

Saharnaz Babaei-Balderlou

Darla Moore School of Business
University of South Carolina
1014 Greene Street
Columbia, SC 29208
Office: DMSB 452Q1

☎ (803) 463-6594
✉ saharnaz.babaei@grad.moore.sc.edu
🌐 <https://saharnazbabaei.wixsite.com/home>
🌐 [/in/saharnaz-babaei-balderlou/](https://www.linkedin.com/in/saharnaz-babaei-balderlou/)
🇮🇷 Citizenship: Iran

Diversity Statement

Throughout my academic and professional journey, I have been a dedicated and committed advocate for diversity, equity, and inclusion. My experiences, both personal and professional, have instilled in me a profound respect for diverse perspectives and an unwavering commitment to fostering an environment where all individuals, regardless of their background, can thrive.

Personal Background and Understanding

Growing up in Iran and later transitioning to academic settings in the USA, I've been exposed to diverse cultural and educational systems. These experiences have enriched my worldview and deepened my appreciation for the myriad of ways in which diverse backgrounds inform and enhance the academic discourse. As an international female scholar, I have firsthand experience of the challenges faced by individuals from diverse backgrounds, and this has heightened my sensitivity to issues of inclusion.

Research Commitment to Equity

My research endeavors, particularly those focusing on education, labor markets, inequality, and discrimination, reflect my dedication to understanding and addressing systemic challenges. By studying the impact of LGBT employment anti-discrimination policies, government-funded teacher staffing initiatives empowering rural districts, and the intricacies of education systems in underserved communities, I aim to shed light on pressing issues and contribute to the creation of more equitable systems.

Teaching and Mentorship

In the classroom, my commitment to diversity is evident in my pedagogical approach. I strive to create a learning environment where students from all backgrounds feel valued, heard, and empowered to share their unique perspectives. I employ teaching strategies, like randomized group assignments and open discussions, that encourage diverse voices to come to the fore. Moreover, my mentorship of an undergraduate honors student's research project underscores my dedication to nurturing the next generation of scholars, ensuring they have the tools and support to succeed in academia.

Services at Student Organizations

My leadership role as the president of the Iranian Students Association has not only honed my organizational and interpersonal skills but has also provided me with unique insights into the challenges faced by international students. I've leveraged this understanding to create a more supportive and inclusive classroom environment, catering to the diverse needs of all students.

Advocacy and Future Commitments

Beyond my professional duties, I am an active advocate for diversity in academia. My commitment is not just theoretical but is demonstrated in tangible actions and initiatives. As I look to the future, I am determined to continue my efforts in promoting diversity, both within the academic community

and in my collaborations. I am keen to engage with institutions and colleagues who share my vision for a diverse, inclusive, and equitable academic landscape.

Diversity, for me, is not just a buzzword but a core principle that informs every facet of my professional life. I firmly believe that our academic community is enriched when diverse voices are not only included but also celebrated. As I continue my journey, I am committed to leveraging my experiences, research, and platform to further the cause of racial, sexual, gender, and all forms of diversity and inclusion in academia.