

Linguistic Society of America
Committee Report

Date: December 15, 2019

Committee name: Committee on Ethnic Diversity in Linguistics (CEDL)

Committee charge: Recognizing that some ethnic and racial minorities in the United States are significantly underrepresented in the linguistics workforce and in the membership of the LSA, and that it is in the interest of the field of linguistics and of American society to be enriched by the participation of all its ethnic groups, the LSA established a Committee on Ethnic Diversity in Linguistics. Its principal charges are:

1. Helps the Society and the profession identify, publicize, and implement ways of improving the recruitment, retention, and professional development of linguists from underrepresented ethnic minorities.
2. Makes recommendations to the Society and the profession concerning ways in which full equality of opportunity can be provided to all who seek to study, teach, or conduct research in linguistics.

The Society acknowledges the wide range of ways in which the term 'ethnic minority' may be interpreted. The Committee's work is directed to those groups which are clearly underrepresented at all levels in the linguistics workforce relative to their numbers in the US population. Such groups include African Americans, Native Americans, Hispanic Americans, and Americans from a variety of Asian and Pacific Islander backgrounds. The activities of the Committee are not limited to any stipulated set of such groups but are aimed at increasing access to and diversity within the field on a broad basis.

Committee chair: Tracey L. Weldon, The University of South Carolina

Committee members:

Alicia Parrish New York University	Jennifer Bloomquist, Gettysburg College	Nandi Sims, The Ohio State University	Tracey Weldon, University of South Carolina
Ana Iraheta University of Minnesota	Jessi Grieser, University of Tennessee	Nicté Fuller Medina, University of Ottawa	Tracy Conner, University of Massachusetts Amherst
Andre Zampaulo, California State University, Fullerton	Joel Tillman, The University of Hong Kong	Pearl Shavzin, City University of New York	Tynisha Brice, University of Pittsburgh
André Zampaulo, California State University, Fullerton	John Rickford, Stanford University	Rafael Orozco, Louisiana State University	William J. Carrasco, City University of New York
Ayesha Malik, Hanor Law Firm, San Antonio, Texas	Jonnia Torres, University of Colorado Boulder	Robert Bayley, University of California, Davis	Yunting Gu, University of Virginia
Brenda G. Garcia Ortega, California State University, Fullerton	Joyhanna Garza, University of California, Santa Barbara	Sabriya Fisher, Wellesley College	
Brent Woo, Eastern Michigan	Kareeda Kabir, Foothill College	Sadat Mohammed, University of Ghana	

University			
Brianna Cornelius, University of South Carolina	Kendra Calhoun, University of California, Santa Barbara	Samira Hassa, Manhattan College	
Chandan Narayan, York University	Laura Dilley, Michigan State University	Sarah F. Phillips, New York University	
Cheng-Wei Lin, University of Michigan	Lauren Clemens, Harvard University	Savithry Namboodiripad, University of Michigan	
Christian Ruvalcaba, University of Arizona	Lina Hou, University of California, Santa Barbara	Shay Taylor, Gallaudet University	
Christine Mallinson, University of Maryland Baltimore County	Lutfi Hussein, Mesa Community College	Shenika Hankerson, University of Maryland	
Chu May Paing, University of Colorado	Malcah Yaeger-Dror, University of Arizona	Sonja Lanehart, University of Arizona	
deandre miles-hercules, University of California, Santa Barbara	Mario Saltarelli, University of Southern California	Stefanie Reed, University of California, San Diego	
Dominique Canning, University of Michigan	Maya Ravindranath, University of New Hampshire	Susan Kalt, Roxbury Community College	
Fabiola Henri, University of Kentucky	Megan Danielle Figueroa, University of Arizona	Suttera Samonte, University of California, Irvine	
Gillian Johns, Oberlin College and Conservatory	Meredith Tamminga, University of Pennsylvania	Taylor Jones, University of Pennsylvania	
Ibrahima Ba, University of Kansas	Mónica Cabrera, Loyola Marymount University	Tom Roeper, University of Massachusetts	

Executive Summary: Following the recommendations of those in attendance at the January 2019 meeting, and using the bulleted list of responsibilities on the CEDL webpage as a guide, the Committee revised its internal structure to include the following five subcommittees: (1) Awards and Nominations (2) Demographics and Data Collection (3) Communications and Outreach (4) Events and (5) Networking and Mentoring. Each committee was then asked to identify 2-3 goals for their respective subcommittees, most of which were reflected in the mid-year report submitted in April. In the report that follows, the **accomplishments during this reporting period, goals for the remainder of the reporting period, and goals for next year** are provided for each subcommittee (with minor edits made by the CEDL chair in order to fit each report into the given template).

Action Items (including specific requests for endorsements or approvals by the Executive Committee at its forthcoming meeting)

The following action items are requested by CEDL for the 2020 calendar year:

- The CEDL chair requests that the CV database proposal (attached) be vetted by the Executive Committee either before or during the upcoming LSA meeting. If the proposal is approved, we request that CEDL be consulted in the implementation of the database and supporting

infrastructure and that the LSA assist in making its members aware of the new resource, once it is available.

