This report was prepared by Michael J. Bosia, acting as the chair of the ISA Committee on the Status of Representation and Diversity (members include Brandon Valeriano, Momin Rahman, Erica Simone Almeida Resende, Paul G. Adogamhe, Rekha Datta, and Kristina Hinds, and ex-officio Mark Boyer). The report was submitted February 13, 2018 for the 2018 Governing Council meeting in San Francisco.

FULL REPORT

RESPONSE TO THE TRAVEL BAN

After the announcement of the travel ban effecting the ability of scholars and members to attend the annual meeting in Baltimore, the incoming committee chair contacted the ISA president, executive director, and incoming and continuing members of the committee to determine if it would be appropriate for the committee to review the effect of the ban on our core constituencies prior to being formally seated by the governing council. With ISA leadership expressing interest in our perspective, we engaged in a series of email conversations around the immediate impact of the ban, and the potential impact of such a ban on future meetings sited in the US. The committee was concerned about the ongoing impact of any ban on the ability of scholars based outside the US to attend, but also raised concerns with regard to travel costs for scholars outside the US without regard to a ban, and encouraged leadership to take those costs into consideration when assessing potential host cities. At the same time, the committee was concerned about US based scholars not holding US citizenship who might be subject to legal restrictions or anxious about travel outside the US because of ambiguous regulations. Because of these conflicting challenges and the cost of the ban to the association and its members, the committee recommended that ISA join one of the lawsuits seeking to overturn the ban. Moreover, some were concerned about the economic impact of a boycott or relocation on facility staff in host cities, including in San Francisco, which is a Sanctuary City and has one of the highest percentages of non-US born residents and workers in the US.

ANNUAL COMMITTEE MEETING SUMMARY

At the committee’s meeting in Baltimore, members decided to regroup around key themes and projects after an open discussion of concerns, definitions, and priorities related to diversity and representation within ISA. One of our key concerns was to hone in on the relationship of ISA to scholars from the global South, especially given a current US political climate redolent with rhetoric hostile to foreign scholars and policies placing significant new restrictions on the rights of scholars and others to travel. In practical terms, we discussed conference citing, visa requirements, increasing the use of languages other than English at the conference, and outreach to caucuses, status committees, and sections. We requested further information from ISA leadership regarding the logistical issues related to conference siting, as this would be helpful to the membership in addressing these issues. In addition, discussed the need to accurately and fully assess ISA membership and conference participation in terms of scholars from the global South, but also through a framework that incorporates demographic data about membership related to diversity and representation beyond the cultural specificity both of the US context and of artificial binaries, inclusive of how we might address race, gender, and sexuality, as well as the collection of data regarding members’ first and second languages. ISA leadership explained the progress on this front, and expressed openness to considering further modifications as necessary. These discussions
continued throughout the year as the Committee pursued the efforts outlined below, and came to include mental health issues as well.

The committee agreed to prioritize outreach, panel allocation, language, and data collection, and to have a presence in discussions related to the program events Challenging Oppression. After the annual meeting, there was also discussion among a few members about incorporating mental health issues within our charge.

**OUTREACH**

The Committee Chair participated in early meetings and conversations about the Challenging Oppression series, and committee member Momin Rahman (Trent University) is participating on the panel series in San Francisco. The chair also met with committee and caucus leadership and has engaged in projects related to the annual meeting with them. These efforts included the Global South Caucus, the LGBTQ Caucus, and the Committee on the Status of Women. The Committee Chair is also participating in a pre-conference workshop on global LGBTQ politics that received ISA funding and was organized by members of the LGBTQA Caucus including Committee Member Rahman.

**PROGRAM DEVELOPMENT FOR THE ANNUAL MEETING IN SAN FRANCISCO**

The Committee received an allocation of 3 panels for the annual meeting in San Francisco, which augments the previous allocation of two panels, and all three proposed panels were approved. These include the revival of a panel inclusive of scholars from the global South originally proposed for the Baltimore Conference but that was not scheduled at that time, coordinating with the Global South Caucus on special programming, and broad outreach across ISA for a panel on intersectionality.

