Abstract (200 Words)

In Philosophy, only 30% of doctorate students and recent graduates are women and only 1% are Black. Minorities and Philosophy (MAP), a graduate student led organization, was founded in 2013 with a mission of addressing structural injustices in academic philosophy and removing barriers to participation for members of marginalized groups. This working group, consisting of MAP International Organizers and local chapter representatives from five UC campuses, aims to facilitate community building among marginalized graduate students in philosophy and to tackle the underrepresentation problem. Our proposed programs include organizing a UC MAP Colloquium Series, a California MAP Workshop, virtual Flash Talks events, an Intercampus Peer Mentorship Program, and diversity-related training sessions, besides various local MAP chapter events.

Project Description (2000 Words)

Q: Do you still find time to read, in the midst of all these distractions?

A: Yes, because if not … what would we do? In previous armies, soldiers used their time to clean their weapons and stock up on ammunition. Our weapons are words, and we may need our arsenal at any moment.

-Gabriel García Márquez interviews Subcomandante Galeano, Ejército Zapatista de Liberación Nacional

More than any other Humanities discipline, philosophy has an underrepresentation problem. There are only around 30% of women among philosophy doctoral students and recent graduates [see the summary of the most recent data on underrepresentation among philosophy PhDs here and here]. The only fields with a similarly low ratio of women across all disciplines are economics (31%), physics (19,7%), computer science (22%), and engineering (20%) [see here and here]. Underrepresentation of Black students, Asian and Asian-American, Hispanic and Latinx, Native American and Indigenous, LGBTIQ+, students with disabilities, and students of low socio-economic status is even more stark. For example, only 1% of the doctoral students and recent graduates in philosophy are Black [see data on Black underrepresentation here].

Minorities and Philosophy (MAP) was founded by philosophy graduate students in Summer 2013 with the mission of addressing structural injustices in academic philosophy and removing barriers to participation in academic philosophy for members of marginalized groups, through forming autonomous chapters in universities worldwide and offering programmings from the MAP International team. MAP is simultaneously a community for marginalized graduate students to reckon with structural injustice they personally experience, an advocacy platform for a more welcoming academic climate, and a safe space to promote philosophical work done from marginalized perspectives [see MAP resources for our completed reports, public posts, guides, and

conference materials]. Our message has proven to be effective over the years--MAP has grown from 19 chapters in 2013 to more than 160 chapters worldwide today. MAP today includes local [chapters](#) in the US, Canada, Australasia, Africa, and Europe, who have organized over a thousand events (including [conferences](#), [workshops](#), [training, meet-ups, and mentorship events](#)) [for a list of events organized by MAP chapters, see [this page](#)]. Furthermore, MAP has been consistently showcasing the work of graduate students and early-career philosophers from marginalized groups at group sessions at American Philosophical Association (APA) and Philosophy of Science Association meetings as well as at our popular virtual Flash Talks Series [You can learn more about our Flash Talk Series at [this link](#)].

Philosophy graduate students from the University of California have been integral to MAP's success. MAP currently has 7 chapters from UCs--the highest number from any university system; 4 UC PhD students have served on the MAP International team, including the 2 co-PIs on this application; MAP members from UCs have actively contributed their research and service to numerous MAP programs, including the [annual SoCal MAP Workshop](#) and multiple MAP Flash Talks from UC graduate students (such as [Arnel Blake Batoon](#) (UCSB)'s talk on language and epistemology, [M.A. Parks](#) (UC Davis)'s talk on gender, and [Ally Peabody Smith](#) (UCLA)'s talk on intellectual disability). There are 13 MAP chapters in total in California. Facilitating greater regional collaboration for MAP members in California is a priority for MAP International.

