

Diversity Statement

Mohit Kumar Jangid (jangid.6@osu.edu)

My Definition of Diversity

Because of the different geographical environments; childhood upbringing; social traditions; and biological, physical, social identities; and abilities, we all have a unique way of living, perceiving, understanding, and valuing ourselves, others, and everything around us. Even individuals from the same family have certain differences that make each of us unique. All of these differences make up the diversity. Being able to recognize this diversity and intentionally cultivating equity, inclusion, and belongingness promotes a fertile environment for growth, compassion, learning, creativity, and innovation. As a student, I have received such a caring environment from my family, friends, and faculty, who have helped me thrive during my student life. When I came to the US for my studies, I was aware of the brain drain issue. Since India is a developing country, contributing here means more equity for the world. This is one of the reasons why I want to work in India.

Experiences

During my student leadership history, I have always valued spending time with diverse groups of students from various backgrounds. For example, as a university liaison with the International Friendship Club, as a treasurer at the SKY Mediation Club, and as an emcee role at the Vision Conference, our team had members from Nigeria, Korea, China, USA, Somalia, China, and Egypt. In my final year in PhD, I served as a global ambassador for the Office of International Affairs at The Ohio State University. We hosted a Global Engagement Night to discuss culture and diversity around the world in a safe and friendly space. We organized cultural tours and activities for international students to engage to promote their well-being. In all of these experiences, I have learned to value equity, inclusion, and belongingness in all workspaces. Also, in my systems class teaching at university, I had two students needing accessibility accommodations. I ensured consistent communication with them and provided necessary resources during exams and assignments, ensuring they had equal opportunities for success. This commitment to equity is one of my values.

How do I practice these values?

As I prepare for my future roles as an instructor and advisor, I am deeply committed to promoting diversity and belongingness, as well as practicing inclusion and equity. I am committed to creating a comfortable space in my classroom and for my PhD students, regularly discussing diversity aspects. By embodying humility, open-mindedness, and a commitment to delay judgment, I aim to foster an environment where friends and colleagues feel safe to share, challenge, and encourage each other. To cultivate awareness for equity, inclusion, and belongingness, I engage in practices of meditation and reflection with journaling. These moments of introspection allow me to evaluate if I have compromised any of my values, if I have unintentionally hurt someone, and how I can improve moving forward.

From the institution's perspective, supporting a variety of student organizations is crucial. These organizations provide a platform for every student to explore their interests and needs, fostering a sense of home and care, preparing them to grow in non-academic areas, facilitating new friendships, and allowing them to associate with social identities of their comfort. I am dedicated to advising student organizations and encouraging students to create new interest groups, as I believe in the power of these communities to foster a sense of belonging and inclusion.

I am committed to integrating equity, inclusion, and belongingness into my research, teaching, administrative, and service workspaces, not only for the healthy growth of the students but also for the betterment of the institution and society at large.