

Commitment to Inclusivity

Justin Doty

My commitment to fostering diversity, equity, and inclusion in economic education and research has become an essential focus in my career. As an undergraduate, I have received formal training from the Student Leadership Institute in Global Leadership. This has prepared me for teaching and collaborative research environments with individuals from diverse backgrounds. This training has taught me how to recognize intercultural communication styles and the challenges of adjusting to a new culture. I have attended multiple workshops designed to sharpen my communication skills and understanding of how cultural background influences individual decision making. I have applied this knowledge through discussion with international student organizations and volunteering for their various cultural celebrations. I have attended meetings with international students and listened to their stories and struggles of adapting to a new environment. I also participated in language workshops where I was able to talk to student representatives from different countries and learn about their culture through spoken language. The volunteer opportunities in this program were a valuable experience. I assisted the Indian Student Organization in preparation for their Holi celebration and was able to participate in the festivities. This has helped me develop a deep empathy for individuals of different backgrounds, which include nationality, race, socioeconomic status, gender, and sexual orientation.

This training has helped me adapt to teaching and research in higher education as an instructor and graduate student. I have had the opportunity to teach students from a wide variety of backgrounds, as many students come from abroad to study at the University of Iowa. There are also diverse communities established in Iowa, and the student population reflects these demographics. Acknowledging diversity is important for creating a personalized education experience for each student, which enhances the learning opportunities for everyone. My teaching philosophy includes respecting my student's individuality, so they feel safe sharing their own life experiences. Everyone has their own economic story, and I feel the classroom is the perfect opportunity for illustrating the importance of heterogeneity as well as sharing a common experience. As a graduate student, I have had a unique experience studying in a program consisting of mostly international students. This experience has trained me to place my interactions with my peers and faculty in a cross-cultural context. For example, I have recognized the differences between how my international colleagues interact with their students and conduct their research. These differences are important to recognize and learn from, as knowledge should be drawn from many sources. I want collaborators and peers to feel that I value their opinion and respect their experience as it contributes to the creative process of economic research. The role of diversity is becoming increasingly important, especially in economics. Therefore, being able to adapt to changes and resolve conflicts in diverse settings are important to being an effective teacher and researcher.