Since the start of 2020, MAP has ramped up additional community-building opportunities and racial justice organizing in response to the upheaval that MAP members face. Due to COVID disruptions disproportionately impacting marginalized populations, we increasingly recognized the need to organize MAP virtual events and to engage in community building online. Moreover, we intend to create a MAP Intercampus Peer Mentorship Program shortly, through which marginalized graduate students can turn to peers from other institutions for advice and support. We have also been organizing various virtual events in response to COVID (both conference style meetings at which members of marginalized groups can present their research and informal gatherings). Our Flash Talks Series, started in Summer 2020, was well received by the community. One audience member shared:

> *The Flash Talks were a much needed breath of philosophical fresh air in the middle of the pandemic. They provided community in a lonely time and a chance to meet philosophers that we would not otherwise have had a chance to meet.*

In addition, in 2020, as a part of the response to the racist violence and police brutality we witnessed in the U.S., we made a commitment to counter anti-Black racism in philosophy through dismantling structural barriers to participation for Black philosophers. We committed to providing more resources for Black philosophers specifically as well as to set up a mentorship network for Black graduate students and graduate students of color; prioritizing funding and promoting events that work towards elevating Black voices; providing more resources and opportunities for non-Black allies to educate themselves on anti-Black racism; and organizing an APA session in the coming academic year on anti-racist activism and pedagogy [see our letter on Anti-Black Racism

and Philosophy here]. In addition, over the summer, we hired specialists to create racial justice infographics for departments, and to run anti-racist reading groups. These activities have also challenged our non-Black membership to confront their own racial privilege. A reading group participant shared:

> As someone who's a white minority in philosophy I've found [the reading group] to be a really beneficial way to ensure that I'm taking the time to hear from my POC colleagues about their experiences and the issues in philosophy that impact them. As much as MAP helps me to feel that I (and my minority perspective) belong in the discipline, it also challenges me to grow, confront my own privilege, and work to make my department and classroom a place that's more sensitive to POC's needs and experiences.

MAP activities have traditionally been co-funded by local universities and MAP International. But because of university funding cuts as well as MAP's exponential growth, MAP is severely underfunded. Since 2013, when we started with 19 chapters, we have grown over 752%, yet we still receive the same operating budget from MAP International main funder. This has become highly unsustainable given MAP's growing impact on the discipline. **UCHRI's $4,000 would increase MAP's total operating budget by more than 30%.**

In particular, UCHRI's grant would help us with:

1. Facilitating regional collaboration by supporting chapter activities at UCB, UCD, UCI, UCSB, UCLA, UCR, and UCSC, launching a new UC MAP Colloquium Series, and expanding our SoCal MAP workshop into a California MAP workshop;
2. Facilitating community building in response to COVID by organizing MAP International virtual events (e.g. Flash Talks), the Intercampus Peer Mentorship Program, and MAP sessions at professional conferences;
3. Facilitating racial justice advocacy by conducting a mentorship network for Black graduate students and students of color as well as organizing diversity-related training in philosophy.

With a shared commitment to MAP International or chapter organizing, 9 graduate students from 5 UCs will participant in this grant:

Jingyi Wu is a PhD student in the Logic and Philosophy of Science department at UC Irvine, and co-Director at MAP International. Besides her three-year involvement with MAP, Jingyi co-organizes WonderPhilosophy, and recently designed and convened a departmental climate committee. She hopes to further facilitate communication between UC MAP chapters and the international MAP community, and share her research on applying formal methods to philosophical issues surrounding race and gender.

Milana Kostic is a second-year PhD student in philosophy at UCSD. She serves as one of MAP International Organizers. She is also actively involved in addressing issues of underrepresentation at UCSD campus, serving as

a member of the advisory board of the UCSD Summer Program for Women in Philosophy and facilitating intradepartmental community building for traditionally underrepresented gender groups in philosophy.

Ravit Dotan is a PhD student in UC Berkeley's Philosophy department and one of Berkeley's MAP co-leaders. In Ravit's four years with MAP, she has organized talks on syllabi diversification, imposter syndrome, and applying to graduate school. Ravit has also served on the department's Equity Task Force, promoting projects such as a guide to equitable classroom participation.

