I am committed to fostering diversity, equity and inclusion in our community. Computer science has made a number of fundamental contributions to society as a whole and can impact our daily life. However, not everyone has the access to the necessary resources to learn, work, and communicate. For example, during the COVID-19 Outbreak, many students from racial, ethnic, gender minorities, and other underrepresented groups face substantial obstacles in equal access to computing tools for their education. To promote the equity, I believe it is of great importance to ensure that our community is as diverse as the general population of the society we live in. This not only helps us to hear the voices of people who have different backgrounds and understand the problem the community faces, but also helps us to better evaluate the impact of the proposed solutions in advance.

As an international student, I gained great benefits from diversity, equity and inclusion. I believe any student can grow, thrive, and succeed if given the chance to receive a quality education. For example, at the beginning of my first year of graduate study, I felt lost on which research direction I should pursue in the future. Thanks to the rotation mechanism in the WashU CSE department which allows the student to learn on small research projects with different faculty members, I finally found my research interest and built my passion for research in this direction. During my research career, I have helped to advise female and international undergraduate students, and I have also helped to mentor junior graduate students from diverse backgrounds. In addition, I have also participated in many activities organized by different departments to hear how underrepresented groups are being ignored and how they feel frustrated. For example, a female master student who wants to pursue a Ph.D. after graduating once told me how hard for her to contact a professor to initiate a research project and that she was afraid of being rejected. After several chats with her, I encouraged her to actively communicate with the professor she is interested in working with and freely express her research ideas. This story and others like it remind me that a friendly and open environment is conducive for our whole community.

As a teacher or instructor, I strive to create a diverse and inclusive environment that can help students from all different backgrounds to achieve their full potentials. I believe that freely expressing ideas, thoughts, and perspectives is crucial to foster such positive environment. For example, I once led a seminar discussion about fairness in machine learning during my TA for the course Human-in-the-loop Computation. Many students with different backgrounds or cultures express their personnel perceptions about the common fairness definitions used in the current literature. I found that it is very inspiring to hear those perceptions.

As an interdisciplinary researcher with a focus on human-centered algorithm design, my research has directly contributed to the diversity in algorithmic decision-making systems. For example, my recent work has tried to mitigate the historical biases of the underrepresented groups in a dynamic environment. In addition, the interdisciplinary nature of my research allows me to collaborate with researchers in different fields. The cross-discipline collaborations have broadened my horizon, and I believe that they are very important for some domain-dependent problems.

Future plans and goals: I hope to continue working to address diversity problems as both the teacher and academic mentor. I am, and will be, strongly committed to improving diversity, equality and inclusion in our community.

- I plan to actively participate in, create, and lead the diversity, equality and inclusion groups in the new department, continue to be active in minority groups. I will also actively participate in diversity, equality and inclusion training, serve on committees focused on solving these issues. Outside of the department, I will also engage in community outreach and research that contribute to a broader understanding of diversity, equality and inclusion challenges.

- As a teacher, I intend to invite underrepresented voices to speak about their recent research in my future seminar-style courses. When designing my course materials, I will ensure that my

courses are self-contained, requiring as few prerequisites as possible, making them as accessible to students outside of my research areas.

- As an academic mentor, I am committed to crating an inclusive and supportive environment for my research group. Meanwhile, I will also invite speakers with different backgrounds, especially those are from underrepresented groups, to talk about their recent research in my group.