

EPSA Women's Caucus
19.15, Friday, September 25 2015
University of Duesseldorf, Room 5E

Number of participants: 35

Organizers: Sara Green (University of Copenhagen)

Kristina Rolin (University of Helsinki)

Chair of the discussion: Hanne Andersen (University of Copenhagen)

Minutes from the meeting

The co-chair of the EPSA Women's Caucus, Sara Green, and Hanne Andersen opened the meeting and thanked the Local Organizing Committee for sponsoring the meeting. The meeting began with was a short round of presentation of all participants, and Sara Green reported on what has happened since the last meeting in Helsinki.

In Helsinki, a group of ten participants of the Women's Caucus meeting set out to formulate a list of suggestions to the EPSA Steering Committee to support the aim of the committee to improve conditions for women in philosophy of science. We see it as an important aim of the Caucus to facilitate communication between EPSA members and the Steering Committee about initiatives that members of EPSA would like to implement to support underrepresented groups in philosophy of science.

With the assistance of the EPSA office at Vienna, we used the EPSA membership list to circulate the letter with suggestions among all women members of EPSA. Comments and suggestions from members were discussed and taken into account, and the suggestions were listed in order of priority. Some suggestions focus on gender-related issues, but others aim to reduce or minimize other biases and to improve conditions for young scholars in general.

On November 6, 2013, the letter was sent to the President and to the Steering Committee. The suggestions have been discussed at the Steering Committee meeting. We have not had a formal reply from the President of the Steering Committee but Sabina Leonelli and Lilia Gurova reported on what was discussed at the Steering Committee meeting. To facilitate better communication between the Caucus and the Steering Committee in the future, several participants stressed that it would be a good idea to have a co-chair that is also part of the Steering Committee.

Printed versions of the letter were shared with the participants to discuss how we may proceed in the future. Sara first went through the suggestions and the current status of the situation for each, and the discussion about specific points was then taken in plenum. In the minutes we have included the comments to each suggestion to make it more coherent.

Future Women's Caucus Meetings

The first priority was to continue to have a Women's Caucus meeting as we had in Athens in 2011 and in Helsinki in 2013. In Helsinki we had a reception with great attendance but this made it hard to have a serious meeting. We have emphasized that this time that it should be a meeting rather than a reception. Ideally we would like to both have a meeting and time for more informal interactions and networking one of the evenings of the conference. About the former, the participants expressed a preference for

a meeting during lunchtime. Sara suggested that the Women's Caucus for the next EPSA meeting could organize a social gathering similar to the SPSP's pre-conference gathering at a local café/bar. Sabina Leonelli will discuss this option with the other members of the LOC for the EPSA2017 in Exeter.

Funding of the Women's Caucus Meeting: This meeting and the meeting in Helsinki were sponsored by the LOC. We suggested that the Steering Committee could discuss whether EPSA (or other external donations) could fund such events in the future to ensure that participants do not have to pay a fee to attend the meeting and the reception. The EPSA website has a system similar to the PSA Women's Caucus so that people can make donations to the Caucus (the information is on the first page of the EPSA website). We have not received any donations so far, and Sara will explore the options for having a link to donations at the EPSA Women's Caucus website in addition to the one on the EPSA main page.

Talk or session on empirical research on women in philosophy

The second suggestion was to have a plenary talk on empirical research on women in philosophy, and we suggested some potential candidates that the program committee could consider inviting. We included references to their work. In the mean time, the Philosophy of the Social Science Roundtable has already organized something similar to our proposal. When Alison Wylie organized the Roundtable meeting in Seattle in May 2015, one of the keynote speakers was Abby Stewart (University of Michigan) and her title was "Judging Others in the Academy: Implications of Uncertainty and Bias."

In light of the lack of a positive response from the EPSA Steering Committee, we have instead considered an alternative option suggested by an EPSA member during the initial discussion to have a special session. From Sabina and Lilia's report on the Steering Committee meeting, the feeling is that the Committee would be open to this suggestion. We will therefore approach the Steering Committee with a modified suggestion, emphasizing that the format can be considered differently. Moreover, we will suggest candidate speakers that are already members of the PSA or EPSA and on the top of the statistics on women in philosophy of science. We suggest Carla Fehr, Miriam Solomon, Alison Wylie, Michela Massimi and Helen Beebee, but we are open for other speaker suggestions.

In parallel, we have approached the PSA Women's Caucus and the President of PSA to explore the options for collaboration. In particular, we have asked whether they might consider the abovementioned topic for one of the new PSA Sunday group sessions. The chairs of the PSA Women's Caucus, Roberta Millstein and Julia Bursten, and the PSA president, Helen Longino, were both supportive of the suggestion. When the CFP is out, we will discuss options for a joint PSA/EPSA session at the next PSA. In addition, the PSA Women's Caucus is working on initiatives for a special Prize Symposium. We consider these sessions complementary, and there is no reason to pursue one and not the other. One option is for one of these sessions to focus more broadly on biases that are not necessarily gender related. For instance, Hirsch Hadorn suggested that we could facilitate discussions on how to better support younger scholars. To explore the options, Otávio Bueno suggested that we could strengthen the connections to other committees such as the APA Committee on the status of women.