Itzel Aurora Garcia is a fifth year PhD student in UC Irvine's department of philosophy. She serves as a MAP chapter representative at UCI. Itzel is passionate about social justice. In addition to her involvement with MAP, she founded and coaches [Ethics Bowl at UCI](). Itzel hopes to organize the MAP colloquium series at UCI and lay the groundwork for UCI to host the California MAP Workshop the following Spring.

Rick Lamb is a PhD student in UC Santa Barbara's Philosophy department. He joined UCSB's MAP chapter in 2018, and in this time has worked on various projects, including an open discussion on workplace discrimination and the public responsibilities of academics, and a reading group on inclusive pedagogy. He currently serves as the chapter's Vice President.

M.A. Parks is a PhD Candidate in philosophy at the University of California, Davis. Their 2019 paper 'On the Self-Knowledge Argument for Cognitive Phenomenology' was published in the Journal of Cognition and Neuroethics, and they have also worked on projects such as writing and illustrating 'My First Philosophy Book.' M.A. Parks is currently a Davis MAP chapter co-representative, planning the next UC Davis MAP meeting for January 2021.

Charles Perkins is a PhD student in UC Santa Barbara's Philosophy department. He joined UCSB's MAP chapter in 2018. Projects he has worked on while involved in UCSB MAP include reading groups in pedagogy and social ontology, as well as a film screening series. He currently serves as the chapter's President.

Kaetlin Taylor is a PhD student in the department of Logic and Philosophy of Science at UC Irvine and serves as one of UC Irvine's MAP co-leaders. In addition to her involvement with MAP, Kaetlin organizes with [The Hypatia Society](), which aims to promote the retention and success of women and non-binary people in the discipline of philosophy, and serves as Associate Chair of the departmental climate committee.

Sarah Vernallis is a PhD student in UC Berkeley's Philosophy department and one of Berkeley's MAP co-leaders. This is Sarah's second year with MAP. In Sarah's first year, she organized a feminist reading group through MAP. Sarah has also served on the department's equity task force, focusing on undergraduate representation on the committee.

While detailed event descriptions are available in the budget sheet and budget narrative, below is our proposed calendar of events:

Ongoing events:

MAP Intercampus Peer Mentorship Program;

MAP Events at UC local chapters (see a [list](#) of past events);

MAP Virtual Informal Hangouts and Workshops (in response to COVID)

Diversity Related Training (see the budget for detail).

Detailed special events:

July 2021
- July 21, MAP Flash Talks (Virtual)

August 2021
- August 18, MAP Flash Talks (Virtual)

September 2021
- September 15, MAP Flash Talks (Virtual)

October 2021
- UC MAP Colloquium Series at UCI (virtual, open to all UC audience, speaker TBD)
- October 20, MAP Flash Talks (Virtual)

November 2021
- MAP Special Session on "Race and Racial Justice" at the Philosophy of Science Association Biennial Meeting (Baltimore/Virtual).
  > Organizer and Chair: Jingyi Wu (UC Irvine)
  > Speakers: [Jesi Taylor Cruz](#) (CUNY), [Ian Peebles](#) (UPenn), Alexander Tolbert (UPenn)
- November 17, MAP Flash Talks (Virtual)

December 2021
- UC MAP Colloquium Series at UC Berkeley (virtual, open to all UC audience, speaker TBD)
- December 15, MAP Flash Talks (Virtual)

January 2022
- UC MAP Colloquium Series at UCSD (virtual, open to all UC audience, speaker TBD)
- MAP group session at the Eastern APA (American Philosophical Association) (topic TBD)
- January 19, MAP Flash Talks (Virtual)

February 2022
- MAP group session at the Central APA (topic TBD)
- February 16, MAP Flash Talks (Virtual)

March 2022
- UC MAP Colloquium Series at UCSB (virtual, open to all UC audience, speaker TBD)
- March 16, MAP Flash Talks (Virtual)

