

where they highlighted scholarship focused on Native American politics, an underrepresented area of research at PRIEC conferences. Fourth, in 2019, PRIEC introduced the first full-day undergraduate research showcase, hosted by Brad Jones at the University of California, Davis, to complement the Friday PRIEC meeting and further PRIEC's investments in the REP graduate-training pipeline.

Since its initial founding, PRIEC has expanded to include researchers outside of California and has coordinated more than 50 meetings at 25 different institutions across the country featuring research by more than 200 scholars. PRIEC has now convened at University of Washington, Seattle, University of Oregon, Stanford University, University of New Mexico, Purdue University, Texas A&M, Michigan State University, Wake Forest University, Cornell University, and Boston University—to name a few. In response to growing demand, PRIEC meetings also have increased from three to six or seven per year.

The overwhelming interest in PRIEC outside of California was confirmed recently at Michigan State University (MSU), where Nazita Lajevardi and Eric Gonzalez Juenke coordinated and managed a one-day meeting consisting of five panels, 26 presentations, and a poster session with 16 posters. Panel presentations were brief and were conducted “Five-Minute-Fiesta” style,¹ including 30 minutes of Q&A for each panel. The afternoon poster session was a roaming happy hour; each poster was assigned a senior scholar as a discussant who commented on the poster in depth. The evening concluded with a dinner at Lajevardi's home. Together, 75 participants from the REP community at MSU, Michigan broadly, the Midwest, and California attended the one-day meeting (figure 1 is a photograph of participants). To promote their attendance, out-of-state participants were offered between \$150 and \$300 of support to offset travel costs. Similar to the support occasionally offered by hosts at other institutions, this funding came from PRIEC, the organizers' personal research accounts, Chicano Latino Studies at MSU, and the political science department at MSU. The MSU meeting is illustrative of PRIEC's commitment to inclusivity, mentoring, and addressing pipeline challenges.

The benefits of attending and hosting a PRIEC meeting are numerous for REP scholars and for their universities more broadly. In addition to creating a welcoming space for junior scholars to access professionalization and mentorship opportunities, PRIEC meetings provide numerous public goods to a university as a whole. For instance, hosting a PRIEC meeting increases the national recognition of a university; supports a university's diversity and inclusion goals; and provides professional development for assistant professors, graduate students, and even undergraduate students. PRIEC meetings also support faculty of color (who often are REP scholars) and foster a community of race scholars in their own as well as nearby universities. ■

NOTE

1. We adapted the “Five-Minute Fiesta” from the Human Nature Group at the University of California, San Diego, which is run by James Fowler. It is structured so that individuals either provide brief overviews of their research projects and questions or focus on a small part of a project with two or three slides.

INTRODUCING PEOPLE OF COLOR ALSO KNOW STUFF

Danielle Casarez Lemi, *Michigan State University*

Maricruz Osorio, *University of California, Riverside*

Tye Rush, *University of California, Los Angeles*

DOI: 10.1017/S1049096519001069

Political science has a fraught history with the study of race and the treatment of the people who study race (Ferguson 2016; McClain et al. 2016). This is a long-standing issue that has been discussed at length in many venues. In *PS*, our colleagues have written about the racial climate in political science and the challenges that scholars of color—particularly junior scholars—may encounter while pursuing this path (Alexander-Floyd 2008; Lavariega Monforti and Michelson 2008; Preston and Woodard 1984; Sinclair-Chapman 2019). The underrepresentation of scholars of color, coupled with the climate we may face, has left many without invaluable mentorship and support within their own departments. This has inspired leaders in the discipline—*many of whom are scholars of color*—to confront the lack-of-mentorship problem by outlining best practices for mentors (Alex-Assessnoh et al. 2005; Jordan-Zachery 2004); creating funds to support scholars of color (Michelson 2006); and creating groups that harness the power of social media to address disparities in the field, most notably Women Also Know Stuff (Beaulieu et al. 2017).

People of Color Also Know Stuff

In this context, People of Color Also Know Stuff (@POCAlsoKnow) was created (figure 2). Our mission is to alleviate some of the issues associated with the “leaky pipeline,” and we concentrate primarily on the recruitment and retention of graduate and early-career scholars. A key aspect of our mission is to be inclusive across intersectional lines. This means that we seek to be cognizant of how gender identities, class backgrounds, sexual identities, and institutional contexts impact the advancement of scholars of color.

Our goal is to serve as a platform for cross-institutional collaboration and provide support through the promotion of scholarship, as a resource for mentoring efforts, and as an amplifying voice for the concerns of scholars of color. We hope to create a space in which we can facilitate the creation of a healthy and sustainable community for POC experts in political science.

Making It Happen

We have taken several actions. First, we created a website (POCExperts.org) with a directory of scholars of color across all subfields in political science. Using this directory, anyone seeking to diversify their syllabus, manuscript, or news story can locate a scholar of color with expertise in various fields. We currently have 179 scholars of color registered.

