STREAM 8

Diversifying Academia: Current Challenges and Future Prospects

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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?
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


