

0:00:14.640,0:00:22.800

So thank you everyone, uh, for everything that we [inaudible] around the table.

0:00:24.300,0:00:30.900

As the title suggests, uh, the charge for my working group, uh,

0:00:30.900,0:00:37.020

was encapsulated in the title of "Climate and Context", I'll say something more about

0:00:37.020,0:00:42.660

that in just a second, and I want to focus on findings and recommendations.

0:00:47.700,0:00:57.120

So I'm trying to advance this and it is not responding. Maybe it wants... [inaudible]

0:01:05.220,0:01:17.640

There we go, okay great! So I did advance it. So, I really want to emphasize gratitude to the

0:01:17.640,0:01:22.800

members of my working group, you can see them all and they're institutional affiliations.

0:01:23.640,0:01:34.080

We all collaborated, uh, with each other on the working group and actually we also, uh,

0:01:34.080,0:01:39.660

are all grateful to have produced an edited journal symposium,

0:01:40.560,0:01:51.720

uh, in PS online November, uh, past year and in print, uh, in a day. Uh, so we do want to

0:01:51.720,0:02:02.220

focus on, uh, findings and recommendations. We divide our work into four areas, as you can see.

0:02:03.420,0:02:11.460

Findings prevail in the first two areas and although, we do have recommendations. And then

0:02:11.460,0:02:17.640

in the latter two areas recommendations prevail, although there are findings. We

0:02:17.640,0:02:27.120

understand climate to be a matter of perception

which varies by our context, could be subfields,

0:02:27.120,0:02:34.980

university departments, and so forth. And, uh, climate varies also by our place and our

0:02:34.980,0:02:42.000

experience and our context as shaped by traits like race, ethnicity, sexuality.

0:02:44.580,0:02:53.820

Good. Uh, so the first area that we investigated was micro-aggressions, bullying, and implicit

0:02:53.820,0:03:06.000

bias. Our team findings expand upon those of a landmark 2017 APSA survey, uh, which revealed,

0:03:07.500,0:03:15.780

um, really awful, uh, experiences for women and junior scholars and above all at the four prior

0:03:15.780,0:03:24.360

APSA annual meetings. And in particular, 30 percent of women reported harassment at the

0:03:24.360,0:03:34.140

four prior APSA annual meetings. Our team's, uh, study was done in late summer of 2021, so COVID.

0:03:34.740,0:03:41.520

And obviously, some people were, um, away from email.

0:03:42.900,0:03:48.960

Um, convenience sampling and snowball sampling, so it is not possible to generate a response rate.

0:03:49.560,0:03:56.700

We had more open-ended questions than in '17 and we asked not only about annual meetings,

0:03:57.360,0:04:06.720

but also about departments. Two words for the findings that you will see: hostile,

0:04:06.720,0:04:18.720

climates. Look at the top and these percentages for "Yes" are horrendous. Hostile climates,

0:04:19.740,0:04:26.880

especially in departments. Either those that you're familiar with or your own departments.

0:04:27.840,0:04:31.200

So how do we understand these hostile climates?

0:04:31.200,0:04:38.340

There are many examples cited in the open-ended, uh... uh, questions,

0:04:38.340,0:04:47.340

professional meetings. I mean basically... and there's so many more, uh, examples, but just

0:04:47.340,0:04:57.900

a few dismissive attitudes and behavior directed to women and colleagues of colors in departments.

0:04:59.640,0:05:07.380

I have not just [inaudible] bullying so severe, shouting during faculty meetings,

0:05:07.380,0:05:12.420

that this amounts to just plain outright aggression, right?

0:05:13.620,0:05:19.920

Um, threats of tenure denial, graduate students being told not to pay attention

0:05:19.920,0:05:27.720

to an advisor who's a scholar of color. It boggles the mind in knots.

