Marianne Mithun [00:01:25.860-00:12:11.730]

I’m really grateful for that. You should know that we take every single one of the suggestions. Seriously, we hear them each we look at them, they're not always in the same direction, but that's fine. That's really important. And you'll be happy to see that a lot of these terms of thing that we've been working. I'm already and are currently but that's the way we work. Basically, we feel that, you know, this isn't an organization where the, the President just sort of makes decisions and tosses them off, we feel that every single voice is very important. And so when something comes up for us to consider. Everybody has listened to and we we have to wait until everybody's. You know, had a chance to talk things over. And I think that's really important.

Also as easy members. It's our responsibility not to jeopardize the society legally financially. So we have to kind of be careful. Um, but we really value. This is kind of part of the value of working together to flesh out needs, desires, we can get this done. I think we all have the same goal that's basically to make the society, the very best it can be for the needs of its members and probably since its beginning. The society has sort of been gathered around core passions and values. But of course, all of this is changing over time. So what our core passions and values. Are constantly moving as they should be on a discipline that makes progress on the kinds of things that are changing our areas of study what people are doing. But they're interested in what they can do. Something else that's evolving is the membership on something else that's evolving is the professional landscape that is where our members are working what's available to them what it's like.

So beginning in 2009 every five years, a strategic plan has been sort of assembled. Currently we're in the strategic plan for 2019 and 2023. And there's a vision statement there. I don't know how many of you have looked at the strategic plan. Here it is, it says the LSA aspires to be a society which respect values and appreciates the centrality of language to the human experience communities and the languages they use. And the role of science in advancing knowledge. So we have sort of several core aims and we're always talking about how you know how to define these how to understand them, how to make them happen. Um, a basic one of course is just advancing scholarly research. So one thing that society does is doing this through journals and conferences workshops, etc. We care very much about making LSA publications representative in several ways.

Basically, they need to be relevant to the particular kinds of research that Members are doing are actively engaged in, and as we remember Brian Joseph who's been past editor of language says we can't publish what we don't receive. We don't manufacture papers. So to get things into into language. For example, you have to write them and submit them. Something else we're sort of monitoring all the time is this changing landscape of academic publishing. With issues of open access, et cetera. So that's a very rapidly moving target. We're sort of thinking about that. A second major aim is serving the professional needs of the members, especially students, and especially junior academics. I'm helping them sort of discover what's out there. What's theirs. What's there to do, how to advance the careers, they're choosing. So we want to support
undergraduates in exploring the full range of professional and research opportunities that are out there and changing all the time in academia and beyond. You probably know the LSA offers webinars, you've probably been seeing them and professional development seminars at meetings on how to publish how to LSA etc etc. We care a lot. I mean, as a society, should I think one of the main functions of a society is developing networks, providing opportunities for networking and networking and helping that to continue and persist and thrive and also establishing mentoring networks. So that's a very important another prong of what the society does is expand public awareness of the importance of linguistic scholarship those sort of the value of science for serving the needs of society at large.

And that includes journalists and other people who put things out their thoughts. And to serve as an advocate for the field of linguistics with key stakeholders, and that includes policymakers research funders higher education leaders colleagues in online fields, etc. Recently, the one piece that was added to this is, is the following the LSA values global linguistic diversity and supports the documentation revitalization and promotion of languages. You should probably know for some people, you know very well for other people. It never even occurred to you. There's a lot we would love to do, but there are constraints. One is we have an extremely small staff. We don't have the kind of Members that the MLA has or the American Historical Association has etc. We're a small tight knit group and we accordingly have a very small dedicated competent staff. We have a very small budget. And everything else is done by Member volunteers.

And that can take various kinds of forums during the past year. For some of us, that's evolved into about a full time job. And we happen to have other full time jobs which probably like yours are actually bigger than full time jobs themselves. So it's not like nobody's doing anything. It's like we're working as fast as we can. I'm trying to get it right. At the time we really care a whole lot about full representation of diversity of voices. And I don't remember what's going to be talked about. If so, all allude to it here. This is something we think about a lot, and we get a lot of points of view on. We want to have representation or city of voices and at the same we fully recognize that I'm asking competent people just for our own our own goals are providing diversity of voices in all kinds of ways can be a real burden on people and can hinder people's progress toward other things that are important to them and the discipline that probably will be coming up. We've been hearing, you know, from all sides as we really want to some people saying we've got to have more of this and other people saying this is so time consuming. I'm never going to get tenure.

So we're kind of thinking about all this kind of balance leads is probably the most important current concern that Diversity in and community. So a priority for us is sort of diversity in all its multiple dimensions. Demographic some fields. All of this of course is evolving like crazy new things are being done in linguistics, all the time, new and exciting things that we want them to keep keep evolving and being exciting something else that's evolving our careers for linguists of claims. So community work academic work industry and you are very important linguistic works being done in all of those And also, of course,
educational levels so we feel strongly committed to K-12 work, undergraduate work, graduate work, postgraduate work, education, etc. Something that will come up on later are issues of something else that's very important right now, particularly are issues of constructive interaction and ethical and civil conduct.

