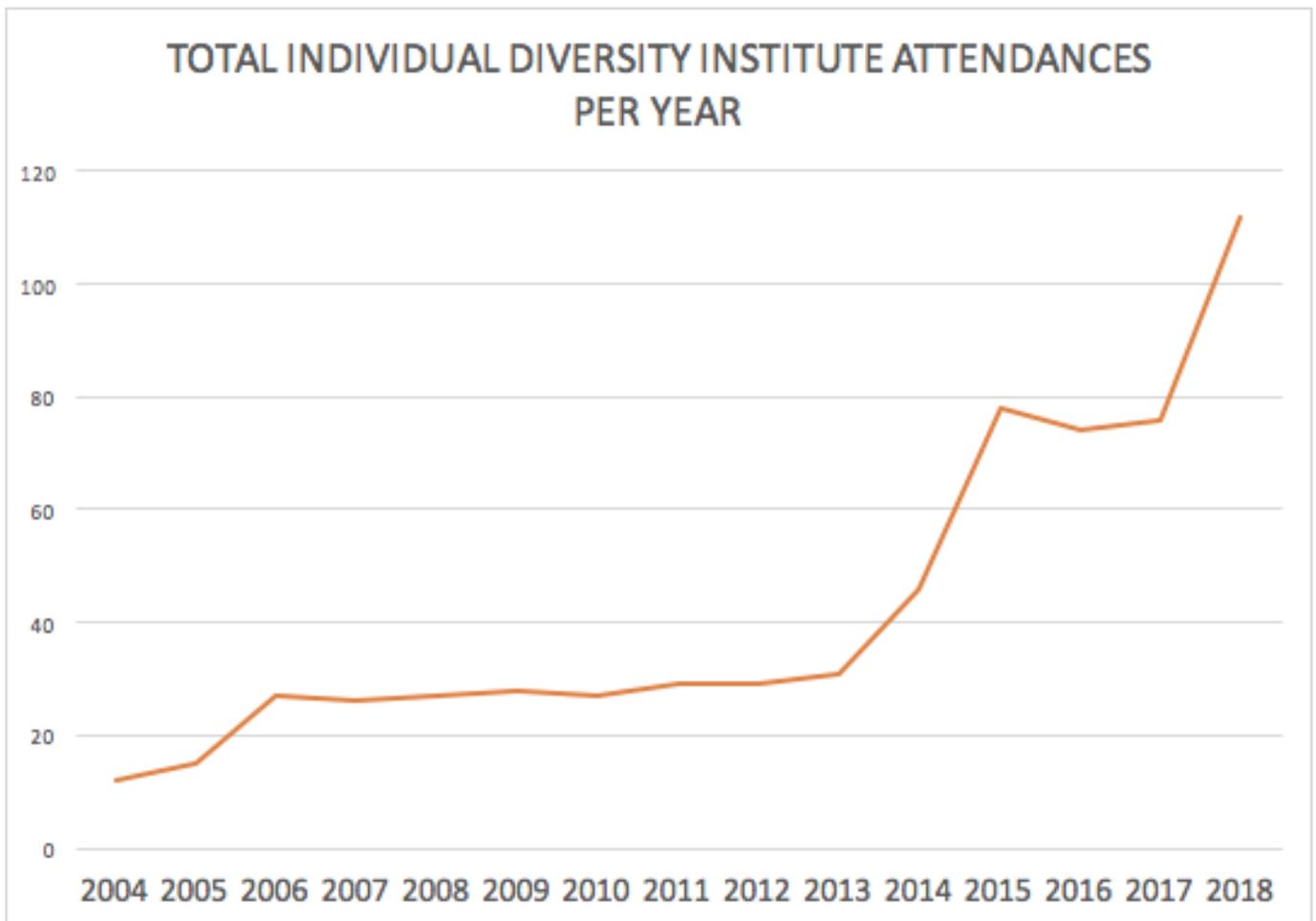
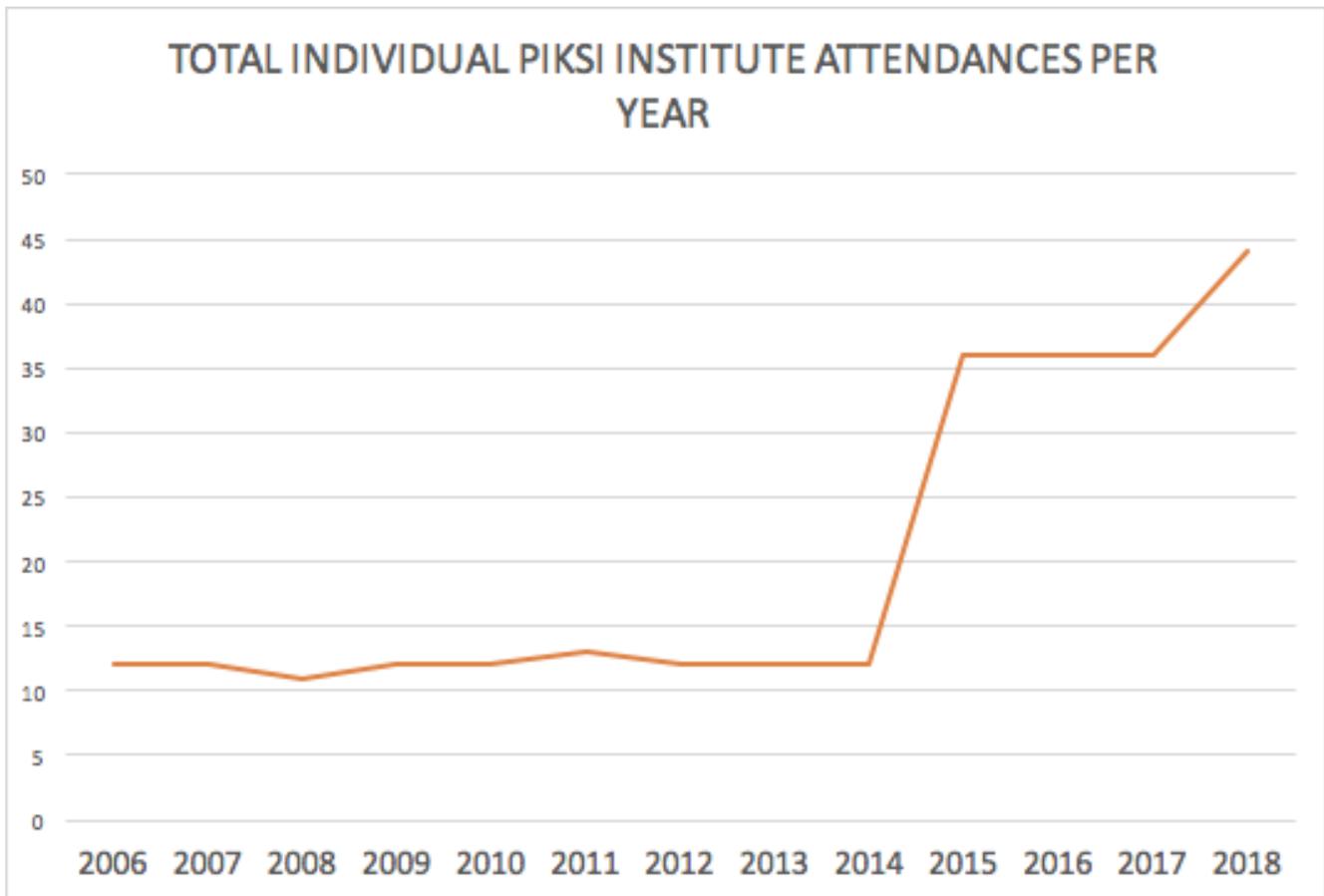


# APA Report on Diversity Institute Outcomes Survey 2018

This chart reflects the total number of individual attendances of diversity institutes over the last 14 years. These numbers were recorded by the APA independently of the diversity institutes outcomes survey sent out in 2018. The data may include two separate attendances by the same person at different diversity institutes. The increase over time also reflects the founding of diversity institutes over the years, starting with the Rutgers Summer Institute for Diversity in Philosophy, followed by PIKSI-Rock, Summer Program for Women in Philosophy at UCSD, PIKSI-Boston, Summer Immersion Program in Philosophy at Brown, PIKSI-Logic, COMPASS at Michigan, and the Pittsburgh Summer Program in Philosophy.



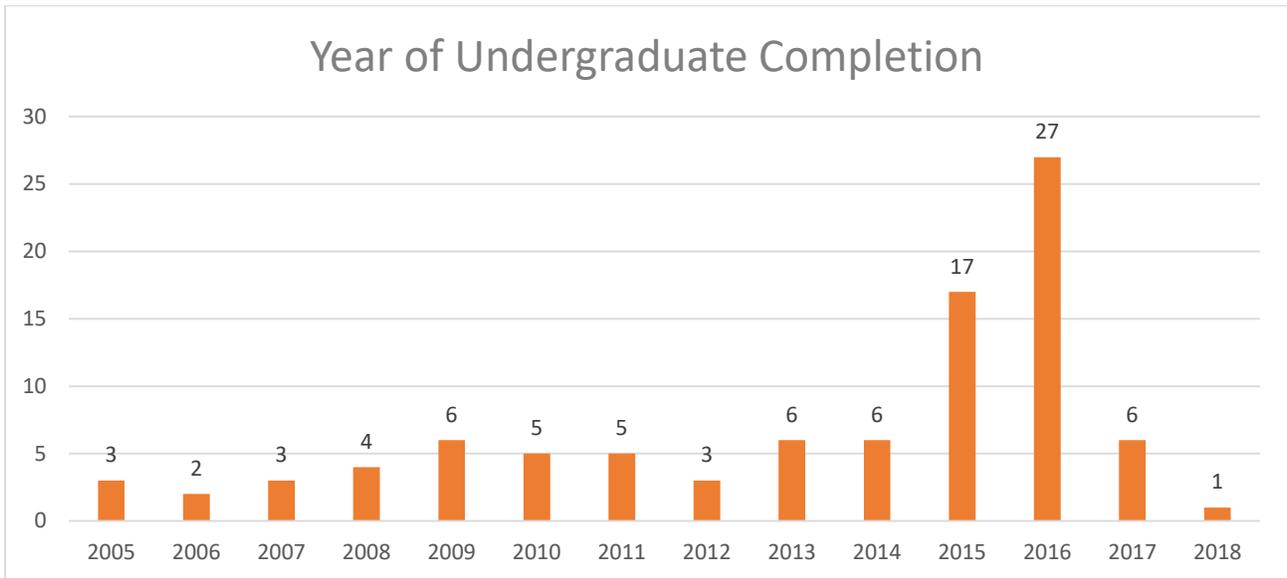
This chart reflects the same data, but only includes attendances at PIKSI-Rock, PIKSI-Boston, and PIKSI-Logic.



Data following this chart comes from a survey sent by the APA to all working emails of diversity institute alumni.

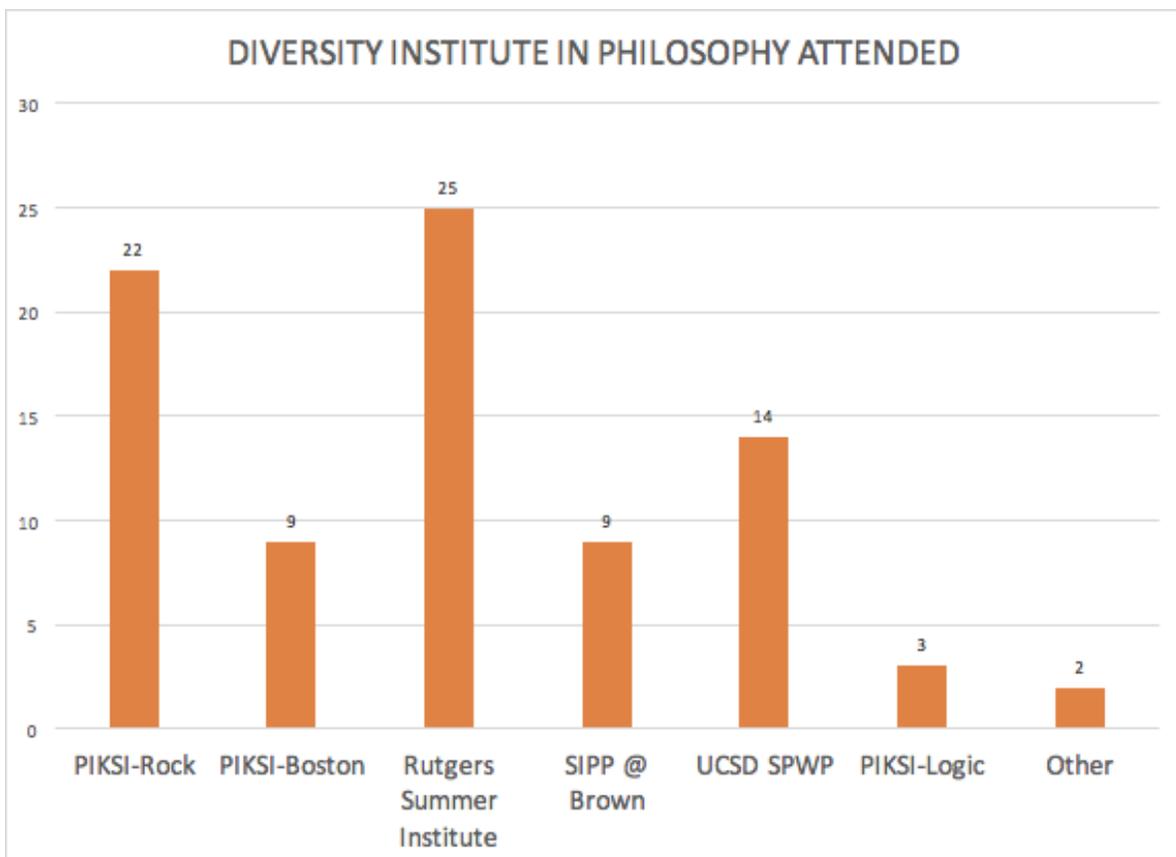
## 1. Year of Undergraduate graduation

Out of 134 respondents:



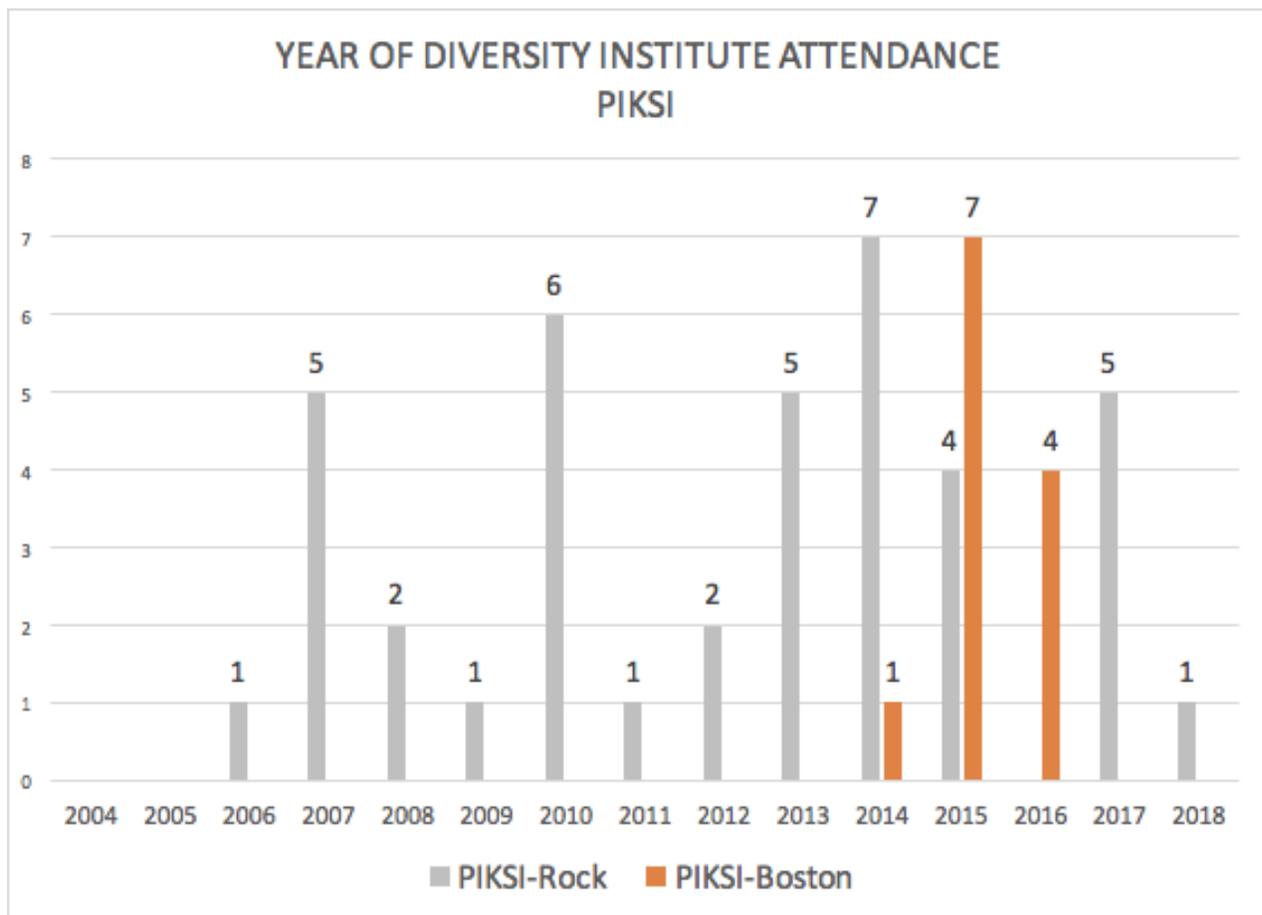
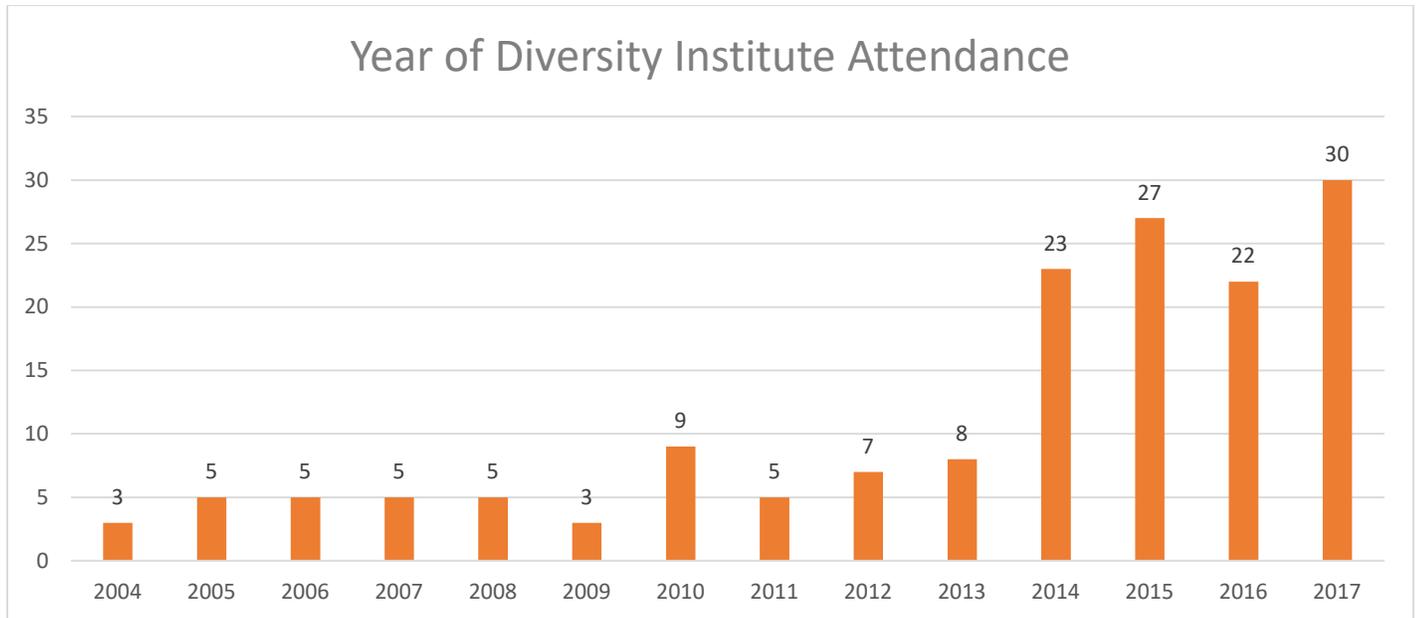
## 2. Which diversity institute in Philosophy did you attend?

