning is planned. For the Central Division, a session on disability and new perspectives on justice, well-being and virtue, co-sponsored by the APA Committee on Philosophy and Law, is planned. Also for the Central Division, a session on including diversity perspectives in introduction to philosophy and other introductory philosophy courses is planned. At this writing, planning for a session on new approaches to affirmative action is getting under way.

5. The Committee recommended funding for both mini-grant proposals sent to its members for recommendations. The Frederick Douglass Philosophy Conference was funded for \$3,000 and NYSWIP SWIPshop was funded for \$2,000.

6. On behalf of the Committee, the Chair communicated with Professors Francis and Casey, who designed the new APA Guide to Graduate Study of Philosophy, requesting that the breakouts for data on under-represented groups be revised to reflect those used by universities to report to IPEDS (Integrated Postsecondary Education Data System) data every other year. These are the categories for the data departments will receive from their university's institutional research office, and accuracy of reporting will be preserved if departments do not have to merge data from different categories into the categories constructed for the APA Guide. Professors Francis and Casey agreed that this matter would be addressed in the 2012 call for data for the Guide.

7. The Chair worked with WPHTF (Women in Philosophy Task Force) in support of an APA commitment to obtain and maintain demographic data (including diversity data) about the profession. The APA Committee on the Status of Women signed on to the WPHTF's request, and the Inclusiveness Committee lined up behind this effort.

8. The Inclusiveness Committee endorsed the Proposal for an APA Site Visit Project from the Committee on the Status of Women (see the CSW's report for details). The Inclusiveness Committee and all but one of the Diversity Committee chairs agreed to apply unspent 2011/12 funds for their committees to this project.

9. An individual who is not an APA member used an internet list to charge the APA with disability discrimination. The individual's charge that the Central Division was meeting at an inaccessible site was investigated by the APA Ombudsperson and proven to be unfounded. The individual also called for APA members to write to the Executive Director with complaints.

Four APA members wrote to the Executive Director. Two of the letters took the claim made by the individual making the charge that "past efforts to organize disabled philosophers have shown that there

is considerable interest in the establishment of a Committee on Disabled Philosophers” as fact. In consultation with the Committee member who occupies the designated position calling for expertise on disability, the Inclusiveness Committee chair wrote to each of the four correspondents, asking especially if they could identify members of the group of "disabled philosophers" who were APA members, had expressed such an interest, and were willing to undertake the procedure that leads to creation of a diversity committee. The Inclusiveness Committee Chair also explained the process for creating a new diversity committee and described two major APA projects for philosophers with disabilities: (a) encouraging authors of philosophy books to arrange with their publishers to provide Bookshare, the national project that makes books available in formats for visually impaired people, with copies of their books, and (b) facilitating a project associated with Gallaudet University to create American Sign Language signs for technical terms in philosophy.

In response, three of the four stated they were not disabled philosophers and knew nothing more about the issue, or the APA’s record and current support of philosophers with disabilities, than what they had read in the individual’s charges against the APA. Another referred to experiences of disability discrimination in regard to activities at universities or with other organizations to which the APA’s influence does not reach.

Respectfully submitted,
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