



Equality, Diversity and Inclusion in 2018:  
Progresses, Setbacks or New Challenges?  
MONTREAL, 16 – 18, 2018

---

**STREAM 8**

---

**Diversifying Academia: Current Challenges and Future Prospects**

---

**STREAM CHAIRS :**

---

Christine Rothmayr Allison  
Department of Political Science  
Université de Montréal

[christine.rothmayr.allison@umontreal.ca](mailto:christine.rothmayr.allison@umontreal.ca)

Alexie Labelle  
Department of Political Science  
Université de Montréal

[alexie.labelle@umontreal.ca](mailto:alexie.labelle@umontreal.ca)

---

Saaz Taher  
Department of Political Science  
Université de Montréal

[saaz.taher@umontreal.ca](mailto:saaz.taher@umontreal.ca)

---

Submissions to this stream are accepted in English and in French.

If you are submitting a paper in French, please provide us with an English version abstract.

---

Submissions to the conference can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (8000 to 10000 words including references) by the deadline of **April 30th 2018**.

Submissions should be made via the EDI website: <https://www.edi-conference.org/index.php>

---

In the last couple of years, initiatives have proliferated to render visible the scholarly work produced by women, ethno-racialized and sexual minorities within academia. Some of these initiatives hosted on various digital platforms include *Women Also Know Stuff*, *POC Also Know Stuff*, *LGBT Scholars*, and *Queer PhD Network*, to name just a few. In spite of these, inequalities in academia remain widespread and do persist, often underrepresenting and relegating to the margins women, ethno-racialized minorities, people with disabilities, sexual minorities, indigenous people, etc. Such inequalities range from an overall lack of visibility in academic journals, course syllabi, and conferences, to the presence of multiple glass ceilings, be it in graduate school, recruitment procedures, tenure-track employment, or promotion practices (Kantola 2008, 2015; Bonawitz and Andel 2009; Maliniak *et al.* 2013; Williams *et al.* 2015; Briggs and Harrison 2015; Kittilson 2015; Mügge *et al.* 2016; Bos *et al.* 2017). These structural inequalities call us to question several assumptions. First, how is academic knowledge produced and in what ways does it reflect power relations within academia, within particular disciplines, and within society at large? Second, what policies and institutional strategies are being implemented to counter the effects of such power relations, to reduce inequalities, and to diversify academia? Third, how do individuals cope and navigate through these inequalities and what kind of individual resistance strategies do they develop to overcome challenges within academia?



Equality, Diversity and Inclusion in 2018:  
Progresses, Setbacks or New Challenges?  
MONTREAL, 16 – 18, 2018

This stream proposal invites papers discussing issues pertaining to questions of diversity within academia, across all fields and disciplines. Paper topics may include but are not limited to the following:

Challenges facing women and minorities scholars in 2018

- How does gender intersect with other categories of power, such as race, sexual orientation, and disability to (re)produce inequalities in academia?
- Factors of invisibilisation of women and minorities within academia; how can we account for the underrepresentation of women and minorities?
- The effects of underrepresentation and invisibilisation on women and minorities, notably in terms of mental health, work-family balance, etc.
- Individual and collective resistance practices to counter underrepresentation and invisibilisation
- Public policies and institutional strategies aimed at increasing diversity representation within academia, and their effect on representation, recruitment, leadership, promotion, etc.

**References**

- Bonawitz, Mary and Nicole Andel. 2009. "The Glass Ceiling is Made of Concrete: The Barriers to Promotion and Tenure of Women in American Academia", *Forum on Public Policy Online*, 2: 1-16.
- Bos, Angela L., Jennie Sweet Cushman and Monica C. Schneider. 2017. "Family-friendly academic conferences: a missing link to fix the 'leaky pipeline'?", *Politics, Groups, and Identities*, 1-11.
- Briggs, Jacqueline and Lisa Harrison. 2015. "The Status of Women in UK Political Science", *European Political Science*, 14(2): 105-115.
- Kantola, Joanna. 2008. "Why Do All the Women Disappear? Gendering Processes in a Political Science Department", *Gender, Work and Organization*, 15(2): 202-225.
- Kantola, Joanna. 2015. "Political science as a gendered discipline in Finland", *European Political Science*, 14(2): 79-86.
- Kittilson, Miki Caul. 2015. "Advancing Women in Political Science: Navigating Gendered Structures of Opportunity", *PS: Political Science & Politics*, 48(3): 450-453.



Equality, Diversity and Inclusion in 2018:  
Progresses, Setbacks or New Challenges?  
MONTREAL, 16 – 18, 2018

Maliniak, Daniel, Ryan Powers, and Barbara F. Walter. 2013. "The Gender Citation Gap in International Relations", *International Organization*, 67: 889-922.

Mügge, Liza, Elizabeth Evans and Isabelle Engeli. 2016. "Introduction: Gender in European Political Science Education – Taking Stock and Future Directions", *European Political Science*, 15: 281-291).

Williams, Helen, Stephen Bates, Laura Jenkins, Darcy Luke, and Kelly Rogers. 2015. "Gender and Journal Authorship: An Assessment of Articles Published by Women in Three Top British Political Science and International Relations Journals", *European Political Science*, 14: 116-130