

CSWIP AGM 2018
Saturday, September 29, 2018
Cape Breton University, Sydney, Nova Scotia

Attendance: Sylvia Burrow, Megan Dean, Michael Barnes, Lauren Bialystok, Leah Liora Cohen, Liam Suirk, Derek Andrews, Quinn McGlade-Ferentzy, Roxana Akhbari, Holly Longair, Amy Keating, Alex Gruenewald, Sharon Crasnow (Non-Member), Joanne Waugh, Zachary Purdue, Barrett Emerick, Kate Norlock, Katherine Wolfe, Chloe Armstrong, Alice McLachlan, Shannon Dea, Laurel Ralston, Cathy Maloney, Tristana Martin Rubio (Non-Member), Emma McClure (Non-Member), Pamela Courtenay-Hall, Vanessa Lehan, Anna Mudde, Jane Dryden, Catherine Clune-Taylor

1. Approval of the Agenda

Moved: Kate Norlock; Seconded: Anna Mudde
Passed

2. Approval of the Minutes of the CSWIP AGM 2017 (Western)

Moved: Kate Norlock; Seconded: Sylvia Burrow
Passed

3. Approval of the Minutes of the CSWIP AGM 2016

- postponed until the next meeting

4. Business arising not otherwise itemized in the agenda

We discussed making more attempts to have Francophone content in/at CSWIP. Sylvia Burrow suggested that if you know anyone who is Francophone and who might be interested to either be in touch with the Executive, or to reach out to them. We noted that there is a new feminist philosopher at Glendon Campus, York University.

5. Reports from the Executive

(a) President's Report (Jane Dryden)

-Jane noted that the Accessibility Committee would present a motion about becoming a regular committee of CSWIP (see below).
-Last year, there was a question from the membership about conference and membership fee accessibility. Jane has done some calculations...
- The AGM at CSWIP 2017 felt a bit rushed, and there wasn't enough time for everyone to speak their minds. To that end, Jane reported that the Executive has planned a workshop after the AGM as a chance to reflect about accessibility, widely conceived, and to respond to prompts about organizational accessibility. The results of that session are included with these meeting minutes as **Appendix A**.

(b) Treasurer's Report (given by Jane Dryden on behalf of Carolyn McLeod)

Carolyn provided an overview of CSWIP's financial situation. Carolyn has bought a GIC worth \$14000 that will generate some modest returns. We're in good financial stead as an organization.

(c) Communication Officer Report (provided to membership with AGM agenda; given by Jane Dryden on behalf of Monique Lanoix)

- Monique has now fully transitioned into the role of Communication Officer. This was a complex transition.

- As a special note, she can now load job ads, and operate the Mailchimp account. If you have other ideas about communications, please be in touch with Monique.

6. Comments from the local organizer, CSWIP 2018 (Sylvia Burrow)

- Sylvia thanked CSWIP for assisting with funding for the conference.
- She noted that from SSHRC's perspective, having the AGM during the conference disqualifies it from SSHRC funding.
- We discussed moving the AGM to a different time – e.g., during Congress.
- This is an issue, since smaller institutions often have less funding to draw on. Sylvia noted that she is happy to have CSWIP at smaller institutions, as often as at bigger ones, since many people at small institutions have to travel a lot.
- Kate Norlock thanked Sylvia for hosting.

7. Jean Harvey Award

- Jane noted, on behalf of the Jean Harvey Award committee, the strength of all of the student papers submitted for consideration.
- This year's winner is Lisa Mitchell McKeown.

8. CSWIP Events 2017-2018

(a) CSWIP at the CPA and CSWIP at EPTC

- Jane Dryden acknowledged Karen Robertson for her service; Karen's report was enclosed with the Agenda.
- Karen notes that the English language panel was all graduate students this year. But there is no travel funding available to graduate students and underemployed scholars. Karen asks that the CSWIP consider having a travel fund for these panels.
- Karen will be happy to work with whoever takes over this position.
- K. Norlock suggests having a discussion over email about travel funding, since we'll likely need a new fee structure
- A. MacLachlan suggests adding a travel account fund, with a link on the membership page, to which we could make donations
- S. Dea suggests that we set it up in order to make it payable a professional expense, instead of a personal donation (e.g., as a kind of membership)
- E. McClure and J. Dryden suggests that if graduate students have to pay CPA conference fees, we might be able to ask them for a waiver
- C. Maloney: for past CSWIP at the CPA, the CPA has required CSWIP members to also be CPA members – we could clarify this

(b) Report from CSWIP 2017 (Tracy Isaacs)

- The SSHRC Connection Grant was not successful. Makes sense to have a conversation about how to structure this in order to ensure the Connection Grant succeeds
- Comments about accessibility did come up that then got funneled into accessibility stuff.

