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, Rauna J. Kuokkanen, Dibyesh Anand, A. Burcu Bayram, and Nassef Manabilang Adiong, and ex-officio Mark Boyer). The report was submitted January 21, 2020 for the 2020 Governing Council meeting in Honolulu.

Full Report

Committee Members
Michael Bosia (2017-2020), Chair
Momin Rahman (2017-2020)
Erica Simone Almeida Resende (2017-2020)
A. Burcu Bayram (2018-2021)
Nassef Manabilang Adiong (2018-2021)
Rauna Kuokkanen (2019-2022)
Dibyesh Anand (2019-2022)
Immediate past members
Paul G. Adogamhe (2017-2019)
Kristina Hinds Harrison (2017-2019)

Annual Committee Meeting Summary
The chair reported on programming at the annual meeting, and the social media campaign (attached) to highlight and promote the events coordinated by the Committee.

As in previous years, at the committee’s meeting in Toronto, 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 also approved participation in an award named for 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. Prior to 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 continue responsibility to coordinate the range of efforts that are part of the Structuring Inclusion-Challenging Oppression series, so these efforts would be institutionalized within an ongoing review process. In this regard, the committee works with the conference program chairs to develop a call for proposals and to finalize the program (more on this below).

**Program Development for the Annual Meeting in Hawai’i**

The Committee had received an allocation of three panels for the annual meeting in Toronto in addition to eight coordinated as part of the Challenging Oppression series. For the annual meeting in Hawai’i, the Committee was able to organize a total of 10 panels – nine sponsored through the series and one sponsored by the Committee. These include the third iteration of the mentoring café, now called the Intergenerational Café and again co-organized with the Global South Caucus, and the second iteration of the Inclusion Café.

In Toronto, the final Structuring Inclusion session was an open forum, where participants across the series were invited to offer comments, suggestion, concerns, and questions for consideration as we moved forward. In that meeting, we noted the dual demands placed on the series (as dual demands placed on BIPOC, women, trans and gender nonconforming, and queer scholars): the imperative to lead in challenging our colleagues and institutions to be equitable, diverse, and inclusive; the need to recuperate from the responsibilities of leadership and the weight of marginalization through affinity and peer-support programming. We discussed various ideas to address this tension while creating a more diverse and representative ISA and profession, including instituting more advanced training in equity, diversity, and inclusion for officers and attendees, which would help build a cohort of allies who could shoulder more of future programming, and advancing representation of BIPOC, women, trans and gender nonconforming, and queer scholars in ISA leadership.

Overall, our innovative Inclusion Café was one of the best-received parts of the new program. Attendance was strong, and the tables brought together a number of senior scholars and ISA leadership with experience in advancing inclusion, as well as scholars with a wealth of experiences and powerful
insights into challenging oppression. At one time, the Café offered opportunities to explore strategies that advance equity and diversity at the same time as providing affinity space for self-care, reflection, and reinforcement.

The final session outlined additional issues around participation in the series and general questions around inclusion that the Committee and ISA would need to address moving forward. These include:

- Early registration deadlines and grant or reimbursement systems that challenge scholars from countries facing formal or informal US or Canadian VISA restrictions.
- Greater attention to program conflicts, as the Committee’s jurisdiction is divided between its own panels and those in the series, and conflicts emerged in particular on programming around indigenous peoples.
- Co-chair structure for all committees and renaming the Committee as the Committee on the Status of Equity, Diversity, and Inclusion.
- Schedule the café programs on different days or, at least, different parts of the same day.

Structuring Inclusion-Challenging Oppression:
The committee has emphasized that the series offer pragmatic responses to overcoming oppression, substantive practices of inclusion, and affinity space. With this in mind and working with leadership from previous iterations of the series, the committee developed the call for proposals (Attached) entitled Structuring Inclusion/Challenging Oppression, reviewed proposals, coordinated the submissions, and forwarded those we recommended to the conference program chairs. The success of the series in the past – in particular coming out of Toronto – generated a number of strong proposals, with much of the new program generated by scholars outside the Committee. Topics to be covered include teaching, belonging, publishing, self-care and advancement, policy development, indigeneity, and, with the Committee’s panel, practices of recognition and promotion in the profession. The most innovative part of the program remains the Inclusion Café, fully developed by the committee, as well as the Intergenerational Café we co-organized with the Global South Caucus. However, institutional capacities again prevented us from scheduling the two cafes on different days. Though we had specifically indicated in our outline of the series submitted via email (in addition to the individual submissions) that the Inclusion Café should be scheduled in the last panel session of the day (while the Intergenerational Café has been scheduled immediately after the Global South Caucus breakfast), they were instead scheduled again ON THE SAME DAY and BACK-TO-BACK, with the Inclusion Café scheduled first during the lunch session.

