This report was prepared by Michael J. Bosia, chair of the ISA Committee on the Status of Representation and Diversity (members include Momin Rahman, Erica Simone Almeida Resende, Paul G. Adogamhe, Kristina Hinds, A. Burcu Bayram, and Nassef Manabilang Adiong, and ex-officio Mark Boyer). The report was submitted January 24, 2019 for the 2019 Governing Council meeting in Toronto.

FULL REPORT

Committee Members
Michael Bosia (2017-2020), Chair
Momin Rahman (2017-2020)
Erica Simone Almeida Resende (2017-2020)
Paul G. Adogamhe (2017-2019)
Kristina Hinds Harrison (2017-2019)
A. Burcu Bayram (2018-2021)
Nassef Manabilang Adiong (2018-2021)

New Members (2019-2022)
Rauna Kuokkanen
Dibyesh Anand

Annual Committee Meeting Summary
The chair reported on programming at the annual meeting, and the social media campaign (Addendum 1) to highlight and promote the three events coordinated by the committee. These included a roundtable on diversity in the global and another on intersectionality, and the first Global South scholars mentoring café organized with the Global South Caucus and primarily sponsored by the Committee.

As in the previous year, at the committee’s meeting in San Francisco, members emphasized the need to internationalize ISA’s approach to inclusion and diversity to better serve members from outside the US and Canada at the same time we continue to advocate for a more inclusive association that addresses the needs of members and prospective members who face marginalization in our profession because of their race or ethnicity, gender or gender identity, sexuality, religion, or regional origin. One of our primary concerns remains the relationship of ISA to scholars from the global South, especially given the global rise of populism hostile to foreign scholars, women, and sexual or gender minorities, and policies placing significant new restrictions on the rights of scholars and others. 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. At the same time, we 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. ISA leadership explained the progress on each of these fronts, and expressed openness to considering further modifications as necessary.

The committee discussed the untimely passing only a few weeks before the annual meeting of international studies, race, and gender scholar Lee Ann Fujii (University of Toronto). Lee Ann was a leading and forceful advocate for inclusion in the profession and a diligent mentor for emerging scholars, in particular women and scholars of color. The committee decided to pursue an award memorializing Lee Ann and her contributions to our discipline and association. After the annual meeting, we joined other efforts to develop and fund a book award in memory of Lee Ann to be awarded annually at the Northeast ISA annual meeting, and committee representation will be part of the award committee.

The committee also agreed to assume responsibility to coordinate the range of efforts that are part of the Challenging Oppression series, so these efforts would be institutionalized within an ongoing review process. In this regard, the panel would work with the conference program chairs to develop a call for proposals and to finalize the program (more on this below).

We also continued our outreach efforts and discussed our own panel allocations aside from the Challenging Oppression series. We again emphasized the need to expand language diversity at the conference and appreciated the efforts ISA executive have made in this regard, and we began a review of membership data collection with the intent of developing more inclusive queries. We also discussed the need to forward mental health issues within our charge.

After the annual meeting and for several months, the committee followed up on concerns expressed about our programming and solicited comments and input from all the participants involved in the formal program. We took their comments to heart, both in their entirety and their specificity, and sought to ensure that we addressed the issues raised as we moved forward with programming for the annual meeting in Toronto.

**Program Development for the Annual Meeting in San Francisco**

The Committee received an allocation of three panels for the annual meeting in Toronto in addition to eight coordinated as part of the Challenging Oppression series. These include the second iteration of the mentoring café, now called the Intergenerational Café and again co-organized with Arlene B. Tickner (Universidad del Rosario) on behalf of the Global South Caucus; a roundtable on data related to scholars from the Global South; and another on the challenges facing emerging scholars from the Global South.

**Challenging Oppression**

committee emphasized that moving forward, the series should offer pragmatic responses to overcoming oppression and substantive practices of inclusion. With this in mind and working with leadership from previous iterations of the series, the committee developed the call for proposals (Addendum 2) entitled Structuring Inclusion/Challenging Oppression, reviewed proposals, coordinated the submissions, and forwarded those we recommended to the conference program chairs. Committee member Momin Rahman and the Chair developed a roundtable addressing the issues and concerns of indigenous scholars and scholars of indigenous studies in the
profession. The final session of the series is an open conversation on the last day of the annual meeting, which all participants in the series are encouraged to attend, which is designed to assess the progress of the initiative and explore avenues for further exploration at the 2020 annual meeting. The most innovative part of the program is the Inclusion Café, developed by the committee and modeled on the highly successful Critical Methods Café pioneered by Cai Wilkinson as well as the Mentoring Café we co-organized for San Francisco and Toronto. The café draws on scholars at all academic levels who have faced head-on the challenges of exclusion and discrimination in the academy.

