

Report on Diversity and Inclusion in the Society for Political Methodology

By the Diversity Committee

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The committee was charged by Kosuke Imai, president of the Society for Political Methodology (henceforth, *SPM* or *the Society*), to provide recommendations with the goal of improving diversity and inclusion both among SPM members and in the entire field of Political Methodology. The following report collects the Diversity Committee's recommendations.

I. Introduction: The current challenges and two different goals

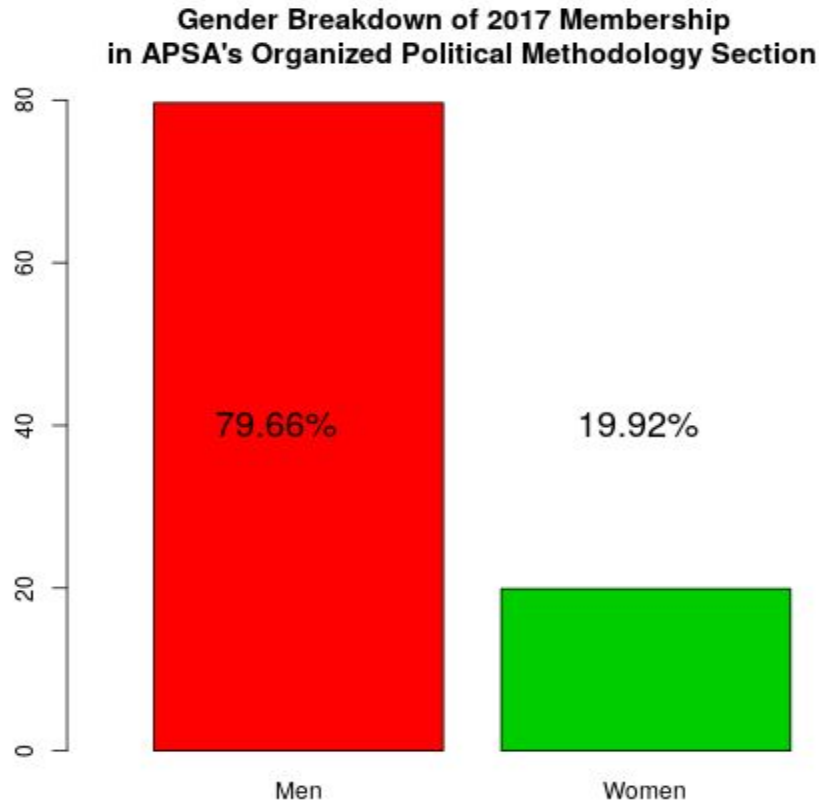
Underrepresentation of minorities and women

The Society for Political Methodology faces severe diversity challenges. There is a disproportionately low number of women and minorities in the field of political methodology in all spheres---graduate student body, assistant professors, tenured professors, journal editors, etc.

As shown in Figure 1, in terms of gender balance, data obtained from the American Political Science Association (APSA) reveals that the

membership of the organized section of Political Methodology as of October 2017 is roughly 19.92% female and 79.66% male.

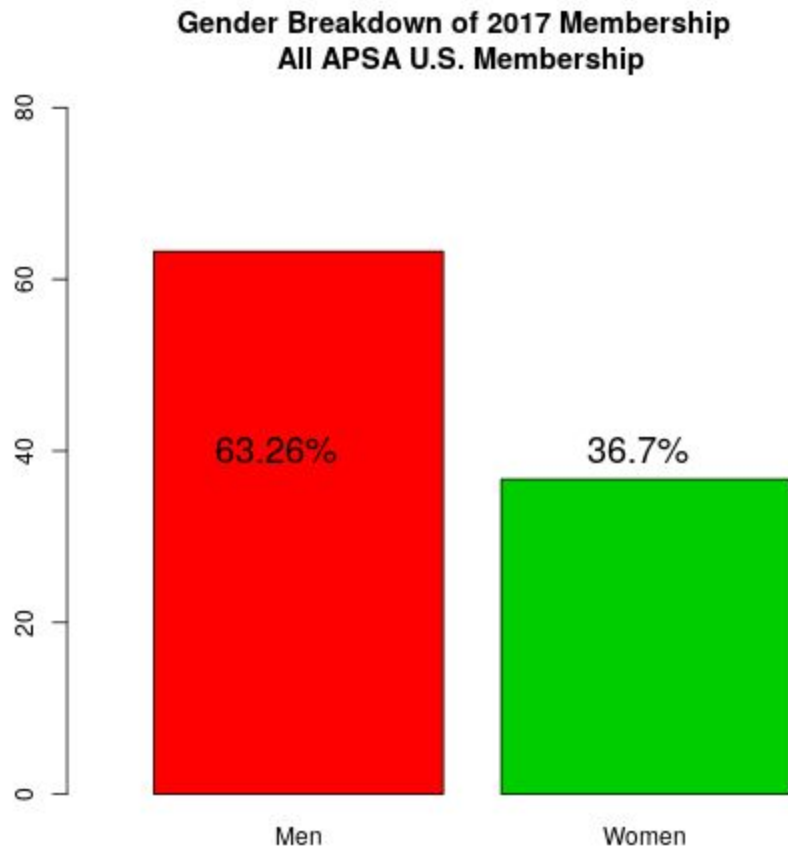
Figure 1: Gender composition of APSA Methodology Section's Membership



Note: Based on APSA membership data retrieved on October 15, 2017.

It is important to compare the proportion of women in the organized Methodology section to the proportion of women across the entire APSA membership. The latter is reported in Figure 2. As shown, the overall proportion of women across all APSA members is 36.7%, considerably higher than the 19.92% in the Methodology section. These numbers imply that the percentage of women is 84% higher in APSA as a whole than in the Methodology section.