April 2022
- MAP group session at the Pacific APA (topic TBD)
- April 20, MAP Flash Talks (Virtual)
- California MAP Workshop at UCI (tentative in person) (based on the annual [SoCal MAP Workshop](#))

May 2022
- UC MAP Colloquium Series at UC Davis (virtual, open to all UC audience, speaker TBD)
- May 18, MAP Flash Talks (Virtual)

June 2022
- June 15, MAP Flash Talks (Virtual)

Through the Flash Talk series, UC MAP Colloquium Series, California MAP workshop, and the MAP Intercampus Peer Mentorship Program, we will be able to further facilitate community building and regional collaboration among UC MAP members. Through MAP group sessions at the APA and PSA and the Flash Talk series, we will be able to highlight philosophical research done from marginalized perspectives. Through the diversity related training and the Black Philosophers Mentorship Program, we will work towards advocating for Black philosophers. Finally, the chapter events will contribute to all the above objectives through grassroots organizing on the local level.

[Budget Narrative (500 words)]
We prepared two proposed budgets in two tabs on the budget sheet--one with in-person programming and one without. Detailed budget descriptions as follows:

California MAP Workshop
Based on the annual [SoCal MAP workshop](#), with additional funding, we can expand to a California MAP Workshop to further facilitate state-wide regional collaboration. For this in-person workshop, we hope to cover travel for 4 graduate student speakers ($200 per person ground/air transportation, $62 for meals and incidentals, $150 for lodging for ~2 participants from outside of SoCal) and $452 for catering service for about ~20 participants. All expenses are estimated pursuant to the UCI [expenses and reimbursement policy](#). This workshop is open to non-UC Californian MAP chapters, such as CSU Sacramento, CSULB, CSU Chico, SFSU, Stanford, USC, etc.

MAP Flash Talks Series
We seek a $300 stipend for the facilitator who organizes for the popular virtual Flash Talks Series for 2021-22. The facilitator would organize approximately 12 Flash Talks events, with each event lasting 1.5 hours with 2 speakers. Detailed duties available in the budget sheet. $300 is deduced from MAP International's stipend level for special project facilitators. We believe that it is crucial to the promotion of diversity in academia that diversity-related service work is adequately compensated for, especially as underrepresented minorities shoulder it to a large extent.

MAP Intercampus Peer Mentorship Program Facilitator
For this virtual mentorship program, we seek a $300 stipend for the facilitator who manages approximately 50 participants. Detailed duties available in the budget sheet. $300 is deducted from MAP International's stipend level for special project facilitators.

UC MAP Colloquium Series
This new initiative would provide a virtual community building and research space for UC MAP chapters. Each UC campus with MAP affiliation is tasked with organizing a MAP colloquium on topics of general interest to diversity, equity, and inclusion in philosophy (possible speakers include [Rima Basu](#), [Liam Kofi Bright](#), [Myisha Cherry](#), [Kristie Dotson](#), [Charles Mills](#), [Femi Taiwo](#)). All talks are virtual and open to all UC philosophy departments. We seek a $200 honorarium for each speaker.

Local MAP Chapters Event
While local philosophy departments co-fund MAP chapter events, the average MAP chapter funding request submitted to MAP International has been around $500 per chapter. We seek $500 for each of our 7 UC chapters. Past chapter events can be accessed [here](#).

Diversity Related Training in Philosophy
We plan to invite periodic training sessions related to facilitating restorative dialogues, microaggression awareness, racial justice, diversifying the syllabus, etc. On average each training costs $100 per person according to the programs offered by the California Conference for Equity and Justice. We aim to provide at least one training for 15 participants.

Membership and Registration Fees for Conferences
On average, each MAP session at professional conferences has at least one participant from the UCs. We anticipate that this trend would continue. Student membership and registration rate is $65 for the APA and $102 for the PSA. There will be three APA conferences and one PSA conference in 2021-22.