

# Committee on Inclusiveness in the Profession

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## *2012-2013 Membership*

Anita Silvers, chair (2013)

Susana Nuccetelli, associate chair (2013)

Teresa Burke, disability representative (2014)

Shannon Dea (2015)

Peter Gratton (2014)

Shannon Sullivan (2013)

Mitchell Avila, *ex officio* (2014)

Brian Burkhart, *ex officio* (2014)

Cheshire Calhoun, *ex officio* (2014)

Peggy DesAutels, *ex officio* (2013)

Patrick Goodin, *ex officio* (2013)

David Kim, *ex officio* (2014)

Alastair Norcross, *ex officio* (2015)

REPORT OF THE AMERICAN PHILOSOPHICAL ASSOCIATION'S  
INCLUSIVENESS COMMITTEE, July 2012 through June 2013 (and  
slightly beyond).

The following items record issues addressed and actions taken by the  
Inclusiveness Committee in 2012/13:

1. A main effort of the Inclusiveness Committee this year was to initiate a systematic process for implementing the APA Nondiscrimination Policy, which the Board had revised and strengthened at its November 2011 meeting. Related to this work are the following items:
  - a. The Executive Director noticed that a position announcement submitted for JFP included a qualification that restricted the job to males. Consultation with the chairs of the Academic Careers and Inclusiveness Committees, and research by the Inclusiveness chair, raised important questions about whether this specification was a *bona fide* qualification. The Executive Director followed up with the department that had submitted the ad, and the ad was withdrawn.
  - b. A job applicant brought a complaint regarding discriminatory practice by a hiring department to the Ombudsperson. An *ad hoc* committee to address the matter was formed but was unable to proceed for lack of information. (See Ombudsperson's report for more information.)
  - c. In order to ensure that there is a formal process for redressing violations of the APA Nondiscrimination Policy, a Discrimination Complaint Procedure was developed. The Board of Officers adopted the procedure at its August '13 meeting. The procedure is now published on the APA website at: [http://www.apaonline.org/?discrim\\_complaint](http://www.apaonline.org/?discrim_complaint)
  - d. The Inclusiveness Committee will hold a panel session at the 2014 Pacific Division meeting to discuss further directions in regard to the implementation of the APA Nondiscrimination Policy.
2. The Inclusiveness Committee and the Diversity Committee Chairs agreed that unused committee funds should be transferred to the Dayton Diversity Conference budget to provide travel funds for six additional participants who otherwise could not attend.

3. Inclusiveness Committee members ranked APA grant proposals that addressed diversity. Proposals for a Feminist Philosophy Podcast and a Latino/Latina Philosophy Conference received the highest ranking, followed by a proposal for a Mentoring Workshop.
4. The Inclusiveness Committee organized a session at the 2012 Eastern Division meeting on “Cognitive Diversity, Inference, and Language,” co-sponsored by the Committee on the Status of Asian and Asian-American Philosophers and Philosophies, and a session at the 2013 Central Division meeting on “Disability: New Perspectives on Justice, Well-being and Virtue,” co-sponsored by the Committee on Philosophy and Law. The Executive Director provided a supplement to the Inclusiveness Committee’s budget for a power point projector for the Eastern Division meeting.
5. The Disability Representative on the Inclusiveness Committee pointed out that information about accessibility and obtaining reasonable accommodation at APA meetings had disappeared from the APA website during the redesign. The Executive Director will restore this information.
6. The Inclusiveness Committee Chair was consulted by several members about sources of philosophy diversity data, in the U.S. generally or at their own institutions. Each was directed to the U.S. Integrated Postsecondary Education Data System (IPEDS) reports or to the office that submits their institution’s reports to IPEDS.
7. A member requested the Inclusiveness Committee to put together some pointers for hiring departments, so they can ensure inclusivity in their applicant pool. This project is referred to the ‘13/’14 Committee.
8. In addition to the session on implementing the Nondiscrimination Policy, the Inclusiveness Committee will sponsor a session on American Indian identity at the ’14 Pacific Division meeting.

Respectfully submitted,

Anita Silvers

San Francisco State University

Chair, July ’10 – June ’13,

APA Committee on Inclusiveness in the Profession