

EQUITY and PHILOSOPHY



The Queen's Department of Philosophy is committed to the promotion of equity in its teaching, research and administration.

Academic philosophy has a diversity problem. No other discipline of comparable size in the humanities and social sciences has as few women. People of colour are also significantly underrepresented. That goes for philosophy departments in Canada, as well as the US and the UK.



'Thinking about Diversity' workshop

The Queen's Philosophy Department includes among its members a number of impressive women faculty and faculty of colour. But there is more to be done to make the Department representative of Canadian society. With the Truth and Reconciliation Report on Indigenous peoples at Queen's, and the Principal's Implementation Committee on Racism, Diversity and Inclusion, we welcome the opportunity to take up important questions of equity. The Department seeks to foster a welcoming and supportive environment for everyone. Recent initiatives include a database of equity

teaching resources now available on our website, and recent hires in the Philosophy of Race, and in Anishinaabe Language, Knowledge and Culture.

The Philosophy Department's Equity Committee, which is composed of two faculty members, as well as undergraduate and graduate student representatives, seeks to raise awareness about equity policies, resources, and issues, especially as they arise in philosophy. How is philosophy affected by current and historical inequalities related to race, ethnicity, culture, settler colonialism, indigeneity, sexuality, gender or gender identity, ability or disability? Can philosophy and philosophers be part of the solution?



'Philosophy of Indigeneity' panel

The Equity Committee seeks to ensure that all are aware of University equity policies; provide a point of contact for anyone encountering disadvantage or harassment on the basis of gender, race, sexual orientation or analogous grounds, and put them in touch with appropriate resources; help instructors who wish to incorporate material relevant to issues of equity into their courses; and keep in touch with other groups working on these issues, in the University and beyond, so that it will be able to supply up-to-date information.

The Equity Committee encourages broader awareness and discussion of equity issues, for example by arranging special events and speakers. The Philosophy Colloquium speaker series also has several equity-related talks every year. These events are covered in the Philosophy Newsletter that is available on our web page. Philosophical inquiry will

only stand to benefit from the inclusion of a wide variety of perspectives. If you have thoughts about equity issues in Philosophy, the Equity Committee and the Department Head would be glad to hear from you.

EQUITY RESOURCES

Here are a few resources you might find useful.

PHILOSOPHY DEPARTMENT

Head of Department – Rahul Kumar philhead@queensu.ca

Chair of Undergraduate Studies – Kerah Gordon-Solmon kg59@queensu.ca

Coordinator of Graduate Studies – Deborah Knight knightd@queensu.ca

Equity Committee Faculty reps – Meena Krishnamurthy meena.krishnamurthy@queensu.ca; Dolleen Manning dolleen.manning@queensu.ca

Undergraduate Departmental Student Council (DSC) phil.dsc@asus.queensu.ca

QUEEN'S UNIVERSITY

Queen's Equity Office <http://www.queensu.ca/equity/>

Together We Are Blog <http://www.queensu.ca/connect/equity/>

Equity and Human Rights Facebook <https://www.facebook.com/search/top/?q=the%20queen's%20university%20equity%20and%20human%20rights%20offices>

Equity on Twitter [@EquityOfficeQU](https://twitter.com/EquityOfficeQU)

The Queen's Accessibility Hub <http://queensu.ca/accessibility/>

Campus Accessibility Guide <http://www.queensu.ca/camplan/access/>

Four Directions Indigenous Student Centre <https://www.queensu.ca/fourdirections/home>

Human Rights Office <http://www.queensu.ca/humanrights/>

Human Resources <http://www.queensu.ca/humanresources/index.html>

International Centre <http://quic.queensu.ca>

Learning Commons <http://www.queensu.ca/qlc/>

Young Women at Queen's – Employee Resource Group <http://www.queensu.ca/equity/resources/young-women-queens-employee-resource-group>

Employment Equity Training <http://www.queensu.ca/equity/sites/webpublish.queensu.ca.eqwww/files/files/Employment%20Equity%202016.pdf>

Deputy Provost (Academic Operations and Inclusion) deputy.provost@queensu.ca

Student Wellness <http://www.queensu.ca/studentwellness/home>

Levana Gender Advocacy Centre <https://www.facebook.com/levanaGAC/>

Faculty Association (QUFA) ep43@queensu.ca

United Steelworkers Local 2010 contact@usw2010.ca

Public Service Alliance of Canada Local 901 equityofficer@psac901.org

DISCIPLINE OF PHILOSOPHY

Canadian Philosophical Association Equity Committee <https://www.acpcpa.ca/cpages/equity>

Canadian Society for Women in Philosophy <http://cswip.ca>

American Philosophical Association Committee on the Status of Women <http://www.apaonlinecs.org>

American Philosophical Association's Resources on Diversity and Inclusiveness http://www.apaonline.org/?page=diversity_resources

Minorities and Philosophy <http://www.mapforthe-gap.com/>

Equity Resources – Sally Haslanger blog <http://sallyhaslanger.weebly.com/equity-resources.html>