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## DIVERSITY STATEMENT

Our circumstances shape the way we perceive and address diversity both personally and professionally. In this statement, I first reflect on how my living environments have influenced me. I next discuss my experience as a woman in a professional discipline dominated by men.

### 1 Living and building a career in a diverse community

As a Canadian and French citizen, I grew up on the Pink Granit Coast, in rural French Brittany, on the English Channel seaside. It is a relatively protected environment in which to grow up. Not only is it very picturesque – and renowned among national as well as north-western european tourists – and ecologically preserved, it is also the home of a historical technopole; which has leveled up the local pool of skills and socio-economic situation. Along with Bretons traditionally being sailors, this has fostered a generally open-minded atmosphere. Meanwhile, Brittany features a strong regional Celtic identity: a non-negligible proportion of children still attend their primary and secondary classes in *Skols Diwan*, public schools in which the teaching language remains the local Breton.

This environment stands in contrast with Toulouse, situated in the warm South-West of France, where I graduated from high school and university. Only 300 kilometers from Spain this region is surrounded by a more Latin culture mixed with a strong South-West social culture, mostly organized around gastronomy. The city of Toulouse, because of its nationally renowned quality of life and dynamic aerospace industry, is a privileged destination for students and workers who come from all parts of the country, as well as from abroad.

At the time I was studying there, the Toulouse School of Economics has been accounting for around 40% of international students at the graduate level. In 2016, I graduated along with a cohort gathering above 90 different citizenships. Its ability to enroll students from all the world contributes to the open-minded and diversity culture of the TSE.

In this strain, the school has been offering a wide range of exchange programs. This enabled me to study at the Universitat Pompeu Fabra, and live in Barcelona, as an Erasmus fellow, during the academic year 2014-2015. The catalan capital constitutes a very cosmopolitan environment, attracting expatriates from all nationalities and horizons. Living there I integrated with both local and international students. While living in Barcelona, I was a volunteer at the Canpedró Social Center, which aims at helping people in risk of social exclusion. I was in charge of animating weekly linguistic activities, introducing children aged from 3 to 17 to the English language. These were mostly children of political and economic refugees, as well as locals struggling with extreme poverty. Helping these children open to new things and contributing to their stability was extremely enriching.

Upon finishing my master's, I moved to Montreal in fall 2016 and started my Ph.D. studies at the Université de Montréal. Diverse and French speaking, Université de Montréal

and its department of Economics also collaborate with the – English speaking – economic departments from McGill and Concordia universities, through the CIREQ joint research center. In this sense, it constitutes an accurate representation of the city after which the university is named. Bilingual and multicultural island in the French speaking Quebec, Montreal attracts a large and diverse community of expatriates. Here I have been enjoying a similar cosmopolitan environment as in Barcelona.

These four environments are very different at first sight. They feature various climates, demographics and cultures. Yet, after a closer look, they can be united in the way they thrive by gathering a diverse pool of cultural backgrounds without sacrificing their regional identities. As a young economist, I will do my best to favorize a work environment where we interact with individuals coming from a variety of environments.

## **2 Evolving as a woman economist**

I am conscious that Economics are a discipline where women are under-represented. As a Ph.D. candidate I have witnessed how the academic environment can be unwelcoming for individuals not fitting into a specified gender schema. This is an issue that I have often discussed with my co-authors, Emmanuelle Auriol and Alice Mesnard. Both of them have mentored me throughout my years as a Ph.D. student, with regards to both my technical work and my “soft” skills. They have provided me with insight on the eventual gender bias to which other women and myself could be subject – as well as how to detect them and react. Through the years we have worked together, they have become role models, as successful, intelligent and passionate economists, constantly standing and working against the gender stereotypes – among others – in the profession. I am convinced the working relationship we have had has profoundly influenced my career and as an Assistant Professor, I hope to return this favor to other young economists.