In San Francisco, the Committee is sponsoring a traditional roundtable entitled A Place for All at the Table: Diversity Matters in the Global, which includes members of the committee and three participants from institutions outside the US.

The Committee is also sponsoring an innovative roundtable on intersectionality that will include short essay submissions and a broad range of voices from across ISA. Entitled Research, Teaching, Engagement: Intersectionality in Global Politics, participants include 6 scholars from outside the US, representing a range of intersectional positions, research priorities, and institutional contexts. The intent is that the individual essays will be published through a newsletter produced by the Committee.

Finally, the primary program-related effort of the Committee was organizing a Mentoring Café workshop for scholars from the global South, drawing one of our committee allocations and co-sponsored with the Global South Caucus, and co-organized with Caucus Chair Arlene B. Tickner (Universidad del Rosario). We also worked with the outgoing chair of the LGBTQA Caucus, Cai Wilkinson (Deakin University), who has organized the Critical Methods Café, and the Chair of the Committee on the Status of Women, Cathleen Cunningham (University of Maryland) to ensure that our new program would complement others. We see the café as the first step in developing strong mentoring programs for scholars from the global South modeled on the Pay it Forward program developed by the Committee on the Status of Women, building on their success advancing diversity to expand such opportunities and increase the numbers of emerging scholars participating in ISA. In San Francisco, the 18 mentors include 4 from institutions in the global South, and 5 additional from institutions outside the US. Mentors represent public and private colleges and universities, working on topics ranging from development to revolution. Half of the mentors are scholars of color, half are women, and two are LGBTQ. The café will include tables addressing a number of themes (publishing, English language, building networks and negotiating academic cultures, race, gender identity and sexuality in a global context, successful proposal writing - research grants, post-doctoral applications, books - scholarly engagement, and academic freedom and risk), and mentees will be able to circulate from table to table as meets their needs.
For the 2018 annual meeting in San Francisco, committee member participation includes: Chair Bosia is serving on one panel, a roundtable, and the Critical Methods Café; member Valeriano will present on three panels; member Rahman, in addition to the committee’s roundtable on intersectionality and the preconference workshop on LGBTQ politics, is serving on a panel, the roundtable that is part of the fighting oppression series, and with the Critical Methods Café; Member Resende is serving on two panels in addition to the committee’s roundtable; Member Adogamhe is serving on a roundtable on the study of Africa in IR; Member Datta is chair of the committee’s roundtable on diversity in the global; Member Hinds is participating on two roundtables focused on power in the discipline, including one as part of the Sapphire Series.

DATA COLLECTION AND MEMBER COMMUNICATIONS

The committee has remained in dialogue with the President and Executive Director, and additional staff, with regard to the demographic data collected by the association about members, and communications with membership that include issues related to race, gender, gender identity and sexuality.

Concerns about data collection include two primary areas: culturally appropriate terminology and self-identification inclusive of primary language; transparency. In terms of the former, committee members discussed these issues at our annual meeting, and continued our dialogue with leadership during the year, focusing on terminology seen as US-centric and thus exclusionary, the need to better incorporate linguistic diversity and gender diversity. During the registration period, the Committee Chair raised a number of issues based on this conversation, including the omission of scholarly interests in LGBT or Queer studies, and of Gender or Feminist Studies, from the topical pulldown menu, the broad terminology substituting geographic designations for race or ethnicity, and the inability to select multiple categories for race and ethnicity. The Committee and ISA leadership will work on continued improvements in data collection.

In terms of transparency, the Committee expressed interest in a broad circulation of collected data related to diversity and representation so that stakeholders could assess our own and the association’s collective efforts.

Finally, ISA staff and the Committee Chair – working with members of the LGBTQA Caucus – revised the language related to gender in the ISA code of conduct.

2018 ANNUAL MEETING COMMITTEE SCHEDULE

**Wednesday April 4**
8:15 A Place for All at the Table: Diversity Matters in the Global
5:00 Committee Meeting

**Thursday April 5**
8:15 Mentoring Café: Strategies and Support for Global South Scholars

**Friday April 6**
1:45 Research, Teaching, and Engagement: Intersectionality in Global Politics