

# Paul Shaloka Diversity Statement

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I am committed to promoting diversity, equity, and inclusion as a researcher, teacher, and colleague. As an affiliate of the Kellogg Institute for International Studies, one of my key research goals is understanding how social policies interact with identity to affect the distribution of wealth, opportunity, and quality of life. My work on a migration ban targeting women in Sri Lanka explores how restricting women's mobility and work opportunities can reduce women's decision making power and may hinder long-run development by lowering investments in children's education. My research highlights that policy makers and economists should consider the gender-specific, household-level effects of policies.

While my research touches on the importance of highlighting diversity, I am also committed to furthering this goal with service to the university. During my undergraduate degree, I was the vice-president of my residence hall, and worked to create a more inclusive and open community. We lobbied the school, and were able to change one of the common bathrooms to a gender neutral space to accommodate a transgender student. The experience reminded me to always be aware of aspects of life that I can take for granted, like having access to public spaces we feel comfortable in. I will continue to work with students and administrators to make both the classroom, and the campus more broadly, a safe and open place for everyone.

I also have a personal connection to ensuring everyone feels accepted, my mother is a first-generation Italian immigrant and the first woman in her family to graduate from both high school and college. Her struggles with language and cultural context have helped shape my approach to teaching a diverse student body, and I make sure that all students, especially those from international backgrounds, know that they can come to me outside of class or official office hours for additional help and support. Additionally, I continually polled students on whether they were getting the help they needed and what concepts they were struggling on so I could tailor my review sessions accordingly.

As a professor of economics, I will continue to create an inclusive learning environment that is sensitive to a student body that is diverse in terms of both background and learning methods. In my research, I will continue to emphasize the heterogeneous impacts that policy changes can have on different groups. My affiliation with the Kellogg Institute in support of their commitment to building inclusive growth will continue as well. As a mentor, I will also continue to encourage students to relate the skills and methods discussed in class to questions that concern equity and inclusion.