Basically we care about the optimal climate for interaction that's sort of one of the main purposes of an organization, and we all, I think probably all of us here are keenly aware of power differential. On younger scholars, especially early scholars can feel bullying and harassment disproportionately. And so we want all of your help in figuring out, helping us figure out how to fix this, how to make this better. I just want to put in one more comment. I think that I and you all of us are very fortunate because I would say we have an extraordinary Executive Committee, I just want to say these are all really extraordinary people. They're very sharp. They really care more about the organization than anything else. There's no every, every person on this committee listens to one else and cares about what everyone else is saying and works together to make the discussion better. I think there's nobody nobody on the EC who's in it to you know make their point of view, when these are really dedicated people who put in a huge amount of time and just care about the organization. So we really appreciate your help this organization, the best it possibly can be. And we very much welcome your, your help.

Chris Kennedy: [00:12:14.010-00:12:39.420]

Thanks, Marianne. Okay, Maria covered a lot of the high level picture there now. So I'm going to ask the rest of the panel to do little brief statements or you know coverage of the other issues that I mentioned there. So the first one. Was specifically related to the LSAT role in addressing issues relating to social justice and Lenore Grenoble is going to talk about that briefly. So, we can have--

Lenore Grenoble [00:12:39.600-00:17:03.240]

A question. Yes, thank you. Thanks. Thank you all for coming. And I think Marianne hit this in the big picture way I know, social justice is one of the biggest challenges that we're facing individually and as a society as citizens. In this country is linguists everywhere across the board. So I don't have great answers for this we have, if you go back to that strategic plan that Marianne was talking about that was put together by a group of people, a lot of young people was and came to the EC and then it went to you for voting and ratification to the Members voted on this. I went into action in 2019 and the first part of that plan is to foster inclusiveness and community. And so what I thought I'd do is just talk a minute about the things that, as a society, we can do. And the things that I mean I think we need to do. I think we all need to do better across the board. There's some things we can do as a society, and there's some things that really, we need to do as individuals and the society can help us do. So we are very good at advocating in the public forum. Public sphere for linguistics for language for social justice we sign letters we write letters. I'm this is me as a person speaking. I'm not always convinced at this moment in time how powerful those letters are but we're still signing them. And writing them. We're going to send something off tonight to the
Trump administration about visa access for foreign students. So we're doing that kind of thing all the time. And I think that that's where a strong society is really helpful.

We can do webinars to train people in certain ways to think about inclusive city to teach inclusive city to put it into the classroom to consider. How to Write 10 year letters, how to write promotion letters, how to write letters of recommendation, how to write referee reports, even their negative So that they are constructive and helpful and recognize the value of certain kinds of scholarship. We build sort of the different areas that we are working in And this is sort of one of our challenges inclusive city and social justice to include more people in the annual meeting at the Institute, how we manage that in terms of size of the meeting.

How we have a great distribution of the diversity of the kinds of work that is being done the things that we want represented We can set certain tone there. And then we we rely a lot on individuals to also help too. So I think that we need both a top down and bottom up kind of approach. For issues as challenging as social justice. We have committees in place. I think the committee's are Some of them quite frustrated with the slow change both in the LSA and in society in the field and society at large. But we have the committee and Ethnic diversity. We have the committee on the Status of Women, we have the Committee on endangered languages in their preservation. We have Kozel which is for the LGBT q plus Group we're supporting the natives for linguistics and new special interest group linguists beyond academia and we need to work more to have their voices heard and And have them part of the society. I think that if you look, go back and Chris sent out the link for this, you look at the strategic plan, you will see that some great goals are there, but there's not a lot of implementation and that's where we need concrete ideas about how to move things forward.

But yeah, that's sort of in a nutshell the kinds of things we are doing and some of the things I think that are better done in departments where we can offer suggestions and support, but You know the LSA is bringing together linguists, but we aren't really in the classroom or publishing per se and I'll-

Chris Kennedy [00:17:06.030-00:17:37.020]

Okay. Thanks fun or the next topic that came out of the early Feedback had to do with the role of junior scholars in the life of the LSA in the field. Generally, and I asked Larry horn to talk about that. Larry, you're muted. Hold on.

Laurence Horn [00:17:42.870-00:21:36.210]

Sorry. Yeah, I wanted to return to an issue that is brought up in this strategic plan. One of the goals and objectives that Is listed there is the goal of engaging linguists that all career stages and then all professional settings in the design and implementation. Of the LSAT research and professional development and mentoring activities. And when we speak about endeavoring to engage linguists at all career stages within
and beyond academia and making these efforts public to our members and to the broader linguistic community. We're thinking not only of Junior and Senior tenure track employees at universities, but everyone from really undergraduate Linguists to graduate students to postdocs to linguists in non tenure track faculty positions faculty positions outside of linguistics departments and In particular, linguists and non academic careers. All of these groups are of course represented in the membership of the society and we're responsible to to all of you and you your contributions to the linguistic community are taking very seriously. For those who have completed their formal training, regardless of degree and are embarking on a professional career. Outreach that we provide includes our linguistics beyond academia special interest group series of webinars. regularly held workshops at our annual meetings and institutes and the mentoring initiative we welcome hearing from early career linguists about how the LSA can help by expanding our offerings in this area.

