DIVERSITY STATEMENT

EXPERIENCE WITH DIVERSITY, EQUITY, AND INCLUSION

During my graduate studies in Chicago, I had the unique privilege of collaborating with researchers from around the world, including Japan, the United States, Poland, and China. These collaborations were instrumental in broadening my perspectives on how cultural and academic diversity shapes the research process. Working with individuals from such varied backgrounds highlighted the value of different problem-solving approaches and inspired me to embrace a more inclusive and open-minded attitude toward research challenges.

Beyond collaborative research, I actively sought opportunities to engage with diverse communities. As part of my academic journey, I attended and presented at international conferences, participating in workshops and poster sessions organized by affinity groups dedicated to diversity in STEM. These engagements not only enhanced my understanding of the challenges faced by underrepresented groups but also motivated me to contribute toward creating a more equitable environment.

In addition to my academic collaborations, I am a maintainer of GNU T$_{\text{E}}$X$_{\text{MACS}}$/Mogan and Goldfish Scheme, open-source projects that brings me into contact with developers from all over the world. Through this work, I have gained firsthand experience in fostering collaboration across cultural and linguistic boundaries in a highly interdisciplinary and global context. Coordinating contributions, resolving issues, and incorporating feedback from an international team have strengthened my ability to create an inclusive environment that values diverse perspectives and contributions.

My experience extends to mentoring and teaching students from different disciplines and cultural contexts. I have guided students transitioning from non-engineering backgrounds into engineering studies, emphasizing the importance of interdisciplinary collaboration. This mentoring experience has strengthened my belief that fostering diversity in academia requires intentionality and consistent support for students from all walks of life.

PLAN FOR DIVERSITY, EQUITY, AND INCLUSION

Recruiting a diverse group of students: Building a diverse research group requires intentional and sustained effort. To achieve this, I plan to take two targeted actions aimed at broadening the diversity of my candidate pool. First, I will actively engage with affinity groups in the computer science and machine learning communities, such as Black in AI, WiML, LatinX in AI, and Queer in AI. By attending their events, supporting their initiatives, and advertising opportunities in my research group, I can connect with talented individuals from underrepresented backgrounds. Second, I will expand outreach to colleges and universities that are not traditional feeder schools for PhD programs. By delivering talks on my research and sharing pathways to graduate study, I aim to inspire and recruit a more diverse pool of candidates. Together, these steps will help create a research group enriched by a variety of perspectives and experiences.

Expanding and diversifying the graduate applicant pipeline: Improving the diversity of the graduate applicant pipeline is a critical step in advancing inclusivity. As highlighted in my teaching statement, I have successfully mentored students transitioning from different majors into engineering studies. This mentoring approach can be adapted to support students from diverse cultural and educational backgrounds. For instance, students from underrepresented regions often bring innovative problem-solving strategies rooted in their unique experiences, while international students contribute fresh perspectives shaped by their distinct academic training. By fostering an inclusive and supportive environment, I aim to equip these students with the tools to succeed in graduate studies, thereby expanding and diversifying the future applicant pool for graduate programs in engineering and computer science.

Creating a supportive and inclusive environment: As a faculty member, I aim to establish a culture of respect, openness, and collaboration within my research group and classroom. For example, I plan to implement regular one-on-one mentoring sessions to discuss individual goals and challenges, ensuring tailored guidance for each student. I will also organize weekly group meetings to encourage open discussions, where students can share their progress, seek feedback, and collaborate on problem-solving. To further inclusivity, I intend to adopt practices such as anonymous feedback surveys to allow students to share their thoughts on group dynamics and mentoring strategies without fear of judgment. Additionally, I will host workshops on topics like effective communication and cultural competency, which are critical for collaboration in diverse teams. Beyond the research setting, I will encourage social activities such as group lunches or informal gatherings to build a sense of community and belonging. These efforts will help create an environment where students from all backgrounds feel valued, empowered, and supported in achieving their academic and professional goals.