- The CEDL Networking and Mentoring subcommittee requests that the LSA provide resources to create the following listservs: (1) Latinx Linguistic and Language Scholars, (2) Indigenous Linguistic and Language Scholars, (3) Asian/Pacific Islander Linguistic and Language Scholars, (4) Black Linguistic and Language Scholars, and (5) Underrepresented Linguistic and Language Scholars of Color
- The CEDL Awards and Nominations subcommittee will once again request financial support for the CEDL Travel Grant Awards when the LSA's call for funding proposals is made.

Awards and Nominations

Chair: Shenika Hankerson; **Members:** Monica Cabrera, Kendra Calhoun, Sonja Lanehart, Maya Ravindranath Abtahian, Malcah Yaeger-Dror, Andre Zampaulo

Accomplishments during this reporting period:

In fulfillment of the goals set by the Awards and Nominations subcommittee this year to (1) solicit applications for and award student travel grants for the 2020 LSA Annual Meeting and (2) lead a coordinated effort to encourage CEDL members to submit nominations and/or accept invitations to be nominated for LSA offices, committees, and awards, the subcommittee:

- Drafted and advertised the official call for applications for the 2020 CEDL Travel Grant Awards and selected five awardees. The recipients are:
 - Amber Camp (PhD)– University of Hawai'i at Manoa
 - Charmaine Perry (BA/BS) – California State University, Long Beach
 - Jamaal Muwwakkil (MA/PhD) – University of California, Santa Barbara
 - Luana Lamberti Nunes (PhD) – The Ohio State University
 - Sarah Phillips (PhD) – New York University

Thanks to the generous support of the LSA, these five recipients will not only receive up to \$1000 to assist with their LSA conference travel, they will also be recognized at the [LSA Awards Ceremony](#) and treated to a celebratory dinner organized by CEDL at the conference. Congratulations!

- Nominated *Linguistics in Pursuit of Justice*, by John Baugh, for the Leonard Bloomfield Book Award. While Baugh's book was not ultimately selected this year, it was an honor to recognize and celebrate the important contributions that his work has made and will continue to make to our field.

Also pursuant to the goals established by the Awards and Nominations subcommittee, CEDL committee chair Tracey Weldon nominated CEDL member Jennifer Bloomquist to run for an at-large seat on the LSA's Executive Committee. Thanks to those who voted in support of her nomination, Bloomquist was elected to serve a three-year term on the LSA Executive Committee! Kudos!

Goals for the remainder of the reporting period:

The Awards and Nominations subcommittee will continue to encourage CEDL members to submit nominations and/or accept invitations to be nominated for particular LSA offices and committees.

Goals for the next year:

The Awards and Nominations subcommittee will once again draft and advertise the official call for applications for the 2021 CEDL Travel Grant Awards and take the lead on a coordinated effort to encourage CEDL members to submit nominations and/or accept invitations to be nominated for particular LSA offices and committees.

Demographics and Data Collection

Chair: Chandan Narayan; **Members:** Dominique Canning, Laura Dilley, Megan Figueroa, Nicté Fuller Medina, Taylor Jones, Savithry Namboodiripad, Alicia Parrish, Pearl Shavzin, Nandi Sims, Joel Tillman

Accomplishments during this reporting period:

The activities of the Data subcommittee of the CEDL have been slow but not for lack of initiative. Following the presentation on harassment given at the 2019 LSA, the committee spent about two months brainstorming ideas on what sorts of data would prove useful for the LSA and academic administrators to have when considering the issues of equal opportunity. This led to a rather lengthy “wants” list of data to be gathered by the CEDL (including numbers reflecting People of Color (POC) in tenure-track faculty positions in linguistics and affiliated fields, POC in contingent positions, and numbers of POC declared undergrads and grads). These efforts were largely put on hold when presented to Alyson Reed, who informed us that the LSA, at the administrative level, would soon be engaged in similar data collecting measures. The Data subcommittee has been kept up to speed with all of the LSA’s data collection plans and concerns/questions relayed to Alyson.

Also, pursuant to the goals of the Demographics and Data Collection subcommittee and at the recommendation of CEDL member John Rickford, CEDL chair Tracey Weldon submitted a proposal to Alyson Reed for the creation of an ethnic minority CV database to be housed on the CEDL webpage (see attachment). The gist of this proposal was vetted by the Demographics and Data Collection subcommittee, who expressed support for the idea. The proposed database is intended to assist in the hiring and promotion of underrepresented scholars in the field by providing greater visibility and access to their academic profiles. The proposed infrastructure could also be adopted by other LSA committees and special interest groups to support their respective missions and goals.