We know that you and your scholars have been particularly concerned about gaining a more prominent voice in the LSA beyond the inclusion of the student member on the executive committee. We're actively considering a range of structural changes in this regard and we welcome your input your specific ideas and concrete suggestions. were aware of the very real concern about concerns about power asymmetries as Marianne mentioned Between junior and senior scholars at different levels and have a number of proposals for how to address these asymmetries Some of you have suggested establishing places for junior members on the executive committee or as chairs of the kinds of committees that Lenore just mentioned. While we recognize the arguments for increasing visibility and responsibility for early career linguists. We're also wary that such positions which can be quite time consuming and often relatively thankless Tend to interfere with the progress necessary for building a research dossier for promotion and tenure or securing tenure track positions. This tension is less of a hazard for linguists outside academia. We encouraged to take on such positions of responsibility when their careers permit.

With all of this in mind, we recognize that it is critical to find ways that the LSA can help mitigate power differentials, at least within our own societies programs and services and we welcome specific ideas and suggestions on how we all can bring this about. Thanks.

Chris Kennedy [00:21:40.260-00:22:25.770]

Thank you, Larry. Okay, a topic thatAbout what quite most questions have already been appearing in the in the chat and the feed has to do what the general topic is, you know, what's the LSA is how the LSA engaging and public outreach engagement public generally and specifically What can we say about the LSA is Social media presence. How can how what kinds of problems have arisen and how can that be improved and Brian Joseph, who's also chairing the task force on media. Relations will take this one.
Thank you, Kristen. Thank you all for joining in on this. Marianne in her introductory remarks noted that the public outreach has long been part of the LSA his vision. It is now it's part of in our strategic plan and it is had been a goal that the LSA has cherished since its beginning in 1924. And what we really have in mind. And what I wanted to talk about briefly is public engagement in in the broadest sense, not just via social media and the media in general.

So before I turn to that. That's that is a key element to be short. But before I turn to that. Let me mention a few activities that the LSA does that are in support of the general goal of broader engagement with the public. There are some areas of the website there are some areas that have that feed into the Public Outreach the newsroom, for instance, and the what is linguistics page. The LSA has periodic news releases about research that's presented in LSA venues and in the LSA journals, for instance, or sometimes at the annual meeting.

There are resource guides for linguists one on media relations and one on public outreach and the LSAT among its webinars that have been mentioned so far are one on topics relating to public outreach, the LSA sponsors the podcast, known as the subtitle subtitle. Which is reaches a wide audience. There have been relevant sessions held at annual meetings, the five minute linguist, for instance, has had that goal and the the wiki pedia wiki thons again or type of public outreach and there have been some organized sessions as well. And the other say sponsors is a sponsor of macklowe the National computational linguistics Olympiad and also the AP linguistics initiative with its reach into high schools.

Now, as you know, mostly It's certainly not a secret. We also have a resource for journalists, where we have had one, I should say what was known as the media experts page that was somewhat unfortunate label. I think for it. Because of what it can notice but as came out during the summer it was this was shown to be problematic and we are addressing that Chris referred to this task force that I'm heading up And I'm able to say that the results of our work. We're still finalizing them, but the results will be a resource that will serve journalists and both journalists and the the LSA better it will be responsive to the various concerns that were brought to light over the summer concerning its makeup and how it's populated with people serving as resources for for the media now with regard to social media and social media programs specifically. We have built a large following by promoting not just LSA activities but also linguistics in the news items gleaned from popular news media.

We realize we have to be honest here that the social media program has suffered a number of embarrassing errors and problematic posts over the years. And we're determined to fix this. This is something that we have to get right. And clearly, we have not Up to this point. So the executive committee in this regard is actively considering a major revamping of the public engagement activities that will include a an entirely new model for managing the linguistics in the new element of the social media program. We asked you to please stay tuned at it as a few of The speakers have
already said, it does take a while for things to get enacted and implemented in the society, but but we ask you to please stay tuned because the fixes that are being contemplated will almost certainly involve much more member involvement in determining what we choose to post and this will address one of the questions that it's already come up in the in the chat. About who is monitoring the posts on social media, the structure that we had in place has not always worked well, obviously.

It was partly matter implementation, but it just something broke down in it. And so we'll put into place a system that that does work and can be Easily and evenly implemented. So there are, there is movement in the area of social media reform and, more generally, the our engagement with with the public. Thank you.

Chris Kennedy [00:27:23.610-00:28:18.720]

Thanks, Brian. And the last topic I'm going to invite the panel to talk about this or someone to take the lead on this. Has to do with civility within the linguistics community and what the LSA can do to promote it. I mean, we are all we're all quite aware that this. There were some pretty significant challenges in this area. Coming out of the summer coming in particular out of the aftermath of the open ladder.

So now's a good time for the leadership to talk about their reactions to that. To that or or expectations hopes plans for the future. That's for you. The panel.

Lenore Grenoble [00:28:20.010-00:29:11.070]

All right, I'll jump in. Yeah, this is, this is one of the big problems. I think that this isIt makes me very sad that this is such a problem. We started talking about this a couple of years ago when Penny accurate was president. It was one of her major goals to consider. So civility and to boost civility and we've seen it deteriorate terribly. We can issue statements we can we can train people to be more civil we can change our own social media policy, as Brian said, I honestly don't. You know, I think this is where the membership needs to help because as a society. I think we need to not tolerate uncivil behavior.