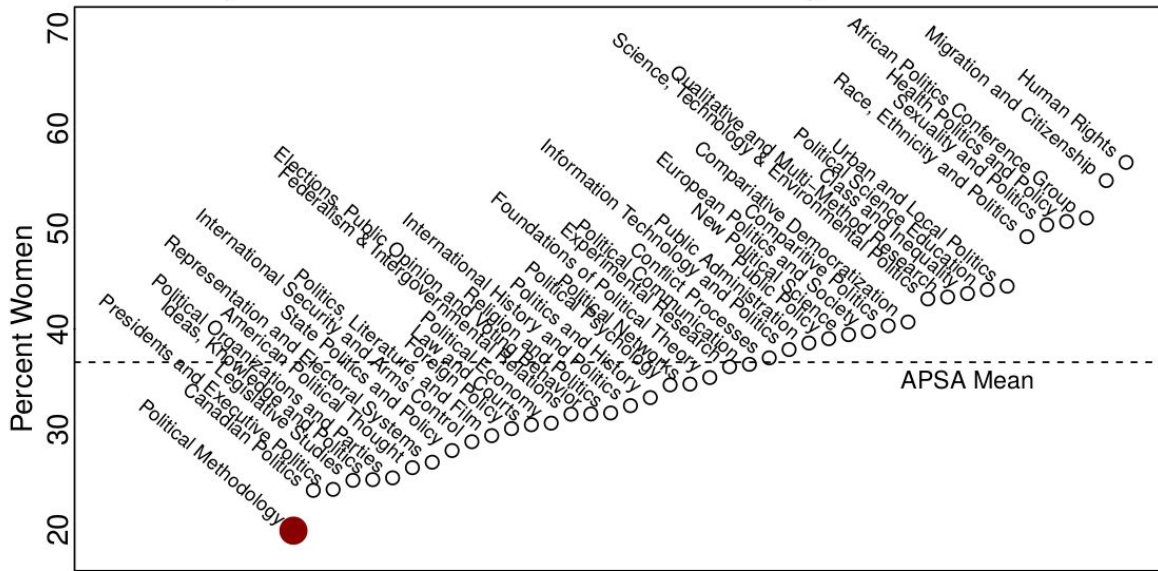
Figure 2: Gender composition of all APSA Membership



Note: Based on APSA membership data retrieved on October 15, 2017.

It is also important to establish the gender composition of the Methodology section relative to other APSA sections. Figure 3 below---graciously provided by Professors Betsy Sinclair and Jacob Montgomery at Washington University in St. Louis---shows the percentage of women in all APSA organized sections. Our section has the smallest proportion of women in its membership across all APSA organized sections.

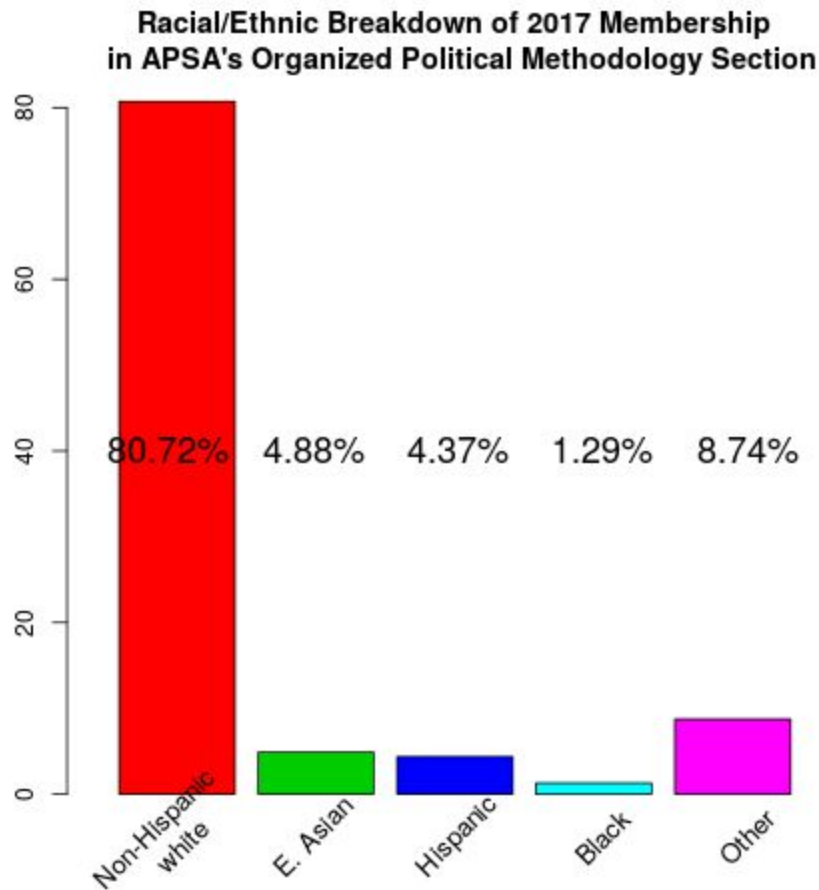
Figure 3: Percent of Women in APSA organized sections



Note: Figure prepared by Prof. Jacob Montgomery based on data from the American Political Science Association. The Women and Politics Research section (91.6% women) is excluded from this plot to make it visually clearer. The dashed horizontal line shows the overall percent of women in APSA.

But the lack of diversity is not limited to gender. Figure 4 shows that the membership of APSA's Methodology section is 80.72% Non-Hispanic white, 4.37% Latino or Hispanic American, 4.88% East Asian or Asian American, and only 1.29% Black or African-American.

Figure 4: Racial/ethnic composition of APSA Methodology Section



Note: Based on APSA membership data retrieved on October 15, 2017. The *E. Asian* category refers to members who report to be "East Asian or Asian American". The *Other* category includes Native American, South Asian or Indian, and other ethnic identities.

These numbers reveal that the vast majority of the Methodology section membership identifies as Non-Hispanic White. This percentage is relatively similar to the proportion of Non-Hispanic Whites across all APSA members. Figure 5 shows the racial/ethnic composition of the entire APSA membership in 2017. Overall, 76.26% of all APSA members are Non-Hispanic White, and 7.38% are East Asian or Asian American, 5.76% Hispanic, and 4.49% Black or African American.

