

## REPORT OF THE EQUITY COMMITTEE – 2003

The Committee engaged in two activities this year: the development of a 'hiring equity toolkit' and the organization of a panel for the CPA Congress. Both respond to our mandate "to provide, where possible, further means and opportunities for members of the Association to examine and tackle equity issues."

### HIRING EQUITY TOOLKIT

The Committee is bringing to completion a document that highlights approaches to equity in hiring that member departments of the Association have found especially useful.

With the support of the Association President and the Ottawa office, we circulated a survey to member Departments, asking what measures have worked for them in attracting diverse candidate pools, bringing strong 'designated group' candidates to campus, and hiring members of designated groups. Twenty-five departments responded to our survey, and many included relevant Departmental and University equity plans with their responses.

The goal of the Equity Toolkit is not to endorse some single approach to equity in hiring, but rather to make visible the range of techniques and approaches that have enabled Departments to move concretely toward meeting commitments to increasing the representation of women, visible minorities, persons with disabilities, and aboriginal people on faculty.

The toolkit — which will be posted to the CPA Website this summer — reviews how member Departments have furthered goals of equity in hiring at eight stages of the hiring process: defining the position; advertising; canvassing and networking; defining a long-list; defining a short-list for campus visits; handling campus visits; deliberating about an offer; and completing the hire. Discussion of various tools and approaches (drawing upon survey results, though without attribution to particular Departments) will be supplemented by excerpts from Departmental and University equity policies/plans where these seem especially useful or innovative.

Our hope is that the web-based Hiring Equity Toolkit can grow and change, reflecting ongoing innovation and success of member Departments in putting into practice their goals of increasing the diversity of philosophy faculty. The Equity Committee therefore welcomes and recommends continuing contributions from member Departments to the toolkit.

### CONGRESS PANEL

For the Congress panel on equity, we decided to focus on racial equity. And we agreed on a topic that does not concern employment equity specifically, but which falls within the general area of philosophy and race: reparations for racial injustice. The participants included Rahul Kumar (University of Pennsylvania, Philosophy), David Dyzenhaus (U of T, Law), Mayo Moran (U of T, Law), Dennis Klimchuk (Western, Philosophy), and Jon Miller (Queen's, Philosophy).

We had three reasons for choosing philosophical dimensions of reparations as a topic:

- 1) Some Committee members wanted a more philosophical discussion at our session than has sometimes occurred at equity panels, some of which have been very practical in nature (i.e., in dealing with specific barriers for minority groups in philosophy);
- 2) We did not feel that we could organize a successful panel on practical barriers for people of colour in philosophy anyway. We agreed that such a panel should include at least one person of colour and preferably someone who has studied the relevant barriers. The only candidates we could think of are in the U.S. (examples are Charles Mills, who has written on why one should and how one could make philosophy courses sensitive to race; and Lucius Outlaw, Jr., Chair of

the Standing Committee on Inclusiveness for the APA). But we had no funding to bring in such a person and we didn't feel we could do so without offering funding;

- 3) Responding to our goal of having at least one person of colour on the panel, Christine Overall suggested Rahul Kumar, whom she had seen give an excellent paper on reparations at Queen's. Thus, the idea for a panel on reparations was born and we were lucky to have not only Rahul agree to participate, but also David Dyzenhaus, who is a leading scholar on the issue.

We believe that in the future, it would be useful to have a panel engaging in practical discussion about how chilly the climate probably is for people of colour in philosophy. But, again, we think the success of such a panel would depend on being able to bring in someone who has endured the climate as a person of colour and who has studied it as well. To that end, we want to recommend that the Association make funds available to the Committee in the future to pay for the travel costs of such a speaker.

Carolyn McLeod, Chair; David Kahane; Christine Overall; Ryoa Chung; Rachel Brown