

Diversity Statement

My profound and in-depth belief in the imperative of diversity, equity, and inclusion is rooted in a lifetime of diverse cultural experiences. I was born and raised in China, where I completed my undergraduate studies. Later, I moved to the United States, immersing myself in diverse communities. Here, I collaborate and interact with both local and international students from divergent cultural, religious, social, and economic backgrounds. Such interactions have honed my ability to recognize, appreciate, and value the commonalities and differences that define us, profoundly influencing my values and worldview.

As an Asian woman, I have studied and worked in the field of construction management for the past ten years. I have observed the construction discipline has suffered from a remarkably low ratio of women to men. The construction industry continues to struggle to develop a diverse workforce, largely unable to attract and retain workers from underrepresented groups. To make the field foster equality and justice is a mission that has been central to me as a researcher and an educator.

Past and Current Efforts: I believe that my academic activities should accommodate diverse social and cultural identities, ensuring a welcoming and inclusive environment for all. Throughout my academic journey, I've focused on mentoring and collaborating with local and international students. For instance, I had the privilege of working with a diverse group of undergraduate and graduate students. Together, we developed a virtual collaborative space to study students' learning performance and collaboration practices during online site visits. Throughout this experience, I've been intentional in accommodating the varied social and cultural identities of my students and collaborators, ensuring a welcoming and inclusive atmosphere for both work and learning.

Future Efforts: I am committed to advancing diversity and inclusion through teaching, research, and service. To realize this goal, I have outlined the following activities I plan to undertake:

- **Research:** Through my scholarly work, I am committed to promoting diversity. I will actively seek and recruit students from a wide range of demographic and social backgrounds to join my research group. To foster promising researchers from various backgrounds, I plan to establish mentoring programs specifically for students from underrepresented groups. These programs will not only offer research opportunities but also inspire these students to pursue higher degrees. Furthermore, I will persistently recruit and train diverse students to engage in innovative research. I believe that the unique perspectives brought by individuals from varied life experiences will be invaluable. Such diversity will empower my research groups to produce high-impact knowledge and innovative practices. Additionally, I will actively seek research funding opportunities that emphasize diversity, equity, and inclusion within the realms of engineering and education.
- **Teaching:** In my instructional practices, I aim to create an engaging and safe space for students to learn and explore. I will actively foster civil dialogue, encouraging different opinions while clearly communicating my expectations. By setting clear guidelines for interaction and promoting active learning, I will harness the diversity within my classroom as a valuable resource, enhancing the overall educational experience for all students. Furthermore, I will consistently use inclusive language in my instruction and will integrate student feedback to ensure a welcoming and inclusive atmosphere.
- **Service:** As a female faculty member, I am dedicated to actively supporting outreach services. I will participate in the recruitment process and serve as a role model for female students, who are often

underrepresented in this traditionally male-dominated field. I anticipate being involved with the women's club in construction, where I can share my experiences, offer guidance, and provide support and encouragement to female students in our program. My goal is to cultivate a nurturing and supportive environment for them.