

Diversity Statement

Francisco Poggi

Diversity is a necessary condition to guarantee that anyone who wishes to pursue a career in economics is comfortable and feels welcomed to do so. Though economics is not a diverse field, I believe that the profession could be at an inflection point. Initiatives by academic institutions are a necessary start to make diversity a priority. However, I would argue that meaningful change comes from individual efforts and commitment to a more diverse and inclusive environment. I believe faculty members have the unique ability—and therefore the responsibility—to create an atmosphere that ensures all students are welcome and feel safe to express ideas, no matter their background, ability, or identity.

I will foster an inclusive environment as both a teacher and a mentor. As a teacher, I intend to create an environment where all students feel comfortable in bringing up questions and initiating stimulating exchanges that are essential to the enrichment of their academic experience. I have learned from personal experience that students from different backgrounds face unique challenges when approaching professors during office hours, or even when participating in class. Initiating interactions with students might help break the first barrier to meet outside the classroom and might make students feel more confident to ask questions. This could be achieved, for instance, by inviting students to routine, non-mandatory meetings, either individually or in small groups.

As a mentor, I will be particularly conscientious about how differences in backgrounds and culture might affect the perceptions of the relationship between the students and myself. Furthermore, I will make sure students from underrepresented groups feel welcome to working with me, as I hope to encourage all students to develop their skills and research interests, aiding in their unique journey to find and pursue their true aspirations.

Ultimately, I hope my efforts to protect and encourage diversity will not only contribute to a more dignified academic experience for all of my students, but also elevate the Economics field into a more inclusive ground that increases access and opportunity for anyone who wishes to be a part of this wonderful profession.