

History Department Diversity Statement

The History Department at the University of North Carolina at Greensboro is committed to the values of equity, diversity, and inclusion. The History Department supports a culture of inclusion and does not discriminate on the basis of race, gender, religion, class, sexual orientation, or disability. The History Department, in collaboration with LEARN's Gender Diversity Working Group, is committed to affirming the lives of and promoting social justice for Trans and Non-Binary people. The Office of Intercultural Engagement has created a [comprehensive toolkit](#) to support gender diverse students. We are committed to fostering an environment that values all varieties of the human experience, past and present.

"Diversity" at its most honest involves knowledge and commitment to the full range of human experience and to the full recognition of human dignity, across a spectrum of historical group experiences, injustices, and struggles. Diversity is an essential concept to understanding the past, present, and future of our country and the world. Commitment to diversity involves assessing and redressing the legacies and ongoing force of hierarchies and exclusions, in all of their complexities and contingencies. As an educational and social goal, diversity demands that we as a faculty take stock of the breadth of our teaching, the impact of our scholarship, and the composition of our faculty – whether we reflect the breadth of historical and contemporary human experience, especially in the United States, as well as the current and future identities of our increasingly diverse student body.

Diversity and identity are not static and are not reducible to single markers of historical privilege and oppression. People have multiple identities; it is counterproductive in most cases to privilege a single oppression over another; in changing historical contexts victimizers and victims have changed roles. At this point in time, however, in the History Department, certain markers of hierarchy and exclusion rise to the level of actionable imperatives in future faculty hires and student recruitment efforts. It is essential to better align our faculty and work with the future of our society and profession, and not perpetuate the exclusions of the past.

We take pride in our recent efforts to diversify our faculty across lines of gender and racial-ethnic privilege and exclusion, especially in our recent successful hiring of white women and black men. Our current tenure-track and tenured faculty are currently composed of: no women of color, three men of color, nine white women, and nine white men. We agree that we have further to go. We agree that a more diverse faculty should be a main imperative and criterion in future hires, at least coequal to our long-standing commitment to promising scholarship, pedagogical excellence, and professional service. Among the several markers of exclusion that might shape these decisions, we especially affirm the importance of hiring new faculty of color.

Our undergraduate history majors are now majority white and male; so is our faculty. The University is neither. We aim to attract a more diverse set of students that better align with that of the University and society. The best way to diversify our major is through inclusive hiring and to offer courses that reflect the history of diverse groups. We will continue to

monitor the demographics in the department annually in comparison with the college and university to reassess our strategies and initiatives.