For 2018–2019, we created a directory of junior scholars of color on the market. As Gasman (2016) discussed in the *Washington Post*, a common reason given for the lack of faculty of color in higher education is that there simply are not enough “qualified” people of color to hire. We reject this notion. We provide a convenient way of finding scholars of color on the market by their subfields and research interests

for hiring departments to recruit a diverse pool of applicants. We had 74 job candidates for the 2018–2019 cycle—again, across subfields.

We take seriously the importance of celebrating others' accomplishments and promoting one another to build a healthy community. For cultural reasons, many may feel uncomfortable self-promoting. We provide space for colleagues to submit their "wins" on our website so that we may use our following to amplify and celebrate their accomplishments.

At the 2018 APSA Annual Meeting, we began what we plan to be a tradition of inviting graduate students and junior scholars on the market to distribute conference materials with the @POCAlsoKnow logo. We encourage seniors to find the juniors

We reject the idea that political science must be an unwelcoming place for people of color. Junior scholars of color are the future of this discipline. Through our efforts, we aim to create an inclusive community for all. ■

REFERENCES

- Alexander-Floyd, Nikol G. 2008. "Written, Published...Cross-Indexed, and Footnoted': Producing Black Female PhDs and Black Women's and Gender Studies Scholarship in Political Science." *PS: Political Science & Politics* 41 (4): 819–29.
- Alex-Assensoh, Yvette M., Terri Givens, Kathie Golden, Vincent L. Hutchings, Sherri L. Wallace, and Kenny J. Whitby. 2005. "Mentoring and African American Political Scientists." *PS: Political Science & Politics* 38 (2): 283–85.

First, we created a website (POCExperts.org) with a directory of scholars of color across all subfields in political science. Using this directory, anyone seeking to diversify their syllabus, manuscript, or news story can locate a scholar of color with expertise in various fields.

with the conference swag and learn about their work. Junior scholars interested in getting involved at conferences can direct-message us on Twitter (@POCAlsoKnow).

Moving Forward

We teamed with APSA to field questions on how we could be most effective in completing our objective and found that our services have been used for discipline visibility and diversification of syllabi. Furthermore, we hosted a panel on "Recruiting and Retaining Scholars of Color" at the 2019 APSA Annual Meeting. Plans for mentoring workshops also are underway.

- Beaulieu, Emily, Amber E. Boydston, Nadia E. Brown, Kim Yi Dionne, Andra Gillespie, Samara Klar, Yanna Krupnikov, Melissa R. Michelson, Kathleen Searles, and Christina Wolbrecht. 2017. "Women Also Know Stuff: Meta-Level Mentoring to Battle Gender Bias in Political Science." *PS: Political Science & Politics* 50 (3): 779–83.
- Ferguson, Kennan. 2016. "Why Does Political Science Hate American Indians?" *Perspectives on Politics* 14 (4): 1029–38.
- Gasman, Marybeth. 2016. "An Ivy League Professor on Why Colleges Don't Hire More Faculty of Color: 'We Don't Want Them.'" *Washington Post*, September 26. Available at www.washingtonpost.com/news/grade-point/wp/2016/09/26/an-ivy-league-professor-on-why-colleges-dont-hire-more-faculty-of-color-we-dont-want-them/?noredirect=on&utm_term=.e9818433a90d.
- Jordan-Zachery, Julia. 2004. "Reflections on Mentoring: Black Women and the Academy." *PS: Political Science & Politics* 37 (4): 875–77.
- Lavariega Monforti, Jessica, and Melissa R. Michelson. 2008. "Diagnosing the Leaky Pipeline: Continuing Barriers to the Retention of Latinas and Latinos in Political Science." *PS: Political Science & Politics* 41 (1): 161–66.
- McClain, Paula D., Gloria Y. A. Ayee, Taneisha N. Means, Alicia M. Reyes-Barrientez, and Nura A. Sediq. 2016. "Race, Power, and Knowledge: Tracing the Roots of Exclusion in the Development of Political Science in the United States." *Politics, Groups, and Identities* 4 (3): 467–82.
- Michelson, Melissa R. 2006. "APSA Fund Successfully Mentoring Latino Scholars." *PS: Political Science & Politics* 39 (4): 949–51.
- Preston, Michael B., and Maurice Woodard. 1984. "The Rise and Decline of Black Political Scientists in the Profession." *PS: Political Science & Politics* 17 (4): 787–92.
- Sinclair-Chapman, Valeria. 2019. "Rebounding on the Tenure Track: Carving Out a Place of Your Own in the Academy." *PS: Political Science & Politics* 51 (1): 52–56.

Figure 2
People of Color Also Know Stuff Logo



BUILDING OUR COMMUNITIES: WOMEN OF COLOR WORKSHOPS IN POLITICAL SCIENCE

Jessica L. Lavariega Monforti, *California Lutheran University*
Melissa R. Michelson, *Menlo College*

DOI: 10.1017/S1049096519001197

Significant numbers of women of color major in political science as undergraduates, but they persistently are less likely