Brian Joseph [00:29:18.060-00:30:03.840]

In a sense, it's a it's a broader societal issue is when you're saying and I agree with her that that We can each individually do what we can we can model good behavior and i think i think most LSA members do in fact Model good behavior, both at annual meetings in in the classroom in their interactions with with colleagues and and students, many of us consider students to be colleagues. So, so the the term is inclusive, in a certain sense, And but we do always have to be on our guard about and and be prepared to call out behaviors that are not up to par, so to speak.
Laurence Horn [00:30:04.650-00:30:38.520]
And this is especially onerous in the age of social media, which seems to promote incivility, and a number of ways and we are committed to rethinking the the LSA social media accounts and to screen contributions. So some, some of these issues have come up even very recently, and were determined to find a way to make sure that things don't go out over our name that we don't subscribe to.

Chris Kennedy [00:30:49.140-00:31:00.720]
I think that this would be a good time to corral these into groups. And since we're on this topic. There's several that have come up to the discussion, having to do with the social media issues in particular, Brian addressed some of them, but I think it might be good just to kind of go over some of these specific points.

Brian Joseph [00:31:01.290-00:31:04.230]
Again, I could attempt to answer some of them that I see in the chat.

Chris Kennedy [00:31:04.380-00:31:07.140]
Yeah, let me, let me try to organize them. So I think.

Brian Joseph [00:31:09.780-00:32:47.610]
There was a question about an example of a problematic post that Could I start with that. Sure, there was one, I think it was. I can't remember exactly when it came out, but it it referred to. It was a reposting of a drawing attention to a BBC item about What was called women's language in China, when in fact it was women's Writing system. It was a way of Writing Chinese Celebrity instead of, instead of by characters. And the it was noted that it was that by reposting it or read or drawing attention to it it it was as if the LSA was endorsing this view that a writing system is a language as I can't remember who it was, but someone said, well, the The BBC can be excused from making that mistake, but the LSA shouldn't make that mistake, but it's Not to be defensive here, but it's problem at it's difficult for if we're drawing attention to an article Should we, and this is maybe an open question that that that all can consider should we say it as a teachable moment for saying, nope. The What what is problematic about the use of language here with regard to this writing system there. But if we're simply drawing attention to the to the article that It says if it the interpretation is I understand is that we are buying into the content of the article which is not necessarily the case. But, but my give that impression. So that's the kind of problematic post there have been others but that would be one.

Chris Kennedy [00:32:47.610-00:33:12.690]
That we focus in on particular on the question just like practical issues. How can the LSA. What are specific plans for improving the LSA his presence on social media and in the time between now when it's Not less good than it event right hopefully will be and then what can the society do to make sure that this kind of stuff doesn't keep happening.
Brian Joseph [00:33:13.140-

I think, I think we, we need to have a moratorium on on postings for the until we actually have a system in place. This is my, this is me. Speaking personally, it has not yet been endorsed by the by the executive committee at large. But that that would we guarantee that there are no mistakes until we have something structure in place we've been thinking of perhaps developing a committee that would be responsible specifically for social media. We do have a Public Relations Committee, but it has a broader Scope right now that broader charge. So it would be a matter paring down the charge of the of the Public Relations Committee and and developing a more focused Charge for committee, we still have to think about how to populate it wouldWho would be on it and so forth. But that would be that would be one mechanism and perhaps something like the three judge panels that are supposed to nine members on the on this committee or something like a three judge panel that would. Would have to approve a posting by the by the LSA would be one model. I'm not saying that this is what we're going to do, but that would be one model that that could be Could be used to to monitor what what is there. We actually did have the Public Relations Committee was was charged with finding interesting Articles and such to post, but the actual as I think it was Lenore, who mentioned this, or maybe Marianne. The sometimes the implementation doesn't quite work. So That was that, and that that that's partly where the breakdown has come with with some of the unfortunate postings.

Chris Kennedy [00:34:54.900-00:35:17.700]

Just, I want to, I want to get there. Bunch of other important issues, but maybe just to kind of bracket this a little bit, but I think it'll help the membership. People are interested in this issue, maybe think about ways to move forward and give feedback to the executive committee, but I think just so people know explain what the current system for social media actually is.

Marianne Mithun [00:35:19.050-00:35:28.350]

Yeah, I mean I can, I can say one thing that there is a moratorium right now so we stopped all social media posts until this thing gets figured out for the moment.

Lenore Grenoble [00:35:29.760-00:36:31.860]

Yeah, I'll jump into and Say, right now we have the intern and the staff are posting things. And so we have put a moratorium on it. One of the things that would be useful for the membership to consider is what should we, as the LSA be posted, should we just be posting information about LSA activities. I mean, there's lots of people posting on social media. So what is our job as a society, what do you want the society to be posting You know, perhaps I mean some of the some of the problematic post and I can see in the chat before referencing them have to do with the news articles. That is that what we should be posting anyway so you can read The New York Times and decide, you know, so I don't really know what the answer is to that we're, we're looking at this, but yes, As Marianne said
we have put a moratorium on all social media and to we have it figured out better. We're doing a lot of damage with with these systems.