9. Report from the Accessibility Committee

- A. Mudde gave a report on behalf of the committee (handout provided), urging people to get in touch with the committee with suggestions and concerns; the committee encourages members to join them. This Report is included with these meeting minutes as **Appendix C**.
- Two initiatives they are working on:

- Conference Ombudsperson
- Looking for funding to redesign our accessibility materials so that they can be shared.

Motion: That a regular CSWIP Accessibility Committee be created.

Moved: J. Dryden; Seconded: A. Mudde

Discussion:

- A. MacLachlan asks how the Committee will communicate with the Executive, and suggests that a Committee chair could become a position on the CSWIP Executive.
- Chair of the committee who sits on the Executive (must formalize next year) → create new executive position
- This (according to the constitution) requires we forward the proposal in writing 2 months prior to the vote.
- Shannon Dea: don't force the committee to decide
- Cato Clune-Taylor: will join the committee again this year, allow the committee to consider how they want to restructure (e.g. have an internally appointed chair, have that chair be a formal member of the exec, etc.)

Motion passes unanimously

10. Proposal re: amending membership fees (with attachment) (J. Dryden)

Motion: That the membership fee structure for the 2019-2020 year be amended to the proposal described in the attachment (See Appendix B)

Moved: C. Clune-Taylor; Seconded: S. Burrow

Discussion:

- P. Courtenay-Hall suggests that we need another category for contract faculty, or an indication that they be included in the student/underemployed group
- S. Dea suggests that in future, Contributing Member category move from \$50 to \$100
- S. Burrow suggests that when the fee structure changes, the Contributing Member category put \$50 toward the CSWIP general account and \$50 toward a student travel fund

Motion passes unanimously

11. Upcoming CSWIP Meetings

(a) CSWIP 2019

- K. Norlock notes that Trent is hard to get to for many people. If someone else is willing to offer the space, Guelph might be an option, Kate Norlock offers to organize the conference. Kate will speak with Samantha Brennan at Guelph.

(b) CSWIP 2020

- K. Norlock will approach UBC, probably Jonathan Ichikawa Jenkins.

(c) CSWIP 2022

- Alice MacLachalan wants to host at York (and maybe we could do it at Glendon, she has a new feminist philosophy colleague there!)

12. Report from the Nominating Committee and Election of New Executive

- J. Dryden thanks the Nominating Committee
- Vote to accept the Slate of Nominees

Past President: Jane Dryden

President: Cato Clune-Taylor
Vice President: Ann Levey
Student Representative: Atoosa Kasirzadeh
CSWIP at the CPA: Jonathan Ichikawa

Passed

13. Other business

- The members present thank J. Dryden for her service as President, and as Vice-President.
- S. Burrow apologizes for the absence of microphones at the conference. They were requested and assured, but did not show up.

Meeting Adjourned

Motion: J. Dryden

Appendix A.

Notes from CSWIP Workshop, Sept. 29, 2018

Note: * means that another group indicated agreement with this suggestion.

**Question 1: What can CSWIP do to welcome and mentor junior philosophers?
What about under-employed or precariously employed philosophers?**

Money for precariously employed philosophers to attend conferences

Attention to geography (small & remote) [Another group added: benefit to local students]
[another group added: contact them where they are]

Consider adding Skype sessions & support/advice

Panels for junior & senior collaboration & collaborative preparation

Senior people volunteer to be at the very beginning or very end of conference programs – when people tend to be travelling [another group added “Yes!”]

[another group added: also early morning]

[another group added: avoid early morning sessions]

(Get into graduate programs – educational & promotional)

Mentor: Author meets critics featuring junior/contract faculty

[another group added: consider collaborative sessions for junior & senior]

[another group added: commentating/respondents on grad student papers]

Provide contacts & toolkits for help navigating unfriendly, anti-feminist, and unstructured departments and institutions

[another group added: video/online archives/web content]

[another group added: keep broadcasting guidelines for chairs & speakers]

Sessions on teaching/syllabus creation making women visible *

Informal discussion section on professionalization, leadership, self-advocacy

Ask people where they'd like to be on the schedule/accommodate time constraints

Longer Q&A on papers

Meet & greet for grad students or junior folks? (But could be awkward for precariously employed folks... hmm)

Travel funding for folks / and make sure people know it's not so awkward to ask

Informal (but content specific) publishing (or other useful topics)
workshops for grad students with senior folks

Get input from grad students on what topics they want workshops on (ex. things to avoid doing in publishing, or how to navigate nasty departments)

Question 2: How can CSWIP meetings and events be accessible and inclusive?

