

# Diversity Statement

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Economics is not considered a diverse discipline. I feel, however, that the profession is at an inflexion point. All efforts that aim to increase diversity are essential. Substantial initiatives were initiated by organization such as the American Economic Association, that created in 2018 a committee of Equity, Diversity, and Professional Conduct. In the end, however, these initiatives are futile if not combined with individual efforts from a critical mass of us.

Personally, I thought profoundly about the issue of diversity. There are many reasons why I believe diversity is valuable, the main one being that **anyone who wants to pursue a career in economics should feel comfortable and welcomed to do so**. The best way to achieve this, I think, is by creating a diverse environment.

I will contribute to diversity mainly in two areas: teaching and mentoring.

People from different backgrounds might feel differently about approaching a Professor in office hours or asking questions in class. In particular, international students, students from historically underrepresented groups, and first generation college students might be more reticent to meet with faculty in office hours.

I lived this myself during the first year of the Ph.D. program: some international students were worried that their accent was going to be difficult to understand and this was going to create uncomfortable situations. I learned that initiating an interaction with students might help break the first barrier to meet outside the classroom and might make these individuals feel less insecure and more welcomed to ask questions. This can be achieved, for example, by inviting student to a routine, non-mandatory meeting. The meeting can be either individual or in small groups. Overall, the objective is to create an environment where all students feel comfortable bringing questions and can make the most from the learning environment.

By mentoring students, both at the undergraduate and graduate level, I will be conscious about how differences in backgrounds and culture might affect the perceptions of the relationship between the students and myself. I will make sure students from underrepresented groups feel welcomed to work with me, and encourage anyone to pursue their true aspirations, assisting them to develop their skills and research interests.

These efforts, I hope, will contribute to the benefit of all my students and to diversity, what will ultimately benefit the entire profession.