February 10, 2004

TO: Betty Schmitz
FROM: Kenneth Clatterbaugh
SUBJECT: Diversity Activities Appraisal

The Department of Philosophy undertakes a variety of actions that are intended to promote diversity either directly or indirectly. I shall try to address these activities in the categories that are suggested in the memo sent January 21.

**Student Access**
The Department makes every effort to appear open and inviting to undergraduate and graduate students. We participate in the various fairs where we maintain a table with candy treats for those who are willing to take on a philosophical question. We participate in the National and Western Name Exchanges on an annual basis. Minority and women graduate applicants are tracked throughout the application process and we take minority status into consideration when deciding on those applicants. For example, our incoming graduate student class this year consisted of four women and two men. One of the women was Native American and one of the men was African American. We also offer a new and prospective student orientation course. This is a credit/noncredit course in which students become acquainted with most of the faculty members and the major areas that are taught. They also learn about undergraduate organizations such as the ethics bowl team, the undergraduate philosophy society, and our undergraduate preview group (this group meets and gets a preview before colloquia).

There is an active women in philosophy group that includes undergraduate and graduate students as well as faculty.

**Relationships with External Communities**
The Department contains the Northwest Center for Philosophy for Children. This program brings philosophers to the public schools in the Seattle area. The program is modeled on the artists in the schools program. A trained philosopher goes into the school, it could be K-12, and teaches an age appropriate lesson in philosophy. These after school courses often run for a term. Some 400 to 500 students participate each year. The Center also publishes *Questions: Philosophy for Young People* in collaboration with the American Philosophical Association. Philosophy 200U teaches students and public school teachers how to bring philosophy into the classroom.

**Staff and Faculty**
The Department of Philosophy has made diversity a hiring component for the last several years. Of the 18 faculty members six are women and one man is African American. This is an exceptional number of women for a department of this size.
**Curriculum and Research**
The Department tries to offer a set of courses that are diverse and that will appeal to a diverse student body. Many courses address issues of race, critical race theory, economic justice, affirmative action, and tolerance. Attention is given to gender and racial bias as it occurs in classical texts.

Next fall the Department of Philosophy will host a large feminist theory conference in October. This conference is expected to attract some 150 participants.

**Climate**
The Department tries to foster a healthy climate for all members of its greater community. We participated in the College climate discussion and we try to address any issues as soon as they appear. Philosophy particularly is dependent upon a climate in which individuals are comfortable discussing questions with each other. This is an accepted value in the field and it goes some way in helping to maintain a healthy climate.