



## Diversity Commitment

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I want to share the following commitment to diversity that has been created by the School's Diversity Committee. It has been in various stages of development for some time. The committee worked under the leadership of Chris McLaughlin and Audrey Williams to create a statement of diversity focused mostly on recruitment and hiring, but it never quite managed to receive everyone's full support. The idea for some kind of written commitment surfaced at the Strategic Foresight Lab last summer and the newly-formed Diversity Committee (co-chaired by Alyson Grine and Sonja Matanovic) decided to make it a renewed priority. After looking at many different diversity statements, including the earlier work of the committee, Katrina Hunt, Frayda Bluestein, and Sara DePasquale drafted the language that follows. The full Committee on Diversity reviewed, discussed, and enthusiastically endorsed it. Thanks to everyone involved for their good work on this document.

The Commitment tracks three areas on which I asked the Diversity Committee to take action: (1) creating a culture of inclusion; (2) recruiting and hiring a diverse workforce; and (3) welcoming





A lot has been written about HB2, and more will be written and said in the coming days. I don't understand all of its legal implications. Here is what I know, however. It will not change how we treat anyone at the School of Government. I'm sincerely sorry if this law causes any of my colleagues to feel less valued or at risk in any way. You are valued by me and I hope by everyone at the School, and recent events make this Diversity Commitment even more important.

My plan is to adopt the following Diversity Commitment as recommended by the Diversity Committee and to place it on our website. I hope everyone at the School feels like they can embrace it. I'm also willing to have a broader conversation about the Commitment if folks believe it would be helpful and desirable. I hope you will feel comfortable sharing your feelings about the Diversity Commitment and any related issue by commenting on this particular blog post.



### **School of Government Diversity Commitment**

The School of Government, in pursuit of its [mission to improve the lives of North Carolinians](#), and as a unit of a public university, is committed to maintaining an educational and work environment in which all individuals are respected and valued. The School is committed to providing an inclusive and welcoming environment for our employees, our students, and the public officials and citizens



for whom we provide education and services. The School values and respects diversity in its many forms, including race, ethnicity, national origin, economic background, regional identification, disability, religious affiliation or spiritual affinity, political affiliation, gender, gender expression, sexual orientation, age, and veteran status.

Consistent with University policy and with the School's educational mission, we recognize that education takes place most productively among people with an array of social and cultural backgrounds, economic circumstances, personal characteristics, philosophical perspectives, and life experiences. The School is committed to creating and maintaining a mutually respectful intellectual environment in which diverse opinions and experiences are valued. Through our teaching, writing, and advising, we recognize the importance of identifying and understanding the various needs of North Carolina's diverse populations. The School's MPA Program has integrated its diversity philosophy into its competency-based curriculum. Learn more about MPA program's diversity philosophy [here](#).

The School is committed to recruiting and hiring a diverse workforce. A diverse faculty and staff within the School of Government allows for a range of experiences, backgrounds, and perspectives, which allows the School to better serve North Carolina citizens and the officials who serve them, as the population of our state becomes increasingly more diverse. In collaboration with the University's Equal Opportunity Office, we work to identify and attract diverse candidates for faculty and staff positions at the School and take into account the current diversity of its faculty and any underrepresentation that may exist.

As an organization, we value the contributions of all employees and have embraced a philosophy of transparency, support, and inclusiveness in our interactions with coworkers. While each of us plays a different role in the School's work, we recognize the expertise and effort that each person contributes. We place great emphasis on open and effective communication among employees, regardless of status or seniority.

We believe that excellence, diversity, and inclusiveness go hand in hand. In making hiring, student selection, educational, and operational decisions, the School embraces diversity as one of our priorities.