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<https://avoumatsodo.github.io/>

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DIVERSITY STATEMENT

As an immigrant in Canada and a member of the Black community, I am acutely aware of the challenges that individuals from ethnic minorities face in academia. Throughout my Ph.D. studies at the University of Quebec at Montreal, I had the privilege of working as a teaching assistant and lecturer in numerous courses at both the graduate and undergraduate levels, encompassing students from diverse backgrounds in terms of ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, and country of origin. I have consistently endeavored to ensure that all students are provided equal opportunities to excel in their academic pursuits without any form of discrimination.

At the core of my teaching philosophy is the belief that every student deserves an equitable opportunity to thrive. In my classroom, I am conscious of the expressions and texts used, striving to create an inclusive environment that avoids offense or marginalization. Additionally, I proactively provide materials in advance, enabling students to adequately prepare for classes. I also offer flexible communication channels during my office hours, empowering students to choose the method that best suits their needs. By adopting these practices, I aim to foster a supportive and inclusive learning environment that acknowledges and respects the diverse needs and experiences of all students.

As a future professor, I am committed to fostering an even more inclusive and diverse academic community. I firmly believe that embracing diversity encompasses various dimensions, including but not limited to culture, religion, social class, language, ethnicity, and gender groups. Welcoming diversity in the academic setting not only enriches the research and learning process but also fosters an environment where every student feels valued and empowered.

I am committed to actively participating in initiatives that promote inclusion and equal representation. This includes incorporating diverse perspectives into course content, engaging in continuous professional development to enhance my understanding of inclusive teaching practices, and encouraging collaboration among students from different backgrounds.

By prioritizing diversity and inclusivity, I aim to cultivate a learning environment where every student feels safe, respected, and empowered to contribute their unique experiences and perspectives.