0:05:27.720,0:05:39.540

So some recommendations for APSA... um, fantastic niches of political science, advance projects in

0:05:39.540,0:05:47.880

collaboration with Me-Too PolySci, disseminate the project's climate toolkit [inaudible] department

0:05:47.880,0:05:53.880

chairs and organized section leaders, and increase the number of bystander trainings

0:05:53.880,0:06:01.740

at APSA meetings. I checked... I... I don't remember if it was, yeah, at least it was

0:06:01.740,0:06:10.380

last year's program and there were two trainings. We could, uh, increase that number. Um, exclusion

0:06:10.380,0:06:18.720

and disproportionate service. By exclusion we mean women academics and faculty of color

0:06:18.720,0:06:27.780

are being illegitimate within the academy and so scholarship and service turn out to be devalued.

0:06:28.680,0:06:35.460

And then what may seem paradoxical, we... we see disproportionate service. So we have relatively

0:06:35.460,0:06:43.440

few numbers of, uh, women and faculty of color and they end up performing, we end up performing more

0:06:43.440,0:06:52.140

service, more service that's less prestigious, more time consuming, and so often more in the

0:06:52.140,0:06:57.960

way of token service. And then you do get to have some senior women and faculty of color

0:06:57.960,0:07:04.320

who are senior and they end up spending, we end up spending more time on things like promotion

0:07:04.320,0:07:10.620

letters and mentoring. So... which is so important however, so of course we're going to commit to

0:07:10.620,0:07:19.440

it. And then we have fewer years of administrative service, tend to have fewer opportunities to lead,

0:07:19.440,0:07:26.880

fewer publications, fewer grants. And that means that women academics and faculty of color

0:07:26.880,0:07:34.860

are disadvantaged at tenure and promotion and for promotion from associate to full.

0:07:36.960,0:07:43.500

Uh, recommendations. Host of recommendations, I just focus on a few.

0:07:44.340,0:07:51.300

Chairs, what can chairs do on their own? Develop institutional mechanisms to rotate service,

0:07:51.300,0:07:57.540

use more flexibility in teaching limit the number of new course preps.

0:07:58.260,0:08:05.220

Here is working with administrators, hire more faculty of color, prioritize regular

0:08:05.220,0:08:14.520

data collection. And I think back to what we have heard about the importance of APSA joining in with

0:08:14.520,0:08:22.980

chairs and administrators in universities on data collection. Uh, guiding tenure promotion, grant

0:08:22.980,0:08:30.780

writing, publishing, facilitate via funding things like, uh, okay, folks are going to attend the

0:08:30.780,0:08:39.300

women of color workshop. There are other wonderful networks. Push for institutional membership in

0:08:39.300,0:08:45.960

the National Center for Faculty Development and Diversity, which has wonderful, um, which

0:08:45.960,0:08:55.320

organizes workshops and has these like weekly email blasts that are so important. Um, and...

0:08:55.320,0:09:02.880

Uh, and then APSA at the Annual Meeting, uh, of course has sessions with chairs and can

0:09:02.880,0:09:11.220

really really focus on discussing and assessing department initiatives. Best practices for home

0:09:11.220,0:09:21.360

institutions was our third area of inquiry and we think about best practices for transforming campus

0:09:21.360,0:09:32.400

climates. Again, a host of recommendations. Make administrative hires with diversity in mind so

0:09:32.400,0:09:40.980

that the kinds of chairs. Um, recommendations... working with administrators... that I was just

0:09:40.980,0:09:48.420

talking about for exclusion and disproportionate service. If you have these kinds of hires,

0:09:48.420,0:09:58.140

excuse me, hires of administrators that, um, these ideas dovetail and the administrative

0:09:58.140,0:10:07.440

hires will be more likely to work with chairs on, um uh, disproportionate serve and exclusion.

0:10:07.440,0:10:14.220

And in this... it should require search committees to increase expertise on

0:10:14.220,0:10:21.000

equitable recruiting and hiring practices, and if there's no in-house resource,

0:10:21.960,0:10:28.920

there are superb, uh, resources out there available like Michigan's advanced program.

0:10:29.580,0:10:39.840

Reform mentoring to ensure that women and faculty of color receive career support and that, um uh,

0:10:39.840,0:10:51.000

national career, uh, network that I just mentioned would be one superb way to boost mentoring.

0:10:51.000,0:10:58.380

Best practices in hiring. Among the recommendations, seek and use allies.

