

Diversity, Equity, and Inclusion Statement

I feel that it is my responsibility to consider diversity, equity, and inclusion in every course I teach, every paper I write, and every aspect of organizational culture in which I participate.

First and foremost, fostering diversity in the classroom is paramount. Students of color, LGBTQ+ students, socioeconomically disadvantaged students, students with disabilities, or women in a field like economics often face unique challenges on top of the academic stressors present for all students, and their sense of belonging can be harmed by barriers to access or microaggressions in the classroom. In addition to avoiding contributing to these factors for my students and learning how to address them when they do arise in the classroom, my goal as an instructor is to proactively design my course to include diverse perspectives and foster a safe and equitable learning environment. For example, teaching during the pandemic has given me new insight into students' lives outside the classroom and highlighted equity and inclusion issues more than ever before. In my experience, elements such as lecture recordings, virtual office hours, and online submission of assignments allowed students with work and caregiving responsibilities flexibility in completing their coursework and accessing crucial academic resources. I plan to incorporate these elements in future semesters as a supplement to traditional classroom approaches to even the playing field as much as possible for students who face additional challenges.

Much of my research also touches on issues of diversity, equity, and inclusion in society more broadly. In my work on domestic violence, I strive to account for the ways that domestic violence impacts the lives of its survivors and places them in vulnerable positions socially and economically. I acknowledge that criminal legal system responses may not be sufficient to address the needs of all survivors, and that some may not feel safe seeking help from police in the first place. In my work on the effects of supervisors' demographics on employees' outcomes, I find that a supervisor of the same race or gender is not sufficient to increase job retention for women or people of color early in their careers, noting that this is likely due to the systemic nature of the challenges they face, which cannot be overcome by one supervisor. In all my work, I feel that it is my responsibility to read about diverse perspectives and gather the institutional knowledge necessary to account for the diverse experiences of people whose backgrounds may not be similar to mine. I strive to ensure that my analyses are informed not just by my own privileged perspective but by the perspectives of those affected by the policies and economic conditions I am studying.

Outside of teaching and research, I have become involved in diversity, equity, and inclusion efforts in the economics profession. During my time in graduate school, I have volunteered my time to draft briefs based on the Women in Economics at Berkeley's Graduate Student Summit for Diversity in Economics with recommendations to improve the climate of the economics profession for women and under-represented minorities. I also provided volunteer data collection for Jennifer Doleac and Elizabeth Pancotti's project studying racial, ethnic, and gender diversity in economics seminars. Additionally, for the past year, I have volunteered with the Boulder County NAACP Education Committee, providing data analysis, letter writing, presentation building, and legislative advocacy work. Through this work, I have become acutely

aware of the challenges that K-12 BIPOC youth in predominantly white schools face long before they enter my classrooms as adults, and the lessons I have learned in this community work will help me to use an intersectional lens in my teaching and research going forward. Overall, universities and research organizations can meet their stated goals of diversity, equity, and inclusion only with the commitment of each individual faculty member or employee. I hope to contribute to these worthy goals throughout my career, and I am excited to see the strides being made in this area and commit to the extensive work that remains.