

## Equity, Diversity, and Inclusion Statement

There are two main social aspects of being a scholar and an educator that are very important to me, (1) broadening the access and reduce barriers to computer sciences education for underrepresented populations and (2) making sure that students stay healthy during their studies and research by providing ways to maintain their mental health and providing accommodations for any disability they might have, as they traverse a stressful and challenging time of their life.

First, engineering and Computer Science continues to struggle to attract students from diverse background and it's the role of professors and advisor to encourage and lead students from all horizon to succeed in the field. I did my Master's and Ph.D. with Pr. Lin Tan and she always provides a welcoming place for students with different backgrounds and my main goal is to follow her steps. Working with students of different cultures, gender, age, and technical background is important to cultivate a strong, open-minded, and welcoming research group where students feel they belong to a strongly connected team. My goal is to always be inclusive and encourage students from all horizons to do research in computer sciences. For example, I participated to the UCEP program in 2015 which allows local high-school students to join our research group during the summer to get a taste of University life and what computer science is. Two high-school students joined my project with this program and they were very excited to discover computer science and research. Broadening interest in the field to underrepresented groups needs to be done not only locally, but also internationally. Using the Mitacs program, a Canadian program that helps international students to join Canadian University for a summer internship, I worked with and supervised several undergrads students from all around the world. It is my goal as a professor to continue to develop a partnership with this kind of program to give opportunities to students to discover what research in Computer Science looks like.

Second, underrepresented students can often feel isolated. For example, new international students might struggle to integrate well into the University and need further assistance from fellow students and faculty members. At the University of Waterloo, I was a conversation facilitator for the English conversation circle at the Student Success Office where we helped new international students gain confidence in their oral expression and explain to them Canadian cultural references which they might not know and could isolate them. With the pandemic, students' mental health and stress are greater than ever and as a Professor, advisor, and mentor, we must do an extra step to make sure everyone feels welcome and included. For that goal, during the pandemic, I helped Professor Lin Tan organize monthly "Happy Hours" where students could be together online, discuss their life, and answer ice-breaking quizzes to maintain a strong cohesion in the group and help with the lockdown. This was a great success, especially for students who join our group during the pandemic, and is something I will reproduce once I am a Professor and will extend with monthly in-person group activities once the pandemic is over.