Laurence Horn [00:36:33.150-00:36:46.080]

And the ask the questions that some people are racing is yes. This was very recent, and it was after the, the last unfortunate. reposting of the State Department announcement.

Chris Kennedy [00:36:47.970-00:38:05.250]

Um, we can come back to this, if there's more, but I want to make sure we get to a bunch of these other topics. And I actually want to segue to this one to one that in some senses. I don't know, more boring but not less important because it affects this as Nicole holiday just pointed out. So the question. Sort of has to do with the LSAT resources, its finances, how it can actually make things happen because a lot of the things that one wants to happen require people to make them happen.

So the original question was going to the following Since the LSA is in a financial crisis, why doesn't it either try to raise more money or limit the scope of its activities so that they're within the financial constraints. It seems that the LSA is frequently extended beyond its resources. So why not limit activities to what it can actually accomplish with the available funds, instead of over relying on volunteer labor of folks who are already over extended and then the kind of connection to social media is, you know, that's an example of a place where At least partly due to lack of resources, the quality of the output is not optimal.

Lenore Grenoble [00:38:06.690-00:42:43.800]

So, I'll start to answer that, as Secretary Treasurer and then people can chime in as they would like. The budget actually at the moment is better, thanks to a lot of efforts. So at the moment, we are having $9,000 deficit. I had thought even last week that it was $20,000 we are worried about the budget next year. So let me just tell you where money comes from and what we do, we do two big activities. Two really big activities. One is the annual meeting and the other is the Institute. We support language of the journal, which is an integral part of what we are doing. And those things are both our big cost and our revenue streams. So, so we have membership dues or support the things that we do the membership dues go to running the meeting running the institute Supporting language. Some of the other general semantics pragmatics, we support coaching a little bit here and there. We did have a position on staff or Indication social media that we had to let go because of money. So we're down to two and a half staff members in saving money Alison has been Pretty actively applying for grants to help us keep things going.

So yes, a question really is, you know, what can we, this gets back to my question. What do we want to do social media is a good one. What do we want to do that social media, what can we afford to do I think that many people would be loath to give up the annual meeting, which is our prime activity and people And this is one of the reasons we are worried financially we're projecting more for next year since we know You know,
all of our institutions and those of us who are not academic institutions have jobs everything right now, the economy feels very unstable. Lots of people's research accounts have been cut lots of people salaries accounts have been caught the hiring is bad. So we don't know what registration at the annual meeting is going to look like.

We feel I think collectively we hear people is asking what's the LSA doing but I think we are all everyone on this call is is the LSA so But we feel that the meeting is an important time when we come together. We'll see one another one we understand about one other another's work we learn new words. The membership goes up and down in years when the meeting is been a popular place. And I don't mean to diss anybody city but New York. Everybody wants to go to New York and a lot of people went to the New York meeting we had hoped for huge turnout in San Francisco. That's not going to happen. And I know we canceled that in person meeting late because we were waiting to be released from an obligation by the hotel which luckily we were Not all societies were able to do that. So our income fluctuates very much dependent on where the annual meeting is if it's in a place that people want to go to then more people go And also fluctuates when we run an institute, we support the Institute at the same time anybody who's running Institute knows that they have to run, they have to get a lot of external support as well.

Running Institute's as expensive. We think the Institute's are important. I think it's a really good place to bring linguists together in particular for students to get exposed to different kinds of linguistics than what they get at the departments, but for, you know, from the most junior to the most senior. It's a really exciting place to see what other people are doing. So that's it. We we run a tight ship. And I you know we right now we've cut it down to pretty much what we can do. I think that's member societies do run on volunteer organization. This is a society of its members. And we don't want to hire people to make who aren't linguist to make decisions about What linguistic should be doing the staff implement things and and they're terrific and they they work hard, but we really want field and the future of the field to be decided by by the members. So I don't know if that answered things.

Chris Kennedy [00:42:44.160 --> 00:42:47.040]
Let me ask a couple follow ups. Oh, go ahead. Marianne, sorry.

Marianne Mithun [00:42:47.220-00:42:55.350]

I just have a question. I'd be interested in what people would like to see cut from our budget, you know what, what do you think are things we don't really need to pay for.

Chris Kennedy [00:43:00.930 --> 00:43:07.710]

The budget. Can I throw a question. Um, do members have access to how the LSA uses its budget.
Yeah. It's all online i mean i will echo. Everyone knows that this is hard to find. But the budgets online members have complete access to it and it is reviewed at the annual budget meeting, which are the annual business meeting that Most people don't like to go to maybe this.

And then I want to, I want to connect that's up to two issues, kind of related. So first, more directly. And then second, a little bit more indirectly. So a question that came up had to do with committees, soDo we need all the committee's we have, we need volunteer, we need volunteer resources know it's a it's got a lot of committees. They don't have any budgets, either. Maybe we need fewer to the committee's be rethought.

Well, I'd like to see which committees, you'd like to deep six myself.

Certainly some of the companies that aren't maybe a sexy. We need there's a budget committee, there's an audit committee, there's committees that do lots of work that's, you know, somebody has to do.

committee on committees. The committee.