Out of 138 respondents (note: some respondents attended more than one):



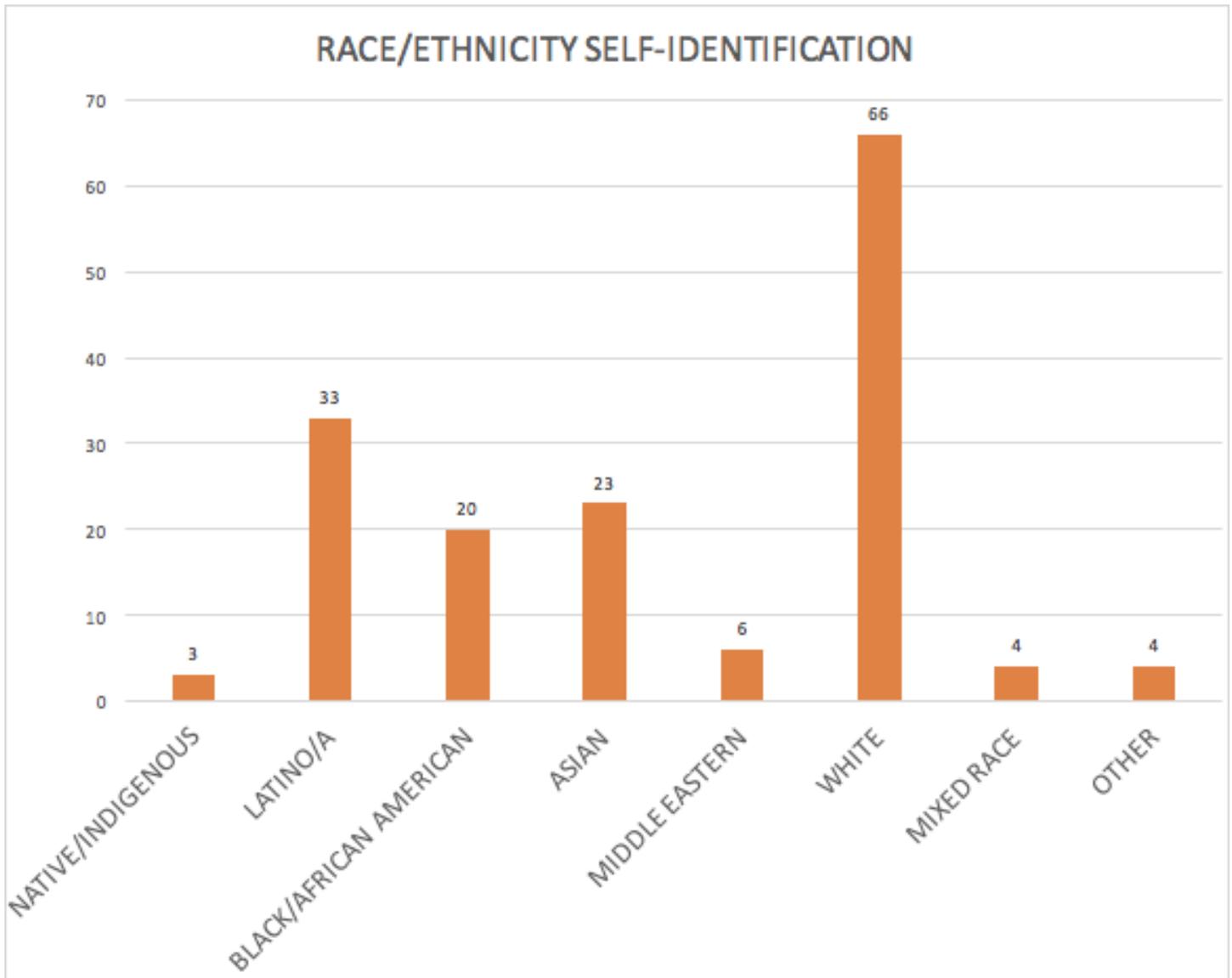
### 3. In what year did you attend a diversity institute in philosophy?

Out of 138 respondents (note: some respondents attended more than one and some respondents did not specify the year they attended):

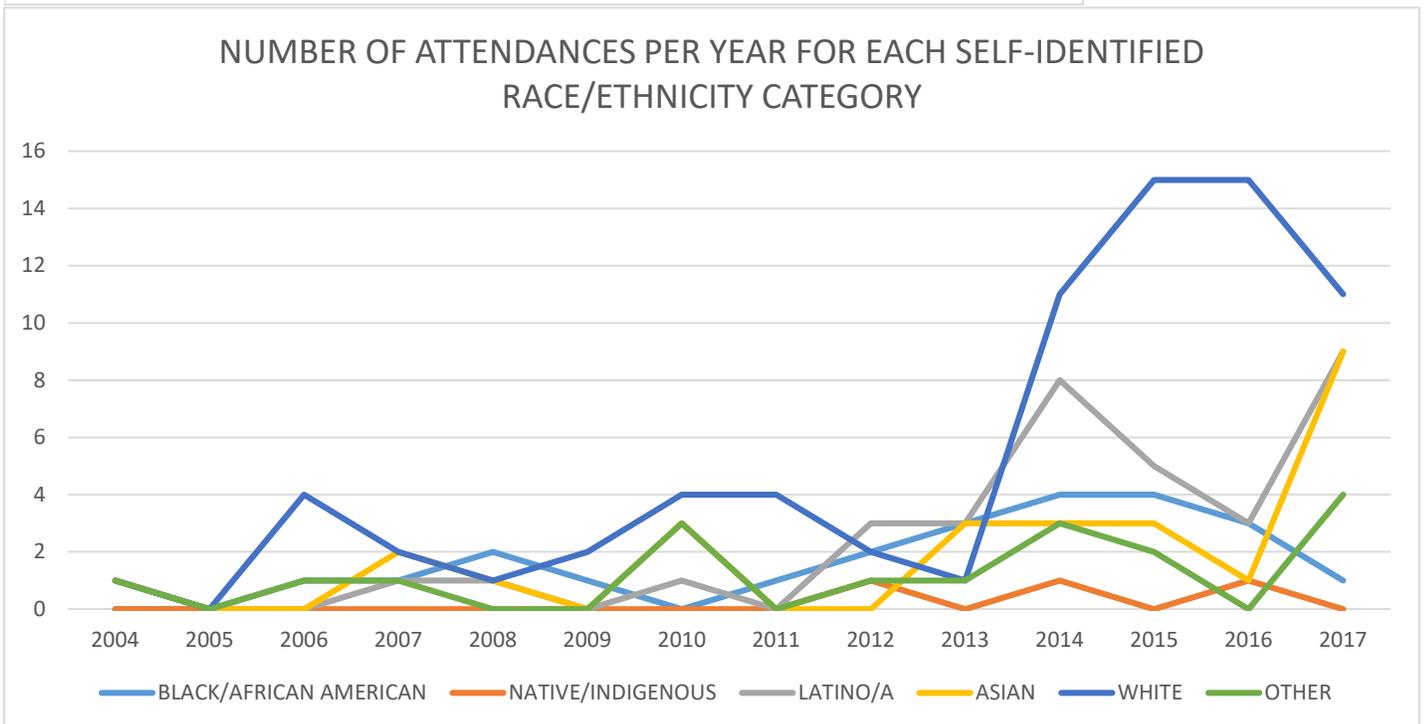
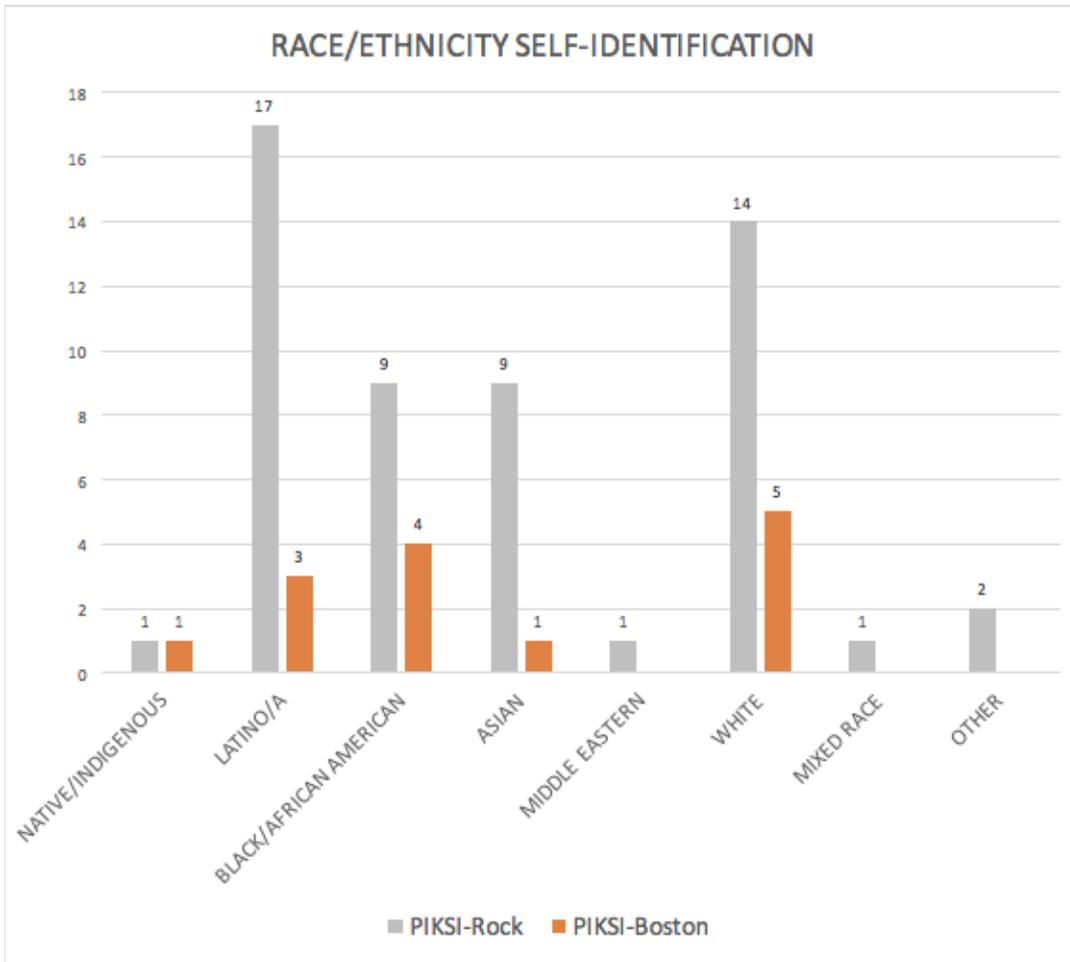


#### 4. How do you identify with respect to race/ethnicity?

Out of 138 respondents (note: some respondents specified more than one race/ethnicity):

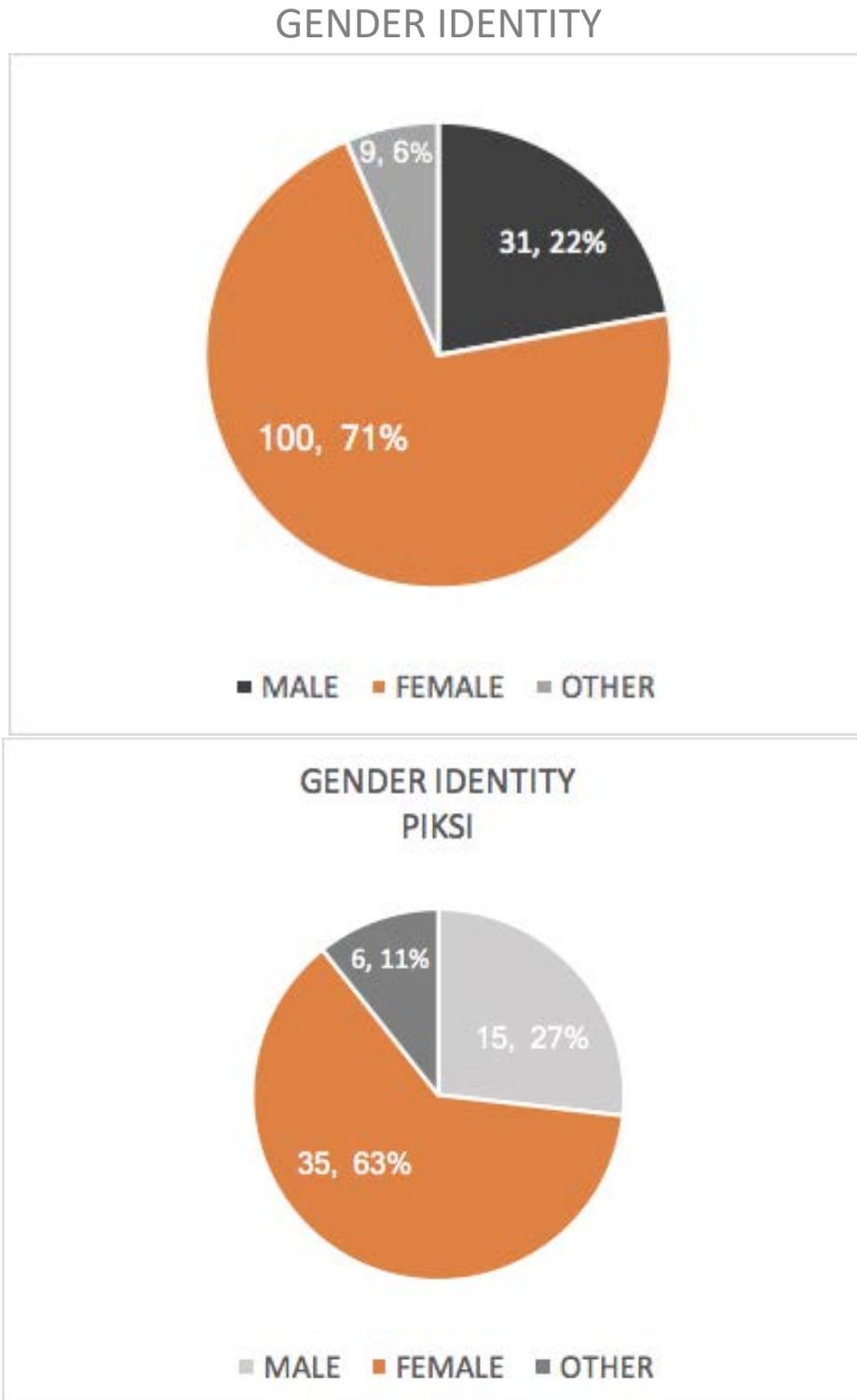


Race/ethnicity self-identification of the PIKSI-Rock and PIKSI-Boston attendees:



## 5. How do you identify with respect to gender?

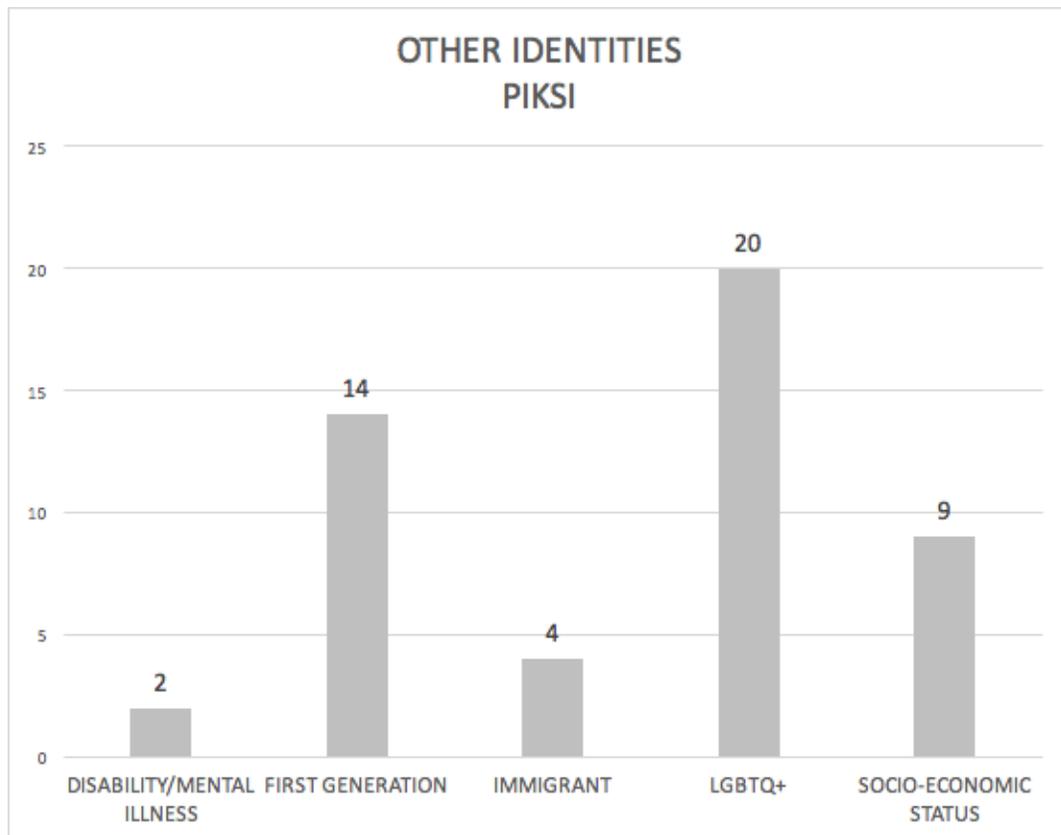
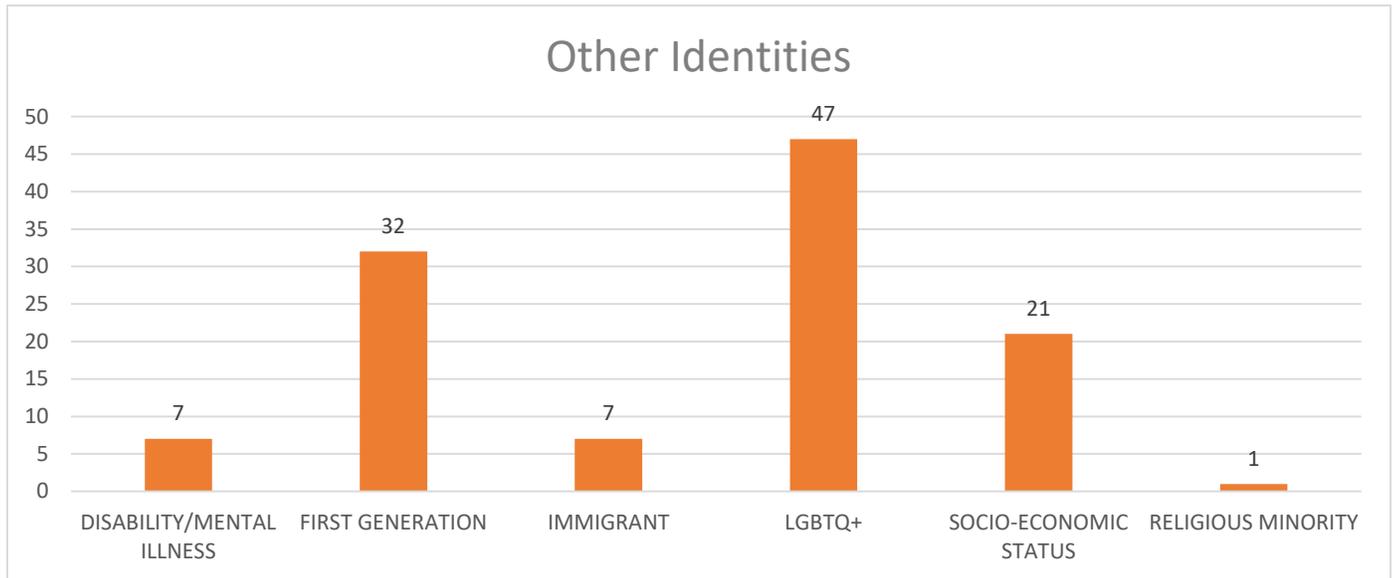
Out of 138 respondents (note: some respondents specified more than one):



## 6. Other ways in which the respondents self-identified

This open-ended question invited respondents to identify in non-specified ways as they felt it was relevant to their identity. 77 of 138 respondents chose to identify in one or more ways here.