0:10:59.280,0:11:05.160

Make the department more attractive to marginalized faculty by doing things like

0:11:05.160,0:11:14.520

adding courses, enlarge the pool of candidates by advertising on the Listserv of race, ethnicity,

0:11:14.520,0:11:25.260

and politics and say, sexuality and politics. And another area for best practices in home

0:11:25.260,0:11:33.240

institutions thinking about retention. Encourage colleagues to take advantage of APSA's wonderful

0:11:33.240,0:11:41.520

mentoring program, protect new colleague's time by limiting service assignments. We've

0:11:41.520,0:11:50.340

already talked about documented bias in student evaluations of teaching, so use teaching portfolio

0:11:50.880,0:11:58.740

to evaluate teaching. Uh, chairs need to maintain clear and documented

0:11:59.460,0:12:07.380
communication with administrators and push for affinity groups like LGBTQ centers,

0:12:07.380,0:12:16.740
Latino studies, programs studying historically marginalized groups, so as to increase the

0:12:16.740,0:12:25.680
probability that faculty members from marginalized communities will feel at home, will be at home.

0:12:25.680,0:12:35.220
What's APSA's role in supporting these kinds of best practices? Well I love the, uh, term,

0:12:35.220,0:12:42.780
which is not my own, uh, it's the term of the duo of colleagues on the working group

0:12:42.780,0:12:50.460
who came up with thinking about what can APSA do to create and distribute shovel ready... shovel

0:12:50.460,0:12:57.960
ready toolkits for departments seeking to recruit and retain faculty and graduate students belonging

0:12:57.960,0:13:05.280
to historically marginalized communities. And these shovel ready toolkits would be akin to,

0:13:05.280,0:13:12.960
but distinct from the climate toolkit that's under development by Me-Too PolySci. And even more,

0:13:12.960,0:13:22.560
APSA could adapt and tailor multiple toolkits for diverse types of institutions like say,

0:13:22.560,0:13:28.440
community colleges, tribal colleges and universities. And we have... we are so

0:13:28.440,0:13:38.220
lucky as to have in APSA a superb set of websites for diversity programs and diversity resources,

0:13:38.220,0:13:46.020
those could still be extended further. Now indeed, thinking about recommendations for APSA.

0:13:46.920,0:13:53.400
Uh, three sets of recommendations.
Uh, better used infrastructure.

0:13:54.360,0:14:02.520
Think about for example, organized sections.
APSA could more strongly emphasize DEI and

0:14:02.520,0:14:09.000
anti-harassment policy in the annual meetings that
are always held with organized section officers.

0:14:10.620,0:14:19.440
Assess, revisit how to convey sustained commitment
on DEI with organized section leaders. Do the same

0:14:19.980,0:14:25.920
on DEI in annual meetings
with status committee chairs.

0:14:27.720,0:14:36.300
Um, thinking about a second set of
recommendations, broaden membership. The

0:14:36.300,0:14:41.580
National Conference on Black Political...
of Black Political Scientists recently,

0:14:41.580,0:14:51.900
2019, identified that at least 60 of 107, so
somewhat less than 60 percent of Historically

0:14:51.900,0:14:58.680
Black Colleges and Universities were outside...
it's unfortunate that the hidden word is outside

0:14:58.680,0:15:06.660
the orbits of the National Congress of Black
Political Scientists, Tri Sigma Alpha, and APSA.

0:15:06.660,0:15:16.380
I mean this is stunning, this datum is stunning.
So APSA should develop and pursue a targeted

0:15:16.380,0:15:24.000
recruitment plan for HBCU's, tribal colleges
and universities, and other minority serving

0:15:24.000,0:15:32.280
institutions. Think about hiring a recruitment
coordinator for minority serving institutions.

0:15:34.560,0:15:41.340

Still thinking about recommendations and broadening membership and improving its ecosystem,

0:15:41.340,0:15:47.220

APSA could foster inclusive climates within departments by doing something

0:15:47.220,0:15:53.280

like adopting the leadership and academic excellence... climate excellence, I'm sorry,

0:15:53.280,0:16:01.260

LACE proposal that emerged from the 2018 APSA Annual Meeting Hackathon. And LACE would create

0:16:01.260,0:16:10.020

metrics for rating departments on DEI and non-monetary rewards for high performers

0:16:10.020,0:16:16.380

who... I mean and a department would want to enhance its reputation it'd be easier

0:16:16.380,0:16:24.240

for the department to hire for example, uh, people from marginalized groups. And then,

0:16:24.240,0:16:32.040

also a set of recommendations on increasing APSA's DEI personnel.