In order to address the needs of the many scholars who desire to attend both, the Committee has budgeted funds to provide an informal lunch for participants in the Inclusion Café.

After submissions were completed, the Committee and participants in submitted programming identified three issues that emerged because of complexities associated with the submission of the Structuring Inclusion-Challenging Oppression Series. This series is currently PROPOSED by the
Committee to the Conference Program Chairs, and is not officially part of the Committee’s allocation. At the same time, Program Chairs have not altered in any way the program as submitted by the Committee. In order to facilitate submissions in the future, the Committee recommends that it be granted full authority for the organization, submission, and approval of programming that is part of the series.

In addition, participation limits negatively affect the ability to develop programming in these areas, as BIPOC, women, trans and non-binary, and queer scholar are not well represented in the profession and so are called on to participate in support, advocacy, and training as well as governance and scholarship. In short, participation limits are a constraint for scholars who want to advance inclusion, provide affinity space, open up governance, and advance a research agenda, and thus a constraint on the advancement of all similarly positioned scholars. Allies as well have to add responsibilities at the annual meeting to participate in our targeted programming. This has been particularly difficult with the two Cafés that are part of the series. The committee recommends, then, that participation limits not include participation in these programs.

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

https://www.isanet.org/Conferences/Honolulu-2020/Program/Browse/t/293

With greater participation beyond the Committee in the development of programming, Committee member participation is less extensive than in the past. In Hawai'i, chair Michael Bosia is co-hosting the Inclusion Café, and member Dibyesh Anand is a table host as well as a participant on the roundtable Telling Stories: Exclusion, Silencing, and Belonging IR, and member Momin Rahman is chair of Inclusive Publication Strategies.

**Data Collection and Membership Issues**

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 has completed a set of recommendations and will pass these on along with outstanding issues for the incoming Committee (see attached). 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.
In addition, the Committee was queried about two issues related to gender identity from the membership and the leadership. The first concerned the identification of preferred pronouns on name tags used at the annual meeting and information or signage regarding preferred pronouns. The Committee supports working with the LGBTQA Caucus to develop policies and practices related to preferred pronouns and education about pronouns and gender identity. The second involved the revision of the ISA constitution, which included an effort to reflect gender diversity in the use of pronouns in the document. The Committee reviewed the constitution, consulted outside the Committee, and proposed necessary changes.

**Land Acknowledgement: Toronto and Into the Future**

Prior to the Toronto meeting, 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 acknowledgment, 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 approved a motion to recommending that the Governing Council adopt a policy to include a land acknowledgement at all future ISA and regional affiliate meetings where appropriate. In Toronto, the Governing Council approved such a motion, with the Committee responsible for developing language for the land acknowledgement to propose to ISA leadership for each annual meeting.

During the year, the Committee researched and developed a land acknowledgement for Hawai‘i. The particular circumstances of indigenous land tenure, indigenous state sovereignty, the ouster of a sovereign government at the hands of a U.S. white minority, and the subsequent U.S. colonial administration provided a number of contextual issues. The land statement approved by the Committee is as follows:

As we convene, we acknowledge Hawai‘i as an indigenous space where the descendants of the original people are kānaka ‘ōiwi or Native Hawaiian.


We recognize that her majesty Queen Lili‘uokalani [Lee-lee-ooh-oh-kah-lani] yielded the Hawaiian Kingdom and these territories under duress and protest to the United States to avoid the bloodshed of her people, who are recognized in the Kingdom’s law and today as kānaka Maoli. We further recognize that generations of indigenous Hawaiians and their knowledge systems shaped Hawai‘i in a sustainable way that allow us to enjoy her gifts today. For this, We are truly grateful.

