# Statement of Philosophy Toward Equity and Inclusion

I am from a minority group in Nepal, a diverse country where about 50 different tribes speak about 100 different languages. Because of this experience, I believe in the importance of equality, inclusion, and diversity. The country recently promulgated the new constitution, which was well received for being one of the few constitutions around the world that protects sexual and gender minorities against any discrimination. Having grown up in the culture that brought this change, equality and inclusion are parts of my life.

Research shows that decisions made by diverse groups of people are often more accurate than those made by homogenous groups of people (Levine et al. 2014). The construction engineering research team at Iowa State University–of which I am a part–is also a diverse team consisting of researchers from all over the world–USA, Columbia, Panama, Egypt, Iran, Turkey, Jordan, New Zealand, and Nepal. During our group meetings and group lunches, we have multiple opportunities to learn new perspectives and ideas from each other that benefit our work that. We probably would not have learned those perspectives and ideas on our own.

I believe equity and inclusion are an important part of academia for the rapid advancement in higher education and research. Even with my experience working with diverse groups of people, I am always looking for ways to better include others and treat them equally. Learning is a part of living.

In summary, I endeavor to treat my students and colleagues equally irrespective of their diversity in race, gender, sexual orientation, ethnicity, religion, disability, or any other experiences or perspectives unique to them.

**Reference**

Levine, S. S., Apfelbaum, E. P., Bernard, M., Bartelt, V. L., Zajac, E. J., and Stark, D. (2014). “Ethnic diversity deflates price bubbles.” *Proceedings of the National Academy of Sciences*, 111(52), 18524–18529.