Computer science has a diversity problem. Throughout my career, I have benefited from the privilege of being a white male in the field. My identity means that people do not automatically discount my credibility when they first meet me, that I have never heard degrading comments like "you don't *look* like a computer scientist," and that I am constantly on the positive side of unconscious biases when other researchers evaluate my work. These patterns of exclusion are not only unjust; they also limit the range of perspectives that can contribute to technical work. Computer science departments need to work to improve inclusion, both in academia and in the technology industry that most of our students will enter after graduation. I am committed to working to address this problem.

During my time in graduate school, I have advised female and international-student undergraduate researchers. I have also helped to mentor younger graduate students from diverse backgrounds. And I have participated in department-wide and one-on-one discussions to hear the frustrations that underrepresented groups feel. This listening process has helped me understand the kinds of day-to-day behaviors that can make people feel that computer science is "not for them." For example, one student told me about her experiences when she was paired with men for course projects. Whenever she asked a TA for help, they would listen to her question and then, instead of answering to her, talk directly to her male colleague instead. This story and others like it made me more aware of the quiet incidents of bias that can go undetected while they contribute to exclusion in computer science. I actively work to avoid unconscious preferences in my own interactions with everyone in my department, and I try to confront other people when they unconsciously make seminars and meetings less welcoming.

I hope to continue working to address diversity problems as faculty. As an advisor, I will work to recruit graduate students who are women and people of color. As an instructor, I will encourage all students to recognize that computer science—both in industry and continuing in academia—can be welcoming and supportive, even when they feel the stress of being in the minority. I am inspired by the recent success at my undergraduate institution, Harvey Mudd College, in balancing the gender ratio among computer science students by compensating for the head start that many male college freshmen enter with. I will look for opportunities to contribute to inclusion in the undergraduate curriculum for students who did not have access to computer science preparation in high school. Above all, I recognize that I do not have all the answers—I will keep listening to other perspectives to understand how our field needs to evolve.