The full series is available directly on the annual conference website:

https://www.isanet.org/Conferences/Toronto-2019/Program/Browse/t/262

Also for the 2019 annual meeting in Toronto, committee member participation includes: the Chair will serve on two panels; member Rahman is serving on two panels outside our efforts and the Inclusion Café; member Resende is part of events outside our purview and is chairing the panel on emerging scholars; member Adogamhe will participate on two panels; member Hinds will participate in programming across the Structuring Inclusion series as well as a roundtable of immanent scholars examining the future of IR; member Bayram is participating on two events outside the committee’s programs; member Adiong is participating on three.

Finally, the Committee is working with the LGBTQ+ Caucus to expand opportunities for attendance at the annual meeting on the part of their Activist Awardee organization, Black Lives Matter Toronto, as well as incorporating other efforts to increase participation from local emerging scholars.

DATA COLLECTION AND MEMBER COMMUNICATIONS

The committee has remained in dialogue with the ISA leadership, 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; 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. We also raised the omission of scholarly interests in LGBT or Queer studies, and 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. At this writing, the committee is finalizing its recommendations to ISA executive. 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.

LAND ACKNOWLEDGEMENT: TORONTO AND INTO THE FUTURE

The committee has discussed the need to feature a land acknowledgement on the conference website and to provide advice to meeting and panel chairs and conveners on land acknowledgement, which is a common practice at public meetings in Canada, in the Canadian higher education system, and at Canadian academic association meetings. A land acknowledgement recognizes indigenous stewardship of the land on the site where the meeting occurs, with reference to the history of colonialism and displacement that gave rise to our
presence. We have approved a motion to provide the statement in Addendum 3 to ISA leadership for
distribution for the annual meeting in Toronto, and the motion in Addendum 4, recommending that the
Governing Council adopt a policy to include a land acknowledgement at all future ISA and regional affiliate
meetings where appropriate.
Addendum 1: Social Media Materials

International Studies Association
San Francisco, California, April 4-7, 2018

Committee On the Status of Representation and Diversity

A Place for All at the Table:
Diversity Matters in the Global
WA61 Wed 4/4 8:15-10:00 AM

Mentoring Café:
Strategies & Support for Global South Scholars
With the Global South Caucus
TA02 Thurs 4/5 8:15-10:00 AM

Research, Teaching, Engagement
Intersectionality in Global Politics
FC39: Fri 4/6 1:45-3:30 PM

(Photo: Women’s Building 3543 16th Street San Francisco
Credit: Robert Werner)
MENTORING CAFÉ: STRATEGIES AND SUPPORT FOR GLOBAL SOUTH SCHOLARS (TA02)

Thursday, April 5, 8:15 AM - 10:00 AM, Continental 4, Hilton San Francisco Union Square

Scholars from the Global South (GS) are under-represented in the global International Relations discipline and face particular challenges in realms such as publication, citation, job stability, networking, academic freedom and expression, and mobility. Although in some ways the internationalization of higher education has affected academic faculties across the world similarly, it is also the case that young and established scholars alike from the GS face distinctive challenges that those working in the Global North do not experience. This session will make use of a café style dynamic and is tailored to the specific professional (and everyday) realities faced by scholars from the GS. The Mentoring Café will bring together senior and mid-career scholars from the North and South who will act as facilitators and attendees interested in identifying and exploring distinct tactics for navigating the discipline. Doctoral students and early career scholars are particularly welcome! Please feel free to attend for the whole session or to drop in at any point.

TOPICS AND SPECIALISTS

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<thead>
<tr>
<th>Hosts</th>
<th>Michael Bosia (St. Michael's College) and Arlene B. Tickner (Universidad del Rosario)</th>
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<tbody>
<tr>
<td><strong>Publishing strategies</strong></td>
<td>Debbie Lisle (Queen's University Belfast) Cameron G. Thies (Arizona State University) Timothy W. Shaw (University of Massachusetts Boston)</td>
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<td><strong>Bridging linguistic constraints</strong></td>
<td>Cecelia Lynch (University of California Irvine) Pichamon Yeophantong (University of New South Wales)</td>
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<td><strong>Building networks and negotiating academic cultures</strong></td>
<td>Navnita C. Behera (Delhi University) David L. Blaney (Macalester College) Waleed Hazbun (American University of Beirut)</td>
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<td><strong>Race, gender identity and sexuality in a global context</strong></td>
<td>Cai Wilkinson (Deakin University) Rirhandu Mageza-Barthel (Goethe University Frankfurt) Mauro J. Caraccioi (Virginia Tech)</td>
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<td><strong>Successful proposal writing</strong></td>
<td>Nanette Archer Svenson (Tulane University) Eric Selbin (Southwestern University)</td>
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<td><strong>Academic freedom, dissent and risk</strong></td>
<td>Manuela Lavinas Picq (Universidad San Francisco de Quito) Mehmet Sinan Birdal (University of Southern California)</td>
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Sponsored by ISA Committee on the Status of Representation and Diversity, and the Global South Caucus (GSCIS)
Addendum 2

