

**2009 Affirmative Action Committee Report**  
**Division J**  
**Jerlando F. L. Jackson, Chair**  
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**Part I. Introduction**

This is my second year serving as the Affirmative Action Officer and chairing the Affirmative Action Committee for Division J. Since my appointment in early summer 2007, several important practices have been implemented to ensure full participation by all groups in Division J. First, Division J Vice Chair Susan Twombly has stressed the importance of including diverse participants in all aspects of Division J operations. That said, she has mandated that all officers and committee chairs consult the Affirmative Action Committee prior to making any significant appointments or selection of awardees to ensure full consideration of all Division J participants. Second, the committee has provided names upon request for participants regarding the pre-conference committee, awards committee, graduate student seminar, and program evaluation committee. Third, a three person Affirmative Action Committee has been assembled to assist with future activities and requests. Fourth, a representative from the committee is invited to attend and participate in the Division J program committee meeting to assist with final reviews and decisions to ensure a balance of diversity for participants and topics.

**Part II. 2009 Annual Meeting Program Report**

Division J received 613 proposals this year with an acceptance rate of 40%. The 2009 Program Committee was attentive to issues of diversity and affirmative action from committee formation through program decisions. Eight of twelve committee members come from groups underrepresented in U. S. higher education and the education research community (two of those eight are from international backgrounds, now living and working in the U. S.). We sought representation on the committee of a range from institutions and programs.

It is not possible to tell from the information available what diversity exists among proposal reviewers, though institutional types are broadly represented, and graduate students are a strong presence. International reviewers come mainly from English-speaking countries, as might be expected in an English-medium association.

Among accepted proposals, issues of race, ethnicity, and gender appear well represented. Three of the six invited sessions deal directly with race and ethnicity. Section co-chairs made an effort to invite a diverse group of discussants and session chairs. Nine of 20 accepted symposia address issues of race or ethnicity, and 2 specify a focus on gender. Ninety-two of the 364 accepted individual sessions specified a descriptor that included race or ethnicity (generally or specifically, as in "Hispanic Education"); 12 more included urban; 12 included social class or social/cultural capital; 32 included gender; and 10 included affirmative action. As a group (unduplicated count), these proposals represent 40% of all accepted sessions.

### Part III. Report to Division

#### Membership by Gender

	2005		2006		2007		2008	
Female	63.9%	912	64.8%	1,139	64.5%	1,120	64.6%	1,120
Male	36.1%	515	35.2%	627	35.5%	609	35.4%	654
Total	100%	1,427	100%	1,766	100%	1,729	100%	1,774

#### Membership by Ethnic Background

	2005		2006		2007		2008	
Black/African American	12.2%	168	12.4%	223	13%	207	12.7%	232
Asian/Pacific Island	7.8%	107	8.3%	116	6.8%	138	7.8%	149
American Indian/ Native American	0.9%	12	0.7%	18	1.1%	11	1.2%	22
Hispanic	7.3%	100	7.5%	108	6.3%	124	6.8%	128
White (non-Hispanic)	68.2%	943	66.8%	1,163	68.1%	1,112	67.5%	1,191
Other	3.7%	52	4.3%	81	4.7%	72	4.0%	75
Total	100%	1,382	100%	1,709	100%	1,664	100%	1,709

Diversity among the Division J participants is most noticeable with regards to gender (see Appendix for comparison to general AERA membership). That is, a significant portion of the Division J participants are women constituting approximately 65% annually. When considering race/ethnicity, the results are less than desirable. While there is a general trend of increased participation for scholars of color in Division J, the results are mixed. For example, Black/African Americans and "Other" show a slow and steady increase in participation, with some decline in 2008. In contrast, the remainder of the groups of color seems to have a less than stable participation level. That is, membership numbers may go up in one year, drop in another, and rebound the following year.

Lastly, the executive council has an excellent blend of gender and race/ethnicity diversity. Division J executive council consist of two graduate student representatives, a program committee, an awards committee, a dissertation of the year committee, and a mentoring/preconference committee, in addition to a newsletter editor, a membership coordinator and an evaluator. Although the size and composition of various committees change from year to year, this year there are approximately 59 individuals involved in division committee work of whom approximately 21 or 36% are from underrepresented racial/ethnic groups. This includes 3 out of the 3 at-large members of the executive council and the two graduate student representatives. The remaining 16 are spread across the large committees (e.g., awards,

dissertation of the year, program, and pre-conference). Committee representation also includes individuals who work at large AAU research universities, regional doctoral universities, as well as small liberal arts colleges.

**Part IV. Concerns from the Membership**

Based on data from the 2008 AERA Division J conference evaluation, twenty three individuals responded with comments on Affirmative Action. These were broadly divided between those raising questions about the intent and meaning of Affirmative Action, those emphasizing its importance, and those offering topics or action alternatives. It will be important to review the comments on an individual basis in relation to existing and long-range planning.

**Part V. Future Directions**

In an effort to respond to concerns expressed through the evaluation, the affirmative action committee will explore available data to develop affirmative action goals for the division. Namely, work with the membership committee to target membership growth by diversity indicators (e.g., race/ethnicity, gender, and institutional type). Second, have the allocation of one or more program sessions to be organized on a targeted area of research focus on some aspect of diversity. Third, hone the role of the Affirmative Action Committee at the annual program meeting to be: (1) have access to the electronic submission system to see how the decisions affect the program composition by topic and people and (2) develop session ideas for allocated Affirmative Action Committee slots. Lastly, more effort by both the Division Vice Chair and Affirmative Action Committee, will be placed on tracking participation in Division activities by diversity.

**Appendix**

	<b>AERA Totals</b>	
	<b>N</b>	<b>%</b>
<b>Total Number of Members</b>	<b>27,104</b>	<b>100.00%</b>
<b>Number of Members by Race/Ethnicity:</b>		
Black or African American	2,361	8.71%
Asian or Pacific Islander	2,421	8.93%
American Indian/ Other Native American	223	0.82%
Hispanic	1,365	5.04%
White (Other than Hispanic)	18,239	67.29%
Other Ethnicity	1,363	5.03%
Non-respondents	1,132	4.18%
<b>Number of Members by Gender:</b>		
Female	17,590	64.90%
Male	9,369	34.57%
Non-respondents	145	0.53%