0:16:32.820,0:16:42.600

We all know that APSA's DEI office has superb, uh, members of its DEI office.

0:16:43.260,0:16:52.920

Uh, and that office has a very broad remit. Somehow, it manages with two superb full-time

0:16:52.920,0:17:00.060

members, so... so invest more personnel and financial resources and personnel

0:17:00.660,0:17:09.420

in the DEI program, so as to strengthen and deepen the DEI commitment. Such investments can reinforce

0:17:09.420,0:17:19.260

links on DEI agendas and initiatives across all parts of APSA to DEI agendas and initiatives and

0:17:19.260,0:17:27.360

regional associations, Midwest, Southern, etc. And DEI agendas an initiative can be strengthened

0:17:27.900,0:17:32.340
for follow through on DEI in
departments and home institutions.

0:17:34.260,0:17:43.920
I don't have takeaways. I want to say more,
just a bit more. But there's only one slide,

0:17:43.920,0:17:56.400
more on shovel ready toolkits. APSA could adapt
for... say, leaders of organized sections,

0:17:57.000,0:18:06.000
for leaders of status committees. APSA could
create a template. Templates are so wonderful,

0:18:06.000,0:18:14.880
uh, and alter that template to suit the specifics
of an audience, uh uh, set of interested people.

0:18:14.880,0:18:21.300
And then let's attend to
multiple axes of difference

0:18:21.300,0:18:30.360
faculty and students in rural institutions,
political scientists outside academia. I mentioned

0:18:30.360,0:18:37.440
very quickly first generation graduate students
and faculty, contingent faculty, but I... but more

0:18:37.440,0:18:47.940
attention needs to be devoted to these groups.
More on DEI funding and personnel. Consider a

0:18:47.940,0:18:57.120
thought experiment that involves an ongoing
automatically replenished source of DEI funding.

0:18:57.120,0:19:07.500
What if when members initiated or renewed their
membership they were automatically asked to

0:19:07.500,0:19:14.980
contribute a small fee? It could be a tiny fee,
could be a sliding fee according to income, but

0:19:15.600,0:19:26.040
it's to DEI and you would need to opt out...
opt out of this. Now think about the contrast,

0:19:26.040,0:19:39.360

we have sections that you opt into, this is opting out. You could get... looking over in this area,

0:19:40.020,0:19:48.840

uh, matching funds from external donors and also in this area, matching funds from external...

0:19:48.840,0:19:55.980

any one external donor or multiple external donors could expand on such an ongoing source.

0:19:55.980,0:20:02.940

And then I want to say more about the benefits of DE... excuse me, DEI. Available research

0:20:02.940,0:20:09.060

shows that relatively equitable inclusive and diverse groups of colleagues generate relatively

0:20:09.060,0:20:19.380

effective problem solving and relatively great creativity and productivity. This is our business.

0:20:21.120,0:20:32.040

We all gain, everyone from DEI. And with that, I close and I welcome any questions.

0:20:38.820,0:20:43.980

Um, given your [inaudible] and so forth, how would you respond to the given anti-DEI

0:20:43.980,0:20:49.920

initiatives written in Florida and Texas and like the other states in that context in terms

0:20:49.920,0:20:56.280

of both DEI and the consequences of removing the programs that do exist in this area?

0:21:00.480,0:21:08.580

Uh, that big huge sigh is my first genuine, uh uh, start to a response.

0:21:09.900,0:21:17.160

Um, well there... there are these people out there. Um, and...

0:21:20.760,0:21:28.260

So part of what we could do as an association is try to have a really strong,

0:21:29.100,0:21:41.580

uh, push in education. There is this incontrovertible research that shows that, um,

0:21:42.900,0:21:50.460

that when we embrace diversity, inclusion, and equity, we're going to have better learning

0:21:50.460,0:21:58.680

environments, better, um uh, creativity. People in Florida aren't going to be convinced. Uh,

0:21:58.680,0:22:09.180

well frankly, super old people in my department aren't going to be convinced. Uh, but, um...