Hotel room sharing organization; transportation organization, especially for new people/grad students **

Accessibility of accessibility documents – add presenter guidelines to program

FB Page and social media as away to distribute conference & travel info & accessibility info; suggest a hashtag to use
- update it more often

Enforce the accessibility guidelines and norms

Make sure there are microphones at the sessions (or else don't say so in the guidelines)

More PowerPoint-specific suggestions; template?

Email presenters directly

Chairing guidelines read at each session (short version)

Make, e.g., the keynote available on video/online

get a social media manager (grad student?)

don't start sessions too early in the morning / or don't go to 9pm if an early start [this was two different groups]

stay on schedule

note when food will be offered & when not so people can plan *

label food as vegan/not

debrief rooms/sympathetic ear for dealing with difficult topics

consideration of religious practices / location of prayer rooms

Explicit verbal notification of accessibility and inclusion resources available

Make conferences welcoming to families – plan childcare in advance/make explicit in CFP; announce if/where sessions are child or baby friendly

Institutionalize breaks between paper sessions

Question 3: What is the role of CSWIP for promoting equity within the profession? What should that role be? How can CSWIP be a hospitable organization for philosophers from different parts of the discipline?

Relation to the CPA Equity Committee? Increase cross-communication.* [Another group added: & other equity committee]

Publish something from the conference every couple of years * [another group added: more publication opportunities as part of conference advertising] [another group added: FPQ?]

Demographics data – sponsor research into the challenges of collecting data. *

Advocacy

Conference themes targeting small philosophical specialization [another group added: That are inviting to scholars who work in equity-relevant but not necessarily feminist topics]

Make CSWIP inviting to women in philosophy & keep list/network of CSWIP women in working in non-feminist (or more traditional) (e.g. metaphysics, logic) areas of philosophy available for mentoring

Specialized panels or talks organized by topic esp if outside feminist phil

consider policy where chair asks a question to get discussion going if there are no volunteers, supply suggestions for questions by organizers

Make sure there is travel money or Skype option

Make space to discuss activist & advocacy projects

Make space to discuss issues of sexual misconduct in the profession. How to identify, talk about it, get rid of it – fight back!

Question 4: Is there anything that isn't on our radar and should be? Is there any question or issue you would have liked us to directly address, but that we've missed?

Steady grad student funding sources / scaling for travel distance

What's up with the "women" in philosophy thing, vs. gender non-conforming, etc.? *

Contract faculty position on exec

How can we avoid cliques (& include newbies especially)? Maybe icebreakers? [A different group added: e-meet at least one person; indicate if you want a buddy, or to be put in contact on registration form]

Submissions be clear about the kind of papers we can present – works in progress? fully worked out ideas?

[a different group added: Both?]

[Another group added: minute thesis component? posters & videos too? session by senior scholar “my failure this past year”]

Maybe short abstracts instead of long ones?

Targetting Phil of STEM and other representation

Presentation of/more focus on direct action/activism/advocacy projects

What about international participation? Is CSWIP only for Canadians/North Americans? Especially Latin America & non-English speaking countries? Can we distribute the CFP more widely?

[a different group added: reach out to individuals in addition to wide CFP]

Appendix B. Handout with Proposal for Adjusted Membership Fees

CSWIP: Proposal for Adjusted Membership Fees Structure
for September 2018 AGM

Guiding Considerations:

In 2017 it was raised that as a matter of equity, the membership fee structure for CSWIP be amended so that the difference between what students paid and what faculty paid would be proportional to the difference between their yearly incomes.

This is a challenging task, due to the range of things that may affect someone's income. For example, some universities offer a high base stipend, whereas others universities give students a low base stipend, but bring it up to the level of other universities' stipends with TA-ships. Should the membership fees be based on the low stipend of the one university, since TA-ships may be precarious? What about those graduate students who do not have stipends?

On the other end things, starting salaries for new tenure-track faculty may be just over half what the salary is at the other end of the scale for senior faculty, and salary scales differ in different areas of the country and between different kinds of university. Should membership fees be calculated on the average? On the high end? Low end?