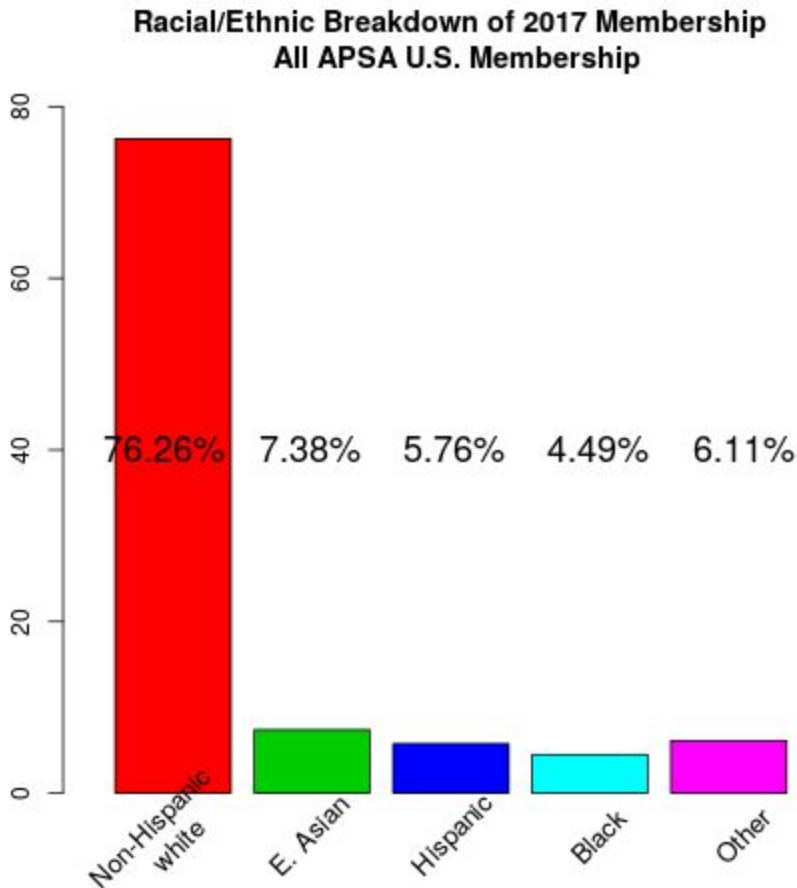
The comparison of the racial/ethnic breakdown between the Methodology section and the entire APSA membership is instructive, because it reveals

several patterns that have not been widely reported before. First, as mentioned above, the proportion of Non-Hispanic White is roughly similar between the Methodology section and the entire APSA membership. Second, relative to the entire APSA membership, East Asian and Hispanic members are underrepresented in the Methodology section. While 7.38% of APSA members are East Asian /Asian American, only 4.88% of the members of the organized Methodology section belong to this ethnic group. Thus, the percentage of East Asian members is roughly 50% higher among all APSA members than among the Methodology membership. Similarly, the proportion of Hispanic members among all APSA members is roughly 30% higher than among the Methodology section membership.

But by far the most severe racial/ethnic underrepresentation occurs for Blacks, who represent 4.49% of the entire APSA membership, but only 1.29% of the membership of the Methodology section. This means that the overall percentage of African Americans in APSA is roughly 250% higher than the percentage of African Americans in the Methodology section.

Overall, this analysis reveals that, among the categories considered, the minority group most underrepresented relative to the overall APSA membership is African Americans, and the second most underrepresented group relative to the APSA membership is women.

Figure 5: Racial/ethnic composition of all APSA members



Note: Based on APSA membership data retrieved on October 15, 2017. The *E. Asian* category refers to members who report to be "East Asian or Asian American". The *Other* category includes Native American, South Asian or Indian, and other ethnic identities.

Two related goals to address diversity challenges

The data presented above shows that the Political Methodology field faces severe diversity challenges. In addressing such challenges, there are at least two important and distinct goals:

Goal 1: To foster interpersonal connections within underrepresented groups.

This goal recognizes the reality that women and racial/ethnic minorities are severely underrepresented in our field, and as such face unique obstacles navigating several aspects of the profession. This first goal emphasizes the need to create a community of people who have shared experiences, who can give each other support and reduce their sense of isolation. In order to achieve this goal, policies that encourage connections between members of the same group are both needed and appropriate, as members of underrepresented groups will likely feel more comfortable sharing experiences with members of the same group, and will find support in a group of people with shared experiences. For example, female graduate students who want to discuss the potential timing of future pregnancies will probably feel more comfortable if the group consists only of women. We call such policies "within-group" policies. Within-group policies are beneficial and needed for achieving Goal 1.

Currently, the Society has one institution in place to foster interpersonal connections between women---the Visions in Methodology (VIM) group----and no institution to support African Americans, our most underrepresented racial/ethnic minority. Below, the committee proposes several new policies meant to improve the attainment of this first goal.

Goal 2: To ensure underrepresented groups have a wide professional network, professional success, and opportunities for leadership.

The second goal benefits both SPM underrepresented members as well as non-minority members. One component of this goal is to help underrepresented groups achieve professional success and positions of leadership within the field of political methodology. Another component of this goal is to ensure that these voices are heard loudly in the society, benefitting our collective academic enterprise. In contrast Goal 1,

within-group policies that set underrepresented groups apart may at times work at odds with Goal 2. For example, while professional events where only women and/or minorities are allowed to attend may facilitate Goal 1, such events may fail to provide women/minorities with access to the people who are best positioned to provide professional opportunities. We care deeply about how we attend to this tension.

The committee believes that both goals, encouraging connections between members of the same underrepresented group and encouraging the full integration of underrepresented groups into the broader field, are crucially important. In order to achieve both goals simultaneously, within-group policies must be balanced with policies that promote full integration of underrepresented groups in our field. Below, the committee proposes several new policies that are conducive to the attainment of both goals.

II. Improving the integration between the VIM conference and the Polmeth meeting

One of the most important diversity-enhancing institutions in the Political Methodology field is the Visions in Methodology (VIM) group. VIM is designed to support women who study political methodology, by providing a forum to share scholarly work and a platform for women to connect, network, and benefit from professional mentorship. One of VIM's most important events is their annual conference, which is intended to bring women together to discuss their research and discuss career and professional development issues. The first VIM conference was held in 2008.

A feature of the VIM annual conference is that only women are on the program and only women can attend (some local men occasionally attend some panels, but in general the conference is by women and for women only). Thus, the VIM conference is extremely effective in fostering Goal

1---to connect women with each other---but not as well-equipped to promote Goal 2---to provide women with the full set of professional opportunities and connect women to the entire political methodology field.

The benefits of VIM.

We first highlight the benefits that have resulted from VIM, and how that has helped women connect professionally and share their common experiences. In 2017, the VIM conference received 115 applications, of which 33 were accepted. The applicant pool was 100% women, as only women are allowed to apply, and 81.70% Non-Hispanic white. The program included research presentations followed by discussant comments and group discussion, and different professional development sessions on patterns of service and success among women faculty and faculty of color, and other topics selected by VIM participants prior to the start of the meeting (in a survey sent prior to the start of the conference).

Women who attended the meeting report having had a very positive experience. Many women report that the audience is engaged, that the level of camaraderie is high, that the professional development sessions are very useful, and that the conference gives them ample opportunities to network and make important professional contacts with other women.

How to broaden the positive impact of VIM.