0:22:11.520,0:22:16.740

And I'm getting to be one of the super old people in my department. Uh

0:22:17.760,0:22:26.940

um, push back is my... is my inadequate answer. And show the... and show the benefits

0:22:28.380,0:22:32.100

and recognize that there will be these areas of resistance.

0:22:41.700,0:22:43.320

Anyone want to help me?

0:22:43.320,0:22:54.060

[inaudible] Oh, Lester, you... are you about to intervene? So, um...

0:22:57.420,0:23:05.100

This is... this is where I think that, um, there are a number of benefits with the DEI approach,

0:23:06.360,0:23:12.780

um, and a number of benefits in examining some of the challenges that scholars face

0:23:12.780,0:23:18.540

using the framework of micro-aggressions. Yeah. But this is where I think we would do,

0:23:19.200,0:23:28.680

uh, we would do more in really leaning in to what Paula led us with. Uh huh. We talked about...

0:23:28.680,0:23:31.120

epistemological framework... [inaudible]

0:23:32.580,0:23:39.660

So if... so if we, uh, and then... so this story I... I've told before and I apologize,

0:23:39.660,0:23:44.880

well most of you I have told this story to,
but when our [inaudible] are in grad school,

0:23:46.500,0:23:53.460

um, a number of them approached, um, because
Michigan had had a number of Black students, it's

0:23:53.460,0:23:57.660

important to know the number of Black and Brown
students because of Black student protests. Right.

0:23:57.660,0:24:02.760

So they had this large cohort of students for
the first time, most of them interested in REP.

0:24:04.260,0:24:09.960

Um, but they didn't have the class framework, so
a number of them, uh, went to the professors of

0:24:09.960,0:24:13.800

the different sub fields and the professors
in the different sub fields were all like,

0:24:13.800,0:24:18.300

you know, this thing isn't political. Like
this thing you want to study isn't political.

0:24:18.840,0:24:26.580

Now if we trace... use that... that account,
that's an 80's account, and what, uh, what,

0:24:26.580,0:24:34.620

uh, Todd Shaw, Rob Castro did in response
is they organized a number of other... well

0:24:34.620,0:24:37.860

they with other Black and Brown graduate
students initially created their own,

0:24:39.360,0:24:44.640

um, bibliography and they gave that bibliography
to everybody in the subfield, everybody in every

0:24:44.640,0:24:50.040

subfield. I'm not sure that the bibliography
still exists but, uh, but I was there... I

0:24:50.040,0:24:56.340

was... you know, I saw it. So if we take that end
of the point and... like an 80's point and then

0:24:56.340,0:25:04.200

the beginning that Paula notes in 1894, we can actually trace our rate functions within every

0:25:04.200,0:25:12.900

subfield over time. Right? So, if... so one of the challenges that the discipline faces now is that

0:25:12.900,0:25:19.560

we now take race as something that's important and then we can, you know, not just race, but gender.

0:25:19.560,0:25:27.120

We take these axes of differences that are... as important but we still relegate them to be

0:25:27.120,0:25:33.420

cor... we corded them off, right? So it's very difficult now to have a top 20 department and not

0:25:33.420,0:25:41.280

have somebody study REP. Uh, it's easier for... it's easier we have to make similar to grab the

0:25:41.280,0:25:48.180

Latino politics and gender but it's not... if... if... we made headway. But what we still haven't

0:25:48.180,0:25:55.980

done is integrate the study of these dynamics into this discipline as fundamental, not as secondary,

0:25:55.980,0:26:03.120

not as tertiary. Now one of the challenges with the DEI and micro-aggression approach is it

0:26:03.120,0:26:12.600

renders our... this problem we have one of human resources rather than one of the intellectual

0:26:12.600,0:26:19.920

foundation of the discipline. And then, what the... what the problem of that is is that it

0:26:19.920,0:26:25.620

renders and we've talked, Robbie and I have talked about this, it renders political science unfit for

0:26:25.620,0:26:31.260

its mission. So there are people in this room who believe political science is predictive. Because

0:26:31.260,0:26:36.180

you ignore this stuff, it doesn't function that way. There are people in this room who believe

0:26:36.180,0:26:42.000

political science is descriptive and normative,
it doesn't function in either of those ways.