*The Committee on the Status of Diversity and Representation appreciates the assistance of the Office of University of Hawai‘i Mānoa Provost Michael Bruno in crafting this acknowledgement.*
MESSAGE FROM THE CHAIR
As I conclude my term as chair of the Committee and assume new responsibilities in the Association, I want to extend my appreciation to the members of the Committee and the ISA leadership and staff as they have worked on equity, diversity, and inclusion in the profession. Together, we have expanded the scope and jurisdiction of the Committee, guided new and continuing efforts and programming, and responded to emerging issues in a changing and challenging world. Our work is never easy as it challenges all of us to listen, to reflect, and to act in new ways. I appreciate as well our invaluable and growing network of engaged scholars, colleagues, and friends who care about the worlds in which we work and the profession that structures our scholarship and teaching. They have offered me challenge, encouragement, affinity, insight, and efforts that affirm for all of us the work that needs to be done, the necessity of doing it, and that it can be done.

Mike Bosia
Structuring Inclusion—Challenging Oppression

W 10:30 AM - 12:15 PM WB25
A Roundtable on Re-envisioning the Foundations of International Relations: Innovation, Progress, Inclusivity, and Commonality
_Cedar, Sheraton Centre Toronto_

W 1:45 PM - 3:30 PM WC25
Strategies to Promote Diversity and Inclusion: From Mentoring Students to Promoting Peers
_Cedar, Sheraton Centre Toronto_

W 4:00 PM - 5:45 PM WD25
Extending the Rafters: Indigenous Challenges to the Academy
_Cedar, Sheraton Centre Toronto_

F 10:30 AM - 12:15 PM FB25
Feminist Responses to Backlash: Creative Resistance and Solidarity
_Cedar, Sheraton Centre Toronto_

F 1:45 PM - 3:30 PM FC25
Decolonizing Disciplines
_Cedar, Sheraton Centre Toronto_

S 10:30 AM - 12:15 PM SB25
Going Forward - Dialogues and Conversations
An opportunity to share experiences, offer critiques, and participate in planning
_Cedar, Sheraton Centre Toronto_

TH 10:30-12:15 TB03
Inclusion Café
_Toronto 1, Hilton_

TH 4:00 PM - 5:45 PM TD25
Ethical Practices in Global South/Global North Research Collaboration

LAND ACKNOWLEDGEMENT:
We 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 of many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

[Link to ISA-2019-Land-Acknowledgement]
Committee on the Status of Representation and Diversity
Structuring Inclusion – Challenging Oppression Panel Series

INCLUSION CAFÉ 3/28 10:30-12:15 Toronto 1 Hilton

TOPICS:
Job Searches
Faculty Development
Allyship/Privilege
Pedagogy
BIPOC/Feminist/Queer Visibility
Microaggressions/Harassment/
Discrimination
Decolonizing Knowledge
Publications
An Inclusive ISA

HOSTS:

LAND ACKNOWLEDGEMENT:
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STRUCTURING INCLUSION – CHALLENGING OPPRESSION: CALL FOR PROPOSALS FOR THE 2020 ANNUAL MEETING

This eight panel series for Hawai‘i 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 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?

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, teaching, and decision-making, we seek proposals for full 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.

We encourage proposals along one of two lines: those that offer practical reforms and institutional mechanisms to advance inclusivity in ISA or at our home institutions; and, those that provide support, encouragement, and strategies for coping with differential treatment in professional and academic settings.

Some themes might include:

Inclusive search, hiring, and employment practices
Research methods that center race, gender, sexuality, and indigeneity 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, and ableist exclusions
Inclusive pedagogies and professional standards
Empowerment, decision-making, and global access in journals and publishing
Decolonizing academic cultures and scholarship
ISA Demographics – Existing Data Structure

Questions Posed to ISA Members at Join/Renewal

ISA collects demographic information to better understand aggregate trends in the membership. This data is collected when an individual adds a membership for the association and can be updated when they renew.