VIM has been very successful in connecting women who are interested and work in political methodology. Since women are the second most underrepresented group in the Society for Political Methodology, efforts to connect and provide professional development opportunities for the members of this group are crucial.

However, the committee believes that most of the benefits of VIM have occurred in terms of Goal 1, but not of Goal 2. That is, VIM has been very

successful at connecting women with each other. Indeed, VIM's annual conference has been extremely successful. The number of applicants and attendees has grown steadily, contributing to strengthen the visibility and professional connections of female graduate students and female junior professors interested in methodology.

Unfortunately, in contrast to the success of VIM, the SPM has been much less successful at increasing female participation in political methodology. In particular, female participation at the SPM annual conference (commonly known as the *Polmeth* meeting) is low and has not shown signs of improvement. In 2017, only 27% of the 211 total conference participants at the Polmeth meeting were women; and only 13.8% of those who participated in a panel as either a presenter or discussant were women. This is not an isolated statistic. The attendance data shows that this severe underrepresentation of women at the Polmeth meeting has seen very limited improvement in the last ten years.

Figure 6 below shows the percentage of women among attendees to the SPM Annual meeting since 2006. Despite some temporary increases in 2014 and 2015, the percentage of women in the 2017 meeting (27%) was barely above the percentage of women in 2006 (25%). Thus, while participation by women in VIM continues to increase, the underrepresentation of women in the Society-wide annual meeting has not improved in the last ten years, and remains disproportionately low.

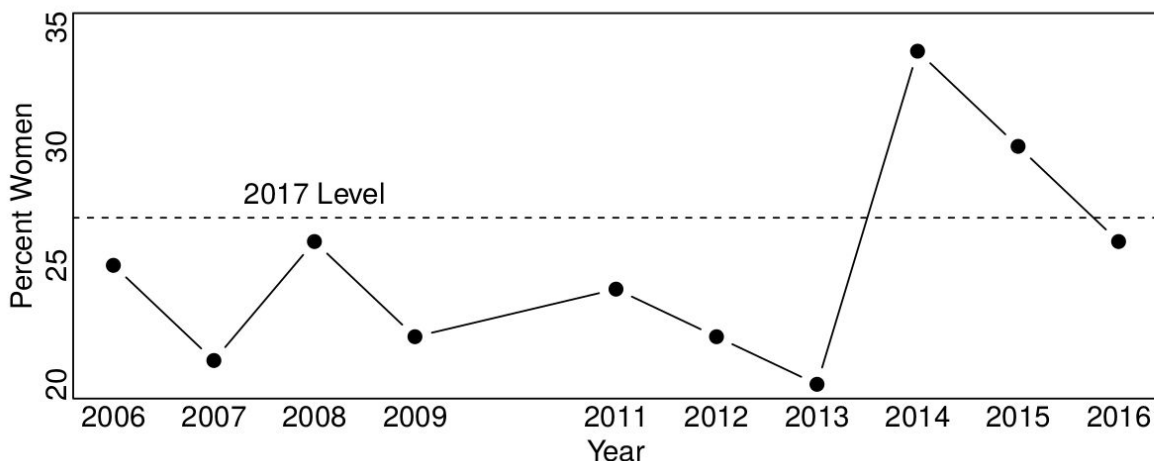
The committee is thankful for VIM's efforts in advancing women's participation and visibility in political methodology. The committee is also extremely concerned about the low participation of women in the Polmeth annual meeting and the SPM more broadly.

We are particularly concerned about the possibility of cementing segregated professional networks of political methodology. We are certain that neither VIM nor SPM intends for there to be one professional political

methodology network by women for women, and another network that is dominated by men. Yet over time we have seen VIM's application pool grow while female participation at SPM has not. VIM's leadership is exclusively female, while the majority of the positions of (formal and informal) power in our field are occupied by non-minority men. In addition, VIM participants do not generally attend the summer meeting. In 2017, there were a total of 42 VIM participants (13 paper presenters, 13 discussants, 15 invited participants, and 2 featured senior scholars, one of whom served as a discussant). Out of them, only 5 attended the summer methods meeting and all of them received the NSF funding for the summer meeting. That is, in 2017, 90% of VIM's participants did not attend the summer meeting.

The reality of this segregation, which has occurred despite numerous efforts by VIM and the SPM to integrate and advance women who work in political methodology, is a major obstacle to achieving gender balance in leadership positions in both the field of political methodology and the Society, to achieving the kind of intellectual environment we want to foster at conferences, and to achieving the kinds of intellectual exchange necessary to produce the highest quality research possible.

Figure 6: Percentage of Women Attending the SPM's Annual Meeting



We suggest one strategy where VIM directly contributes to Goal 2---we propose to integrate VIM and Polmeth. This would ensure that all of VIM's participants would be funded to attend Polmeth and would have the opportunity to attend. Moreover, as VIM is currently unable to accept all applicants, this move would have the added benefit of expanding the pool of NSF funding to ensure that those women who were previously funded for only the summer meeting would now also be able to participate in VIM.

Our recommendation is based on our desire to focus on particular policies that have immediate impact to improve the integration of the political methodology field. The committee is unanimous in its belief that our professional and intellectual community should be integrated, not segregated, and that this is an urgent area of need for SPM.

For this, we believe that the SPM needs VIM's help. We encourage VIM to continue its great work on achieving Goal 1. At the same time, we recommend that the SPM work with VIM to implement policies that also contribute to Goal 2. We outline our recommended policies below.

Proposal 1: Integrate VIM and Polmeth

Our first proposal to achieve professional integration is to move the VIM annual meeting to the Wednesday prior to the Polmeth meeting. Perhaps we can even hold both meetings simultaneously, and have VIM-sponsored panels during the Polmeth meeting. This would ensure that the entire field of political methodology can attend the VIM panels, and provide feedback and get to know these young female scholars. One vision of an integrated conference is as follows:

1. Women arrive on Tuesday night and conduct women-only panels on Wednesday; these panels have 100% women presenters, but men are strongly encouraged to be in the audience. On Thursday, the

Polmeth meeting starts. In addition, Thursday's schedule includes a small number of panels designed to promote the successful integration of women and other underrepresented groups into the Society, along with the typical research presentations. Such topical panels might include:

- a. Emerging scholars panel. We envision this panel as a plenary session designed to highlight the work of a number (5-8) of diverse scholars who would give short presentations on their methodological work or application of methods to a substantive problem, representative of questions across subfields. (We might provide a template or other guidelines.) A senior scholar might be assigned to provide written feedback.
- b. Topical panels on mentorship and/or networking. We envision either simultaneously occurring split sessions or a single plenary session featuring best practices for mentoring, from both the mentor and mentee perspectives, and networking.
- c. A breakout session where attendees meet separately with a smaller group of scholars interested in similar methodological topics or challenges. The aim is to put people in a smaller, focused setting where discussion may more naturally take place. A motivating question could be provided to structure discussion such as: "What are the biggest challenges faced by time series analysts?" "Where do you see the next great strides in causal inference?" The session could end in with each group reporting back to the larger group of all attendees.
- d. A Q&A session featuring more senior faculty, including, where possible, those from a variety of underrepresented groups. Questions along the lines of: "What do you recommend to junior faculty hoping to contribute to X?" or "How did you X?" could be curated ahead of time and read by a moderator.
- e. A panel of diverse scholars focusing on questions relevant to diversity, mentorship, networking, etc. We envision a discussion around questions that promote positive pathways to integration.

Questions to serve as the basis for discussion could be curated and shared with panelists ahead of time and read by a moderator. Audience members could also offer questions.

2. Have the traditional Polmeth "Women's dinner" on Wednesday night as part of the VIM meeting, and host a Society-wide "networking" dinner on Thursday night when a majority of attendees have arrived. See below.
3. Create a team of 8-10 senior faculty who, for the duration of the Polmeth meeting, are expected to pay attention to and take charge of introducing people to one another and incorporating people in conversation. These faculty would also be on the lookout for situations in which people might feel uncomfortable and intervene as appropriate. Guidance for situations that require intervention is provided in our proposed code of conduct (see below).
4. Prioritize spaces with lots of seating where discussion is more readily encouraged.
5. Organize lunch groups around some methodological theme such as "How to teach undergraduate methods" or "how to develop syllabi that include work by diverse scholars".
6. Print and disburse postcards that include "Tips for a Successful Meeting Experience". We envision multiple versions of the cards containing a set of bullet points that include both dos and don'ts.
7. In the current system, women who attend VIM have no institutional affiliation with the Political Methodology section. In order to promote integration, we suggest making the necessary institutional changes so that anyone who attends VIM automatically becomes a member of the Society for Political Methodology. As a consequence, every person who attends VIM would receive a subscription to Political Analysis, and would also be invited to attend and participate in the business meeting of the Political Methodology section.
8. With the proposed integration of both conferences, efforts should be made to ensure that the Polmeth program is diverse. For this, we suggest that at least one member of the SPM's diversity committee

be part of the Polmeth program committee. We also suggest the following policies to be implemented by the program committee:

- a. Organize panels on a substantive topic, encouraging applications from diverse scholars who do not self-identify as methodologists and who may be willing to participate in a methodologically oriented panel in their particular substantive area---but would otherwise choose not to come to the Polmeth meeting.
- b. Set targets for diversity before reviewing applications.
- c. Enforce the diversity targets. One possibility is for the Program Committee to submit the final program for approval to the SPM Executive Committee, or to the Diversity Committee.

An alternative strategy would be to keep the meetings separate but to encourage VIM attendees to also attend the Polmeth meeting by:

1. Auto-accepting all VIM attendees to Polmeth and offering a stipend to do so.
2. Encouraging VIM to hold sessions on how to be your own best advocate, how to network, or how to handle uncomfortable situations.

We could also encourage VIM to open up a subset of sessions at their conference to any local scholars.

Finally, we could add a member of the VIM leadership to the officers of the Society. This would give them a voice in the activities of the Society and serve to integrate the two groups. At a minimum VIM should be represented on the diversity committee.

Our proposal to integrate the VIM conference with the Polmeth conference has a very successful precedent. The Women in Machine Learning (WiML) group is an organization created to increase the number of women working in Machine Learning and help women succeed professionally in the field. The flagship event of WMiL is the WMiL workshop, an annual conference

where women present their work, and female faculty, research scientists, and graduate students working in Machine Learning meet and participate in professional development panel discussions led by senior women in academia and industry. Importantly, in the WiML workshop, all formal presentations are given by women, but all genders are welcome and encouraged to attend.

A very important feature of the WiML workshop is that it occurs at the same time and in the same location as the Annual Conference on Neural Information and Processing Systems ([NIPS](#)). The first two WiML workshops (held in 2007 and 2008) were held at a different time and location. However, in 2008, the WiML workshop was moved to the NIPS Annual Conference. The founders of WiML supported this move, as they explain on a [Brief History of the Workshop](#):

"In 2008, the NIPS foundation supported moving WiML to NIPS. It seemed more appropriate for the workshop to be co-located with a machine learning conference, and co-locating with NIPS enabled students to "dual purpose" their WiML travel funding so as to offset the cost of attending NIPS, thereby increasing the number of women at the conference. Furthermore, by holding the workshop the day before the main conference, workshop attendees could recognize one another throughout the rest of the conference"

Since then, the WiML workshop and the broad WiML community have grown in size and impact. Moreover, holding the WiML workshop at the same time and place as the NIPS conference led to changes at the NIPS conference. For example, in the 2014 WiML workshop, which was coterminous with the NIPS conference in Montreal, the WiML organizers provided a Mother's room for the duration of the WiML workshop, which was only part of the whole duration of the NIPS conference. However, by 2015, WiML provided a Mother's room for the full duration of the NIPS conference.

The successful case of WiML and its integration with NIPS suggests that moving VIM to Polmeth can bring about similar benefits. The WiML case exemplifies how a women's conference can be successfully integrated with the broader field in a way that preserves the strong emphasis on Goal 1 (e.g., with all formal presentations given by women), and simultaneously fostering Goal 2 (e.g. allowing men to attend, holding the event at the same time as the field-wide conference, advocating for diversity-enhancing changes to the field-wide conference).

This is the vision that the Diversity Committee holds for the integration of VIM and Polmeth.

III. The Women's Dinner

Related to the integration of VIM and Polmeth is the role of the Women's dinner, typically held on Wednesday night, on the eve of the Society's annual meeting.

Proposal 2: Turn Women's Dinner into Networking Dinner with Assigned Seating

We wish to recognize that, although women are severely underrepresented in the Society and the field, there are also other groups severely underrepresented, in particular African Americans. Thus, the committee wants to consider using the dinner as an opportunity to include all underrepresented groups, not only women.

