Diversity Statement

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I am a firm believer in equity, diversity, and inclusion, and I am determined to make these goals a cornerstone of my work as a faculty member. There is an extensive literature on methods for promoting diversity in higher education, and I am keen on implementing the insights of that research to make computer science classrooms more inclusive and diverse. I also believe that I am in a strong position to make lasting contributions to diversity outside the classroom. Presented below are several of the directions that I plan to pursue.

In my classroom, I will work hard to cultivate an environment where everyone feels equally supported and appreciated. I will encourage everyone to share their thoughts in class and will emphasize the value of everyone's perspective. I will make a concerted effort to welcome and encourage participation from underserved groups, who are at a particular risk for feeling isolated in the computer science major. I will do my best to build rapport with my students by treating each of them as a unique individual and showing appreciation for their unique background. Even small gestures in this regard can make a powerful statement, such as remembering students' names and acknowledging their academic background and career goals. To draw in every student, regardless of class size, I will assign work in small groups where students can get to know each other and exchange ideas more comfortably.

Computer science is blessed with a spectacular array of contributions by a diverse body of researchers. To promote diversity and inclusion, I will make sure my courses showcase the impact of underrepresented groups. To further advance diversity in our field, I will invite fellow researchers from diverse backgrounds as guest speakers. I will also keep in touch with past graduates and share their success stories with my classes. I believe that celebrating our field's diversity in this way is a particularly effective means of dismantling the stereotypes that are holding back so many of our students. I will work hard to empower each of my students to pursue their dreams.

As a faculty member, I will have numerous opportunities to promote equity, diversity, and inclusion far beyond the classroom. I will actively participate in outreach activities for underrepresented students, e.g., by giving motivating introductory lectures at local high schools. I will attend town halls and other venues at my university, where the struggles of underrepresented groups are discussed, and will use these learning opportunities to make my teaching more welcoming and inclusive. I will also seek out opportunities to advance diversity in computer science by serving on faculty hiring and graduate admissions committees.

I am thrilled to be part of this exciting new area for computer science. By working hard to bring equity, diversity, and inclusion to our field, we will take computer science to new heights and will make this world a better place for everyone.