Structuring Inclusion/Challenging Oppression

Call for Proposals

Building on the work of scholars who are women, feminist, BIPOC, anti-Racist, from the Global South, and/or queer to focus on inequality and systemic discrimination in our profession, this eight panel series for Toronto asks us to reimagine the academy and ISA as an inclusive terrain. How can we and how should we develop institutions and structured relationships that target racism, misogyny, ableism, geographic and class bias, homo-and transphobia? Who does the work of decolonizing our knowledge development and production? What forms should decision-making and academic culture take to eliminate barriers and increase the diversity of voices with authority? How do we do address these questions while avoiding the neoliberal model of managerial inclusiveness?

The goal of this panel series is to challenge systemic exclusion through the articulation of new practices, approaches, cultures, and institutional parameters that liberate ISA in particular and scholarship in general. Drawing from expertise across research, governance, and decision-making, we seek participants, panels, and roundtables that highlight the work that is being done to increase the visibility and authority of scholars from diverse experiences and positions, disentangling scholarship from static modes of thought and behaviors that are closed and privileged. Some themes might include:

- Inclusive search, hiring, and employment practices
- Research methods that center race, gender, sexuality, class, indigeneity and other forms of exclusion in IR
- Campus cultures that empower the diversity of voices and experiences
- Addressing North-South inequalities
- Letting go of power - and empowering - as processes of inclusion
- Recognizing microaggressions as structural impediments to inclusion
- Interrogating the professional power of the North
- Professional practices that are inclusive and empowering
- Allyship and networks of support in confronting racial, gendered, classed, ableist, and other forms of exclusion
- Inclusive pedagogies and professional standards
- Shifting from neoliberal management of diversity to structural change
- Empowerment, decision-making, and global access in journals and publishing
- Decolonizing academic cultures and scholarship
Addendum 3: Land Acknowledgements

Communication from the Committee for the annual conference in Toronto:

**What is a Land Acknowledgment?**
The Committee on the Status of Representation and Diversity recommends that all chairs and event conveners, as hosts of our annual meeting, make a land acknowledgement at the start of their sessions.

A Land Acknowledgment is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.

**Why do we recognize the land?**
To recognize the land is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the longstanding history that has brought us to reside on the land, and to seek to understand our place within that history. Land acknowledgments do not exist in a past tense, or outside historical context: colonialism is an ongoing process, and we need to build our mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol. For more on Land Acknowledgements, see http://www.lspirg.org/knowtheland

**How We Make a Land Acknowledgement**
We acknowledge that the land on which we gather is the traditional territory of the Haudenosaunee and, most recently, the territory of the Mississaugas of the New Credit First Nation. The territory was the subject of the Dish With One Spoon Wampum Belt Covenant, an agreement among the Iroquois Confederacy and the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes.

This territory is also covered by the Upper Canada Treaties.

Today, the meeting place of Toronto (from the Haudenosaunee word Tkaronto) is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory.

**The Committee asks all panel chairs and event conveners to please read this statement aloud at the beginning of each session:**
To begin, we wish to acknowledge this land on which the ISA conference is taking place. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and, most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island, and we are grateful to have the opportunity to work on this land.

Motion of the Committee to the Governing Council:

Whereas, a Land Acknowledgment is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.
Whereas, to recognize land stewardship is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial.

Whereas, land acknowledgements are important to understand the longstanding history that has brought us to reside on the land, and to seek to understand our place within that history.

Whereas, land acknowledgments do not exist in a past tense, or outside historical context: colonialism is an ongoing process, and we need to build our mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol.

The Committee on the Status of Representation and Diversity recommends that the Governing Council, working with the committee, provide a land acknowledgement to program chairs and conveners in all host cities for the annual meeting with a history of indigenous stewardship, colonialism and displacement, and that the Governing Council recommends that all regional affiliates do so as well.