Concrete ideas include:

- Instead of having a “women’s dinner” where only women attend, have a "networking dinner" where everybody attends. Importantly, in this dinner, we suggest pre-arranging seats like at a wedding, making sure that senior men sit in a table with women/minority graduate

students and women/minority junior faculty. We also propose creating seating arrangements based on shared intellectual interests.

- Move the new networking dinner from Wednesday (which is before the Polmeth meeting starts and when many people have not yet arrived) to Thursday (which is the first night of the meeting and is widely attended). In combination with the proposal to integrate the VIM and SPM meetings (see above), this would mean that Wednesday may still feature a women-only dinner as part of VIM (which would start on Wednesday), and Thursday would feature this new networking dinner where we welcome all underrepresented groups and make an effort to integrate them and listen to their ideas.
- Since our proposal is to create a networking dinner where everybody is welcome to attend, we want to emphasize that we view assigned seating as a necessary part of this new dinner, to avoid senior people's gravitating towards people they already know and excluding new and underrepresented participants. Before the dinner begins, the conference host could remind people of the purpose of the dinner, and encourage senior people at the table to introduce themselves and engage with the new faces at their table.

IV. The AERoPUP program

The the Advanced Empirical Research in Politics for Undergraduates Program (AERoPUP) is an undergraduate-outreach program that seeks to increase diversity among researchers doing empirical political science. AERoPUP targets undergraduate students (particularly women, underrepresented minorities, and students from economically disadvantaged backgrounds) at colleges and universities and/or majoring in disciplines in which opportunities for exposure to contemporary quantitative empirical political science are otherwise limited.

Students selected as fellows receive \$3,000 in research support, which includes travel to the Annual Meeting of the Society for Political Methodology where they present their findings in a joint Poster Session. We also pay \$10,000 to the director of the program. All these funds come from the Society's NSF grant.

The AERoPUP program is very broadly targeted. The most recent announcement described the AERoPUP program as supporting undergraduate empirical research "*in any and all fields which connects to political questions*". The program does not seem to be currently focused in increasing the methods training of a diverse group of undergraduate students.

The committee was asked to consider AERoPUP's effectiveness, and propose modifications to it if needed. After studying the report provided by Brian Pollins, the program director, and evaluating the program's performance in the three years it has been active, we found several concerning issues regarding the program's effectiveness and implementation.

The program received 37 applications in three years; in this period, 11 students received the fellowship. The program did not systematically collect demographic and racial/ethnic data on applicants, so we lack reliable information to evaluate whether the applicant pool was sufficiently diverse. The pool of 11 fellows was roughly equally divided between men and women, with 2 African American and 1 Latino members. We also lack information about whether the AERoPUP participants subsequently applied to graduate programs in Political Science or related disciplines, and whether they were successful in being admitted to a program.

The program currently lacks an institutionalized system to solicit applications in a systematic way. The director sent various messages to College Undergraduate Studies, Minority Affairs, and Honors Offices at

various colleges and universities, but he reports that those efforts have not yielded a single application. To date, every applicant has resulted from interpersonal network contacts between the director, another member of Polmeth, or a second-order personal contact. Those contacts, by their very nature, are less likely to produce applicants from diverse backgrounds. The program therefore lacks a systematic way to reach potential applicants from underrepresented groups. Given the AERoPUP program's stated goal, this is problematic.

Moreover, the AERoPUP program does not train undergraduates in methodology; it simply funds them to attend the Polmeth annual conference and to visit their faculty mentor once for a few days. The lack of a training component means that the program does little to help the so-called diversity "pipeline" problem.

In sum, although we wish we had more information to better judge the effectiveness of the AERoPUP program, we believe that the information that we do have suggests that this program is too costly relative to the benefits it creates.

Below we propose to modify the program to increase its reach, its effectiveness, and to add a training component. We believe this reshaped program will be more effectively contribute to diversify the field of Political Methodology.

Proposal 3: Reshaping AERoPUP

The lack of diversity in the field of political methodology documented in Section I is likely caused by multiple and complex reasons. One of those reasons is the so called "pipeline issue"---that is, the disproportionately low numbers of women and minority undergraduate and graduate students who decide to pursue training in mathematics, statistics and programming, which are all crucial for a future career in political methodology.

We see a program like AERoPUP as an opportunity to increase the proportion of underrepresented groups who are trained in methods, which will in turn contribute to a more diverse pipeline.

The total cost of the AERoPUP program in the prior NSF grant budget was \$26,500. This sum was meant to cover expenses for five students plus the \$10,000 director fees. Our proposal is to redirect these funds to provide a program that is focused on undergraduate training. The program we envision would provide a fellowship for underrepresented college students enrolled in social science majors to take summer classes in mathematics, statistics, and programming at an advanced level. The idea is to solicit applications from diverse students whose social science majors do not require quantitative training and who may not have the time or the resources to take these additional classes during the regular academic year--but who are nonetheless sufficiently interested and are willing to devote their summers to taking such courses.

We would fund these students to attend a research university or other institution (see below) during the summer, to take summer classes in calculus, linear algebra, statistics, and programming. Importantly, the funds would be to take rigorous upper-undergraduate level (or equivalent) courses that are offered during the summer, not short courses of lower rigor.

Given the current budget of the Society, we estimate that funding travel and lodging for several students for eight weeks would be cost-prohibitive. For that reason, we propose to implement a program targeted at undergraduate students who attend a college that is geographically close to the institution where the training will occur. This would avoid the need to pay for a dorm or hotel. (For example, the University of Michigan could receive students from Washtenaw Community College.)

The program we envision would require the Society to partner with one or more universities or other institutions. For example, the Society could advertise the program and select the candidate, and a partner university could waive the tuition for summer classes. The Society could also fund weekly one-on-one tutoring for these students, and would partner the students with a professor who would mentor them and provide support while they are taking the classes. We suggest starting with a pilot program, partnering with just one University to fund one or two students. If successful, this program could grow and create partnerships between the Society and several universities and their surrounding nearby colleges to enhance the training of undergraduates and diversify the cohort of methodology-inclined students.

We propose the following scheme for an eight-week program:

1. Provide a stipend for students of \$500 per week, as suggested by NSF's REU program. Total for 8 weeks: \$4000.
2. Provide students with a list of summer classes that can be taken as part of the program.
3. Provide 3 weekly hours of private tutoring, to help students with the materials. $\$70 \times 3 \times 8 = \1680 .
4. Partner with a University to waive the tuition, or start by paying the tuition for one summer course.
5. Assign a faculty mentor at the University that will meet weekly and monitor progress, and will provide guidance for graduate school application, future classes, etc.

