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DIVERSITY, EQUITY, AND INCLUSION STATEMENT

For centuries, explicit and implicit discrimination has barred racialized and marginalized individuals from participating fully and freely in science. As scientists and people, we have a duty to address these injustices to both better our profession as well as society at large. At a minimum, this means **we must create a community in which all members feel that their diverse backgrounds are an integral part of being a scientist** rather than something that excludes them from being a valued member of the scientific profession.

I aim to improve diversity, equity, and inclusion (DEI) across seven primary channels:

1. **EDUCATION**: I aim to (re-)design curricula and coursework so that students feel their unique backgrounds and identities strengthen, rather than weaken, their connection to material and the scientific process.

2. **TRAINING**: Students and researchers need to be provided with the knowledge and skills they need to pursue their career goals. I want to help establish summer programs in astronomy, statistics, programming, and data science targeted towards underrepresented communities.

3. **SUPPORT:** It is imperative that dedicated institutional resources can be made available to provide scientists from underrepresented backgrounds with the technical, financial, and logistical support they need to maximize their chances of success. I want to create specialized funding streams to be used specifically for DEI-related activities.

4. **COMMUNITY**: Given their historic exclusion from science, students and researchers from underrepresented backgrounds urgently need a community of peers that can support them and provide valuable networking opportunities both inside and outside of work. I want to examine ways we can improve representation within our own community through admissions and degree requirements, as well efforts to interface with other groups and initiatives focused on underrepresented groups.

5. **OUTREACH**: Increasing accessibility and improving inclusion requires doing the work of connecting with the communities in question that we wish to include. At the professional level, I want to ensure departments have a presence at conferences,

workshops, and networking events held by organizations focused on improving underrepresented communities' presence in science. I also want to expand outreach efforts through public events, online venues, and partnerships with local.

6. **DATA**: Organizations keep track of the things that matter to them, and DEI issues should be no exception. I want to expand data collection on representation, inclusion, climate, salary, and other related topics within departments using annual climate surveys, exit interviews, and statistics on invited speakers.

7. **REPRESENTATION**: Growing and maintaining a diverse community requires a diverse set of mentors and role models. I want to create requirements that department-related events explicitly justify how their organizers and speakers align with publicly-stated DEI goals, including choices of speakers and attendees. This will create structural incentives to continually improve representation within the scientific community.