

REPORT OF THE EQUITY COMMITTEE – 2012

Here is what the Equity Committee has been up to since the 2011 Congress:

- We have increased the size of the committee substantially. We now have 18 members, both female and male, at various career stages and from four provinces (two members from out of country). About 25% of these members are francophone. While we are generally pleased with the size and diversity of the committee, we would like to see more representation from more provinces and from more equity-seeking groups. These goals will be central in our next recruitment effort. This is, I believe, the largest Equity Committee the CPA has ever had. The increased size of the committee brings with it special organizational challenges. While a large committee means more members to help with the work, and hopefully more collective wisdom and diversity, it can also be cumbersome to administer. We are striking subcommittees in order to better benefit from our renewed membership.
- Improving outreach through the use of social media (We now have a Facebook group.), the creation of a blog, etc. The latter (which should be live very soon) will include links to best practices and equity resources, but will also model elements of the *What It's Like* blog (<http://beingawomaninphilosophy.wordpress.com/>) and of the *What We're Doing* blog (<http://whatweredoingaboutwhatitslike.wordpress.com/>). (We have been consulting with the creators of these blogs as we build our own.)
- We digitized the hard copy Equity Committee records from the past 20 years. Once we've been over the material to decide which of it is useful and suitable for public dissemination, we will make it available online.
- We completed the latest iteration of the Equity Survey. We hope to have results available by Congress.
- The Committee has begun communicating internally in both French and English. We were delighted to discover that, while not all members write fluently in their "other language," all read both languages well. So, we have adopted the practice of composing emails in our first language and sending them untranslated. It has been a pleasure to take part in these truly bilingual email exchanges.
- This year's Equity Committee symposium celebrates the first 20 years of the committee and looks forward to the next. Speakers include Christine Tappolet, Christine Daigle, Kathleen Okruhlik, Marianne di Croce and Guillaume Beaulac. We are also planning a 20th anniversary BBQ to be held during Congress.
- We liaised with the CPA Programme Chair and with the EPTC to help arrange more book panels for women authors on this year's program.
- We have formed formal and informal relationships with the APA's Inclusivity Committee and Committee on the Status of Women, the Women in Philosophy Task Force, CSWIP, and the CFHSS's Equity VP. The latter resulted in two symposia on this year's program co-sponsored by the Equity Committee and the CFHSS.

Following are some upcoming projects:

- Seeking external funding for special projects. In particular, Anita Silvers, Chair of the APA's Inclusivity Committee has informed us that requests from us for project funding would be warmly received by the APA.
- Paying increased attention to equity issues beyond gender – ethnicity and disability, for instance. There was some particular discussion about equity initiatives involving First Nations peoples. We have also been in communication with a colleague doing research on black philosophers in Canada.
- We expect to undertake research about equity issues facing Philosophy instructors at CEGEPs.

If members wish to become involved with the Equity Committee, or have comments, concerns or suggestions for us, I would be very happy to hear from them.

Respectfully submitted,
Shannon Dea
Equity Committee Chair