Assuming we can partner with one or more universities and avoid paying the tuition for the classes, the cost would be approximately \$6,000 per student. At this cost, the current AERoPUP budget of \$26,500 for three years would allow us to fund between 4 and 5 students. Although this is a moderate number, we believe the potential impact of the program could be

very large if this program encouraged these students to enroll in other quantitative methods classes after the program.

An alternative would be for the Society to pay for the summer tuition of the classes, without giving students a stipend. We believe, however, that offering a stipend could make a difference in our ability to recruit students of lower socio-economic means that may otherwise need to find a job during the summer.

We mention two universities that we know offer summer training programs and are open to partnering with outside institutions:

- [UCSD's STARS program](#), a summer research internship under the mentorship of UCSD faculty that offers student participants a research opportunity, in addition to training to apply to graduate school.
- [Caltech's Summer Undergraduate Research Fellowships \(SURF\)](#), a summer research internship to conduct research under the guidance of mentors. All mentors are asked to contribute \$3000 towards the total award to the student of \$6000. Importantly, Caltech welcomes students who want to work with mentors who are in other institutions.

Both of the above programs are research-oriented, and seem to lack a training component. The Society could add a training component by asking students to take a summer class during the internship period.

Moreover, SPM could consider partnering with the private sector. For example, Microsoft Research holds an annual [Data Science Summer School](#) in New York City, targeted exclusively at undergraduate students who attend college in the New York City area. The program is small in size (about 8 students); housing is not provided, but each student receives a \$5,000 stipend to attend. One of the explicit goals of the program is to

increase diversity in computer science graduate programs, and they strongly encourage applications from women, minorities, and individuals with disabilities. Our Society could use this program as an example; more simply, it could partner with Microsoft Research and offer funding to one or two students majoring in Political Science to attend this Data Science summer school.

We envision a similar program offered by the Society of Political Methodology, either directly or through partnerships with universities and industry, to contribute to a reversal of the diversity pipeline problem.

Finally, if the AERoPUP program continues as is, we strongly believe that, at the very least, the administrators of the program should collect the necessary information from program applicants about their background, their experience during the program, and their subsequent academic and professional activities, in order to better judge the effectiveness of the program in the future.

V. Statement of Diversity and Inclusion

The Society for Political Methodology is an academic organization established to support and develop methodological and empirical tools for the study of political science. The open exchange of ideas, the freedom of thought and expression, and respectful scientific debate are central to the aims and goals of the Society for Political Methodology. These require a community and an environment that recognizes the inherent worth of every person and group, that fosters dignity, understanding, and mutual respect, and that embraces diversity. The Society is thus committed to sharing values of diversity and inclusion, and to fostering a diverse membership that's inclusive of racial and ethnic background, disability status, religious belief, age, gender, color, gender identity, national origin, physical appearance, ancestry, sexual orientation, and socio-economic background. In order to foster diversity and inclusion, the Society seeks to provide

forums for varied perspectives and an open exchange of ideas in an unbiased and non-prejudicial way. The values expressed in this statement are recognized and supported fully by the leadership of the Society at all levels. The Society will not tolerate behavior that runs counter to these values, as explicitly stated in our accompanying code of conduct.

Credit: Parts of this code of conduct are based on the statement used at the Association of Computational Linguistics and Text as Data. Other parts are based on the example policy from the [Geek Feminism wiki](#), created by the Ada Initiative and other volunteers.

VI. Code of conduct during annual meetings and other events sponsored by the SPM

As outlined in our Statement of Diversity and Inclusion, the Society for Political Methodology is committed to fostering a community that recognizes the inherent worth of every person, that promotes understanding and mutual respect, and that embraces diversity. We are thus dedicated to providing a harassment-free experience for all participants at our events and in our programs. The policy is not intended to inhibit challenging scientific debate, but rather to promote it through ensuring that all are welcome to participate in a shared spirit of scientific inquiry.

Harassment and hostile behavior are unwelcome at any conference or event sponsored, co-sponsored, or organized by the Society for Political Methodology (SPM). This includes speech or behavior that intimidates or interferes with a person's participation or opportunity for participation in a conference or an event. We aim for all SPM-sponsored activities to be free of harassment, including but not limited to: harassment based on race, ethnicity, gender, religion, age, color, physical appearance, national origin, ancestry, disability, sexual orientation, gender identity, political partisanship and socio-economic background. Harassment includes, among other

actions, degrading verbal comments, discriminatory jokes and language, deliberate intimidation, stalking, harassing photography or recording, inappropriate physical contact, and unwelcome sexual attention.

It is the responsibility of the community as a whole to promote an inclusive and positive environment for our scholarly activities. Anyone who experiences harassment or hostile behavior may contact the Society's Climate Liaison designated for the event. During events sponsored or organized by the Society, this email (and an additional phone number distributed before the event) will be continuously monitored for the duration of the event. When taking a personal report, our staff will ensure that no one can overhear. They may involve other event staff to ensure the report is managed properly. We will keep any contact in strict confidence, and those who contact the Climate Liaison will be consulted before any actions are taken.

Credit: Parts of this code of conduct are based on the statement used at the Association of Computational Linguistics and Text as Data. Other parts are based on the example policy from the [Geek Feminism wiki](#), created by the Ada Initiative and other volunteers.

VII. Additional initiatives to increase diversity and inclusion

In addition to the proposals outlined above, the committee discussed other policies that would contribute to increasing diversity and inclusion in the Society. We outline these proposals below in no particular order.

Additional Diversity Proposal 1: Climate liaisons.

Create one climate liaison for the Society, or a group of climate liaisons. Have this person(s) be the point of contact for anybody who wishes to discuss issues relating to hostile working environments. The liaisons make a commitment to confidentiality, but they report the anonymized information

to the Society's Diversity Committee. For example, we could have a team of 5 senior women/minority climate liaisons, and have junior women/minority sign up to their teams. The liaisons would communicate with their teammates every semester by email, and then during the SPM Annual Meeting each team would meet together for coffee. The climate liaison would also be responsible to monitor and manage possible harassment situations at the Society's annual meeting and others SPM-sponsored events, as detailed in the code of conduct.

Additional Diversity Proposal 2: System of rewards for inclusiveness and mentorship

In addition to having liaisons to monitor hostile situations, the Society should also publicly reward members who are contributing to foster an inclusive climate. We suggest to develop a system that rewards mentorship and inclusiveness both during Polmeth and outside Polmeth.

