

# FEMINIST ACTION PLAN FOR IR SCHOLARSHIP

- Make sure feminist perspectives are included and centred in IR teaching and the stories we tell about the discipline
- Foster a constructive culture of communication in order to move from adversarial understandings toward engagement
  - Take the time to discuss and agree on shared principles of giving and receiving feedback
  - Point out when someone's actions or words may be experienced as hurtful or discriminatory
  - Familiarize yourself with the strategies of 'calling in' and 'calling out' also recognizing that they are not mutually exclusive
- Pay attention to your citation practices: Who do you cite and whose contributions do you recognize? Be aware of the epistemic work you do in referencing the work of some scholars rather than others
- Examine issues with a focus on empathy and listening, and demonstrate an interest in struggles that are not necessarily your own
- Be patient and understanding, remembering that you will also sometimes cause harm with your actions and words