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Diversity & Inclusion Statement

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I am committed to fostering a safe and inclusive work and learning environment and promoting increased diversity in higher education. Below I describe my personal experience and background, my plans to support students from underrepresented minorities, and my intention to promote safety, inclusion, and diversity in the workplace.

Personal Experience:
- Cultural background: As a Hispanic American, I have benefited from multiple programs aimed at supporting underrepresented student groups. One of these that I consider particularly impactful for me was a mentorship program designed to engage undergraduate students in research and to build community. I believe that such programs do much to "close the gap" for students who might be entering higher education at a disadvantage due to their background, race, socioeconomic class, or other factors.
- Navigating higher education: My mother did not graduate from college and my father only later in life received a degree from a for-profit college. Nonetheless, my parents strongly emphasized the importance of education for their children. I have never felt disadvantaged in this regard, but I can easily imagine the difficulties that might arise for first-generation college students. In this regard, I recognize the impact of community-building programs that help give students an added degree of confidence in navigating higher education and I have a strong desire to contribute to such programs.

Supporting underrepresented student groups:
- A model for promoting diversity in economics: During my undergraduate study, I had the opportunity to participate in a summer research program at the University of Maryland, Baltimore County (UMBC). Through this program, I became familiar with its widely-praised Meyerhoff Scholarship Program and its success in increasing the representation of minority students in STEM. There is much to say about this program. Briefly, this program is built on the principles of mentorship, community building, and innovation in curriculum. I see this program as a model to aspire to and I would like to contribute to similar efforts at whichever institution I might be a part of.
- Raising awareness of existing programs: As a faculty member, I will put great effort into raising awareness of the many existing programs designed to support underrepresented minority (URM) students, such as the "AEA/CSMGEP: Mentoring Program" or "AEA Summer Economics Fellows."
- Commitment to mentorship and community-building: From the first day as a faculty member, I would like to start a research mentorship group with a specific aim towards supporting URM students. I have had experience in the past in managing undergraduate research assistants. In each case, I have received highly positive feedback. I would like to continue this mentorship as a faculty member, and I would specifically like to help create a group that would work on research together and support one another academically. If possible, I would seek to eventually develop this into a more structured program, similar to the programs that I experienced myself as an undergrad.

Safety, Inclusion, and Diversity in the Workplace: I would like to emphasize that I will always strive to foster an environment in which all feel safe, welcome, and heard. I am committed to promoting awareness and inclusivity in the workplace. I oppose all forms of hate and discrimination. I am committed on a personal level to listening and learning from others as I strive to improve as a citizen, ally, and individual.