Helen Beebee mentioned that BPS has signed up for the BPA/SWIP Good Practice Schemes (announced by the British Philosophical Association and Society for Women in Philosophy, UK) that encourage the representation of women in philosophy. The EPSA

Women's Caucus will suggest that EPSA could do the same. The Good Practice Schemes can be found here: <http://bpa.ac.uk/resources/women-in-philosophy/good-practice>

EPSA Women's Caucus Website

The Women's Caucus now have a webpage under the EPSA website. We have uploaded the minutes from previous meetings, info about co-chairs, and a list of resources for women and other underrepresented groups in philosophy. Lise Marie Andersen suggested that we should also include more information on the purpose of the EPSA Women's Caucus. Participants at the meeting were supportive to this suggestion and Sara will add more information on the webpage. We will also add instructions for joining the EPSA Women's Caucus mailing list (epsawomenscaucus@googlegroups.com).

Phyllis Illiari suggested that the webpage could also contain information relevant for job-search across Europe, in particular information about possibilities for parental leave etc. in different countries. There was general agreement that this is a good suggestion. Sara Green added that guidelines on how to go about these issues when applying for jobs would be very useful as there are very different practices in different countries – for instance whether it is advisable to list periods of parental leave in CVs. Sabina Leonelli also stressed that information related to the cost of daycare etc. in different countries is important and suggested that the Caucus could have a subcommittee for collecting this information (preferably covering UK, German-Speaking countries and Scandinavia). The information to be shared will contain both of statistical information from the report of the European Parliament and inside information on the situation in the respective countries. Phyllis Illiari, Lise Marie Andersen and Uljana Feest volunteered for this task.

Child-Care

The fourth suggestion was that EPSA should continue to explore options for child-care during the conferences. One is for the LOC to facilitate contacts to local options for child-care services and another regards the possibility for a playroom for children. Several conference organizers have this year expressed their concerns about liability issues about a facility such as a playroom (e.g., SPSP, ISHPSSB and perhaps also EPSA). The Caucus would be interested in getting inputs on experiences with these issues.

The LOC for the EPSA2015 had an option for child care service in the registration form with a promise they would contact the participants in need of such service to provide more details. Sara invited participants to provide feedback on how these services worked but none of the participants had used the services at this conference.

Triple Anonymous Review

The CFP for the EPSA13 conference invited people to submit proposals prepared for anonymous review. As anonymous review has been found to be a good practice, the Caucus suggested that EPSA should make sure that it is maintained in the future, and explore the option of extending it so that submissions are made anonymous not only to the reviewers but also to the co-chairs of the Program Committee and the editors of the Proceedings (see also Lee & Schunn 2011, Social biases and solutions for procedural objectivity, *Hypatia*, 26(2),352-373). Currently, the co-chairs have access to identifying information about submissions, and while they both were aware of the dangers of gender bias in their work, they were favorable to the implementation of a system where they have no such access. This work could be seen as part of a broader project of finding more advanced software applications to be used in EPSA conferences.

Chairing Instructions

The Women's Caucus suggested that EPSA could prepare instructions for session chairs concerning possible gender, age, and affiliation bias. Such instructions were not provided for the EPSA2015. The EPSA Women's Caucus will take Helen Beebe's suggestion about the BPA/SWIP Good Practice Schemes into account also on this point since the schemes also include chairing policy suggestions to avoid biases.

Summer School

A suggestion to organize a summer school for young women philosophers was made before the EPSA in Helsinki. The women EPSA members agreed that this is a good idea, especially if it takes the format of a mentoring program. As models, we pointed to the Philosophy in an Inclusive Key Summer Institute funded by APA, FEAST, and Penn State (<http://rockethics.psu.edu/education/piksi>) and the mentoring program for junior women faculty funded by APA, the University of Massachusetts at Amherst, and the University of Kansas (<http://www.philosophy.ku.edu/mentoring-project/>).

Since the EPSA in Helsinki, there have been two summer schools in Munich on Mathematical Philosophy but not in the context of EPSA as such.

Hirsch Hadorn suggested that we could explore alternatives to summer schools that support networking and career development for young scholars. EPSA15 had a graduate student gathering (lunch meeting), and such lunch meetings could be used for career advice, information about strategies for job search etc. Moreover, it was suggested that creating email list of young scholars on the job market could help them notice job openings, career workshops etc.

Election of co-chairs

Sara Green was up for re-election while Kristina Rolin wished to step down as co-chair of the EPSA Women's Caucus after 4 years of service. Prior to the meeting, an invitation to volunteer as candidates for co-chair had been circulated with the invitation to the meeting to all EPSA members. To ensure a stronger connection between the EPSA Women's Caucus and the Steering Committee, Kristina and Sara had approached Sabina Leonelli (University of Exeter) to encourage her to volunteer as candidate for co-chair. Sabina is not only in the Steering Committee but also in the LOC for the EPSA2017. Sabina agreed to take up the task, and as there were no other volunteers, the co-chairs for the following two years will be Sabina Leonelli and Sara Green.

Other issues

Julia Bursten (co-chair of the PSA Women's Caucus) has suggested that the EPSA Women's Caucus could designate an EPSA representative to join the *Science Visions* editorial board: <http://psawomen.tumblr.com>. Sara provided some information on the Science Visions and asked for volunteers. Lina Jansson volunteered and we look forward to reading Lina's future blog posts.

The minutes were compiled by Sara Green, Sabina Leonelli, Melinda Fagan, and Hanne Andersen.