So, yeah. We could cut the awards committee. But then, you know, somebody has to decide who give awards to I think that the committee's The one I've been involved in for many, many years is the committee for endangered languages in their preservation those people that I'm working with their unnecessary have been for decades. We're really passionate I don't think that that committee wants to be cut, and I'm just speaking again as a member. Notice as the committee itself so.

All right. People are asking us to work. I'm trying to work through just people know we're trying to organize these questions dramatically and work through all them. I haven't gotten the ones at the top, I'm So one of the first questions that it relates to this thing, this issue has to do with membership. What's the, what are the LSAT plans to Grow with membership as in particular how this relates to People's employment and security about employment. And etc.

I think that if I might just jump in here, I think. doing what we can to accommodate student memberships and student members is is crucial. The students are the lifeblood of the of the organization. Most of or many of
us, I should say. Many of us older Members started our LSA members when we were students and have maintained that in my case, I think for 45 years or so. And I think that understandably that's their costs involved and we try to keep the student membership at a, at a reasonable rate and we do have ways of funding memberships for people in dire financial circumstances, but the its just a matter of sort of developing a pipeline, if we can make the LSA attractive to the younger members so student members even undergraduate members and in that regard.

Certainly in the in the 45 years I've been going to LSA meetings to the number of undergraduates who are involved in the annual meetings has grown exponentially in all that time so that's one way in which the LSA is is attempting to increase its membership, not necessarily with the drive. That's aimed at at all undergrads, for instance, and linguistics departments, but But just make making the the LSA annual meeting opportunity to make the LSA Institute opportunities available for younger scholars will, in the long run, increase the the membership or at least keep it at a sustainable level.

Chris Kennedy [00:47:14.790-00:47:25.530]

Um, there are. I said I was going to go to a question from Todd Snyder and then start addressing some issues of civility, which I want to get to. But we have to before we get to that, I think it's appropriate to address this. Head on Leadership, there is a concern out there that the LSAT reaction to the open letter. Has caused potential Members not to want to join or some form. We know that it's there are some former Members who haven't renewed and virtue of that. Do we know that this is the case, one and two. Do we have some thoughts about how we can move forward. In the aftermath of that to try to bring some of those people back or bring some of those people in.

Brian Joseph [00:48:04.500-00:49:27.690]

Well, yeah, let's say may have been slow to respond. But, but it did respond to the the task forces. The two that have been set up, we're both in response to the concerns raised, but by the the open letter. If that's not enough, I think, inevitably, we may turn some people off. I don't, I don't know exactly how to address every specific Person. Who might not have who might have wanted us to act faster, but we can only act as fast as we can act like think It wasn't that we weren't taking the, the concern. Seriously, we, we were we, I think we took them very seriously. But we couldn't in good conscience have a You know, a swift response without some discussion and and and mulling over and and such by the by the executive committee as Marianne said we're, we're, we're a society of our members, but we are also our members are represented by the elected.

Members of the executive committee and we we felt that we needed to work within that that structure.
Marianne Mithun [00:49:45.390-00:49:59.76]

Yeah, I can have something to I think we all received a lot of messages from people with very ethical ideas that we certainly agree with but they were not all Advocating the same thing. And we're not just a society of the members that we happen to agree with. We're a society of the members we respect. So it's not quite as straightforward as it might seem. Yeah.

Chris Kennedy [00:50:04.080-00:51:26.550]

I'll step out of the moderator role for a second. Say, I mean, we're doing this. This is meant to be part of a way to address that first step. That was the original idea, but it's a it's a gonna be a long process. Back in the moderator, will I want to return to a question. How many ammunition top that this again relates to membership relates to committees, it relates to volunteering and it relates to junior faculty So the question I'm going to read it earlier. It came from Todd Snyder.

How can junior researchers and other junior folks best be heard, as Larry pointed out early career researchers face challenges. valuing a service activities. When they participate from within the LSA structures, but they also face strong public pushback and threats of protection professional retaliation, among other things, they attempt to sway policy from outside existing LSA structures so Summer being an example of that.

In general, early career researchers are more vulnerable and hold this power, no matter what strategy. They take So, presuming the LSA prefer early career researchers to be heard, rather than to be silent, how should they ensure that their opinions can be heard, but they all say ideally when appropriate reflected and ideally when appropriate reflected in the LSA policy.

Laurence Horn [00:51:28.470-00:51:42.810]

Here here and elsewhere, I would be interested in getting reaction from some of the members who are here, not just not just the officers. What do what you all of you think about ways in which Junior scholars are scholars without the, the security of tenure, which includes a very wide range of individuals. How do you, what would you suggest as ways in which you present your, your views and opinions without feeling as though you will be threatened or ignored.

