This report was prepared by Siba Grovogui, acting as the chair of the ISA Committee on the Status of Representation and Diversity (members include Yahia Zoubir, Maria Hermínia Tavares de Almeida, Horace Bartilow, Marcelo M. Valença, Anna Agathangelou, and Amy Eckert, and ex-officio Thomas Volgy). The report was submitted December 10, 2014 for the 2015 Governing Council meeting in New Orleans.

**Full Report**

The members of the Committee on the Status of Representation and Diversity did not meet last year, as they ordinarily do, in conjunction with the annual convention of the ISA. The reasons were a combination of unfortunate events, all of which can be explained. In any case, to my knowledge, were not allocated any specific panels.

Fortunately for us, there will more panels at the upcoming convention whose theme -- ‘Global IR and Regional Worlds: A New Agenda for International Studies’ -- reflects some of the wishes expressed in the past by the Committee on the Status of Representation and Diversity. We are also satisfied, again, the program officers for the upcoming convention are also of the general constituencies that the committee hopes to represent.

For the above reasons, the tone of this report will be prospective and not retrospective. This means that we will look to the upcoming convention to gage how much the introduction of the theme of the convention affects the diversity and representativity of under-represented constituencies of the ISA.

**Panels (Past and Future)**

If at all possible, and given the means, we would want whether issues at the core of past reflections and concern of the committee were met:

1. One noted by a 2013 roundtable -- *Women’s Work: The Gender Gap in International Relations Citation Practices* -- would be whether the citation gap on work done by non-traditional professionals of minority groups shrinks when the theme of the conference insist on works on the life-worlds that make up regions.

2. Another concern -- formulated again in the past as a theme of a roundtable -- would be to see if more attention is given in the form of mentoring or inclusion to pre-tenure or early career IR professionals on account of their (regional locations and interests) and the kinds of research that their disciplinary and physical locations elicit.

This list is not exhaustive but the upcoming convention would be a real moment of appraisal of our efforts. We will probably elicit the help of those who in the past peopled the panels whose concerns would form the basis of our assessment.

**Issues**

There are remain issues from past meetings that remain central to our future endeavors.

These include, to use language used in the past:
• The demographic questions that ISA uses for its membership and the extent to and measure in which the ISA has reacted to the feedback of this committee on our collective categorization and affiliation, particular where non-academic groups are involved – NGOs, IGOs, government agencies, businesses, think tanks, independent scholars, and the military.

• Relatedly, there is the question of whether ISA members are allowed to choose multiple racial or ethnic groups.

• (Suggestions have been made in this regard, including consulting the Political Handbook of the World, which offers options for every country/group)

• (There is also the form of diversity included in our categorization which often omit sexual orientation, ideology, ethnicity, and gender for minority groups).

**Working with Cooperating Organizations**
We hope to continue discussions with other groups on strategies and methods for measuring diversity in their organizations.

**Workshop Grant Idea**
In the past, this committee talked about “about putting together a workshop grant proposal for scholars from different minority groups (e.g. African Americans, Latinos, Asians) where half of the day would be spent with members of one’s own group and the other half of the day would involve bringing the groups together to discuss strategies for recruiting members of the groups to ISA and for helping the groups network with each other.” It was the intention of the last committee to “develop more concrete ideas at the 2014 meeting.” This will have to wait for the 2015 meeting.