Goals for the remainder of the reporting period:

CEDL chair Tracey Weldon has requested that the CV database proposal be vetted by the Executive Committee either before or during the upcoming LSA meeting.

Goals for the next year:

We are hoping that the LSA’s plans to conduct large-scale data collection on demographics (including those important to the CEDL) come to fruition this coming year. We are also hopeful that some version of the CV database proposal will be approved and implemented early next year.

Communications and Outreach

Chairs: Megan Figueroa and Pearl Shavzin; **Members:** Nicté Fuller Medina, Christine Mallinson, Rafael Orozco, Sarah Phillips, Tom Roeper, Christian Ruvalcaba

Accomplishments during this reporting period:

The Communications and Outreach Subcommittee had the following goals for 2019: (1) to produce and begin distribution of an informational document on avoiding bias in reference writing, with faculty recommendation writers as the intended audience and (2) to begin collecting information with the goal of producing an informational document on the importance of diversity in linguistics.

In accordance with these goals, the subcommittee contacted the LGBTQ+ SIG and COSWL to establish channels for cooperative work, inquire about interest in collaboration, and determine if the groups had their own existing work related to our stated goals that they would be willing to share. In addition, the subcommittee began work on the content of the informational document and prepared communication for distribution through social media and email, requesting brief testimonials on how the field of linguistics benefits from diversity. Unfortunately, a lack of participation from the full subcommittee stymied our efforts to complete these goals.

Pursuant to the subcommittee's goals, however, CEDL chair Tracey Weldon collaborated with LGBTQ+ SIG and COSWL members Tyler Kibbey, Rusty Barrett, and Melissa Baese-Berk to organize a panel, entitled [Toward an Intersectional Linguistics](#), which was accepted for the upcoming LSA meeting and will include presentations by CEDL members deandre miles-hercules and Jessica Grieser, as well as Ariana Steele, Elaine Chun, and co-organizers Tyler Kibbey and Rusty Barrett.

Goals for the remainder of the reporting period:

N/A

Goals for the next year:

We sincerely wish to see the work we set out to do (at the start of 2019) be continued by CEDL in some capacity in the next year. However, we strongly believe there needs to be a serious conversation about the feasibility of committee work, regardless of whether CEDL decides to operate with subcommittees, specifically, in the future. Our committee needs to talk openly about the importance of volunteers in engaging in active participation (and communication), and how realistically members can and will commit to doing this work. As it appears that a majority of CEDL members are students, junior (i.e., tenure track) or contingent faculty, many of our members may have to give more attention to activities that most directly and visibly impact their careers, and we may need to give consideration to scaling committee projects accordingly.

Events

Chair: Fabiola Henri; **Members:** Laura Dilley, deandre miles-hercules, Tom Roeper, Nandi Sims, Shay Taylor-El

Accomplishments during this reporting period:

Because there was no active chair for much of the calendar year, the Events subcommittee was slow in establishing its goals and activities. However, thanks to the valiant efforts of Fabiola Henri, who joined CEDL in July of this year and volunteered to chair the subcommittee, we are pleased to report that CEDL will be hosting the 3rd annual CEDL Mentoring Roundtable, entitled [Conversations with student and faculty scholars of color on success in navigating and thriving in the academy](#).

Credit is also due to the Networking and Mentoring subcommittee, led by co-chairs Sonja Lanehart and Jennifer Bloomquist, who consulted and assisted in organizing this event, and to current, former, (and future!) CEDL members Arthur Spears, deandre miles-hercules, Kelly Wright, Lisa Green, Marlyse Baptista, Rafael Orozco, and Shelome Gooden, who will serve as roundtable facilitators!

Goals for the remainder of the reporting period:

N/A

Goals for the next year:

TBD

Networking and Mentoring

Chairs: Jennifer Bloomquist and Sonja Lanehart; **Members:** Sabriya Fisher, Fabiola Henri, Christian Ruvalcaba, Suttera Samonte, Malcah Yaeger-Dror

Accomplishments during this reporting period:

The Networking and Mentoring subcommittee is charged with creating, providing, and maintaining mentoring activities across CEDL communities. In accordance with this charge, this past year, we provided mentoring, information, and activities for LSA scholars of color in an effort to support the success of CEDL communities. Our accomplishments included the following:

- [Black Becoming for Language and Linguistics Researchers](#) Symposium
- Associate to Full Mentoring Group
- Black Linguistic and Language Scholars Distribution List
- Black Linguists Family Dinner @ LSA 2020
- 3rd Annual Scholars of Color Mentoring Roundtable at LSA 2020 (in collaboration with the “Events” subcommittee, as noted above)

Goals for the remainder of the reporting period:

- Pair CEDL Travel Grant winners with mentors

Goals for the next year:

- Create listservs for Latinx, Indigenous, and Asian/Pacific Islander scholars
- Establish a Scholars of Color Family Dinner @ LSA
- Create a listserv of Scholars of Color
- Create a Scholars of Color SIG