Betsy Sneller [00:52:16.590-00:53:01.650]

I just to jump in here. I kind of want to ask what I know that I have personally heard from a number of people that they did not renew this year, or that they Maybe might consider starting a new society that represents us better or their views better that they're actively not being members. This year, and I'm surprised to hear, actually, that it's, it seems to me like the response from y'all is that you weren't sure that that was true. Which makes me wonder where the breakdown in communication is because I know that several people emailed at least the LSAT email I packed so I'm wondering what caused you guys not to hear that.
Brian Joseph [00:53:03.210-00:54:31.680]

Or we did hear it. There's fluctuation and membership from year to year there's there's always a spike when there's an LSA Institute for instance a spike in membership. So we did here, but it and we did we get here from From a certain number I couldn't tell you exactly how many that that they're not renewing because of of the LSA his position on X or or position on why We tried to reach out to to non renewing numbers to make a personal appeal. I don't know if that if that's something that makes a difference to if it's not a matter of You know, none of us in writing to to to to someone could say The LSA is going to do X, because you in order to bring you back. But all we can do is say that that you know we hear you. We hear your concerns we we will, we can't, you know, we have certain structures in place that we that we need to to work with.

And and go from there. But You know, it wasn't it certainly wasn't it certainly wasn't ignored, but But it's we have to view it against the backdrop of spikes in in ups and downs in membership. In a year in it in a given year. Anyway, I don't know if that.

Betsy Sneller [00:54:31.740-00:54:51.690]

Yeah, I was more I was. I wasn't trying to ask, like, what are you going to do to retain those members. I was more time to ask, like, what is the best way For people to get their voice heard and we've seen that people have tried an open letter. We've seen that people have tried emailing the executive committee. Like what, what is the most effective way to get people's voices.

Laurence Horn [00:54:52.410-00:55:54.570]

Well, those are some of the issues that the task forces are designed to bring about a response to we're going to establish new structures where For instance, suspending and that's the reason that we've suspended this social media account and taken down the so called media experts list and we're doing those things in a different way, which weHope will be more responsive to the membership and their, their issues which we hadn't really considered, they're just, you know, who really thinks about the media experts list. And so we're indebted to The signatories of the open letter for making us realize that this is something we should be concerned about. And so we're, you know, we're addressing that. But as, as Brian and everyone else. Who spoke is saying we can't do this overnight, and we can't do without considering the repercussions of any decisions that we make.

Chris Kennedy [00:55:55.620-00:56:30.000]

Maybe it would be this would be a good opportunity for someone to just talk about how changes can even happen at structural levels of the sort that we're talking about. What, you know, what are the range of actions for any okay any particular event like the open letter or something else
coming up. How does the society, actually. One of the procedures. What's the real real, what are the expectations about how long things take how many people did. How to involve all kinds of people as involved practical matters of making change happen.

Lenore Grenoble [00:56:33.2-00:59:49.950]

So it depends on the change if you submit a petition to the EC with 25 signatures that you see. considers it. We're where we have, there's the constitution and bylaws, which are governing documents and we need to work within those as a society, we're bound by them. And so if you want changes to the constitution and bylaws at that takes a petition or asking the East, it's sort of You know, until recently, this is, this is my third year secretary treasurer and I shadowed Patrick Farrell, who was the previous one. For a year. So this is the first time that we've had this this level of concern and need for change coming to the EC in the last four years that I've seen so.

Otherwise, a petition comes forward the membership votes on changes to the constitution and bylaws. The EC cannot change it. So some of the committee's are baked into that and and require change by the By the membership. I mean, we are we are an organization of members. So the, the committee's whether there's too many are too few I just I just really don't know depends on on what you want. Each of the committee's has an EC liaison assigned to them. And so that's the direct connection between the Committee and the EC some of the committee's have open membership, which means you can just go and those are the ones that I think are good for junior people to join because you can just go and your time commitment is smaller, but the closed committees tend to be the ones where there's A different kind of work, like the audit committee reviews the budget. So the budget itself is put forward the The staff, by and large, run the budget I oversee it. We have an external audit committee auditor who reviews it to make sure that I'm not stealing money. Nobody has staff stealing money. The audit committee looks at that. So it's completely independent and transparent.

Be on that committee is not glorious work, but you do want somebody to make sure that nobody is pilfering money. So that's so it's kind of all over the place but changes to the structure of the society, per se, come forward to the EC if it doesn't require a vote of the members. We have you can just propose something. Generally, I mean generally the EC you vote for Members on the EC we're all voted in. We all have time limits and so you can self nominate volunteer to run that goes to the nominating candidates. I mean there's just like all these levels of committees. But You know, putting something forward with a the natives for linguistics special interest group came forward and ask for support or asked to be recognized and that just happened. It doesn't didn't require a vote and So it just depends on what kind of change you want.

Brian Joseph [00:59:50.850-01:01:28.260]

And we did. We did make some admittedly slowly and perhaps clumsily in terms of the response. But we did make some changes to The meet the so called media experts list in two stages. First was was reordering in
response to the To the prominence. That was, that was given to be being listed first. And the fact of a of a category called General Linguistics, which once it was drawn to our attention gave us towards We reordered that list. And then a few weeks later, we again because of of concerns that were raised by emails by by tweets and so forth, not, not through a formal mechanism of petitioning with 25 signatories, and so forth. But, but, but Concerns that came to our attention are being mean numbers of the of the executive committee in one way or another, and we reacted to that. So, so it is possible to effect change.

Even in these more informal ways. The, the executive committee is here to serve the, the, the interests of the of the membership and and when we hear what's going on and we're not always Maybe listening. Not all of us are are as involved in social media as others and and some of the developments. went past me completely because I'm not a big social media user at all. But yeah, please. Yes.

