

**Statement on Diversity, Equity, and Inclusion (DEI)**

As a woman of color in economics, I am deeply committed to fostering diversity, equity, and inclusion (DEI) in education, research, and policy formulation. My dedication to DEI is rooted in personal experience, most notably my participation in the CSWEP-AEA Summer Economics Program, which mentors promising women economists. This program profoundly shaped my understanding of the challenges and opportunities for underrepresented groups in economics. Having benefited immensely from this mentorship, I am now keen to pay it forward by supporting and uplifting the next generation of diverse economists.

In my roles as a teaching assistant and summer lecturer, I have actively worked to create an inclusive learning environment. I strive to support students from diverse backgrounds, ensuring that all voices are heard and valued in the classroom. My approach involves incorporating diverse perspectives and case studies in course materials, employing inclusive teaching methods that cater to various learning styles, and providing additional support and mentorship to underrepresented students. Furthermore, I have extended this commitment to mentorship by guiding research assistants in my projects, offering them hands-on experience and fostering their growth in the field. This mentorship has included advising them on graduate school applications and providing technical training in essential tools like STATA and R, equipping them with the skills and knowledge needed to advance in their academic careers.

My commitment to DEI also extends to my research. In my job market paper, I investigate how unequal access to migration opportunities affects aggregate spatial disparities in productivity. This work not only highlights existing inequalities but also explores how factors such as education policy and climate shocks can exacerbate these disparities. By employing quantitative spatial general equilibrium models and structural estimation, I aim to provide policymakers with actionable insights to bridge economic gaps and promote inclusive growth.

Beyond teaching and research, I am committed to initiatives that increase diversity within economics. At Penn State, I organized a weekly workshop for women graduate students, providing a supportive space to practice presentations, exchange feedback on research, and collaborate on coding and writing projects. I actively participate in, and present at, diverse conferences and seminars, contributing to broader discussions on DEI in economics. Additionally, I seek out opportunities to mentor and support early-career economists from underrepresented groups, sharing my experiences and insights to help them navigate the field.

Looking ahead, I am committed to pursuing research that addresses economic disparities and promotes equity. I plan to expand mentorship programs for underrepresented students in economics, collaborate with colleagues to develop and implement DEI initiatives within the department and broader academic community, and advocate for inclusive policies and practices in hiring, retention, and promotion. Drawing inspiration from my experience with initiatives such as the CSWEP-AEA Summer Economics Program, I aim to create similar opportunities

for mentorship and professional development in my future academic roles. By integrating DEI principles into my teaching, research, and community engagement, I strive to make economics a more diverse, equitable, and inclusive field.