Current Demographic Questions

1. Affiliation Type: What type of institution is your primary professional affiliation? [required]
   - Academic
   - Research and Teaching Institution
   - Research Institution Only
   - Primarily Teaching Institution
   - Other

2. Academic Status: What is your current academic status (if at an academic institution)?
   (These categories need to be revised to incorporate non-US based academic titles)
   - Student
   - Adjunct
   - Lecturer
   - Assistant Professor
   - Associate Professor
   - Full Professor
   - Other
   - No Answer

3. Years Active: If you are not a student, how many years have you been active in the discipline?
   - (Still a Student)
   - 0-5
   - 6-10
   - 11-15
   - 16-20
   - 21-25
   - 25 and up
   - No Answer

4. Institution Type: If you are at an academic institution, what type of institution is it?
   - Two-Year institution
   - Four-Year undergraduate granting institution
   - Institution granting Bachelors and Masters degrees
   - Institution granting Bachelors, Masters, and PhD degrees
   - No Answer

5. Gender [required]
   - Female
   - Male
   - Other

6. Highest Degree: What is the highest degree you’ve earned at this time? [required]
   - PhD
   - MA
   - BA
   - Other

7. Field of highest degree [required]
   - Area Studies
   - Economics
   - Geography
   - History
   - International Relations/Studies
   - Journalism
   - Political Science
   - Psychology
   - Sociology
   - Other
8. **Other:** If you selected "Other" above, please elaborate in this text box
   - Free Text Entry

9. **Home Unit:** What is your home department or unit?
   - Area Studies
   - Economics
   - Geography
   - History
   - International Relations/Studies
   - Journalism
   - No academic affiliation – civil society
   - No academic affiliation – government
   - No academic affiliation – military
   - No academic affiliation – private sector
   - Other (please describe below)
   - Political Science
   - Prefer not to answer
   - Psychology
   - Sociology
   - No Answer

10. **Other:** If you selected "Other" above, please elaborate in this text box.
    - Free Text Entry

11. **How do you define your primary intellectual identity:** How do you define your intellectual identity? [required]

12. **Secondary Identity:** How do you define your intellectual identity?
    - See Addendum Listing

13. **Tertiary Identity:** How do you define your intellectual identity?
    - See Addendum Listing

14. **Describe any "Other" answers:** If you selected "Other" above, please elaborate in this text box.
    - Free Text Entry

15. **Work Region:** In what area are you primarily employed [required]
   - North America US or Canada
   - South America Latin America and the Caribbean
   - Europe
   - East Asia
   - South Asia
   - Middle East or North Africa
   - Sub Saharan Africa
   - Oceania
   - Other

16. **Race/Ethnic Identity:** Your Race/Ethnicity [required – indicate up to two]
    - African
    - African, African Diaspora, African American, or Black
    - Caucasian White or European
    - East Asian, South Asian, or Asian American
    - Hispanic, LatinX, or Latin American
    - Latinx (Pull down: "primary language group: Spanish Portuguese Indigenous"? Home Country? None?)
    - Middle Eastern or North African
    - Indigenous Peoples
    - Other/Refused
ADDENDUM

OPTIONS FOR IDENTITY

Primary, secondary, tertiary (how do you define your intellectual identity)

- Anthropology
- Biological sciences
- Conflict and conflict processes
- Critical security studies
- Critical terrorism studies
- Cultural studies
- Defense and war studies
- Diplomacy
- Economics
- Education
- Environmental
- Ethnicity and Race [response is moved]
- Feminist, Gender and women’s studies
- Geography
- Global development
- Global nuclear order
- Global public health
- Global studies
- History
- Human and legal rights
- Humanities
- Indigeneity
- Intelligence studies
- International affairs
- International business
- International political economy
- International relations
- International relations theory
- Justice studies
- Law
- Linguistics
- LGBT, Gender Identity, and Queer Studies
- Refugees, migration and diaspora studies
- Medicine
- Methods
- Non-state actors and non-governmental organizations
- Non-Western movements
- Peace studies
- Philosophy
- Physical sciences
- Political science
- Post-colonial studies
- Post-structural politics
- Public administration
- Public health
- Public policy
- Race and Ethnicity
- Regional studies- Central Asia
- Regional studies- East Asia
- Regional studies- Eastern Europe
- Regional studies- Global South
- Regional studies- Latin American
- Regional studies- Middle East
- Regional studies- North Africa
- Regional studies- North America
- Regional studies- Oceania
- Regional studies- Russia and Eurasia
- Regional studies- South Asia
- Regional studies- Southeast Asia
- Regional studies- Sub-Saharan Africa
- Regional studies- Western Europe
- Religion and religious studies
- Religion in International Relations
- Responsibility to protect
- Science and technology
- Security
- Social science
- Sociology
- Sociology law
- No Answer