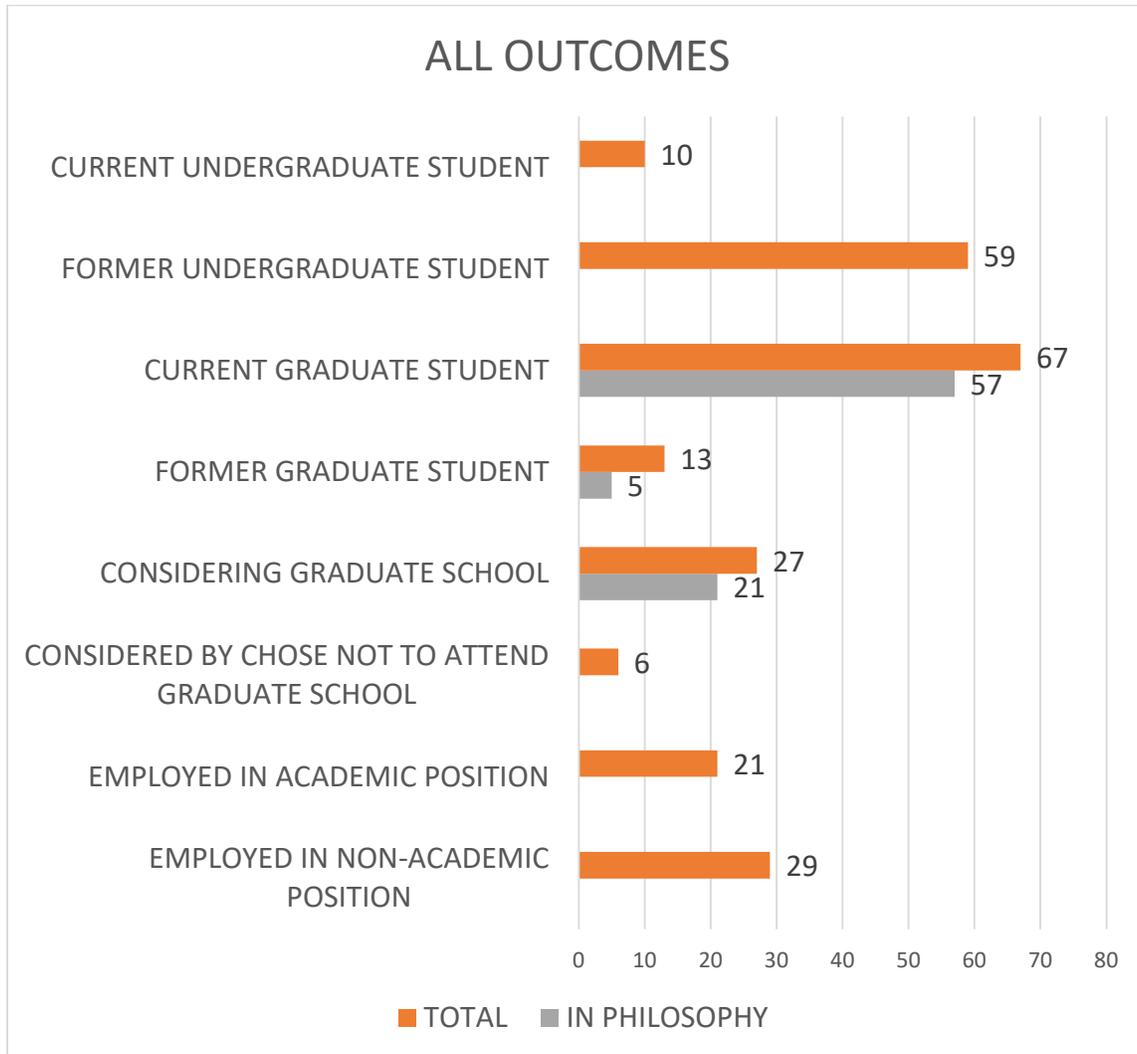
Note: “First Generation” here refers either to as a college student or as an American; some specified which they meant (and, in fact, many specified both, but are counted here only once).



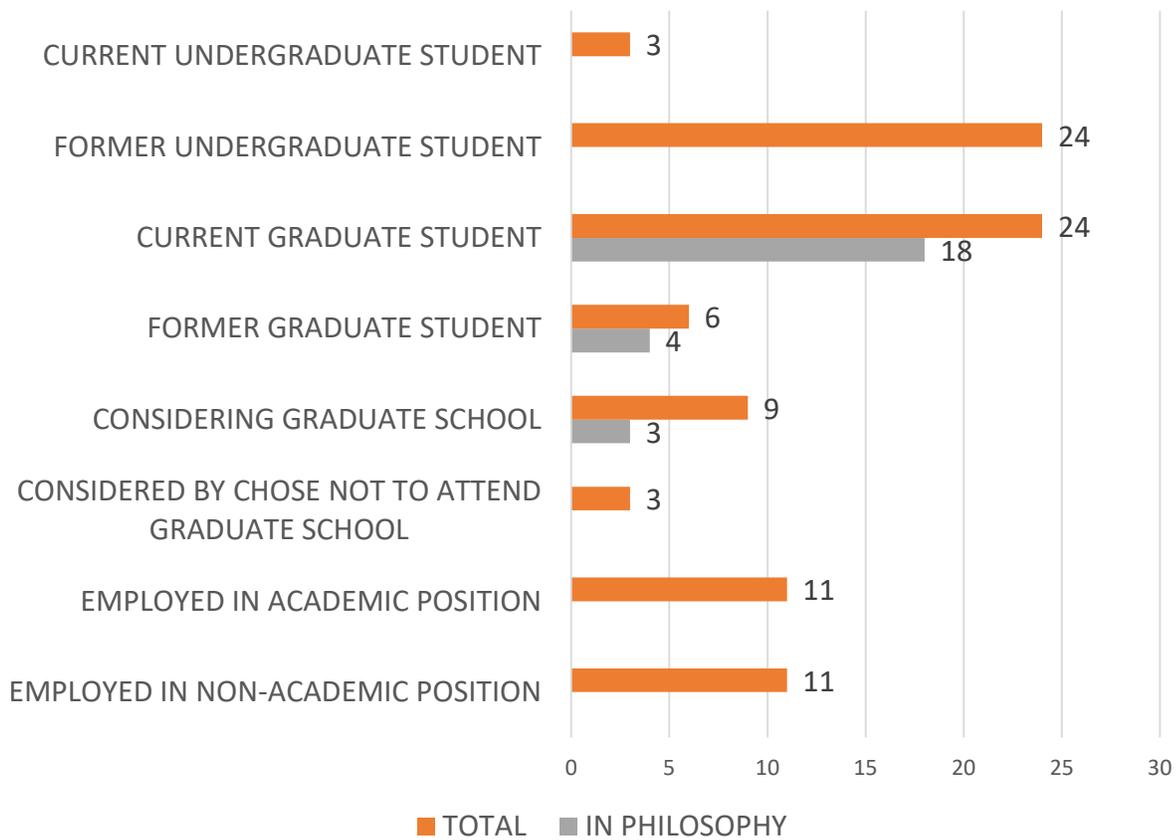
## 7. Current outcome status (in school, employed, etc.)

The stated goals of PIKSI and other diversity institutes include increasing the number of underrepresented philosophers in the professoriate. Not only do the vast majority of diversity institute alumni choose to pursue graduate studies, but they do so mostly within the field of philosophy. Of all the current graduate student respondents in the survey, 85% study philosophy. This number is 75% for PIKSI only respondents.

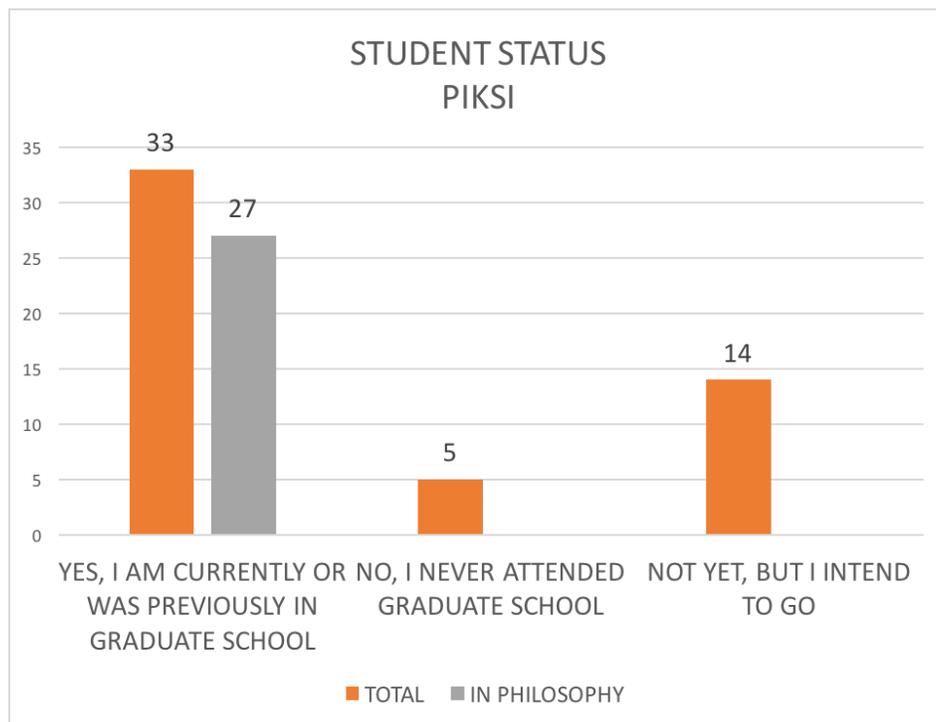
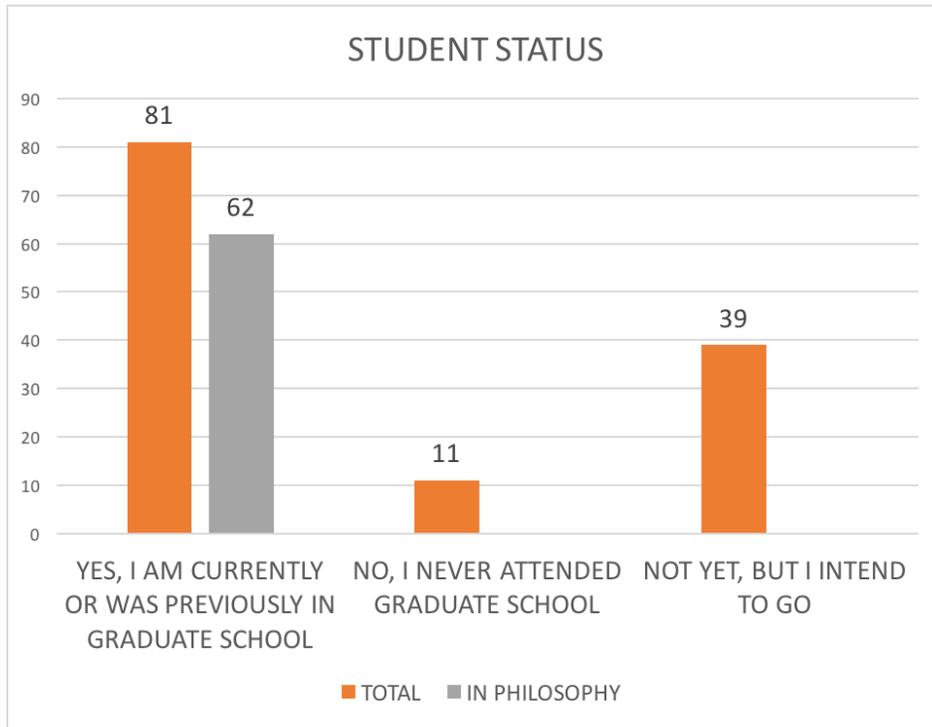
The survey asks, “Which of the following reflects your experience?” These are the results from the 138 respondents (note: some answers overlap):



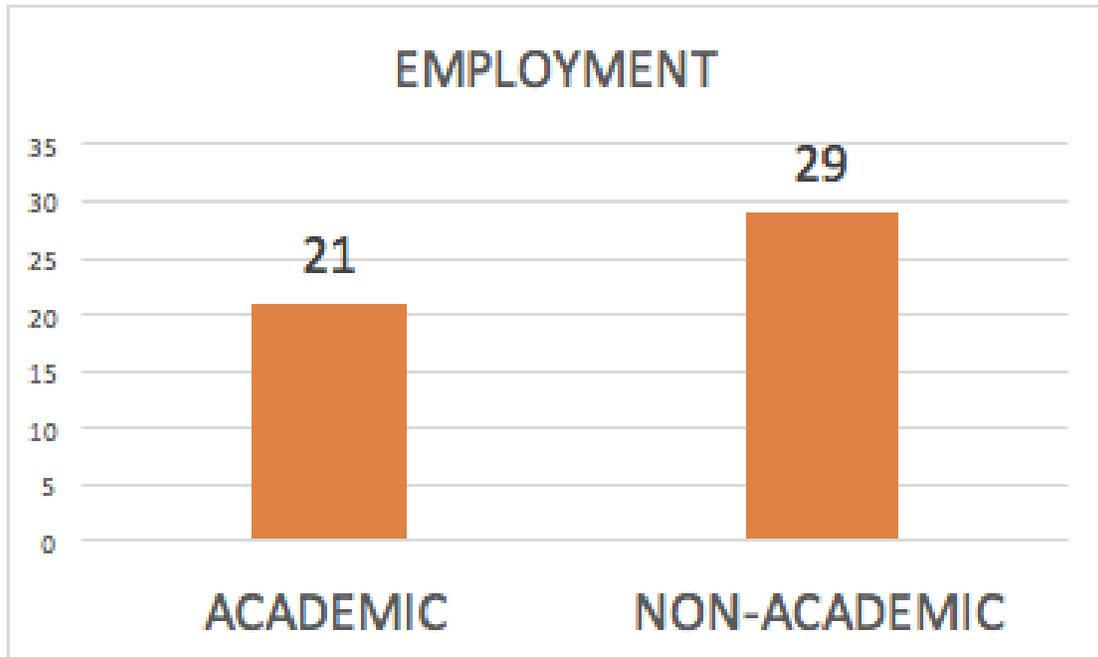
## ALL OUTCOMES PIKSI



The survey asks, “Are you currently or have you ever been in graduate school?” (This question appears separately from the question about outcomes in general, and may reflect that respondents answered one question with a similar answer that they skipped in another question.) Of all respondents who are former, current or prospective graduate students, 77% chose the discipline of philosophy. This number for PIKSI respondents is even stronger at 82%. This reflects the success of diversity institutes at keeping students in the philosophy pipeline.



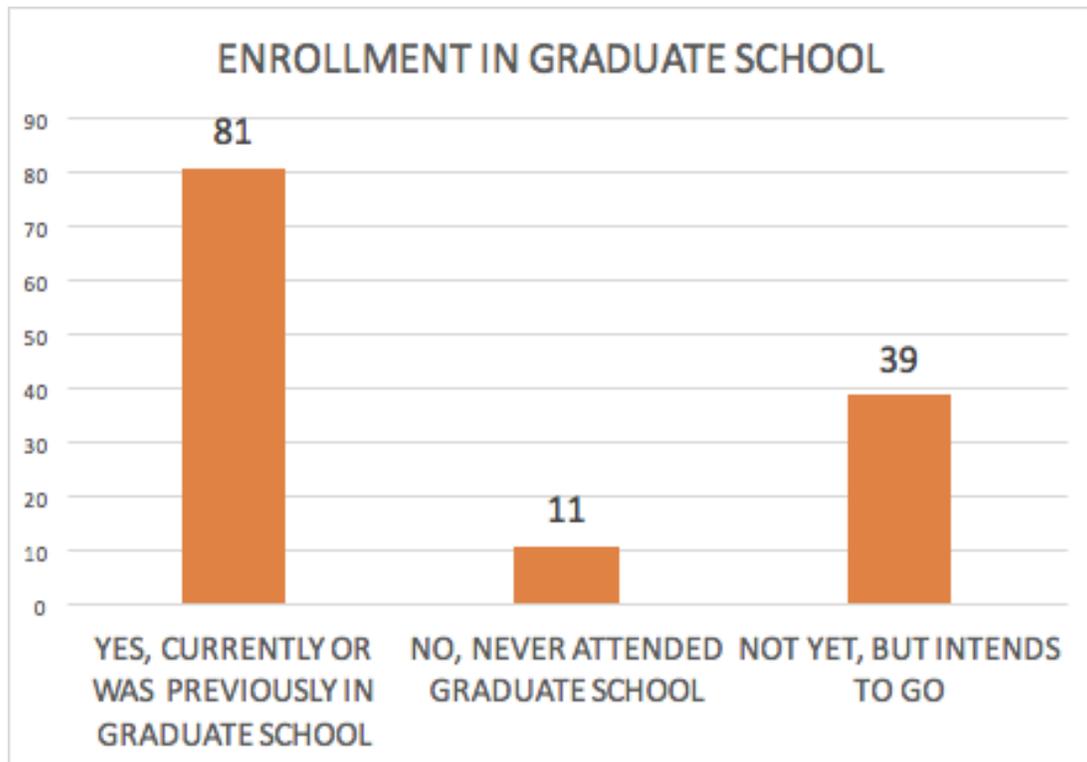
In more than one question, respondents had the opportunity to respond with employment status. Out of the 22 PIKSI-Rock and PIKSI-Boston alumni respondents, 11 are currently employed in academic positions and 11 are currently employed in non-academic positions. This is a higher rate of academic employment displayed by PIKSI alumni than by all diversity institute alumni. This is evidence of PIKSI's success at supporting a growing number of students in pursuing further academic work after studying philosophy.

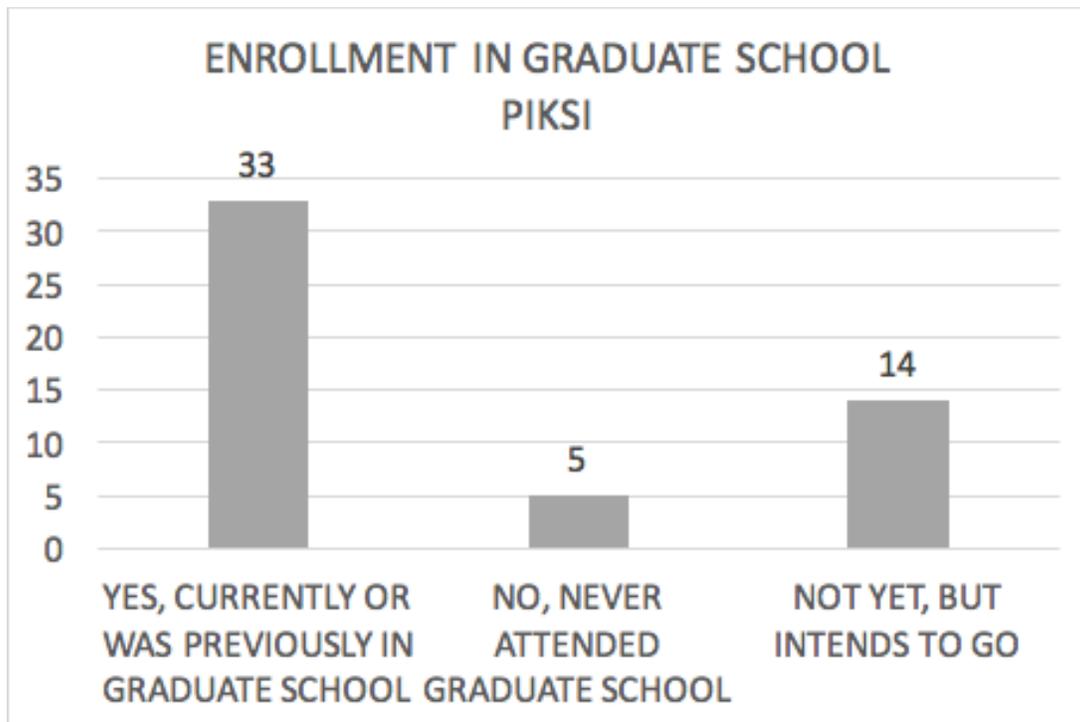


## 8. Post-undergraduate plans or outcomes

a. Are you currently or have you ever been in graduate school?