It makes sense to keep the membership fee structure fairly simple, so that there is no confusion about what someone should pay. Given that the job of the Treasurer is a volunteer position, undertaken on top of other professional service tasks, it makes sense to have a limited number of fee categories, in order to keep processing and keeping track fairly straightforward.

Consequently, the proposals below are not aiming for **perfect equity**, but for a reasonable compromise that captures the spirit of the 2017 suggestion.

In 2017/2018, the number of paid CSWIP members in each category as of Jan. 2018 was as follows: Contributing Members – 14; Faculty/Employed – 22; Student/Under-Employed – 16. I will use these numbers to demonstrate what alternative proposals, in addition to the current structure, might yield.

Current Structure	Fee (\$)	What it generated (\$)
Student/under-employed	10	160
Faculty/Employed	30	660
Contributing Member	50	700
TOTAL		1520

Proposal: Noting the wide range in faculty salaries, this proposal breaks faculty/employed into categories of above and below \$100,000 per year. For the

purpose of working out a ballpark figure, I am assuming an even split of faculty here.

Student/under-employed	5	80
Faculty/Employed (< 100,000)	30	330
Faculty/Employed (> 100,000)	40	440
Contributing Member	50	700
TOTAL		1550

MOTION: That the membership fee structure for the **2019-2020** year (i.e., **next year**) be amended to the proposal above.

Appendix C.

CSWIP AGM Report from the Accessibility Committee

September 2018

Veromi Arsiradam, Emily Bingeman, Jane Dryden, Jennifer Epp, Anna Mudde

Please contact any of us at any time with suggestions, additions, editorial changes, and concerns (our email addresses are below)

The Committee has been meeting over Skype during the summer. Here are some of the things we'd like to communicate to the membership...

1. These are Living Documents!

CSWIP's documents on accessibility (for conferences, and for the organization) are on the CSWIP website. The Committee wants to emphasize that these are living documents, open to changes and to continuous revisiting.

- We want to encourage members to engage with the documents, but also to be in touch with us with concerns or questions about accessibility.
- Please contact any member(s) of the committee with updates, suggestions, parts of the documents that need changing or attention, concerns, etc., at any time. (email addresses below)

2. Join us!

We'd like to remind everyone that we would welcome new members of the committee. But we would also just welcome your input!

- We'd also like to highlight our approach to this work, which is to think about accessibility as and through an ethos of hospitality, and of Jay Dolmage's work on Universal Design as a verb.
- If you think you may be interested, or want to chat with someone about it, please approach or email any of us at any time (again, email addresses below!).
- If you have any ideas or suggestions about the following list of things (or other things!), we'd love to hear about that, too!

Here are some of the things we're currently working on or thinking about:

- **Conference Ombudspersons at our conferences as standard practice.** (this was part of the conference at Western, so it's not new for CSWIP!) Ombudspersons make clear that there are people to approach with concerns, challenges, or questions about accessibility, behaviours, and practices. They can assist in figuring out how to handle situations that may arise, and allow for the communication of concerns or commendations in an anonymous way. This person or group of people would be separate from the conference organizer(s). The Accessibility Committee could ensure the provision of at least one Ombudsperson at each conference.

- **Redesigning Accessibility Information.** We have some ideas about a redesign of our accessibility information – our general standards of practices/guidelines for organizers, guidelines for presenters, guidelines for chairs. We want to make the contents more appealing, more shareable, and more user-friendly. Ideally, we'd like to have materials that are also available for other organizations to use, made easily downloadable, and broadly relevant. It will be in a form that is easily editable, so that these materials are also "living" and in process.
 - As a starter project, we discussed a poster/card/etc. with suggestions for/responsibilities of presenters.
 - We're currently asking around (to designers) about costs for this sort of project.
 - We are currently wondering about funding. If you know of sources of money for these sorts of projects, please get in touch (email addresses below!).

3. Regular Committee Status!

We have asked the Executive to make a motion to create the Accessibility Committee as a standard committee.

Get in touch! ☺

The Committee recognizes that discussing accessibility can be vulnerable work. We hope that you will feel comfortable approaching at least one of us with concerns and questions.

Any of us can be contacted at any time, but we have also noted the members of the committee who are graduate students, just in case that facilitates getting in touch!

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Emily Bingeman: emily.bingeman@dal.ca (graduate student at Dalhousie)

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