

## **Collegium of Black Women Philosophers (CBWP)**

**A Proposal by Kathryn T. Gines, Ph.D.**

### **Purpose, Objectives, and Goals:**

The Collegium of Black Women Philosophers (CBWP) is a five-year pilot program whose purpose is to encourage and foster a networking and mentoring relationship between the marginalized and underrepresented black women in philosophy including undergraduate/graduate students and assistant, associate, and full professors in the Academy. While the American Philosophical Association (APA) has over 11,000 members, according to the APA Committee on Blacks in Philosophy there are only 112 black philosophers in the United States, 20 of whom are women across various ranks. There are approximately 10 African American women currently pursuing the Ph.D. in philosophy. The objective of the CBWP is to mentor and retain the black women who are currently professors and graduate students in philosophy while simultaneously recruiting more black women into the discipline by targeting undergraduates (including philosophy majors who have not yet decided to pursue graduate school in philosophy and non-majors who may be potential philosophy majors). The CBWP will also benefit the profession of philosophy through increased diversification along race and gender lines.

### **Timeline:**

As previously stated, this is a five-year pilot program. Within this five year period, CBWP intends to accomplish the following specific goals:

- 1) To increase the representation of black women in philosophy. (Recruit at least two undergraduate students per year into graduate programs in philosophy for a total of 10 more black women graduate students in philosophy. This would double the current number of black female graduate students in the discipline.)
- 2) To provide a network for participants to share their experience and expertise.
- 3) To help participants in graduate programs in philosophy successfully complete the Ph.D. and transition well into the job market and the Academy.
- 4) To help participants get into tenure-track positions.
- 5) To help participants successfully navigate the track to tenure.
- 6) To help participants develop research projects into publications.
- 7) To offer mentoring, professional development, and financial support for conferences.

**These goals will be achieved through the following initiatives:**

### **Annual CBWP Conference:**

The Annual CBWP Conference will feature a keynote speaker, presentations of research, and professional development workshops for participants. Workshops will include topics like choosing specializations and dissertation topics, preparing for the job market, research and publishing, teaching and evaluations, and the road to tenure.

### **Philosophy Conference Support:**

In addition to the annual conference gathering, each year we will support up to four participants to present research at one of the major division meetings of the American Philosophical Association (the Eastern, Central, or Pacific) or another relevant major philosophy conference. At least one of the panelists supported must be a faculty member at a Historically Black College

or University (HBCU) where conference support is often unavailable. (Participants will have to submit applications for support and it will be offered on a competitive basis.)

**APA Job Market Information Sessions:**

Throughout this five-year initiative, in anticipation of graduate students going on the market (along with junior faculty members who may be on the market for tenure-track positions), the CBWP will provide a special session at the Eastern APA meeting for participants on the job market. This will include advisory sessions and mock interviews.

**Undergraduate Recruitment:**

Throughout this five-year initiative, the CBWP will target undergraduate student participants to peak more interest in graduate studies in philosophy. CBWP will provide transportation and accommodations for these students while they attend the annual CBWP conference. Undergraduate students will have an opportunity to interact with and learn from graduate students and professors of various ranks who are also CBWP participants. Graduate programs in philosophy will also be invited and encouraged to participate by offering information sessions for the undergraduate participants at the CBWP annual conference.

**Publicity/Marketing:**

We will run ads in the APA proceedings at each divisional meeting, the proceedings for the Society for Existentialism and Phenomenology, and in the Chronicle of Higher Education. We will also send literature and posters to various colleges and universities, especially Historically Black Colleges and Universities (HBCUs). Additionally, we will advertise through a email list-service.

**Budget/Schedule for Allocation:**

The director of the CBWP has secured five years of funding through various sponsors at Vanderbilt University which will help support the following: 1) The Annual CBWP Conference, 2) Philosophy Conference support, 3) APA Job Market Information Sessions, and 4) Publicity/Marketing.

The CBWP is seeking five years of funding through the APA specifically for undergraduate and graduate students to be able to attend and benefit from the annual CBWP conference. The number of undergraduate and graduate students that the CBWP is able to support will depend on the amount of funding that we are able to secure through this proposal. The proposed budget below is based on supporting ten (10) students total (ideally five undergraduates and five graduates). We would like to cover their travel, hotel accommodations, materials, and meals while they are participating in the conference.

**Expenses for funding ten students are estimated as follows:**

- Roundtrip Travel (\$250.00 x 10 students)	\$2,500.00/year
- Hotel Accommodations (\$200.00 x 5 rooms) ( <i>\$100.00/night for 2 nights, 2 students/room</i> ).	\$1,000.00 /year
- Materials (Books and other materials, \$50.00x 10 students)	\$ 500.00/year
- Meals (\$30.00/day x 3 days x 10 students)	\$ 900.00/year
<b>Total/Year:</b>	<b>\$ 4,900.00/year</b>
<b>TOTAL (for five years):</b>	<b>\$24,500.00 total</b>

**Director/Fiscal Agent:**

Kathryn T. Gines, Vanderbilt University

**Steering Committee:**

The following Steering Committee members (listed in alphabetical order) have demonstrated commitments to the goals and objectives of the CBWP. Furthermore, the fact that they are affiliated with graduate programs in philosophy at institutions across the country allows them to assist the efforts of the CBWP to increase the representation of black women in the discipline of philosophy.

**Anita Allen, University of Pennsylvania**

**Robert Bernasconi, University of Memphis**

**Kelly Oliver, Vanderbilt University**

**Tommie Shelby, Harvard University**

**Paul Taylor, Temple University**

(\*Steering Committee Members' CVs are included in the pages that follow in this proposal.)