# Diversity Statement

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Groups with greater diversity solve complex problems *better and faster* than homogenous groups. As a bleeding-edge and fast-paced field of knowledge, I believe that computer science benefits from an active and consistent effort to increase the diversity of its community. Yet, computer science has a problem with diversity, both as an academic discipline and an industrial career path. This observation is particularly poignant in a world where the results of computer-related fields of study affect everyone's lives; regardless of race, gender, social class, and sexual orientation.

Personally, as a cis-gendered white male, I am not a member of any group historically under-represented in the computer science community. I acknowledge that privilege, and I work actively to understand: what are the conscious and unconscious biases that contribute to the diversity problem in computer science, and how I can act to make myself and others aware of them. To that effect, I use the resources made available by organizations such as NCWIT, CRA-W, and ACM-W. Overall, I have the goal of understanding what are the obstacles to diversity, and how I can remove them; in the capacity of teacher, researcher, mentor, and member of the computer-science community in general.

Below are some of my experiences and future plans to contribute to diversity in computer-science.

**Inclusivity.** One of the main goals in my teaching philosophy is to create an inclusive environment where all students feel that their voice is heard. I believe this is vital for fostering diversity, as members of underrepresented groups may naturally shy away from direct participation in class. Therefore, creating many different ways for students to engage with the material being taught (*e.g.,* anonymously voting on multiple-answer questions, splitting the class in small groups to work together) allows for all students to voice their concerns, regardless of their identity.

**Outreach.** I acknowledge that efforts to increase diversity should happen before college. I plan to engage in outreach programs that include high-school students not already drawn to computing, and to use that opportunity to inform members of underrepresented groups about how they can be part of the computer-science community, regardless of their background or identity. For instance, I look forward to be involved in organizing an hackathon focused on students with little to no experience programming, allowing them to explore their interests in small groups through peer-led team learning, and using programming resources such as Alice or Scratch. As another example of outreach, I believe that my ability to speak Spanish is an important asset to reach native Spanish speakers with limited English.

**Prioritize Diversity.** When organizing a regional seminar on programming languages, I took as one of the goals to ensure that women participated by presenting their work or attending the event. In particular, during the seminar, I prioritized questions volunteered by women members of the audience. In another example, when putting together a list of invitees for an workshop on Dynamic Software Updating, I ensured that it included members of underrepresented groups. In the future, I plan to do the same when preparing lists of invitees for events, committees, and panels.