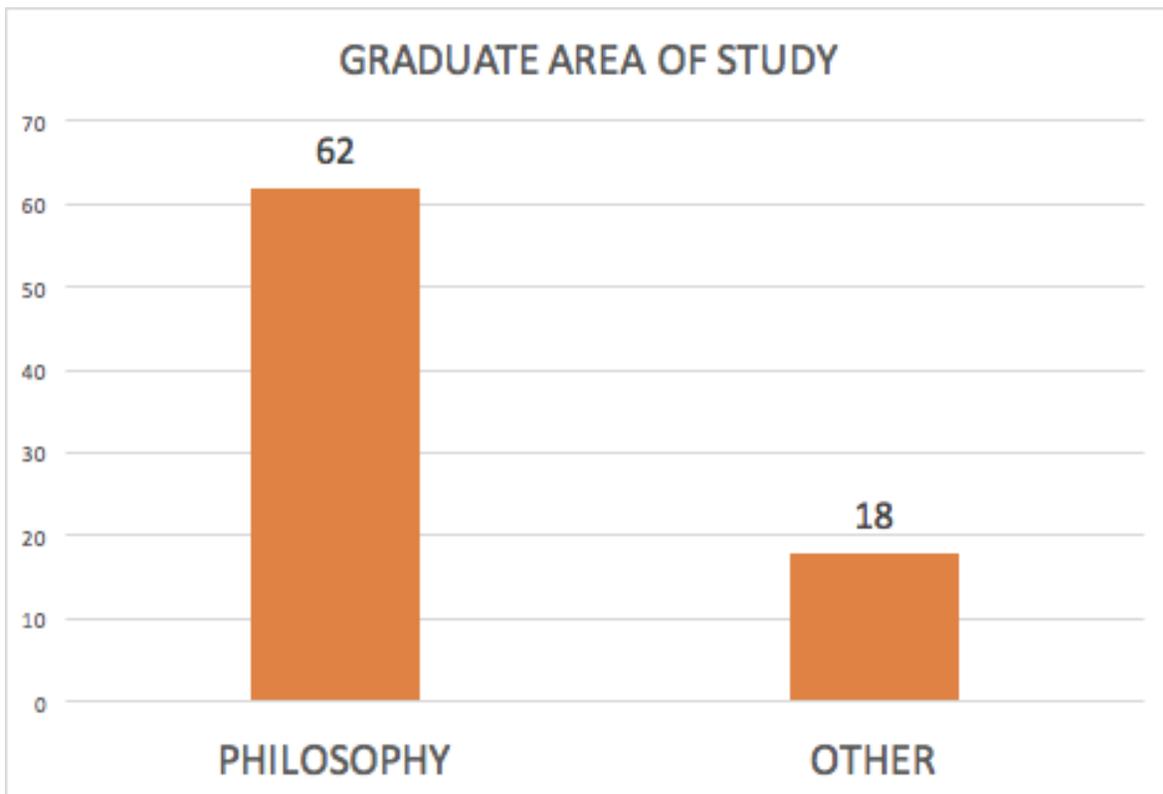
Out of 131 responses:

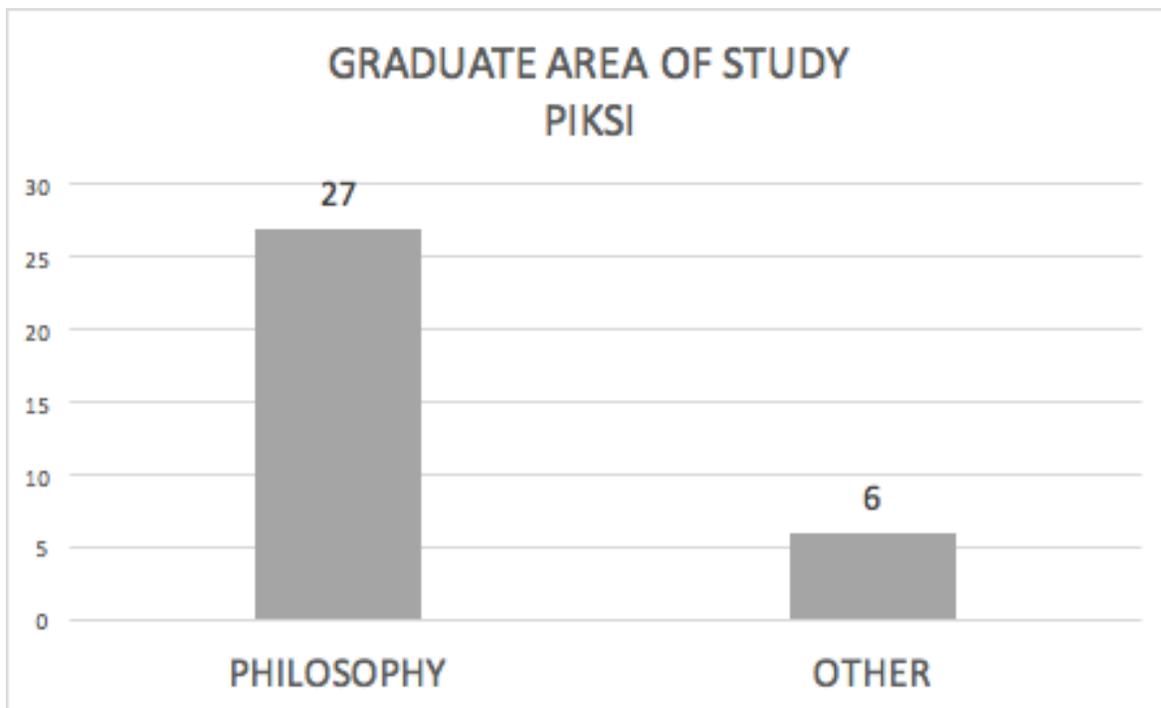




b. If you were ever in graduate school, did you study philosophy?

Out of 80 responses:



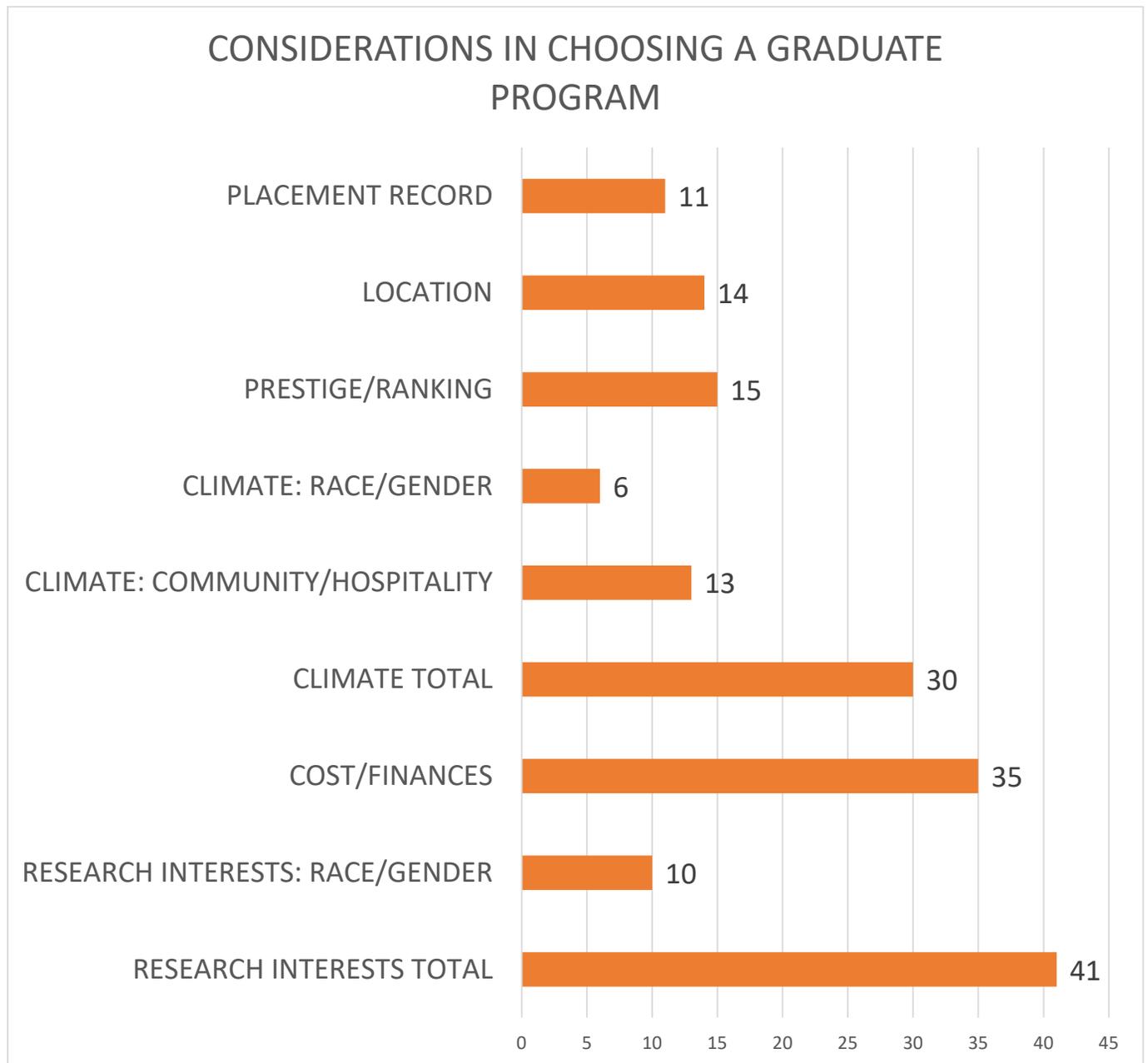


c. If you were ever in graduate school, what were your primary considerations in your choice of program?

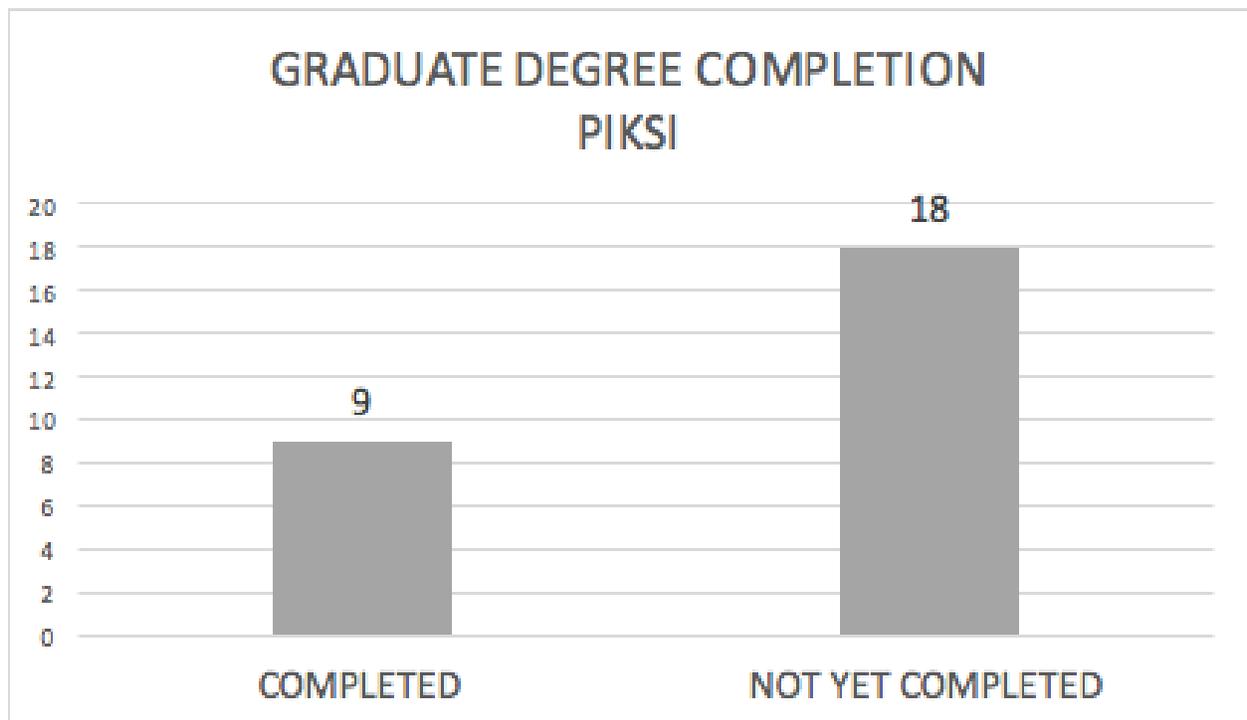
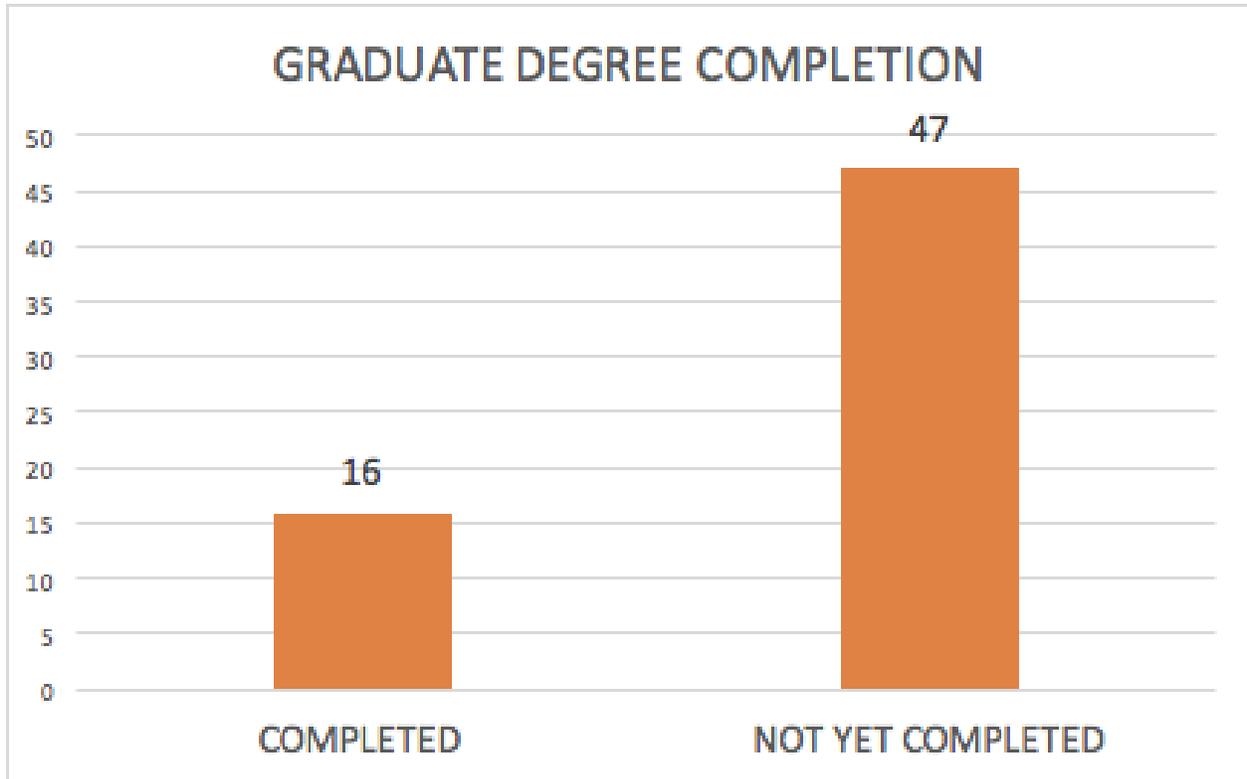
This open-ended question was posed only to those who indicated they were currently or previously in grad school. There were 62 responses, with the following themes most commonly cited: research interests (with some specifically pertaining to race and gender), cost and other financial considerations, department climate (with some specifically pertaining to race and gender, and many pertaining to community and feeling welcomed), location, placement record, and prestige or ranking. The results of this survey show that the fit of a university program for a prospective student depends both on practicality, demonstrated by the fact that over half (35 out of 62) respondents cited cost and finances as a consideration, and “feel,” demonstrated by the emphasis on program climate. The most common response for this question was representation of research interests, which most respondents cited as not just a consideration in deciding between one school and another, but in deciding which schools to pursue in the first place. Many respondents stated that they would not attend a school that did not offer their specific focus in philosophy, even if the overall program was prestigious. Almost a fourth of respondents who cited research interests as a primary consideration mentioned a focus in philosophy of either race or gender. This demonstrates the importance of diverse topics in philosophy for diverse students.

Another item to note is an emphasis on representation as respondents discussed how warm and welcoming the program was. This climate consideration for alumni of diversity institutes likely includes comfort at the school in regard to status as an underrepresented philosopher, though this was not

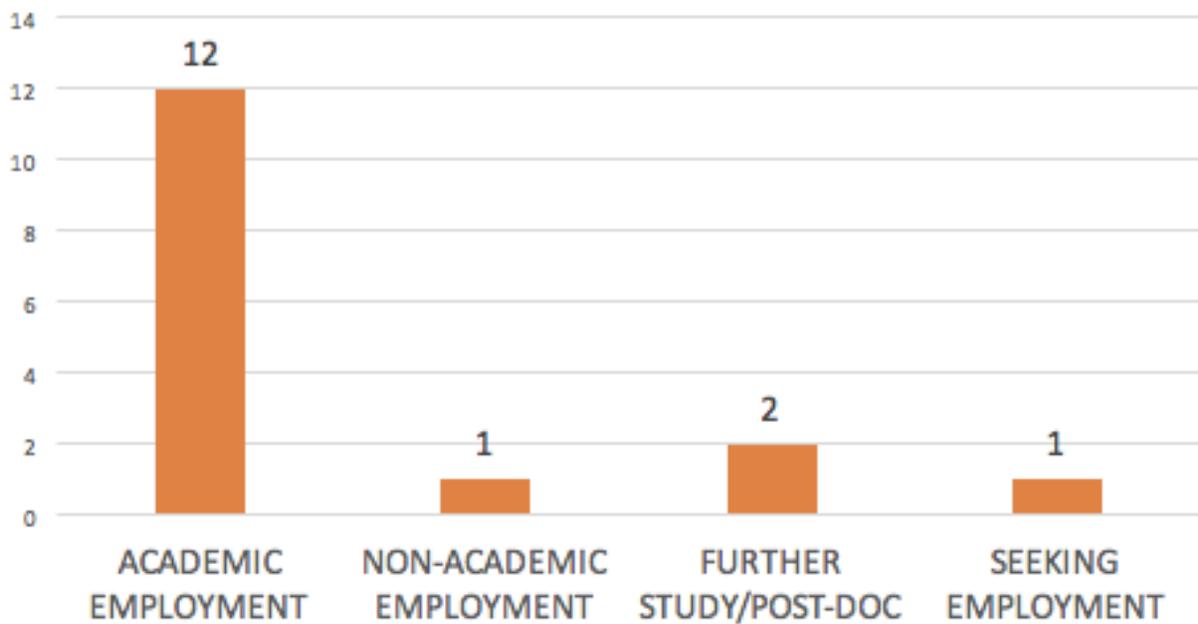
explicitly written in the survey responses. This demonstrates the qualitative considerations in school choice of prospective graduate students.



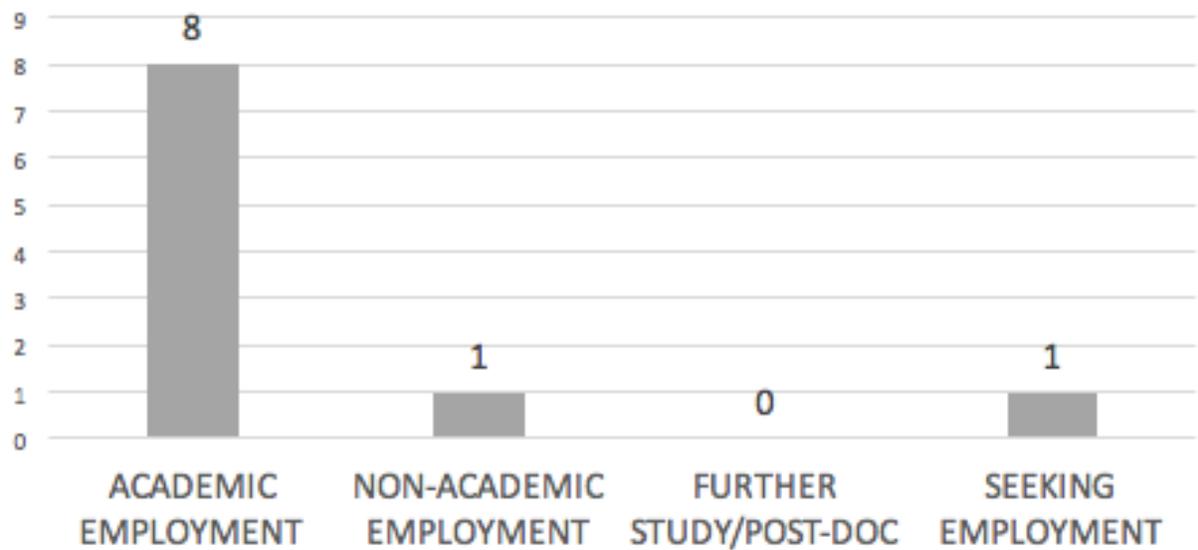
d. Did you complete your program?