0:26:42.000,0:26:49.620

So if we actually take... if we take the
intellectual slash political approach to

0:26:49.620,0:26:57.660

this issue that ei... either alongside of
or maybe even depending instead of kind of

0:26:57.660,0:27:05.820

an HR approach that I think we may gender...
we may generate more purchase. Yeah. So...

0:27:10.800,0:27:18.360

There are people out there... so thank
you so much, first of all, but in my view,

0:27:18.360,0:27:25.380

there are people out there who would reject
the binary that you have just identified.

0:27:26.160,0:27:39.000

My lived experience so far in the discipline
includes this or is this okay and I know

0:27:39.960,0:27:48.360

that that is because of the origin of the
discipline, of the epistemological foundation

0:27:48.360,0:27:58.140

of the discipline that leaves their legacy today.
So these two things, which might be seen as two

0:27:58.140,0:28:07.620

separate things, are actually joined. My lived
experience reflects the origins and the continuing

0:28:07.620,0:28:16.560

imprint, I'll use that word again, of the
origin of the discipline that, um, lasts today.

0:28:30.060,0:28:33.360

So I'm having a hard time understanding, so...

0:28:36.300,0:28:39.300

Can you repeat that again? Yeah, so...

0:28:42.420,0:28:48.000

So there could be people out there who would
say, no, I don't believe that this is an HR

0:28:48.000,0:28:56.280
take that this like focus on implicit
bias, bullying, etc. is an HR take on,

0:28:57.480,0:29:07.680
um, on issues of climate and context, just to
take the original title of my working group. This

0:29:07.680,0:29:15.960
instead is how political scientists, particularly
those who are from underrepresented groups,

0:29:16.620,0:29:26.040
experience day to day their work and lives,
whether in their universities, colleges,

0:29:26.040,0:29:33.720
whatever their workplace is, or their professions
when they go to meetings. This is their life.

0:29:33.720,0:29:43.140
Okay? I have been bullied repeatedly and
I know, so this is not HR, this is my life

0:29:44.580,0:29:53.280
and I know that this is because of
the origins of political science.

0:29:53.940,0:30:03.180
And... that continue to leave their imprint today.
And there can be marginalized communities...

0:30:03.180,0:30:04.380
I've

0:30:09.000,0:30:17.100
experienced a lot of that stuff. Yeah. So...
so. Let's get this up a notch. Okay, okay.

0:30:17.100,0:30:21.660
So like when, you know, after George Floyd
you've got all these departments come up

0:30:22.320,0:30:28.380
with their statements and the statements were all,
you know, this is terrible damage, this kind of

0:30:28.380,0:30:34.620
stuff, right? And various departments link that
to the intellectual mission of the department,

0:30:34.620,0:30:42.600
right? And so, if I think you're absolutely

right that... that this... that the... the DEI

0:30:42.600,0:30:49.020

stuff is integral to the intellectual mission that we have, right, as political scientists,

0:30:50.040,0:30:55.920

um, the strategic question, which is not what you're saying, but the strategic question is

0:30:55.920,0:31:04.380

how... how can we be held hostage by the fact that DEI is much more palatable? [inaudible] ...then

0:31:04.380,0:31:09.240

actually connecting, you had mentioned, how many of those department said we need to rethink our

0:31:09.240,0:31:14.820

political science at the same time as we, you know, are aghast at what what happened outside?

