

Diversity Statement

Inequality and lack of diversity has been a persistent issue within the field of economics. Systematic inequalities are present in the topics we study as economists and within the academic field itself. In my research, I place high priority on topics of inequality and discrimination, including finding policy solutions to minority disadvantages. In my teaching I create an open and inviting atmosphere and strive to help students from all backgrounds and identities feel welcome. During my time as a graduate student, I have done my best to support colleagues from underrepresented communities in their work and in feeling welcome in the department.

Research

One of my main research goals has always been to assess issues minority groups face in the criminal justice system, labor markets, or other legal institutions. I have especially focused on identifying and reducing racial discrimination and disparities in criminal charges and sentencing. I believe this is one of the most important and urgent areas of study in the discrimination literature for two reasons. First, the United States criminal justice system has a long history of unequal treatment and systematic disadvantage for racial minorities. Second, the welfare implications of criminal justice disparities and discrimination are enormous. Increased incarceration, longer sentence lengths, or numerous other possible outcomes are not only likely to have significant negative impacts on individual defendants, but also on minority communities as a whole. Thus, policy relevant research related to criminal justice disparities remains a primary goal in my work as a economic researcher.

Discrimination research often focuses on identifying discrimination or disparity within markets or systems. Identification is an important first step in understanding how racial disparities can be reduced. In my work, I strive to uncover sources of racial disparity in the criminal justice system, specifically by assessing which legal actors and legal frameworks lead to unequal treatment. However, I believe studying potential policy solutions is just as, if not more, important to discrimination research. The literature assessing and finding solutions to disparities is far smaller than the identifying literature. In my job market paper, I consider two potential policy solutions for reducing racial disparities in federal drug cases. In another

project I am currently working on, I consider how post-incarceration rehabilitation programs might reduce recidivism, a potential solution to reducing prison racial disparities. Focusing on policy solutions provides clear, tangible action that can be taken to improve outcomes for disadvantaged communities and individuals.

Teaching and Service

As discussed in my teaching statement, creating an open and safe environment for students is one of my main goals as an instructor. This extends beyond creating a space where students are encouraged to participate; I strive to help all students feel valued, comfortable, and confident in learning the material. I particularly work to make my classes a good experience for underrepresented groups in economics, including non-male students, racial minorities, and members of the LGBTQ+ community. For each example related to class content I provide, whether real world or media based, I consider how the context of the example may affect members of minority groups. Likewise, I include many examples that give representation for minority groups.

During my graduate studies, I had the opportunity to organize and run an empirical workshop series for four semesters. This was a great opportunity to work with and learn from students of other backgrounds, countries of origin, and identities. In the workshop series, we discussed economic methodology, worked out graduate school logistics, pitched research ideas, and presented our work to each other. This created a safe and low-risk environment for students of underrepresented groups to practice, learn, and teach others.

In my future work as an instructor, mentor, and colleague, I hope to foster an environment welcoming to all students, give opportunity to individuals from underrepresented groups, and teach and learn from others from diverse backgrounds and cultures.