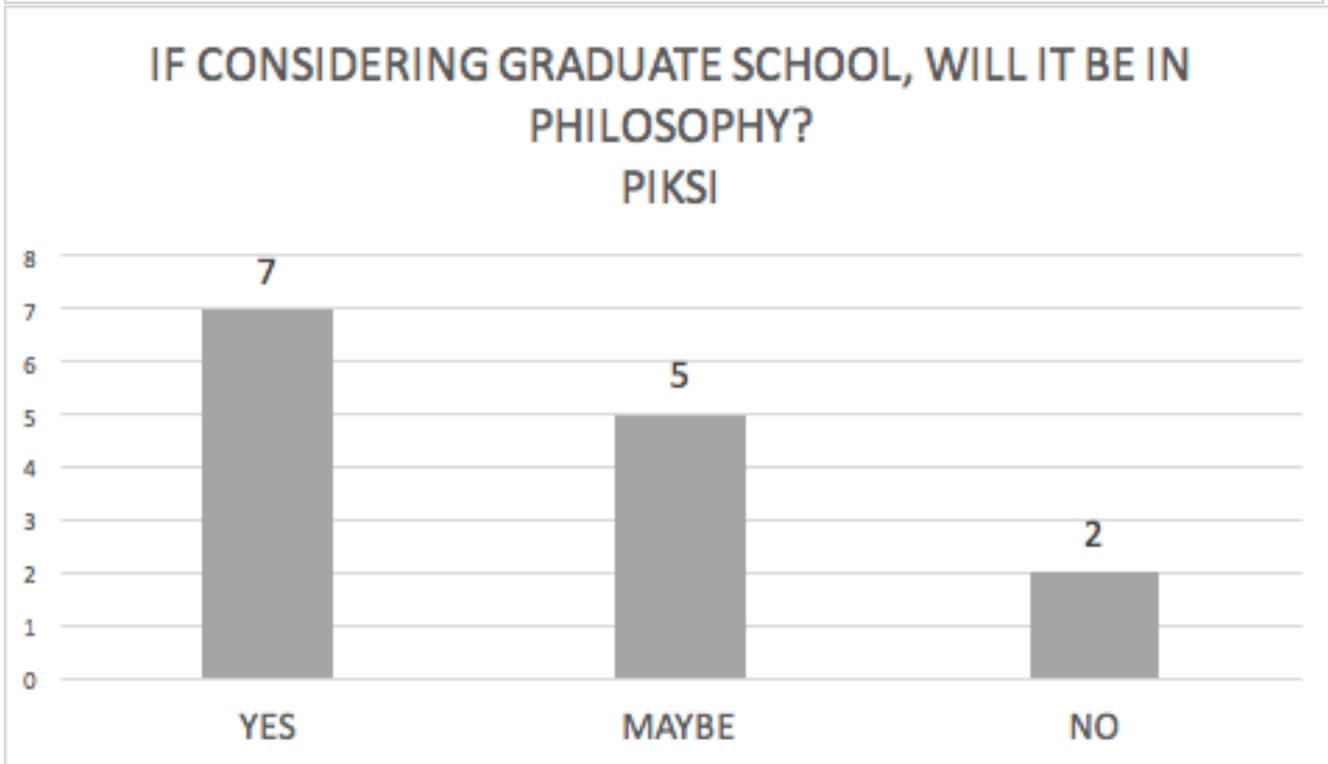
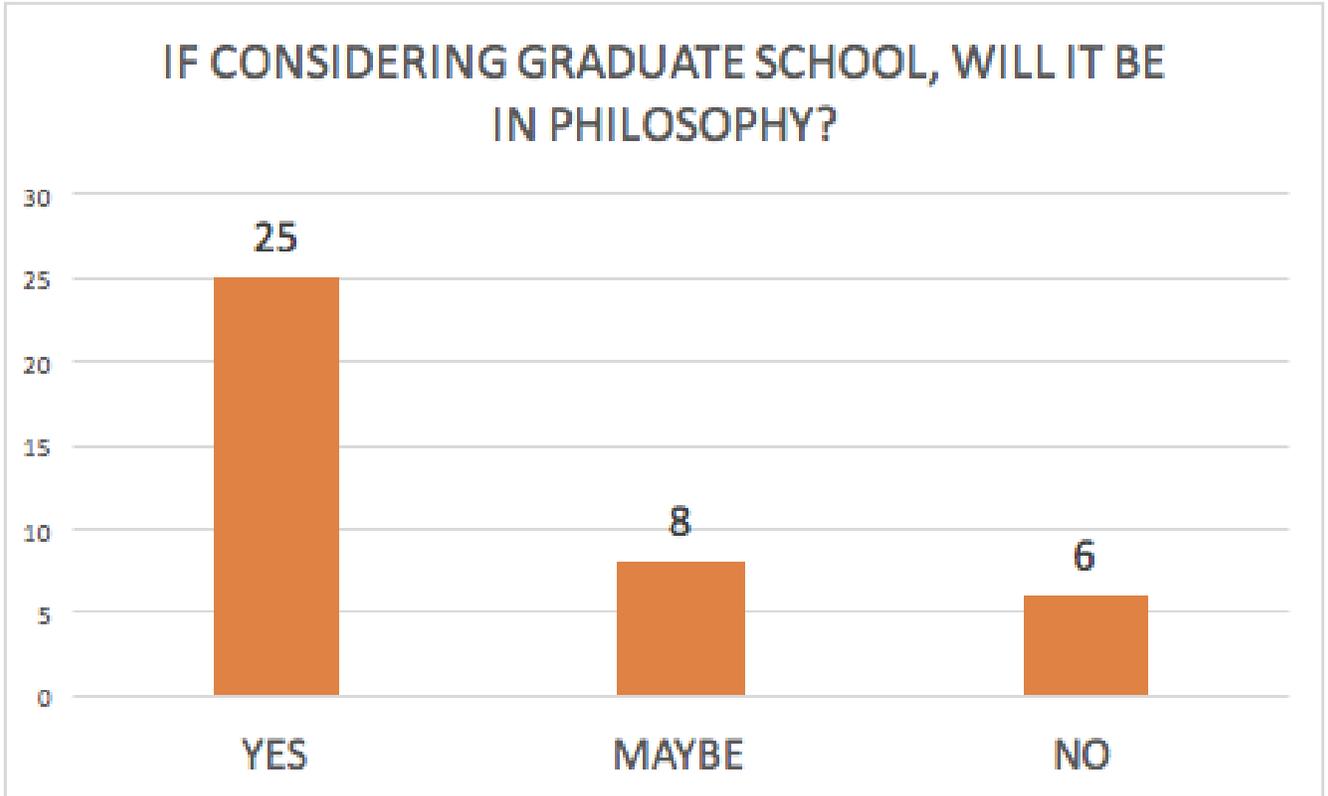
### OUTCOMES OF THOSE WHO COMPLETED GRADUATE SCHOOL PROGRAM



### OUTCOMES OF THOSE WHO COMPLETED GRADUATE SCHOOL PROGRAM PIKSI



e. For those considering graduate school, will it be in philosophy?



#### f. What are some of your reasons for choosing not to pursue philosophy?

This question went to those who selected either that they don't intend to pursue philosophy in grad school or they went to grad school in something other than philosophy. There were 23 text responses.

Almost one third of respondents, 7 out of 23, stated lack of job prospects as a reason for not pursuing philosophy. Another portion, some overlapping with the concern about job prospects, stated that they would be happier pursuing another field. The philosophy of law appeared 3 times in the responses to this survey question as an alternative yet philosophically influenced career path. Four respondents claimed that they would not fit in in the field of philosophy or academia, and two explained a specific desire to avoid academia. A different explanation offered by four other respondents was that philosophy was more of a hobby than a career.

Two respondents felt that their research interests would not be met, while another three respondents felt that the entire field was lacking in the diversity that would lead them to pursue graduate philosophy studies. This demonstrates the remaining need for continued growth in individual and ideological diversity at graduate schools in philosophy—that is, diversity institutes can demonstrate to underrepresented minority students that there is a place for them in philosophy, but so long as the field itself remains relatively homogeneous, diversity institutes may not be enough to keep promising students in philosophy. Other reasons included overall cost of programs, inability to get accepted, or lack of career support.

Selected text responses are shared below, with permission. Remaining text responses can be found in the Appendix section (a).

“My favorite part about studying philosophy was the exegesis and analysis of the text. I choose to study law instead of philosophy because it offered me the opportunity to do this same type of work/study in a setting that would afford me more job opportunities beyond teaching. It was actually Philosophy of the Law, a class I took in undergrad, that made me love both Law and Philosophy. I loved the study and the art of Philosophy but I loved the practice of the law.”

“From talking with philosophy professors during my time as an undergraduate, I developed a better sense of the differences between doing philosophy "recreationally" (i.e. similar to taking classes) and doing philosophy for a living. I decided that, while the former was what got me interested in philosophy, I did not want to pursue it professionally.”

#### g. What are some of your reasons for choosing not to attend graduate school?

There were 9 responses to the question, “If you feel comfortable sharing, what were some of the reasons you decided not to pursue graduate school?” The most common response considered the cost of graduate school and the respondent's inability to afford the investment considering job prospects. One response highlighted apparent discrimination and sexism of academia as a deterrent. Two other respondents were simply already happy in their current, non-academic career paths, and another two stated a desire to put off applying to graduate school indefinitely for personal reasons.

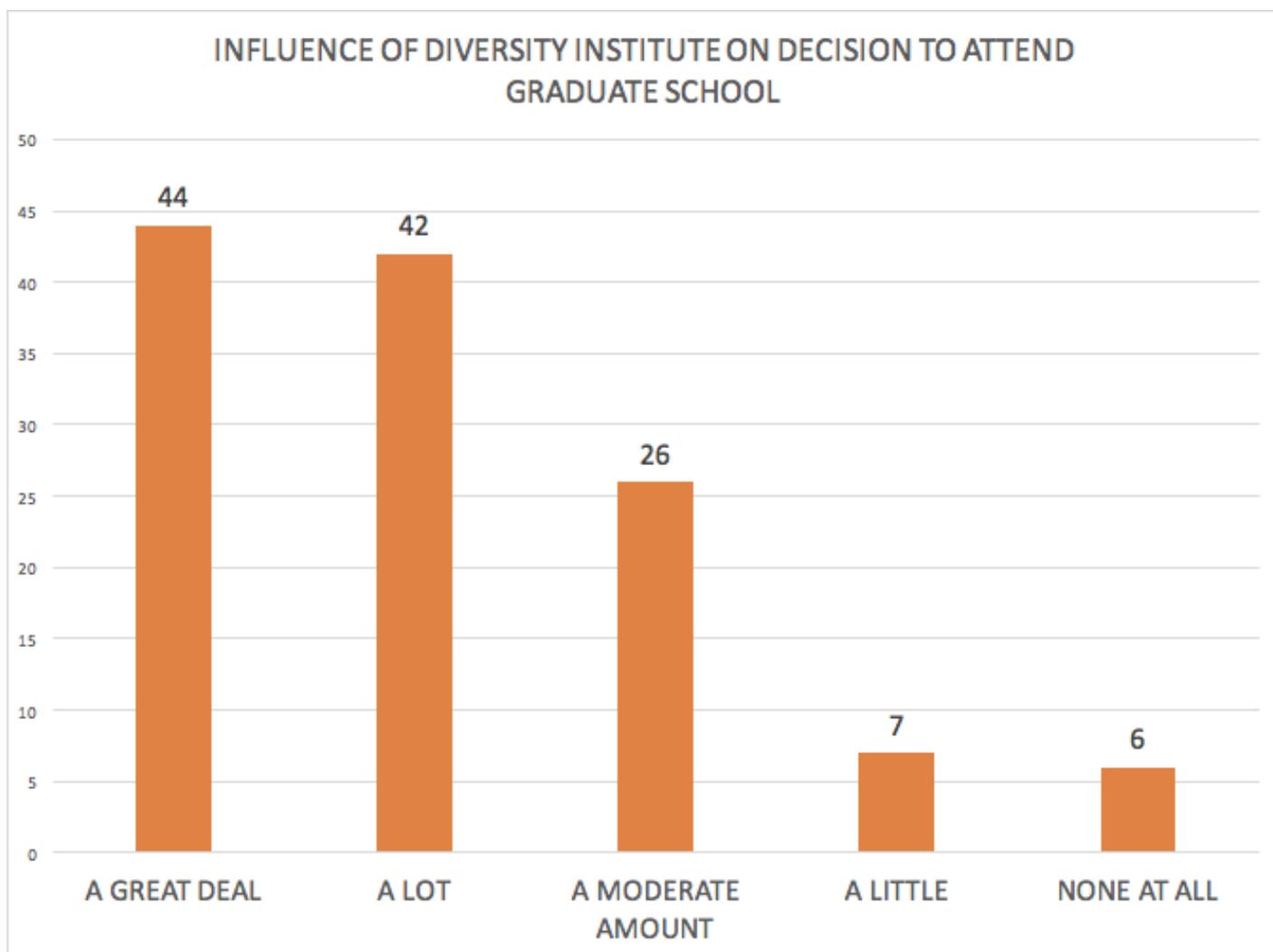
One selected response is shared below. Remaining text responses can be found in Appendix section (b).

“It just seems like too high a financial opportunity cost with a low return on investment. I want to start a family, and I need a higher income.”

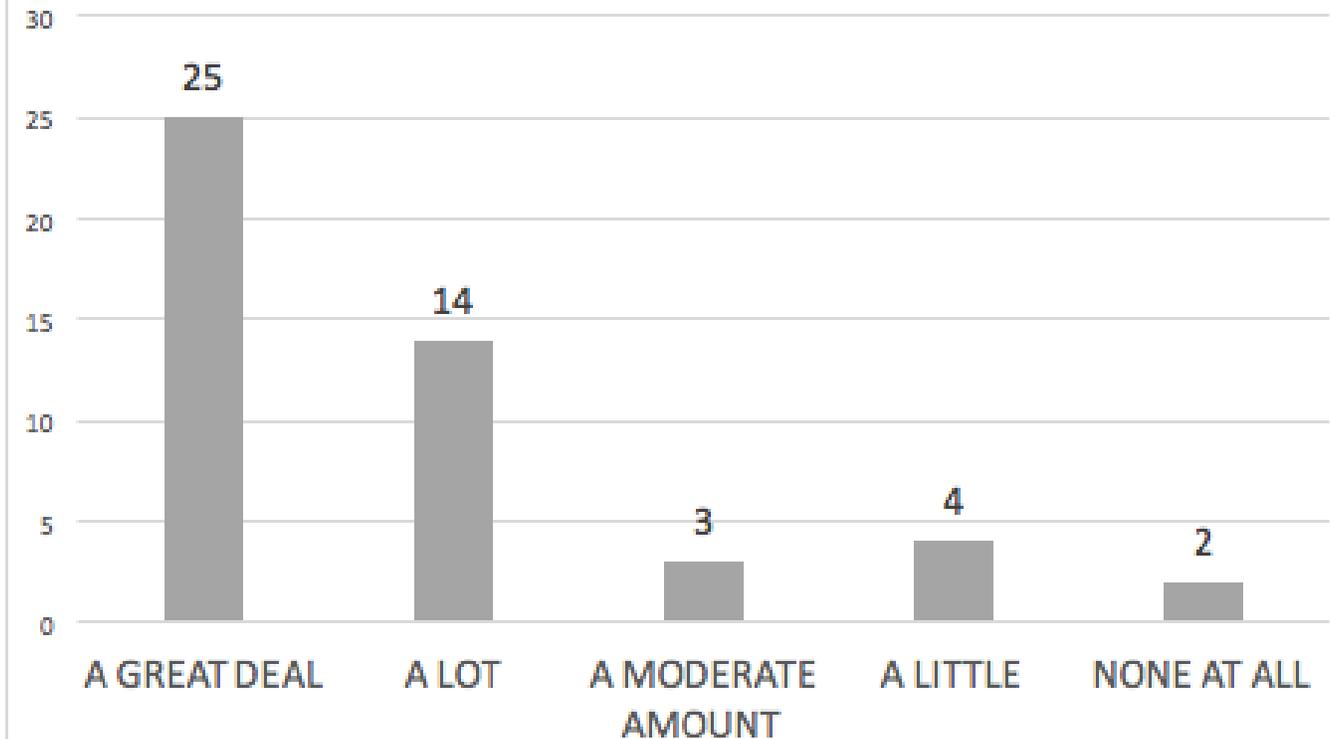
## 9. Experiences at Diversity Institutes in Philosophy

- a. To what extent did your experience at a diversity institute in philosophy inform your decision to attend graduate school (or not)?

Out of 125, only 6 responded “none at all” and only 7 responded “a little.” Most of these respondents claimed that they had already decided to attend graduate school, and that the diversity institute they attended helped in other ways.



## INFLUENCE OF DIVERSITY INSTITUTE ON DECISION TO ATTEND GRADUATE SCHOOL PIKSI



75 respondents chose to share a narrative of how their experience at a diversity institute in philosophy impacted their decision to attend graduate school (or not).

The largest common response shared by 28% of respondents was an explicitly stated boost in confidence directly linked to attendance of a diversity institute. Increased confidence, and a feeling of support, seem to be some of the most important intangible benefits of the diversity institutes. Thirteen respondents cited support from other individuals, whether personal or academic, as another boost in their decision to attend graduate school. Many mentioned the joy of doing philosophy with other enthusiastic peers and scholars, and gaining new philosophical ideas in general, as a driving force in their decision to attend graduate school. The diversity institutes gave at least 4 respondents new hope in the increasing diversity of the field, and 10 respondents explained that during the institute they had a key decision-making moment that led them to apply to graduate school in philosophy. These moments were often conversations with an institute organizer or visiting scholar.

There were many more tangible benefits to the diversity institutes, including this common shared response: diversity institutes give attendees an invaluable glimpse of what graduate school will be like.

This manifested for the respondents in other ways as well; many determined how to apply for graduate school and how to narrow down their personal research interests. Over one quarter of respondents stated these practical benefits of the diversity institute they attended. Three respondents even claimed that the diversity institute was an incredible experience but demonstrated that graduate school in philosophy would not be a good fit. Unfortunately, out of the 75 respondents, 4 claimed a confirmation of the homogeneity of the field as a reason for skipping graduate school. Another 2 stated that they felt unsupported or unprepared enough to apply to graduate school after the institute.

Selected responses are shared below. Remaining text responses can be found in Appendix section (c).

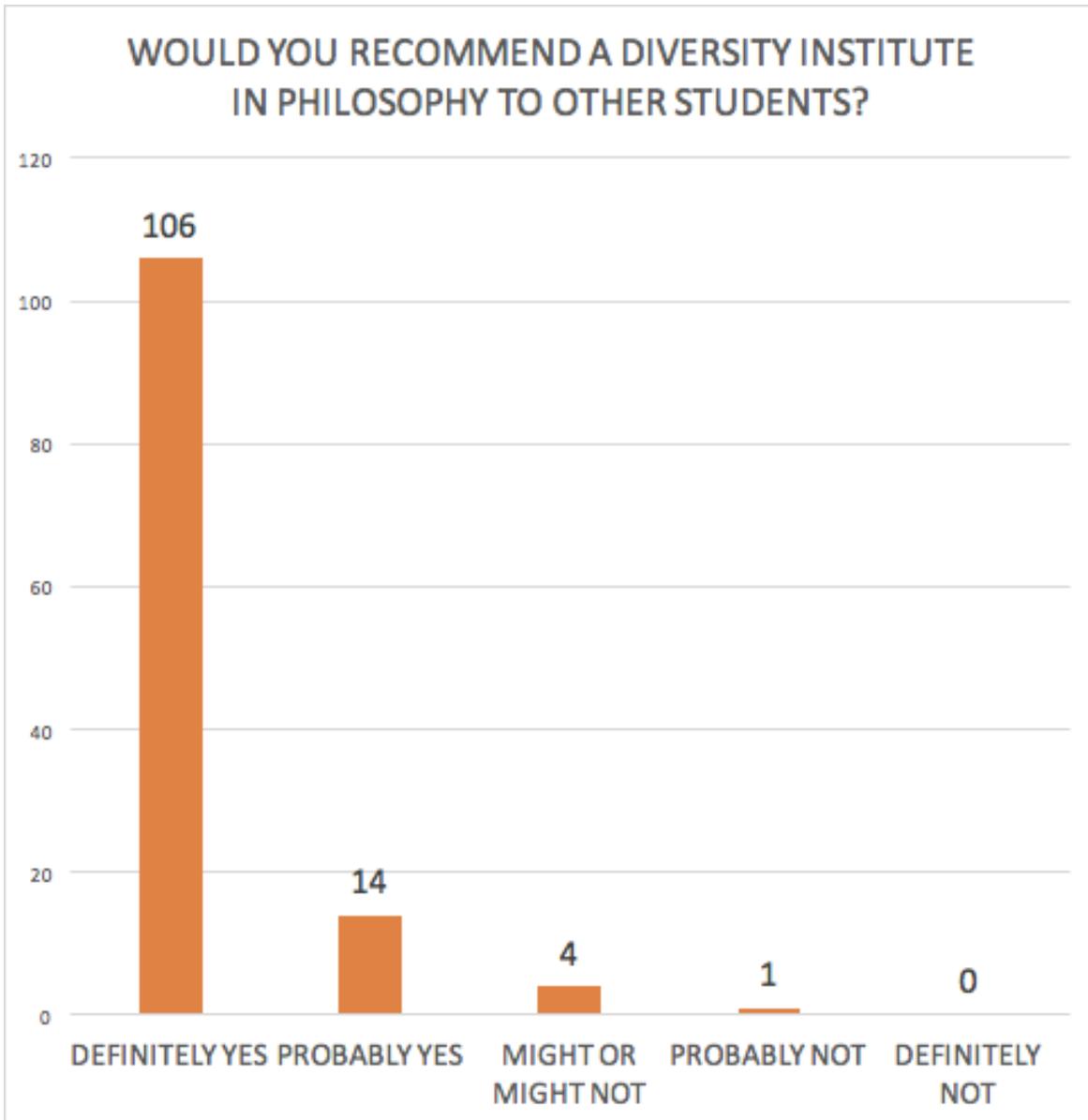
“I had great experiences at both programs and really enjoyed meeting and connecting with my peers from other institutions. I felt like the programs tried to shed light on what it is like being a grad student in philosophy, and how to make it to the graduate level. I felt bolstered by our discussions on diversity within philosophy, and was given great advice on how to navigate the professional field.”