0:31:17.640,0:31:24.720

I really like the direction, um, here and I think it's particularly the inclusion

0:31:24.720,0:31:29.820

model that time. So, I think I agree, these things are in relationship to each other,

0:31:29.820,0:31:35.880

whether you know the body's in the room and the whatever as well as the fundamental intellectual

0:31:35.880,0:31:42.840

project that is political science. Um, but as we move this work forward I do think it's

0:31:42.840,0:31:48.180

really important, I think as you guys are suggesting, how we frame the problematic,

0:31:49.680,0:31:57.600

um, because that will to a large degree I think animate the kinds of interventions we design. So

0:31:58.680,0:32:04.080

for example, and this was part of the conversation earlier, like if we frame the problematic as

0:32:04.080,0:32:10.920

resistance to submit, which I don't think it's a resistant... like there's... it's a resistance or

0:32:10.920,0:32:15.900

that resistance just doesn't... doesn't exist in
a in a vacuum to the quote-unquote top journals,

0:32:16.860,0:32:20.400

um, it's something well founded
because of our experiences,

0:32:21.720,0:32:24.240

um, and it's because there's a
resistance to accept on the other

0:32:24.240,0:32:29.040

side or resistance to be taken
seriously on the other side, um.

0:32:29.040,0:32:33.960

But it's really about, and I can't remember
who was saying it, about... kind of...

0:32:35.940,0:32:41.280

we don't just encourage people to submit, but we
where do we have the conversation about why do we

0:32:41.280,0:32:45.420

fetishize these journals in the first place?
Where does that come from the foundations of

0:32:45.420,0:32:51.480

the discipline? Um, similarly like I think the HR
piece is, well then we need to hire recruit and

0:32:51.480,0:32:57.660

retain more BIPOC scholars, but without changing
the discipline for the department then we're just

0:32:57.660,0:33:01.980

adding more people that will be submitted to the
harassment. So like where's the intervention,

0:33:01.980,0:33:08.880

you know? Sure, I want a colleague that's Native
American [inaudible] the science.... the whole

0:33:09.420,0:33:17.220

about a group that upon which the discipline
was you know founded to erase, um, but you

0:33:17.220,0:33:23.880

know not without this sort of deeper conversation
around the discipline, um, and our field, and the

0:33:23.880,0:33:30.780

department. So like, where is the piece if there's

a lot of focus on BIPOC Scholars and sort of our

0:33:32.100,0:33:40.620

our experiences in an HR sense, but where's
the intervention to the to the racism in the

0:33:40.620,0:33:46.320

department, in the field, um, and in the journals
and everywhere else? What's gonna work on that?

0:33:48.480,0:33:51.780

Right, um...

0:33:51.780,0:33:57.300

[inaudible] ... And then there's sort of a...

0:33:57.300,0:34:03.660

and then there's a training programmatic
professionalization, I don't know quite what

0:34:03.660,0:34:10.560

to call that second agenda and... and the latter
needs not to be uh Band-Aid or... or a way of...

0:34:10.560,0:34:13.920

I don't know quite what the word,
alliding, dealing with the former,

0:34:13.920,0:34:17.820

they both need to be go... happening at the
same time being pushed forward in parallel,

0:34:17.820,0:34:22.320

but I think we also need to interrogate the
inner... this intersection between them and

0:34:22.320,0:34:28.200

what... how does the one exacerbate the other.
So I don't... I don't... I don't... I think they

0:34:28.200,0:34:33.600

both need to be emphasized, they both need
to be advanced and we need to look at how

0:34:33.600,0:34:38.340

they intersect with each other and use that
to inform how we advance them both. I think

0:34:38.340,0:34:43.680

we need to think of it as a whole not of it as a
that or that, but as... as how they fit together.

0:34:47.100,0:34:51.660

[inaudible] ...seriously about

what we... what do we do?

0:34:51.660,0:34:55.560

What we're [inaudible] too. At least my experience is when you give people the

0:34:55.560,0:35:03.240

option they're, gonna go... to DEI every time and within DEI to gender, um...