Concrete examples include:

- Solicit nominations for examples of helpful mentorship from our members immediately following Polmeth, VIM, APSA, Midwest, and other regional conferences with methods sections. We could highlight a rotating member or two on our web page featuring quotes from the nominator.
- Create a program for people to recognize senior faculty members who engage in inclusive acts (similar to the University of Michigan's Staff Inclusive Acts program). For this, the Diversity Committee can provide online forms for people to (anonymously or not) name the person who engaged in an inclusive act and describe the inclusive act. The Committee can then give "inclusion golden stars" to the nominated person. Every nomination would count as one star, and the Committee would create a web page where all members with stars are listed, and their acts described. At the end of the year, we

would give a recognition to the group of people who accumulated the most stars, including quotes from the nominators on the website.

Additional Diversity Proposal 3: Fund Box-steffensmeier Garcia winners to Attend Polmeth

SPM and ICPSR have a scholarship program called the Box-Steffensmeier Garcia scholarship award, which offers support to graduate students to take methods classes at the ICPSR summer program. A committee appointed by the SPM president selects the award winner. We propose to fund the winners of this award to attend the Society's annual meeting. This will automatically increase the participation by women and minority students at Polmeth. We also suggest to recognize the winners of this scholarship at one of the Polmeth dinners, and to invite them to present their research at the Polmeth poster session.

Additional Diversity Proposal 4: Monitor Diversity in Topical Conferences

Our Society currently gives funding to hold small conferences on a particular methods topic. Before these funds are awarded, we suggest to require a diversity plan in advance of the conference, detailing the efforts that will be undertaken to ensure a diverse and inclusive event. After the conference, we suggest requiring a diversity report explaining whether the goals in the diversity plan were met. We might suggest a percentage of underrepresented attendees that is at least 20% female (percentage of women in the section) and 20% Hispanic or non-white (percentage of Hispanics/non-whites in section). We might be able to divert some of our budget to small stipends to defray costs for these individuals.

Additional Diversity Proposal 5: Arrange One-on-One Lunches at Polmeth meeting

Junior faculty who attend the Polmeth meeting for the first time may feel isolated/excluded at first, since a core of the Polmeth meeting attendees

have been going to the meeting for a long time and know each other very well. We can contribute to integrating new faculty attendees by helping them connect to more senior people. For this, we suggest funding one-on-one lunches where one junior scholar who is new to the meeting goes to lunch with one senior scholar who shares similar interests. Importantly, the Society should be the intermediary in arranging these lunches. We want to avoid having the junior person contact a senior person he/she doesn't know on their own. The funds for the lunch are also provided by the Society. The Society should also introduce the two people by email before the meeting. Importantly, we suggest to organize the lunches in the following way: the junior person provides a CV and a paper for discussion ahead of time. The goal of providing these materials ahead of time is to encourage the conversation to be and stay professionally oriented, with a focus on concrete research feedback and advice.

Additional Diversity Proposal 6: Provide Comments on Research Proposals

This idea is borrowed from a similar program in EGAP. Junior scholars provide a research proposal which is read by one senior scholar. Then, an hour-long electronic meeting is held during which the senior scholar offers comments on the research proposal. This seeks to provide junior scholars with a critical review ahead of completed research. The idea is for a junior scholar to present a research design, not a completed project, and obtain feedback before the research is completed. The Society could encourage junior people to apply for these electronic meetings, and have them suggest the senior scholar they would like to solicit feedback from. Then, the Society would contact the senior scholar and ask for their participation. Once again, the Society would be the intermediary.

Additional Diversity Proposal 7: Continuously Survey Members About Climate

Regardless of any measures listed above that may be adopted, it is essential that we survey our members about meeting climate, opportunities for networking, etc. We could also ask about other aspects of the conference including format (plenary vs. split sessions; poster session format, timing), which aspects of the meeting are most beneficial for networking, discussion, etc.

Additional Diversity Proposal 8: Avoid Cosponsoring with Institutions Whose Code of Conduct Conflicts with the SPM's Values

The XXXV Polmeth conference will be jointly sponsored by the Society for Political Methodology and Brigham Young University (BYU). Many members of the Society were distressed to learn about BYU's [Honor Code](#), which contains several restrictions that contradict the Society's values of openness and inclusiveness.

In light of this unfortunate event, the committee recommends that, from now on, the Society avoid partnering with institutions whose values and/or codes of conduct are in conflict with the Society's values as stated in our Statement of Diversity and Inclusiveness, and in our Code of Conduct. In particular, the committee recommends that all proposals to host conferences or events jointly sponsored by the Society include a section where the aspiring host explicitly discusses the aspiring host institution's policies and values regarding diversity and inclusion, and explain how those policies and values are compatible with the Society's values as stated in our Statement of Diversity and Inclusiveness, and in our Code of Conduct. A proposal that fails to address this issue should not be considered for funding. Moreover, any institution whose values are in conflict with the Society's should not be allowed to co-sponsor or co-host

any event with the Society, and should not receive any funding from the Society.

Conclusion

Our Society faces severe challenges in terms of diversity and inclusion. Our committee has proposed both major and minor reforms that we believe would contribute to address and reverse the challenges that we currently face.

We are optimistic about the future. We believe that, if we implement appropriate policies, we can make significant improvements and start moving towards a more inclusive community. But we also believe that the goal of a more diverse and inclusive community will be much more easily achieved if we all share some basic principles.

First, diversity must be understood in broad terms. Women and African-Americans are underrepresented in our Society, but students from lower socioeconomic backgrounds and small universities are also underrepresented. Our Society should not lose sight of the many dimensions of diversity. Second, we must make our diversity efforts public and salient and avoid scheduling diversity events outside of the prime time of the SPM Annual Meeting. We believe it would send a powerful message to all SPM members to make the annual SPM meeting the place where diversity and inclusion issues are addressed and discussed, and the setting where a diverse group of scholars is encouraged to present their work. Instead of having an annual meeting that lacks diversity and then many remedial programs and events occurring at other places and times, we suggest moving most diversity events to the mainstream conference—not on Wednesday night, not in April, but rather between Thursday and Saturday during the annual Polmeth meeting, at prime time. Over time, we believe this will contribute to make the entire Society a more diverse and inclusive community. Finally, we believe that all diversity policies should

have a single, integrated society as their final goal. We recommend against any policies that cement segregated professional networks between men and women, between non-Hispanic whites and racial/ethnic minorities, or between high-ranking departments and lower-ranking departments.