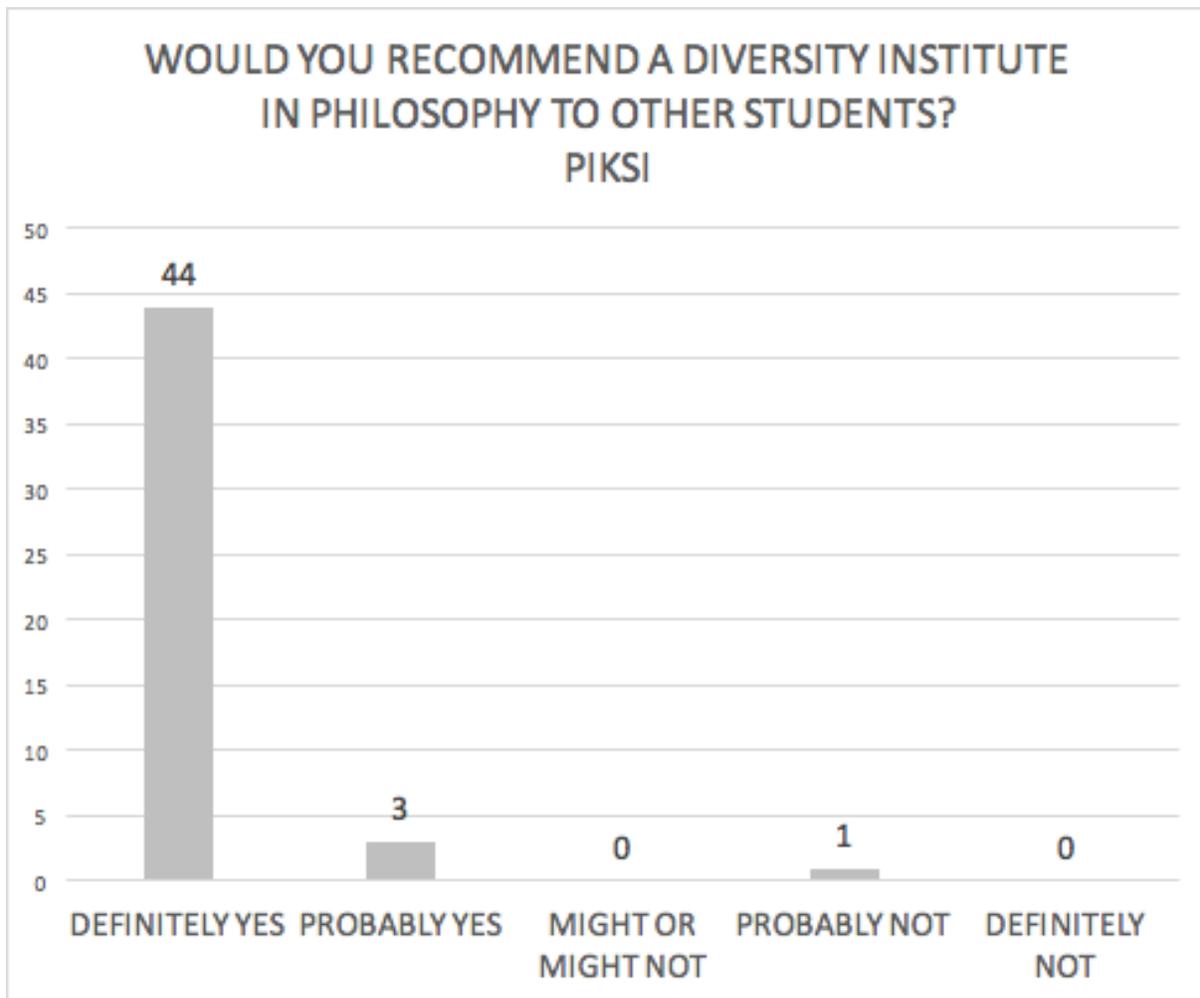
“Attending PIKSI Rock 2017 made me seriously consider graduate school in philosophy again (I was very wary of it before attending). It gave me hope and inspired me that philosophy could be a place for activists and people whom are working towards social justice in our society.”

“It helped re-ignite my love for philosophy, find a community, know that my research interests matter, and more.”

b. Would you recommend attending a diversity institute in philosophy to other students?

Noteworthy here is the fact that the one lowest option (“definitely not”) was not selected by any of the 125 respondents to this question.





Respondents were offered the opportunity to share a narrative response about whether they would recommend a diversity institute in philosophy and why.

There were 49 text responses to this question; the most common response appeared 14 times and claimed that the perspective on graduate school is one of the greatest benefits of attendance. Respondents also emphasized the networking benefits of the diversity institutes, and nearly as many highlighted the supportive environment as a strong benefit of attendance. Responses ranged from touting the financial support of the diversity institutes that provided much needed accessibility, to the eye-opening diversity of the institutes themselves. These are some of the highlights of the diversity institutes that make them unique, in addition to being a platform for sharing new philosophical ideas and a providing space to discern one’s place in the field. These benefits appear alongside many strong words praising the institutes and the study of philosophy.

Only 4 respondents claimed that the institutes made them hesitate about their place in philosophy, only 2 responded that they believed they would not fit in, and only 1 responded that they felt financially unsupported by the institute that they attended.

Selected responses are shared below. Remaining text responses can be found in Appendix section (d).

“It was truly an amazing experience! It was SO great to see the intersection of philosophy and social justice/ activism. I also LOVED meeting the other students and found that we had so much in common! I am forever grateful for the experience.”

“These programs provide students from diversity backgrounds with information they may not have had access to otherwise. I found this to be true of myself. After having attended the program, I had more realistic expectations about graduate school in philosophy and academic philosophy more generally.”

“PIKSI made me see that there are many people actively working on improving the state of the profession, and that I was not alone in recognizing that there are huge problems that need to be addressed. PIKSI also helped me foster relationships with successful people in the field (both graduate students and faculty), which has helped me several times throughout my own application and graduate school experiences.”

### c. Additional feedback

Respondents were also offered the opportunity to share a narrative response about positive experiences they had at a diversity institute in philosophy. There were 68 responses to the question, “Did you have any particularly positive experiences at your diversity institute that you would like to share? Are there things that went especially well that diversity institutes should keep doing?”

Over one quarter of respondents shared the same praise of the lasting friendships they made at the institutes. This feedback came from respondents of nearly all years of diversity institute attendance, proving the durability of the connections made at these programs. The second largest area of feedback highlighted the institutes’ tendency to provide space for incredible philosophical conversation and genuine time for bonding. These memorable conversations occurred between participants and with their faculty and graduate student assistants. Individuals in these mentorship roles were another aspect of the institutes that the respondents claimed were particularly positive. Many emphasized the need to keep or even increase this very successful system of support. Whether it was the mentors, the financial support, or the informational sessions, most respondents explained that the institute that they attended was very well-structured and educational. A specifically helpful aspect of the institutes were the speaker presentations and graduate school panels. There was a call for more speaker presentations by two separate survey respondents.

Many respondents cited the refreshing diversity of the institutes as a positive aspect of their experience; 4 respondents described the experience as immersive and 7 described it as confidence boosting. This diversity and immersion, combined with the highly praised mentor structure, led many respondents to point out how many new perspectives on life and philosophy that they gained at the institute.

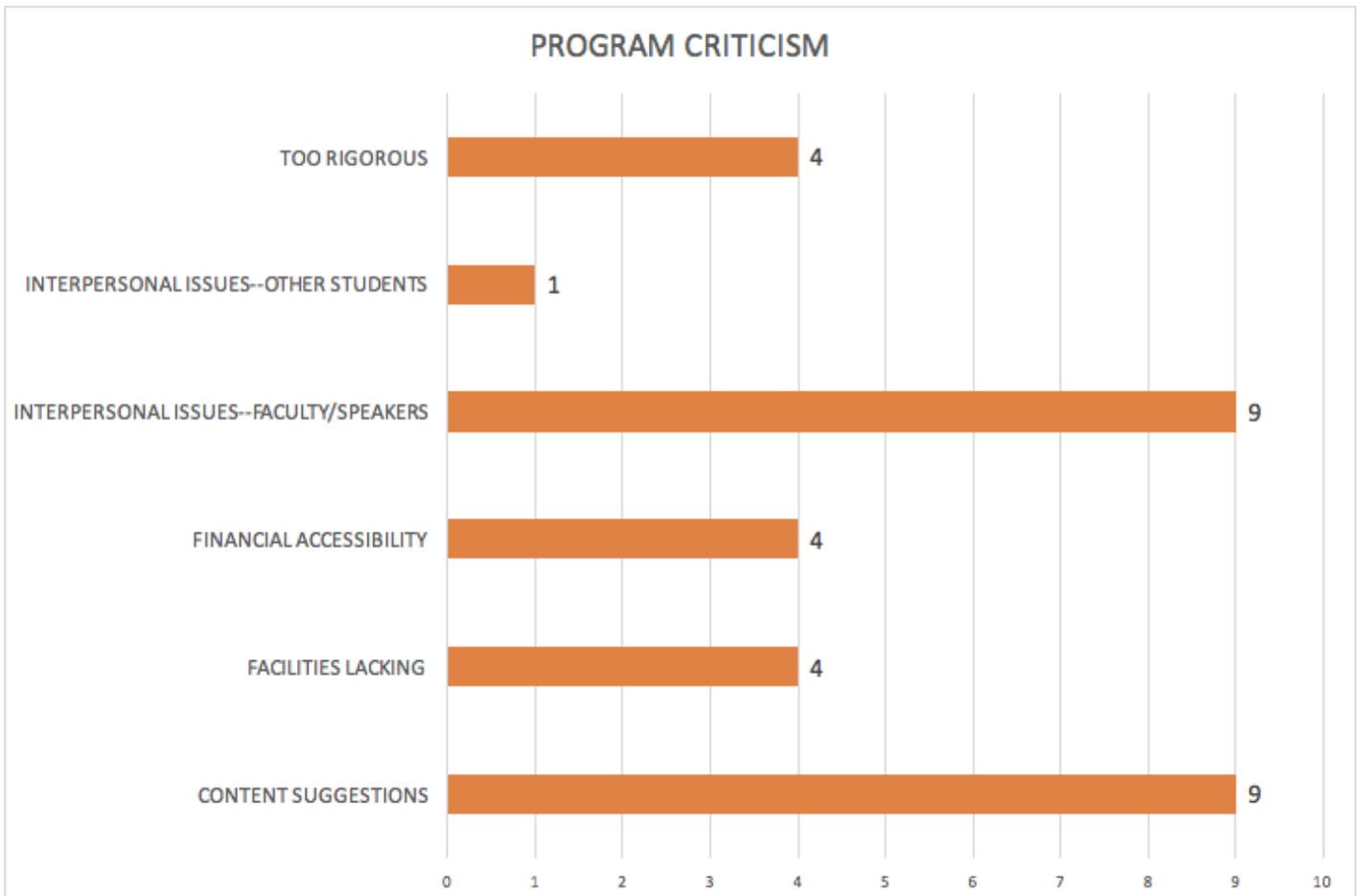
Selected responses are shared below. Remaining text responses can be found in Appendix section (e).

“Long-term mentorship is a very valuable resource. After attending PIKSI, I have a community of faculty members who support my development and who I have been able to rely on as resources in different ways.”

“I really enjoyed getting to know each person in my program, and talking with them over meals after or between formal talks. There are so few opportunities for philosophically minded folks to engage with one another in this capacity.”

“I learned that other students of minority backgrounds also have the same struggles I do. I learned about the imposter syndrome for the first time at PIKSI and that was an eye opening experience. Learning about the work that current graduate students is very helpful.”

Respondents were also offered an opportunity to share narrative responses about any negative experiences they had at a diversity institute in philosophy. Out of 47 who offered a response, 21 of these responses were simply to say they had no negative experiences. Most of the other responses offer constructive criticism, rather than reports of a negative experience. Those responses fell along the following themes:



Finally, respondents were offered the opportunity to share any further feedback they wished on diversity institutes in philosophy. Out of the 25 responses to this question, only 18 contained any further comments besides “no additional comment.” The content of these responses overwhelming contained statements of gratitude, directed to the institutes themselves for existing, to the organizers for all their hard work, to the APA for its support, and to the other participants for the opportunity to learn from each other. Several respondents also commented on the great networking opportunity offered by the institutes, and one highlighted a hope that the presence of social justice issues and discussions would increase at the institutes.

Several respondents divulged their concern over the leadership of the institutes, claiming that organizers and speakers were either not diverse enough or not realistic enough about the realities of studying philosophy. Two respondents pointed out that this survey is very important, but that the results should be made public to future diversity institute attendees so that they know what to expect.

Selected responses are shared below. Remaining text responses can be found in Appendix section (f).

“Please ensure that the seminars are diverse in their content. In particular, feminist philosophy and philosophy of race especially must be included!”

“These institutes are real treasures. I wouldn't be in graduate school if it wasn't for them, and I wouldn't be as successful as I have been in graduate school if it wasn't for them.”

## 10. Appendix

### a. What are some of your reasons for choosing not to pursue philosophy?

(This question went to those who selected either that they don't intend to pursue philosophy in grad school or they went to grad school in something other than philosophy). The 23 responses are shared here:

Lack of confidence in my ability to be successful/land a secure job after graduate school Perceived individualistic nature of the field Uncertainty about how to make the world better with my philosophical work My chosen field of Earth Sciences appeared to offer better job prospects, more collaboration, and a clearer path toward meaningful engagement in spheres outside academia.
I prefer philosophy as a skill more than a pursuit, and I feel as if I've developed the skill to my satisfaction academically. I'd rather focus my efforts on learning other topics now.
I was unsuccessful applying to three doctoral programs out of undergraduate study. I should have applied to more schools to be honest and I should have re-taken the GRE. I got into 9 of 11 higher education master's programs, was offered a full ride for my MA, and then I pursued a doctorate in the same field with full funding as well. While I still think about philosophical issues in higher education, I have since moved on to a more interdisciplinary focus.
No jobs.

<p>My favorite part about studying philosophy was the exegesis and analysis of the text. I choose to study law instead of philosophy because it offered me the opportunity to do this same type of work/study in a setting that would afford me more job opportunities beyond teaching. It was actually Philosophy of the Law, a class I took in undergrad, that made me love both Law and Philosophy. I loved the study and the art of Philosophy but I loved the practice of the law.</p>
<p>I felt that philosophy was more of a hobby for me than something I would want to commit my life to.</p>
<p>I may still pursue a philosophy PhD after my law degree.</p>
<p>I loved philosophy in college. After attending the summer program for women in philosophy, however, it became clear to me that this discipline just gets whiter and whiter and less and less relevant to me as a woman of color interested in using philosophy as a tool for social justice--interested in a discipline that is applicable. Though the summer program was fun and focused on (white) women, I felt isolated because at no point in the program did racial/cultural identity arise as a topic of discussion. It was ignored completely. I thus felt detached and did not relate to the instructors/mentors and decided not to continue with philosophy. If a program with the sole intention of being inclusive and empowering to women in philosophy could not even have a conversation about race and philosophy, I could only imagine how much worse it would be in an actual graduate setting.</p>
<p>I plan to apply for PhD programs in philosophy this upcoming fall. Allah willing I get into one.</p>
<p>I always wanted to be a lawyer; studying philosophy just happened.</p>
<p>Ultimately the discipline was just too white (PIKSI showed me it didn't need to be, but this was clearly a minority position). And I was drawn to more postcolonial scholarship in other disciplines.</p>
<p>From talking with philosophy professors during my time as an undergraduate, I developed a better sense of the differences between doing philosophy "recreationally" (i.e. similar to taking classes) and doing philosophy for a living. I decided that, while the former was what got me interested in philosophy, I did not want to pursue it professionally.</p>
<p>Economics has a wider range of job prospects after graduate school. I feel it more aligns with my ultimate career goals and will do more good in the world. I felt that I could pursue philosophy within Economics.</p>
<p>It was very close between film and philosophy, and the urgency of trying film at a young age took precedence. I also had not done honors and although my grades were pretty good, I wasn't assured of an academic future. The job market was not great, especially then, in academia.</p>
<p>I was unsure about whether there was a place for me in philosophy. I also wanted to study law because it has interested me since I was a child.</p>
<p>The job prospects were abysmal and the theory itself could be better used and applied in other fields that are integrated with real world work and change, such as cultural studies, critical race, gender and queer theory and visual culture (fields I currently work within).</p>
<p>I pursued my vocation of representing immigrant rights and needed a law degree to do so. I approached law school with a philosophical mindset and so my course load was geared toward the theory of law and the underpinnings of our current judicial system. Also, other than academia, I do not know of any field of employment with a philosophy degree.</p>
<p>1. I didn't like most of my classmates - good people, but they seemed to care more about "winning an argument" than making good arguments that furthered the field or even society, as cheesy as that may sound. 2. I felt unsure about my ability to fair well enough in graduate school, and land an actual job teaching philosophy full time with tenure.</p>
<p>My time at SPWP is actually what helped me decide to go to school in French Literature instead. I still love philosophy, and I plan on specializing in French philosophy and chose a French program which emphasized</p>

interdisciplinary work so I could do this (Emory University). While I enjoyed my time in San Diego, the majority of our seminars were based on analytic philosophy, and therefore didn't match well with my research interests. I had an unnamed professor actually tell me that I should consider literature departments in a way which I found insulting. Other professors acted as if analytic philosophy was the only correct mode of philosophy, and when department members and grad students asked about my interests they seemed uninterested when compared to people who were not interested in continental philosophy. Others in the program who were more inclined towards continental philosophy and/or critical theory had this same issue. I don't blame SPWP for this, I believe it is a wonderful program, but I believe this is a symptom of a broader problem in most (though not all) philosophy departments in the United States. By choosing a doctoral program in French at Emory University, I can better pursue my research interests in French philosophy without people arguing that it is not "real" philosophy (whatever that means). I also plan to take courses in the philosophy department at Emory while I am there, and I hope to take courses in the Gender Studies department as well (I also have interests in Feminist philosophy). I think it is a shame that I feel the need to go to a non-philosophy department to study my philosophical interests, and this is a problem that American philosophers and the APA need to address more at length.

Lack of Black faculty

As a Philosophy undergrad, I was rarely exposed to the work of philosophers of color or philosophers outside of U.S./European context. It was not until after I graduated from my undergraduate institution that I discovered the work/theories of philosophers of color writing about topics that spoke to my philosophical interests (such as Franz Fanon or Gloria Anzaldua for example). I felt rather isolated throughout my studies and felt that the work I did was not considered "real philosophy" because it was (1) continental, (2) heavily informed by philosophers who weren't considered "canon." Though I value my philosophy education for teaching me how to write and think critically about the world and self, I decided pursuing philosophy graduate studies would be far too isolating an experience -- both physically and with respect to my research interests.

Economics seemed to offer a more direct line to policy intervention, and the sort of data that sways policymakers.

I began teaching and really enjoyed working with kids so I decided to keep teaching. I hope to teach philosophy to K-12 students one day

b. What are some of your reasons for choosing not to attend graduate school?

9 responses shared here:

Financial circumstance, job prospects

Graduate school in philosophy didn't seem like a practical route for me. I love philosophy, but it got to be too abstract and didn't allow me to feel like I was making a difference on the ground. I am very passionate about social justice issues and specifically animal rights. I am vegan and want to spend my time advocating for a better world for all. Working with an NGO seemed like the most direct and best path to do this.

I was advised to take a break before applying. I am very happy in my current field of work but I am open to attending grad school with a focus in philosophy if I later want to.