0:35:06.240,0:35:11.820

Oh, no... no. I was just thinking with all of you all talking, it made me think of,

0:35:11.820,0:35:18.540

um, Bonnie Honig, "Democracy and the Foreigner", right? That the foreigner picking, right,

0:35:18.540,0:35:24.000

the country is... is evidence of his choice worthiness. So nothing has to change about this

0:35:24.000,0:35:29.640

page, right? It just... it could be, right? And it just made me think of this, right,

0:35:29.640,0:35:35.880

the fact that we are doing this and all of this stuff is the easy stuff to do, right? Hire more

0:35:35.880,0:35:40.800

people, retain those people, but it leaves the foundation intact and that's ultimately the goal,

0:35:40.800,0:35:49.080

right, is to leave the foundation of exclusion, white supremacy, patriarchy, etc. impact. And

0:35:49.080,0:35:56.280

that's always going to be easy, easier. And, um, yeah and I think that's a hard one because

0:35:56.280,0:36:02.940

it's going to really change some fundamental ways that we organize this discipline. Um, but I think

0:36:02.940,0:36:10.380

what's the underneath of all of this is that this is a discipline and a practice of the elite and

0:36:10.380,0:36:17.160

what does it look like when that starts to change or be challenged? Well, it'll move in certain

0:36:17.160,0:36:21.420

ways, it'll bend in certain ways, but not in any way that actually threatens what the thing is,

0:36:22.980,0:36:27.840

um, and I think that's the the underneath, right? When we're talking about all of this.

0:36:27.840,0:36:34.740

This is a comment from the section between the intellectual pedagogical versus the professional

0:36:34.740,0:36:40.380

and not being separate. It seems to me, one observation I've made over the years is that many

0:36:40.380,0:36:48.000

times we do... people are trained to differentiate professional life versus intellectual and

0:36:48.000,0:36:53.400

essentially utilization of one's experiences are not as relevant in the intellectual sphere and...

0:36:53.400,0:36:58.560

and in the personal. In some regards, issues of micro-aggression and bullying are really...

0:36:58.560,0:37:04.440

we know they're in our gut, but also from an intellectual point of view we also could talk

0:37:04.440,0:37:09.660

about, you know, unintrusive measures and other other indicators that this is what's happening and

0:37:09.660,0:37:15.720

not just my own experiences, but many times people partition their symptoms. Their sense of self and

0:37:15.720,0:37:20.880

their professionalism one around and operates in this kind of context and is not relevant

0:37:20.880,0:37:26.880

to apply those rigors in understanding in what's going on. And in some sense,

0:37:26.880,0:37:32.400

[inaudible] a lot of times just younger people bought into certain standards,

0:37:32.400,0:37:37.800

expectations of what professionalism entails.

And not... not really examining or critiquing

0:37:37.800,0:37:43.200

what's the underlying elements are in the biases and that's fine, we don't question that and just,

0:37:43.200,0:37:47.820

that's life. And that separation, I think, has those kind of costs as well.

0:37:47.820,0:37:55.200

[inaudible] ... but I never thought I would be the chair. [inaudible] ...full of guys,

0:37:55.200,0:38:00.000

like someone like me, I worked on gender, I worked on intergroup relations, the stuff I do was like,

0:38:00.000,0:38:06.240

no way. Here I am as chair. I'll tell you, step up. You guys have been in leadership positions,

0:38:06.240,0:38:10.860

no it makes a difference. So we can pretend we're outside the system, we're actually in it

0:38:11.580,0:38:15.960

and we have the ability to change it, right? You may not think you can but you can,

0:38:17.040,0:38:21.300

um, by setting... and what we're doing is setting norms for our graduate students. Those norms are

0:38:21.300,0:38:25.380

powerful. We're group animals is what I always say, we're group creatures, right, and people

0:38:25.380,0:38:30.720

conform to these norms, so if you can set the stage, set a tone, it makes a huge difference.

0:38:30.720,0:38:35.880

And I also think we're dealing with a graduate student population that is much more aware of

0:38:35.880,0:38:41.160

these issues. They're looking for it, you know? We can empower them to speak up also,

0:38:41.160,0:38:45.060

I mean I know in some departments they don't have much power. We try to empower

0:38:45.060,0:38:48.360

the students in our department, we have
a diversity committee, they're on it.

0:38:49.440,0:38:54.120

Um, they hold our feet to the fire as well,
different kinds of diversity but... so I do think,

0:38:54.120,0:38:58.260

you know, we can complain from the outside or
you can get in there and try and make change.

0:38:58.260,0:39:03.180

From... and we're inside. I mean, when you're a
full professor, sorry, you're inside the system.