

## **Personal Statement on Diversity**

*William E. Doolittle*

I enjoy, have benefited from, and am privileged by being a white male in America. I grew up in Fort Worth, Texas, am a Vietnam veteran, and have spent my entire career working in México and on tribal lands in the American Southwest. I have witnessed poverty, oppression, misogyny, and racism. I abhor these conditions and subscribe to the notion that complacency is complicity; they cannot be tolerated and must be obliterated. The so-called "haves" must help the "have nots."

As per misogyny, I have one sibling, a sister whom I have watched hit the proverbial glass ceiling numerous times in her career. When I came to UT in 1981 the geography faculty was comprised of 12 men, 11 white, one South Asian. Today, the department is 25 percent Latinx and 50 percent female. I like to think I had a major hand in facilitating this change. It is easier for an older white male to break the glass ceiling from above than it is for a younger woman of color to break it from below. With my sister in mind and for young women everywhere, I wield a big hammer!

I have three sons. There was a lot of testosterone in my house when they were growing up. I also have six grandchildren--three girls and three boys. The granddaughters exposed me to a world that I did not know existed. The birth of my first granddaughter made me a feminist.

One of my sons married a Black woman, and I am the proud grandfather of two biracial girls. They and their mother have opened my eyes to the inner workings of an aspect of society that I had seen previously only from the outside. I now have a profound understanding of systemic racism and am a devoted advocate of anti-racism.

I strive for inclusive excellence so that my grandchildren and children everywhere can live and prosper in a world without misogyny and racism.