Because the stress of Philosophy academia would kill me. Also the fact that I and my work probably wouldn't be accepted

Highly competitive atmosphere of academic philosophy, low chances of attaining a tenure track position after obtaining PhD, lost opportunity costs of 7 years of graduate study, awareness of sexual harassment and gender discrimination in academia, desire to explore other avenues for creativity (writing, design, programming).
Because the stress of Philosophy academia would kill me. Also the fact that I and my work probably wouldn't be accepted
racism, sexism, problematic behaviour of institutions (hierarchies), money, mental health issues and stress caused by undergrad experience, the requirement to assimilate, cost
My interests shifted to an entrepreneurial project, which became a technology company which helps college students find more experiential learning opportunities. Part of my motivation and inspiration for starting this company was the experience of going to Rutgers Summer Institute. I felt that more college students should partake in opportunities like conferences, journals, internships, volunteering and other experiential/high-impact learning opportunities ("HIPs" as defined by AACU).
It just seems like too high a financial opportunity cost with a low return on investment. I want to start a family, and I need a higher income.
I had some major health issues to deal with after completing my bachelor's program. Dealing with that took time away from any academic pursuits. In addition to that, trying to find more gainful employment had to take priority. The political climate, and not having support and encouragement to pursue grad school, further discouraged me from applying at all. What made things even worse were social issues with my cohort in the philosophy program. I still want to pursue graduate school in the future, but it will largely depend on whether or not it's possible for me to take the financial risk, as well as how things are moving in the country, politically.

c. To what extent did your experience at a diversity institute in philosophy inform your decision to attend graduate school (or not)?

75 respondents chose to share a narrative of how their experience at a diversity institute in philosophy impacted their decision to attend graduate school (or not):

I learned how it felt to do philosophy with peers in a setting that felt much like how graduate school feels (SIPP). Learning this allowed me to have a better idea of what graduate school would look like -- which parts of graduate school I would enjoy, etc.
PIKSI helped me determine my philosophical interests and which school would meet my needs.
I do think that attending a diversity institute made me consider graduate school in philosophy much more seriously than I would have otherwise.
It made me more realistic about the number of schools that I had to apply to. It also encouraged me to go.
It was helpful to meet with top scholars in philosophy and have the system of applying to graduate school demystified.
I gained a lot of practical information on what it takes to attend graduate school. I realized I have more preparation to do, but I think I will be more ready when I attend graduate school.
I had great experiences at both programs and really enjoyed meeting and connecting with my peers from other institutions. I felt like the programs tried to shed light on what it is like being a grad student in philosophy, and how to make it to the graduate level. I felt bolstered by our discussions on diversity within philosophy, and was given great advice on how to navigate the professional field.

<p>Having the opportunity to engage with other underrepresented students in philosophy as well as meet various faculty who support and encourage students to pursue philosophy was very influential in my decision to continue my studies in philosophy.</p>
<p>I met great faculty members, who have deeply furthered my interest in pursuing philosophy. However, I applied for a philosophy PhD a couple of years ago and did not get admitted. So, I decided to pursue jobs in science in the meantime. My main goal is to re-apply for graduate school.</p>
<p>I was already quite certain I wanted to do philosophy graduate school. The diversity institute was very informative, it certainly shaped how I went about applying and what sorts of things I had in mind when looking at schools and thinking about my future as a part of academia. So the way it was impactful was not that it made me want to go to graduate school more, but that it made me better prepared for the application process.</p>
<p>I gave me an inside look at what it would be like to study Philosophy on a graduate level.</p>
<p>I did not get a lot of counselling like my peers did, and to be honest, there were some that seemed to be preselected to be welcomed at Penn State.</p>
<p>Being introduced to a community of scholars who care about people like me and want us to succeed was super important to me. I could not have gone to grad school if I thought I would be alone in the discipline or if it seemed like I wouldn't have an audience or scholarly community for the sort of work I wanted to do (on racial oppression).</p>
<p>Attended PIKSI Rock 2017 made me seriously consider graduate school in philosophy again (I was very wary of it before attending). It gave me hope and inspired me that philosophy could be a place for activists and people whom are working towards social justice in our society.</p>
<p>Attending Rutgers diversity institute made me want to go to grad school for philosophy. I am grateful for the experience. It gave me insight into what it would be like to attend grad school</p>
<p>Attending diversity institute gave me the confidence to envision myself successful in graduate school. I knew that I would have a network of support through the process. The quality of discussions and the diverse individuals with whom intellectual conversations were exchanged at diversity institute increased my desire to be in the graduate academic setting. I craved participation in stimulating and thought provoking discussions that would influence and impact our thinking, actions, and thus, our communities.</p>
<p>The Rutgers Diversity Institute was the first time I felt like I wasn't alone in philosophy. I felt like I was among friends with the students and teachers we met. The environment was welcoming and relaxed and kind. We really bonded together, laughing and chatting in ways I can't normally do in the broader philosophy community. I know if I go to graduate school in philosophy now I have a supportive network of friends.</p>
<p>It was very useful in exposing me to non-analytic areas of philosophy, and to Rutgers faculty specifically.</p>
<p>There are so few useful experiences for students of philosophy to explore questions surrounding graduate school and future decisions more generally. This experience was very helpful for me in hatching an informed (and ongoing) plan for myself.</p>
<p>Attending the UCSD Summer Program for Women in Philosophy (SPWP) exposed me to the intellectual climate at graduate schools, and showed us the resources were available that would help us not only survive but succeed were available!</p>
<p>I was going to go to Law School until Ellen Feder convinced me to go to graduate school instead.</p>
<p>I was leaning towards attending grad school in philosophy before PIKSI but attending PIKSI really tipped the scale for me, so to speak, and encouraged me to apply. I think working with PIKSI grad student mentors really helped me see that it was a path I could pursue and something I could succeed at.</p>

PIKSI was a “turning point” for me. After PIKSI I left a career in banking to study philosophy.
One of the impacts of the programs is that they allowed to me to ask questions about what it means to go to graduate school in philosophy to people who were not members of my own department and this gave me a more well-rounded sense of what this decision could or would mean. It was also nice to meet other motivated students and get their take on the profession and how they were approaching the application process, which was daunting to me
The programs that are funded for students does more to ensure a diverse set of students is able to attend the program and this is reflected by the attendees. Further, the Summer program for women in philosophy specifically enabled a different, and important classroom experience for women who are commonly in dominantly male classroom.
I had already decided that I wanted to apply and attend graduate school in philosophy if I was accepted. However, the program at Rutgers provided me with access to invaluable information regarding what I should expect during the application process, during graduate school, and life after graduate school/life in academia.
I had a great time at UCSD and a horrible time at Brown.
PIKSI connected me with other undergraduates and faculty members who shared similar interests in philosophy. This provided me a sense of intellectual community in which I felt that my philosophical work was valuable. I thus decided to apply to graduate school knowing that there was a community of scholars in which my intellectual work was well received.
As a transfer student who attended small, local liberal arts colleges in my home state, Wisconsin, I didn’t have much confidence that my application for graduate studies would be taken seriously. I was painfully aware of how competitive admissions are. I lacked confidence in my ability to be accepted and attend a graduate program, though that is my greatest aspiration. The seminar at UCSD held an informative session on the application process, which explained what to expect and how to prepare. While the seminar as a whole was empowering, this session was particularly so. After that seminar, I have been planning to apply to a graduate program in philosophy.
I was already very interested in attending graduate school, but the institute helped to solidify that decision.
The institute I attended gave a fuller picture of grad school path than other resources have: it offered reasons "why" AND "why not" to pursue philosophy at the graduate level that I thought was particularly helpful for me, as someone who was not sure about it all. It was great to have my hopes for grad school AND my concerns/doubts voiced and given attention.
It made me more certain that I would enjoy being in an Ph.D. program.
SIPP was my first exposure to a PhD program, and while I was already interested in attending one, it was SIPP that convinced me that it was the right choice for me.
It made me want to attend graduate school, but I later changed my mind.
It gave me a better idea of what grad school would be like, I got a LOT of editing and resources from grad students for my writing sample, and I realized the kinds of departments I would NOT want to attend.
The diversity programs that I attended solidified my interest in pursuing a graduate degree in philosophy, allowed me to develop lasting relationships with other women and minorities in the field, and provided me with valuable information about applying for graduate school.
When I attended the institute, I was already convinced that I wanted to go to graduate school. That being said, I learned a lot about graduate school and the profession while I was at the institute, so I was better prepared going into graduate school.

<p>PIKSI Boston opened my eyes to the reality of graduate school applications and graduate level work. On one hand I felt and still feel very encouraged to pursue further work in philosophy. However, the burden of debt that I took upon myself in order to complete my undergraduate degree in concert with the relatively low job prospects for philosophy PhD recipients nationwide give me pause for thought as to whether I should continue on to a graduate program in this field.</p>
<p>It gave me some confidence that I was talented in philosophy and I could pursue the kind of philosophy I wanted to in graduate school</p>
<p>I was already planning on applying to graduate school, but PIKSI did make me feel a lot better about my decision.</p>
<p>It definitely gave me a much clearer picture of what I could expect, and gave me motivation to pursue it in the future.</p>
<p>Attending PIKSI-ROCK enabled me to see myself as someone capable of completing graduate level coursework based on the feedback I received on my writing from my Graduate Assistant.</p>
<p>The diversity program helped me to consider a career in philosophy. I would have thoroughly enjoyed the rigors of getting a PhD. And, it was a treat to meet and learn from such knowledgeable professors. I was in my senior year in college before I decided to pursue law school. It was a choice between continuing in Philosophy or pursuing what I felt was my calling: immigrant rights lawyer.</p>
<p>It helped re-ignite my love for philosophy, find a community, know that my research interests matter, and more</p>
<p>It made me more excited about graduate school, and also made me feel more prepared to succeed.</p>
<p>It was a positive experience. I loved the environment, the guest lecturers, and my peers. The experience helped me realize that while I love philosophy, I do not want to spend the rest of my life writing papers.</p>
<p>PIKSI was the first time I had encountered theory in a way that fully affirmed my own identity and lived experience as a valuable resource for pursuing more philosophical projects. I had the opportunity to meet Shannon Sullivan and Nancy Tuana, which made Penn State feel like a natural option. I also met Charles Mills and had follow-up conversations with him about the potential decision of attending Northwestern. Because I already had relationships with all of them I trusted their input and appreciated their support to make the right decision for my research and continued path in philosophy. I also met other philosophers like me in my cohort or as graduate students - young, energetic, a little unsure of what the whole philosophy thing actually was - which helped me realize that I could in fact pursue it too.</p>
<p>This program is what made me decide to pursue a degree in French rather than philosophy.</p>
<p>I would say that despite coming back into philosophy, the diversity institute gave me advice that negatively impacted my decision to attend graduate school in philosophy. Prior to attending the diversity institute, I didn't have a realistic sense of what I needed to do in order to get into a graduate program in philosophy. Someone at Rutgers recommended that I take graduate courses in philosophy in order to better my chances. I did that and was completely discouraged by pursuing academic philosophy. I changed fields, doing graduate work in neuroscience, and later worked in neuroscience for years. I then decided to pursue philosophy of science because it was a field more receptive to the research I cared about, but I no longer applied to philosophy programs.</p>
<p>I did not start considering graduate school seriously until I went to the UCSD program. I don't think I would have gotten into as many programs as I did if it hadn't been for the support, advice and resources that I received from UCSD and especially PIKSI.</p>
<p>It was exciting to meet other students who didn't fit the "cis-straight while male" philosopher stereotype and realize we shared many experiences. I enjoyed hearing from similarly-situated persons who had</p>

succeeded in academia about what to expect. Despite not pursuing philosophy in graduate school, the institute definitely prepared me to be a graduate student and also provided me the opportunity to reflect on what sort of scholar I want to be.

In my undergraduate institution I did not know anyone else applying to PhD programs or any graduate programs in philosophy. Meeting with other students who planned to attend graduate school and getting to experience philosophical engagement in the context of the institute was incredible. I learned a lot about how to engage philosophically, increased my confidence, and picked up a lot of little (but invaluable) pieces of insight from being in contact with folks who applied to graduate school. This last part is so important. It is difficult to even name specific items but there is so much that seems obvious to those already part of the field that isn't to those outside of it. Building a network of peers just entering the field can help fill in those gaps.

I don't think I would have gotten accepted into graduate school without having attended these institutes.

I decided to study philosophy after beginning my undergraduate career and because of financial and family reasons I had to stay at a university that only offered a minor in philosophy. Most students did not have an appreciation of philosophy here and so being able to attend an institute like MIT allowed me to talk and exchange ideas with students with similar interests and goals. It was really an enlightening event for me.

#### d. Would you recommend attending a diversity institute in philosophy to other students?

Respondents were offered the opportunity to share a narrative response about whether they'd recommend a diversity institute in philosophy and why. The 49 responses are shared here:

It depends on the institute and what the person would want to get out of it. For a better picture of what graduate school looks like and for a place to improve philosophical skills -- reading, writing, doing philosophy in a graduate-like seminar -- I would recommend SIPP@Brown. For an introduction to a lot of different areas of philosophy and an introduction to doing philosophy together with peers and some advice on applying to graduate school, I would recommend PIKSI.

It's a great experience! Meeting people and making connections at the institute was extremely fulfilling  
Philosophy is just good in itself.

I would recommend diversity programs because I met amazing students and teachers of philosophy who continue to support and encourage me to pursue graduate programs in philosophy

Attending a diversity institute can be helpful to other students who are not sure of how they fit into philosophy or what to do with philosophy but talking with grad students, faculty, and other students during the program could be helpful with decision making about philosophy

-Meet peers with similar interests -Form a support group -Helps consolidate your interests -Potential future advisors/mentors -Great way to keep your mind stimulate in the summer months

I would recommend a diversity institute in philosophy because it provides a small taste of what it would be like to be a graduate student in a philosophy program. I think this is essential because anyone planning on studying philosophy beyond undergrad should understand what will be expected of them. the program definitely did that for me.

I recommended it, since you will probably get to meet and speak to some of the most brilliant minds in contemporary philosophy. I would say that going to graduate school is a very personal decision and you might not get a lot of feedback at these institutes

I felt as though there were no place for me in philosophy. I am a person from a "disadvantaged" background who wanted to study any kind of philosophy that didn't have to do with racial/gendered constructs. Even though I am very liberal and my political views reflected those of my peers, I felt alienated
It's great. You get the chance to make really good friends with other underrepresented folks and also to make connections with important philosophers. It's all paid for, so if you're poor like me you actually get to travel for once and, importantly, you get treated like you matter and have something to contribute. This is not trivial. It's very affirming.
It was truly an amazing experience! It was SO great to see the intersection of philosophy and social justice/activism. I also LOVED meeting the other students and found that we had so much in common! I am forever grateful for the experience.
It's important for students from diverse backgrounds to know what it likes to be heard, seen and respected in an academic field.
I recommend it all the time. It is so unique to find a great group of people like this and to all be together in a safe space. We were really taken care of and spoiled by the Rutgers program too (paid airfare, accommodations, and food!) I am still very touched by the program and by Howard McGary's fighting to start the program. It was invaluable to me and encouraged me to think more about a future in philosophy
For undergraduates, its definitely a great experience to gain exposure in the graduate philosophy field and to meet like-minded students who are considering a post-graduate education.
I wish I could have attended something like this every summer that I was in college, as well as after graduating. Besides conferences, there are so few places for those interested in philosophy to gather, think together, interact, and reflect what life is like in the field more broadly.
The UCSD SPWP was not only intellectually engaging, but also an incredibly supportive and personalized environment. This program went beyond encouraging women, as a group, that there was a place for us in philosophy. The professors, TAs, and directors were also incredibly dedicated people who wanted each of us, as individuals, to feel like we had what it takes to succeed in philosophy. I have also made lifelong friends that I look forward to reconnecting with further along in my career! I have never felt so at home among a group of people
I strongly recommend attending a diversity institute in philosophy. Students are exposed to "other ways" of understanding and participating in philosophy. PIKSI taught me the real meaning of the claim "philosophy is praxis".
I would recommend only attending philosophy institutes that offer financial packages and scholarships for students otherwise a diversity of students / perspectives isn't present.
These programs provide students from diversity backgrounds with information they may not have had access to otherwise. I found this to be true of myself. After having attended the program, I had more realistic expectations about graduate school in philosophy and academic philosophy more generally.
I recommended both programs to other students. The ucsd program bc it will help you get into grad school. The Brown bc although it will be one of the worst experiences of your life, it will give you an idea of some of the challenges you will face as a minority in grad school. If you can survive Brown you can survive anything thrown at you as a Phil student
Yes, many times, minority students in philosophy find themselves in philosophy departments that are not conducive to explore their interests. PIKSI not only helps students shape their philosophical interests, but also provides mentors in the profession who have pursued similar interests.
The Rutgers SIDP program has still yet to complete my reimbursement process for my travel to the program, despite the fact that I was promised that I would be reimbursed in August of last year. Since the

<p>reimbursement sum that I used to travel to the institute was not insubstantial (nearly \$200), it has been difficult for me to not be reimbursed for almost a year. In general, many of these institutes operate by reimbursing students for travel AFTER the program is completed, meaning that the students have to pay out of pocket for their tickets. This is difficult when students don't have easy access to funds and can be a financial barrier for some of these programs.</p>
<p>Participating in a diversity institute is a great way to network and get a taste of what graduate school would be like. This first hand experience is crucial for evaluating whether or not graduate school is the right decision for you</p>
<p>For students who are seriously considering a graduate program in philosophy, I would highly recommend a diversity institute, like the one I attended at UCSD. The people, staff and peers alike, were encouraging and helpful. I made great friends, and gain insight from the staff. The topics were interesting. Coming from small colleges, I would not otherwise have had the opportunity to study philosophy of aesthetics or examine the gendered bias of the Salem Witch Trial and the greater Modern Period. Because this seminar offered financial aid, I was able to afford taking two weeks off of work, buying a plane ticket that would have cost me a month's income, and having one of the most formative experiences of my life. I would highly recommend an institute like this.</p>
<p>I can only speak to my experience at SIPP@Brown. I have heard from other friends that other institutes and programs were not like this. But I would wholeheartedly recommend that any minority interested in philosophy stay far away from SIPP@Brown.</p>
<p>My undergraduate philosophy program was small (as I believe most of my institute peers' were), so small that each class was made of up the same students and had nearly the same dynamic every time. It was a very welcomed challenge to work with a new group of female students and professors of philosophy at the UCSD institute. The program offered a great opportunity to experience the different ways of doing and thinking philosophy, especially when I had become so accustomed to the set-up at my university.</p>
<p>i think it is great to provide meaningful experiences, resources, and connections to historically marginalized populations in the field. i think a question that a lot of marginalized people ask when considering philosophy is not whether they would make a good philosopher, but whether philosophy can provide them a suitable home. diversity institutes provide a way to explore this question and inform an assessment of philosophy as an adequate field that can value difference and non cis white straight males</p>
<p>The diversity program allowed me to develop relationships with professors outside my own university. This helped immensely with my grad school applications, as one of the professors who taught my diversity program wrote me a letter of recommendation. There were many other advantages to attending the program as well; especially meeting other young philosophers. It's hard to overstate how much I benefited from the program.</p>
<p>I have some hesitations about the view that "this is the ultimate support system" etc. etc. because even at these institutes, people can say shitty things. But that's true anywhere. Generally, I think the institutes are important.</p>
<p>It was one of the seminal experiences in my undergraduate career that shaped me and gave me clarity to what I wanted to do.</p>
<p>I would recommend one, but I would give a lot to be cautious about, particularly about the one I intended. In several ways, I think one of the professors could have pushed people away from pursuing philosophy.</p>
<p>I think the chance to meet other highly motivated undergraduates is invaluable. To meet other undergraduates who might have been through the same kinds of experiences as yourself even more so.</p>
<p>The institute was great for networking and meeting other students like me. At my undergraduate institution, there weren't any undergrads who were planning on going to graduate school in philosophy, so</p>

