

Minuk Kim

4-101 Hanson Hall, 1925 Fourth Street South, Minneapolis, MN 55455
kimx5007@umn.edu | <https://www.minukkim.com> | (612) 453-7335

Contributions to Diversity, Equity, and Inclusion (DEI)

Throughout my years in the field of economics, I have observed that women, students of color, first-generation students, and many others face systematic roadblocks to thriving in the classroom and in academia. Through my role as an educator, my goal is to establish an inclusive environment that actively supports every student regardless of background or socioeconomic status, ensuring everybody has an equal opportunity to succeed.

I aim to adjust my pedagogy and mentoring so students from all backgrounds feel welcome. For example, I have recorded and uploaded my lectures for students with learning disabilities, which also had the positive externality of aiding students for whom English was not their first language. I have also worked to close the information gap between students of different socioeconomic statuses. For instance, I mentored an outstanding high school student who was already taking classes at the University of Minnesota. However, this student had not considered applying to anywhere besides the University of Minnesota due to perceived high costs elsewhere. I guided the student to information on financial aid and mentored them on their college applications. From these experiences, I learned to be proactive in addressing the needs of all students and to support students of all backgrounds in feeling that their contributions are respected and equally valued.

I also use the tools and research in economics to highlight racial and gender discrimination in our workplaces and society. My econometrics course features an assignment using wage and demographic data from the Current Population Survey to estimate the gender wage gap. Using control variables, the students tackle many misconceptions about the gender wage gap, such as the notion that it is due to factors like systematic differences in careers or college majors. Since racial and immigration discrimination are prevalent in the labor market, I also include readings and replication exercises from published articles on discrimination. Through the assignments and the ensuing in-class discussions, I aim to raise awareness of DEI issues, highlight the current economic discourse on these topics, and underscore the potential of economics to address them.

From my experience as an international student and also having worked at the United Nations, I strongly believe that a diversity of perspectives and backgrounds will be beneficial to everybody in the classroom and can create a more enriching and intellectually challenging learning environment. I am committed to ensuring equal opportunities, and as a future faculty member in economics, I will persistently work towards creating a more equitable environment for all.