Chris Kennedy [01:01:29.130-01:02:04.680]

We're getting close to the end, there's a couple last things that I want to get on there.

Just to summarize that last bit just to add some and maybe not be totally clear that he is currently trying to relate it to Jessica read point figure out a way to get junior membership involved on it in a way that isn't demanding. Unfairly demanding on the junior person. Just to make that clear. Okay. There's two issues that I want to try to finish up with we've got officially six minutes left. Um, we're going To do. Excuse me.

Laurence Horn [01:02:04.740-01:02:07.530]

I thought we were going to 555 originally

Brian Joseph [01:02:07.590-01:02:08.670]

Thought. Oh god, yeah.

Chris Kennedy [01:02:09.630-01:03:18.720]

Some of us have class to teach

And it's not even linguistics class, but the two issues. I want to try to get at. Before we end, one will be very difficult and one will hopefully be a little more straightforward. So there are a lot of Comment. Questions, comments observations in the in the feed about the notion of civility, what exactly that is What the LSA thinks the executive committee thinks it is with the leadership thinks it is what how it may or may how it should or should not Or let me put another way, might be dangerously used to stifle speech, as well as to enable speech. What is the, in our view, what ought to be or what What is the right way to approach the hard problem of having people engage with each other on these difficult issues. In a, in a, in a way that allows all voices to be heard, even if they challenge. well established norms of some sort. Of hope that summarizes.
Marianne Mithun  [01:03:19.290-01:03:19.620]

I'll just Very quickly, um, I would, I would like to say that we on the executive committee are keenly aware of these opposing values and they're they're definitely values being heard. And and I think we're all very keenly aware of feelings of harassment and bullying, etc. Especially for junior colleagues. And this is actually very important to us. And obviously, the whole point of linguistic society is communication. So you want you want something that works. So of course, something we could do is, is all get together and decide together what civility is because it's very clear that it's not the same thing. For everybody that people have different views different opinions different reactions to what good interaction is so I mean, maybe that's something we should Take up and find out from the membership when you're, what do you, what do you see as effective fostering of have good communication, communication.

Lenore Grenoble  [01:04:31.980-01:06:02.100]

Do have a civility policy was opened up for comment this. I'm just talking about the secretary. In December 18 2017 we put in place a civility positive. We didn't have one and now it was a time when we were in particularly concerned about sexual harassment as a professional society based on things going on. at Rochester and then other things came out. So I'm looking at it was opened up for comment. It's interesting to look at the comments too because some people say I've never seen uncivil behavior and other people are saying things that policy that we have in place now. Has a list of unacceptable behaviors. It really does seem to me that it's focused on meetings and Institute. So, places where people are physically in the same place. So perhaps we want to revisit the existing policy, throw it out rewrite a new one or expanded to include And include social media. There's also a question of and again I'm speaking as secretary treasurer, more than anything, what kind of teeth any policy, we have Will have. So what actions we can take if we have a clearly defined policy and then someone doesn't follow it. So I think that that is one of the issues that is before us, and I don't have good answers to that.

Brian Joseph  [01:06:03.540-01:06:05.970]

Enforcement. In other words, is. Yeah.

Lenore Grenoble  [01:06:08.970-01:06:20.790]

So, but this. I mean, this was really what was very much in our minds at that point it's, I mean you'll if you look, I'm looking at announced course of intimidating harassing abusive derogatory or demeaning actions or speech. Note that the ladder is distinct from vigorous reason disagreement compatible with the norms of civil behavior. So that was crafted by people at the time. I wasn't involved in, it's just, it's something that we've got. Anyways, at the moment.
Okay, we're just about out of time.

I want to end. I'll just take this on because it's rather than what everybody else. There's a number of questions about sort of accessibility and, in particular, you know, why is this particular event only going through LSA membership. You know, the simple and uninteresting response to that is basically we've never done this before. There's a fear of zoom bombing, etc. And that comes from straight up inexperienced with this kind of activity. So we thought better to at least get this started in a fairly safe slash constrained way and then if there's positive response afterwards.

If the kind of thing that we can figure out how to do better and, in particular, invite volunteers to help make that happen. So it just kind of echoing like to the point that David has made in his comments on if we do have, so the thought, indeed, was we have the resources now to engage with a broader number of people in a direct way like we're doing now. And we should try to take advantage of that if people think it's a good idea of useful words, use a useful way to spend your time and energy.

And we are no people think we're getting we're getting things done in this in this way. So it's not meant to be exclusionary it's but it's it's the starting point. So with that, I want to thank the panel for for the leadership for answering these questions and The Secretariat David and Allison for helping to set it up, and especially all of you people who came and listened and brought your questions and your texts, we will be able to post a recording of this afterwards on the website so people can hear the discussion.

And I believe we can post the content of the chat as well. So people have a sense of the actual issues that came up. Not all of them. We're sorry we can't address all of them, but maybe out of the careful analysis of the chat, we can figure out different themes that people might want to take advantage of to work on as we go forward. So thanks to everyone.

Thanks for it and see.

Ya. Thanks everyone.

Thank you all. Thanks for your comments.