<p>it was nice to meet some like-minded folks who were in the same "stage" so to speak. I forged relationships with others that I can still casually keep in touch with through social media. It was also nice to meet an array of philosophy professors from outside of my undergraduate institution, as my home department was rather small and I had only worked with a handful of professors there.</p>
<p>PIKSI Boston was one of the most formative experiences of my undergraduate career- the discussions that took place in my cohort were unlike any I had ever experienced in a formal classroom setting. Simply put, the average philosophy classroom is relatively undiverse, and the conversations that took place at PIKSI spoke more truly to my own lived experiences and the experiences of other students. I found that the quality of discussions was also very high overall, and consistently met the high expectations of the cohort's selection committee.</p>
<p>I dropped out of school several times when I was younger. I never expected to come back to school because I did not feel that I was capable of doing so. Even graduating with a BA felt like something that other people could do, but I could not. Yet, I found myself as a single mother, about to turn 30, and I realized that I should at least attempt returning to school. Now, I am planning on pursuing my PhD. It is important to break down those mental barriers that keep us from even attempting to pursue a higher education. There is something significant about just stepping onto the MIT campus, or talking to the graduate students at Rutgers, that starts to break down that idea that i am inherently inferior and not academically adept enough to pursue a PhD.</p>
<p>PIKSI made me see that there are many people actively working on improving the state of the profession, and that I was not alone in recognizing that there are huge problems that need to be addressed. PIKSI also helped me foster relationships with successful people in the field (both graduate students and faculty), which has helped me several times throughout my own application and graduate school experiences.</p>
<p>I think studying philosophy as an undergraduate will not tell you what to expect, and these institutes are designed to do just that. In my experience, they deliver.</p>
<p>I think the attempt to diversify any typically white, male, cis-het, Western field/industry is admirable and important. It is, in fact, at the core of my own current work on diversifying journalism. However, I feel that academia needs a serious overhaul in how we formulate area studies and fields. Students of philosophy in general, and diversity philosophy institutes in particular, would be better served by programs that seek to integrate theory and lived experience or at the very least take seriously the pitfalls of encouraging graduate pursuits of limited careers in an ever-shrinking field.</p>
<p>I would recommend students interested in philosophy to apply to these diversity institutes. While it may be the case that one may be interested in philosophy and considering attending graduate school, applying to a diversity institute may seem intimidating. If you are someone who finds themselves feeling this way, go ahead and apply. Speak with professors you trust about your desire to attend graduate school and mention that you are interested in attending a diversity institute. You can speak of your concerns about applying to the diversity institute, I am sure your professors will be there for you and can help dispell any misconceptions and concerns you have about applying. If you are selected, once in the diversity institutte, you will be able to engage with others who find themselves perhaps in the same situation you are— or at least in a similar situation, and this can be extremely valuable as it can allow you to see yourself as someone who could possibly come to be part of the philosophy community. Just give it a go!</p>
<p>I would recommend it wholeheartedly to anyone who wants to engage great professors, great minds and meet great people to work through some dense texts.</p>
<p>Connects you with other minorities in philosophy, they offered great advice about the application process and taught me a lot about what it's like to do philosophy as a profession, and helped me develop a professional network</p>

It was clarifying to be outside of my small philosophy department, and to engage with people at a top university in the field.
The Institute was truly one of my first experiences of being in a diverse learning environment having come from a predominately white campus and city. It was diverse in terms of content, leadership, and participation from other attendees, which still continues to be such a rare experience for so many people. I think it gives a realistic and hopeful perspective on what philosophy can do and look like - I have encouraged many of my own students to attend, and one was in last year's cohort of PIKSI- Rock (Corinne Petro). She had a similar experience as me - it was healing, empowering, invigorating and life-changing.
I believe that if these institutes emphasize philosophical plurality, and give more resources to those students who prefer underrepresented fields of study within philosophy, they have a great deal of potential. The other women I met in the program were amazing, and I am still in contact with some of them.
The diversity institute I attended was set up to help students underrepresented in philosophy get a more realistic sense of what graduate school is like (by talking to faculty and grad students) and what needs to be done in order to get into a top graduate school (in my case, my undergraduate college is not well known at all and very rarely feeds students into any graduate programs). I would therefore recommend a diversity institute for those who need advice getting into graduate school, but I would not recommend it to those who are actually interested in studying philosophical issues related to diversity or even issues of diversity in the field of philosophy. Despite effort to change this, I still do not think a lot of diversity programs (or top graduate schools) properly support students who care about these topics.
Mentorship on graduate school experience and application procedures made grad school more appealing and easier to access.
Formed lasting connections with cohort members.
I formally recommended one of my students to attend PIKSI a couple of years ago, and he did! I wanted him to be able to talk with other philosophers, especially Black philosophers, about their experiences so that he could make an informed decision about whether or not to attend graduate school in philosophy.
I'd recommend it because it may make you competitive in graduate admissions these days. I know I wouldn't be in graduate school without having attended the Rutgers Diversity Institute and SIPP.

### e. Positive feedback

Respondents were also offered the opportunity to share a narrative response about any particularly positive experiences they had at a diversity institute in philosophy. The 68 responses are shared here, with permission:

Yes, Invite more speakers that do work in Philosophy to be a part of the program
Working with Nina Emery made a huge difference, and meetings with her that were one on one were very valuable. SIPP also had a great conference at the end that was a valuable experience and great way to end the program.
Well I've made some long lasting friends, so whatever produces that should continue
There were multiple opportunities for students and professors to just "hang out" with each other and get to know each other in a more casual setting.
The UCSD program gave us time to explore San Diego and to get to know the other participants, and this allowed me to form important relationships with other women who are now in graduate programs as well.

<p>These relationships helped me navigate the application and school selection progress in particular, as prior to the program I didn't know anyone else applying to philosophy grad school.</p>
<p>The speakers topics were so engaging that I find myself thinking about their speeches even now. I think attending the diversity institute shaped my point of view.</p>
<p>The PISKI program at PSU was very immersive, both socially and intellectually, and very well coordinated. That went a long way towards the experience.</p>
<p>The people I met at PIKSI-Rock were some of fastest and closest friends I have ever made in life and in the field of philosophy.</p>
<p>The most positive aspect of my time at SPWP was my group of peers. These amazing women helped me to understand that I was not to "dumb" to attend graduate school, and it was refreshing to be around other people who loved philosophy (I was the only philosophy major at my university during my final year).</p>
<p>The most helpful aspects were social - I learned a bit about interacting with other students and with prestigious faculty members in a setting where I didn't have to worry about making a lasting impression on faculty who I would continue to work with.</p>
<p>The faculty and graduate students in the program I attended were incredibly supportive. I appreciated the realistic advice that they all gave. I think it was a rare and incredibly useful opportunity to have frank discussions about the hurdles of graduate school and which of those were specific to philosophy. The best part was meeting the other students and developing relationships with them. To this day, many of them are still close friends.</p>
<p>The experience I value the most is connecting with my peers in the program. They were diverse, intellectually engaging, and kind.</p>
<p>The conversations shared with a variety of professors and participants.</p>
<p>The community with the other students</p>
<p>The camaraderie that was foster among the student attendees was perhaps one of the most rewarding aspects of attending my diversity institute. It is not everyday that one gets to spend several continuous days with people who care about philosophy and its diversity problem. While I have not been able to meet again with many of those that I got to know at my diversity institute, I feel as though the bond we formed last summer has prevailed—I still keep up with some of my institutte friends.</p>
<p>TA's</p>
<p>Sally Haslanger is an incredible person and philosopher. It was such a pleasure to get to know her over a couple of days. It is so important to have role models for women in philosophy, and Sally is one of the best.</p>
<p>Relating personal experience to philosophy in order to include a broad range of perspectives and types of persons</p>
<p>One exercise that I found incredibly useful was when the program set up a panel to talk about applications and admissions to grad programs. The panel included professors and board members who had been responsible for sifting through graduate applications previously. They shared valuable information about what admissions boards look for on applications and so gave us prospects key information about what to focus on when preparing an application. Another aspect of the institute that I thought was helpful was speaking with the then-current UCSD grad students about their experiences with applying, choosing and actually doing graduate school. They were very honest and up-front about the reality of it all: that it oftentimes is not very glamorous, indeed is rather gruelling, but still rewarding if you have a passion for philosophy.</p>
<p>Met many inspirational female philosophers. Really enjoyed meeting other minority philosophers since I was one of two minority students in my philosophy class during undergrad. We all still talk</p>

Long-term mentorship is a very valuable resource. After attending PIKSI, I have a community of faculty members who support my development and who I have been able to rely on as resources in different ways.
Keep giving stipends, allowing plenty of time to relax, socialize, and discuss things informally, and including graduate students from a variety of backgrounds.
Just loved talking about philosophical issues with professors and students
It was so great meeting so many others interested in similar topics in philosophy and how philosophy could be a tool for social change
It was fulfilling to engage with students from different states and backgrounds on topics that we could dissect together. Also, I made very good friends during that summer. We took road trips to NYC and stayed in touched for many years after.
Institutes should keep assigning graduate student or faculty members to institute participants. Without this practice, I likely would not have forged the types of professional relationships that were quite valuable during the graduate application process (I had an outside letter or recommendation, and I had additional people to ask for writing sample feedback) that I still value to this day (as outside faculty members and peers I still work with).
I was extremely grateful for the opportunity to learn and study fields of philosophy that, otherwise, I would not have learned about as an undergraduate. These programs also gave me a lot of confidence and a community that I could continue learning from and identify with.
I was exposed to different ideas.
I think the one on one discussions with mentors during the program where they encouraged me to engage with philosophy, suggested I apply to grad school, and told me I had promise really impacted me. It was helpful to hear that from a more advanced student of color and it gave me the confidence to apply to grad school and then accept the offer once I was accepted.
I think it was important to have philosophers who do and do not have families present. It was helpful for me to see that if I wanted this career, having children wouldn't keep me back from it. It helped me recognize that I wasn't walking away from philosophy just because I wanted a family, but because it wasn't the right fit for me.
I received a lot of feedback on my writing, which was so helpful. I received more feedback in the program than I typically did in my normal classes at my home university. I really enjoyed how much time and energy the professors and graduate students were able to give me when providing feedback on my writing.
I really enjoyed the collaborative atmosphere. The students got along really well. I hadn't known many other young people who loved philosophy like I did, only one or two. Being suddenly surrounded by twenty of them was great fun.
I really enjoyed sessions about funding, such as the invited talk lead by a representative from the Ford Fellowship program. I also thought it was really to informative to hear about the APA and all of the resources and programs they offer.
I really enjoyed learning about and critically thinking about social justice issues, such as race and gender. I also really appreciated learning from philosophers of color and women philosophers. I also really enjoyed the group of undergraduates and graduates that were chosen for the institute!
I really enjoyed getting to know each person in my program, and talking with them over meals after or between formal talks. There are so few opportunities for philosophically minded folks to engage with one another in this capacity.
I met really great participants in the program. We suffered through it together; it created solidarity. No other positives to report.

<p>I met people that I am still very close to today. The institutes helped me to form a network of support while I continue my education and I made very good friends. One thing that was done well in both institutes was having sessions that walked us through the application process for graduate school and told us what life in academia is all about. I (and I assume some of my peers) didn't have a good idea of what graduate school was about until these institutes. PIKSI Boston in particular was intentional about assigning us each a mentor that we could use as a resource after the program. My mentor proved invaluable after the week ended. It made the program much more impactful.</p>
<p>I met my current mentor at a dinner hosted by Nancy Tuana; I made some really good friends with my fellow PIKSI fellows.</p>
<p>I met great people who I am still friends with. Even though I did not pursue philosophy for graduate school, I feel that the institute helped me develop confidence in my own promise.</p>
<p>I made great friends.</p>
<p>I loved the PIKSI grad mentors -- they were so approachable and relatable. I really enjoyed having our writing samples workshopped as well. I actually used mine as the writing sample for my graduate school application! I'm not sure how the grad mentors are assigned to PIKSI students, but I would suggest that (if possible and not being done already), the grad mentors + PIKSI students be matched up according to their research interests.</p>
<p>I loved my seminar on aesthetics (Fearless Girl and Public Art) with Mary Beth Willard, who I thought was a wonderful person and had a fascinating perspective. I also appreciate the number of smaller seminars on one topic, and being exposed to so many different philosophical topics both encouraged me to look in new areas and re-affirmed my own philosophical interests. I loved the location, the professors, the structuring of days and the workshops! I could not have asked for a better two weeks.</p>
<p>I loved meeting all of the professional philosophers! They may have just been well chosen, but the vast majority were people who were willing to share any and all resources they could. Also, the graduate students' advice was invaluable.</p>
<p>I loved all of our philosophical discussions and the friends I made. I felt challenged, and I also felt like an equal in an esteemed academic university.</p>
<p>I liked how personal everyone was. I loved going out to jazz clubs and dinners with visiting professors after they gave their talks. We were able to argue over dinner (students and professors all acting as equals with no weird status games) and we all bonded fun settings. I especially remember how much we all talked and how it was really hard to get anything done or move anywhere because of it. I felt sorry for the waiters at restaurants we went to. I have rarely had such engaging conversations since.</p>
<p>I like that they paid for the flight and bought it, rather than asking to reimburse (which would have put me out of the running for sure).</p>
<p>I learned that other students of minority backgrounds also have the same struggles I do. I learned about the imposter syndrome for the first time at PIKSI and that was an eye opening experience. Learning about the work that current graduate students is very helpful.</p>
<p>I learned exactly what I wanted to study. The conversations I had with both my colleagues and the instructors had a direct impact on which schools I applied to.</p>
<p>I know the curriculum has continued to change but the set of seminar materials and lectures from my experience have continued to be formative and influential in my own teaching and learning and professional activities. I think some of the most important experiences were having multiple opportunities to have lunch or dinner with the guest lecturers. For me, that afforded me the opportunity to meet Del McWhorter, who eventually served on my committee. I also had a really good experience as a Graduate Assistant for PIKSI-</p>

Rock in 2009 and think it adds another level of opportunity for growth and learning, particularly for precious alums.
I had very deep conversations with fellow scholars. Living with the cohort was an extremely positive experience, and I do not think the program would have been as effective if not set up this way.
I had amazing experiences at both PIKSI Rock and UCSD. My only wish is that PIKSI could have been two weeks instead of one.
I had a great experience at UCSD. I appreciated that they incorporated fun activities alongside the school portion.
I found it helpful to talk to current graduate students about their experiences.
I enjoyed the round table discussions about the state of affairs within philosophy with regards to diversity, these were extremely informative. I found the reading and discussions for classes in both programs to be very engaging and interesting. Professors, students, and peers involved pushed our groups to grow philosophically. As a student from a middling state university with little reputation among top philosophy programs and no grad students of philosophy, I felt the exposure to the wider academic field of philosophy to be invaluable and an extremely important factor of my decision making process when deciding whether or not to pursue philosophy further.
I enjoyed the reading assignments. PIKSI was my first exposure to philosophy concerned with race, gender and disability.
I enjoyed the focus on different under-privileged groups each day so the conversation was fresh and new constantly. I also enjoyed the engagement of professors with the students. One of the professors invited us to her home for a dinner and great philosophical conversation in a relaxed setting. This was powerful because it demonstrated that each of the participants had something meaningful to share and it was valued beyond status and age and other background markers.
I enjoyed the beach social that was given so students could connect with professors and other graduate students that were involved in running the program. We were able to ask questions in an informal environment about whatever aspect of philosophy we were interested in.
Having sessions on graduate schools and the graduate panel was helpful.
having feed back from people from an institute with a great reputation did well for my confidence in my work
Free time for the participants to bond, connections with current graduate students
For me, PIKSI was not just a breath of fresh air (in the sense that for the first time ever, I was surrounded by incredible philosophers from diverse backgrounds) but it was also instrumental in guiding my philosophical interests toward political and social philosophy, which was woefully absent from my undergraduate curriculum.
First, continue offering financial aid. Most college students are not able to take PTO, so time off of work is missed income. The stipend was essential to me being able to attend. Likewise, continue offering travel reimbursement. My plane ticket would have cost about a month's income for me. College tuition, books, room and board are expensive and take priority over a fun two week summer seminar. Room and board was covered. For the most part, meals were also a covered expense unless we went off campus. If any of these expenses were not covered by financial aid, I would not have been able to attend. Diversity is the goal, so continue to make it possible for lower income students to be included. Two, the length of the seminar worked out well. There is a lot of information to take in, so it would be a disservice to attendees to limit them to less than two weeks' time. Third, the informative sessions and guidance were vital. Continue to create unique and interesting topic courses, seminar sessions, and meet and greets.

Faculty and graduate mentors, extend the institutes
Everyone became friends and kept in touch long after the end of the program - definitely continue to foster such a warm and collegial environment!
During my cohort the institute regularly hosted public talks which included discussion with the cohort members. The opportunity to engage the academic community publicly was encouraging and inspiring. One of our seminars focused specifically on producing competitive graduate school applications and I found this to be particularly informative. Lastly, Keota Fields gave a presentation on diversity within the field of philosophy including empirical research on the importance of diversity in working groups generally. Out of everything I would most strongly encourage the institutes to continue to provide such information sessions.
Connecting with students and speaking blatantly about the difficulties in graduate school and admissions processes in general is extremely helpful in understanding that you are not alone, you don't always get accepted in your first attempt, and there isn't one perfect school for you but several fits.
Being able to speak with the guest speakers after they presented some of their philosophy research was a good way to hear there experiences with philosophy. Also, having the perspectives of the grad students was good too.
Absolutely, I met amazing human beings that I call friends. The people at Piksi Rock, Joanne and Karissa (administration) were extremely welcoming. I enjoyed meeting some professors who took the time to get to know me.

## f. Additional feedback

Finally, respondents were offered the opportunity to share any further feedback they wished on diversity institutes in philosophy. The 25 responses are shared here, with permission:

No.
Not really
I am deeply grateful for the experience. It did in a sense drive me to have a greater passion for this field. However, I must say my professors at UWG did a wonderful job promoting these opportunities to students like me who are underprivileged and underrepresented. I am thankful to the APA, PIKSI Rock and UWG.
These institutes are real treasures. I wouldn't be in graduate school if it wasn't for them, and I wouldn't be as successful as I have been in graduate school if it wasn't for them.
I am SO happy and glad that diversity institutes for philosophy exist! I think they are extremely important and I know that PIKSI Rock 2017 inspired many of us undergraduates and graduates! I would suggest that one of the topics cover animal ethics/ morality of consuming and using animals. Also, eco feminism. I know that a handful of us undergraduates were interested in animal ethics and are vegan ourselves!
The graduate students and leaders within institute were very welcoming, open to listening and discussing our ideas as well as sharing theirs in a respectful setting.
Thank you for supporting these programs. I appreciated the free apa membership we were given too! I thought about volunteering to work for the apa during the program and I got a broader view of what it is and how helpful it is to philosophers. We were really welcomed into the philosophy world in every way by the institute. It helped us prepare for graduate school and gave us a huge network of friends. It felt like Howard really cared about us and wanted to take care of us so that we successfully go on to diversify philosophy.

<p>I am mostly very grateful for the opportunity, and hope that it exists for as many folks as possible for as long as possible. I also wonder about more explicitly addressing the history and underlying reasons why the field of philosophy has become so siphoned off from mainstream political discourse, and what it means to be a philosopher but still show up in the world. What other ways can philosophers pursue philosophical careers and lives that allow them to not only do philosophy as its currently understood, but in ways that perhaps currently possess more cultural currency in the dialectic of social change and public life? With that said, I am so grateful for all the very thorough information the institute provided about how to best go the traditional academic route in philosophy, and it has served me really well as a foundation, and is not otherwise easily accessible for students of philosophy.</p>
<p>I think more needed to be done to help us prepare for the racism, sexism, homophobia, etc. that we will almost certainly face moving forward in our careers.</p>
<p>NA</p>
<p>It was great to meet other individuals in philosophy from diversity backgrounds.</p>
<p>I think both the Brown and the UCSD program helped me get into philosophy programs. The UCSD program bc it made me more confident and reminded me of why I love philosophy. The Brown program bc it gave me a much needed dose of cynicism. Both programs also provided me with very useful connections.</p>
<p>Keep up the good work! I am grateful for the assistance, encouragement, and insight that I gain from attending the seminar at UCSD.</p>
<p>I think this survey is important, and I think it should be send to participating students immediately after their program experience (which potential followups). I also think that the responses to these surveys should be (if allowed by the participant) to be transparent on the APA website. If the APA is going to recommend these programs to minorities entering in philosophy, then they should also be candid about the lived experiences of those who have gone through the programs. I would hope that programs like SIPP@Brown would not be encouraged again unless substantively overhauled. I also want to remark that I wanted to share this experience before, either through some form of blog or publicly accessible written work, but was (rightfully) encouraged by philosophy mentors to not do so. There is a disincentive for critiquing powerful institutions like Brown's and powerful professors that structure and are its instructors, especially when students are applying for graduate programs, for the simple fact that professors talk and have friends in high places. I was told that if I were to publicly remark about my negative experience, I would stand a worse chance at gaining acceptance in graduate programs. Though I'll never know if that advice is true, it seems like it very well could be the case. Though I have no solutions for this particular problem, I want to highlight how difficult it is to have a negative experience with an institution or persons of power for those who are powerless and subject to the graduate admissions process.</p>
<p>N/A</p>
<p>It is important to continue to pull people into philosophy that have not previously believed that it was a field that would accept them, and I think it is important that these programs continue to exist, despite the fact that my experience was somewhat a double edged sword.</p>
<p>No.</p>
<p>I wouldn't trade this experience for anything! I hope philosophy continues to grow as a field.</p>
<p>Universities that host diversity institutes should be more attentive to the specific faculty members they include in these. For instance, if there is known history of unwelcome or unacceptable behavior associated with particular faculty member(s), then I would advised not to include said faculty member(s) in the diversity institute. Including these faculty members deters from the otherwise welcoming and transformative experience students can have while attending the diversity institute.</p>

No.
Please ensure that the seminars are diverse in their content. In particular, feminist philosophy and philosophy of race especially must be included!
It was a positive experience that I always recall fondly.
I have stayed in touch with numerous PIKSI participants and graduate assistants from 2008.
None