It is not the recent breakouts such as the #BlackLivesMatter movement makes appear of the systemic discrimination, bias, and inequality. The problem is deeply buried within our society, permeating through all walks of life. In Computer Science, the diversity gap in gender and race is particularly substantial. In the past ten years, about 25% of employees in computer and mathematical occupations are women, less than 10% are African American, and less than 9% are Hispanic or Latino, shown in Table 1. Fortunately, the silver lining is that a profound change is underway. From the Stonewall riots to the transgender rights movement, from #BlackLivesMatter to #MeToo, waves of spontaneous consciousness rapidly arise, evolve, and interact. We are adjusting the sails and head to the endless immensity and diversity of the sea. It is a long journey with heavy responsibility. But as an educator, I am deeply committed to reaching and supporting a diverse range of students.

Table 1. Labor force statistics for computer and mathematical occupations by US Department of Labor [2].

Year	Percent of total employed		
	Women	Black	Hispanic
2011	25.0%	6.9%	5.7%
2012	25.6%	7.4%	6.1%
2013	26.1%	8.3%	6.3%
2014	25.6%	8.3%	6.6%
2015	24.7%	8.6%	6.8%
2016	25.5%	7.9%	6.8%
2017	25.5%	8.7%	7.3%
2018	25.6%	8.4%	7.5%
2019	25.8%	8.7%	7.8%
2020	25.2%	9.1%	8.4%

I plan to expand my mentorship efforts to women. As Lynn Conway said in her *The Disappeared* article [1], "to be able to 'win at innovation', women must be expected to be able to win. This expectation must live inside women themselves. And to live inside them, it must first be in society." Now, it is more than urgent to help female students. Especially in the past ten years, the percentage of female employees in Computer Science has not increased (Table 1). Moreover, a recent study shows that teams with more women outperformed teams with more men [3]. I would be more than happy to guide the young generations, specifically helping female students succeed. In my previous experience, I have mentored a female MSc student (Pavithra Iyer), tutored a female junior peer (Jingzhu He) at NC State University, and teamed up with a black female colleague (Nerla Jean-Louis) at IBM Research. The mentorship and collaboration are rewarding with many exciting research projects and top-tier conference papers. As a future faculty member, I will reach more female students with different backgrounds, lift their confidence, grow their expectations, advance their expertise, and help them to win.

I intend to extend my mentorship efforts to all underrepresented minorities and LGBTQ+ communities. I grew up in China, experiencing shaming and harassment for my sexual orientation, which channels all the unequal treatments the minorities are experiencing every day. First and foremost, I will tell my students that being proud and authentic is a badge of honor to wear out in the still-denying world. Moreover, I will develop and build a diverse talent environment for my classes and lab, which illuminates and mitigates bias, supports and endorses racial/gender equality, and sparks more interest in students of all backgrounds. In addition, I will volunteer with other colleagues and students to teach entry-level computer science classes in high school classrooms and LGBTQ+ centers. I aim to provide a free and easy access platform for the underserved communities to demystify the technology field, inspire confidence, and ignite the passion for science.

My goal is to create an open and inclusive teaching and mentoring environment for all students regardless of race, ethnicity, gender, gender identity, and sexual orientation. I will continue work on diversity and inclusion in three aspects: 1) cultivate students with high degrees of social sensitivity, 2) give everyone equal opportunities, and 3) have more female and underrepresented minorities in my group. With everyone's diversified background, we will liberate the energy, imagination, and momentum to create the best beyond measure.

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