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## Diversity Statement

Diversity is a strength and resource institutions of higher education must seek to recruit, retain, and promote. Although I do not directly contribute to some of the larger gaps that higher education must resolve, my experience as a low income, first generation graduate student taught me that education is uniquely positioned to change all lives. As such, I have taken concrete steps to promoting diversity in my teaching and research. My teaching philosophy places heavy weight on the importance of various forms of diversity and I strive to cite diverse sets of scholars in my research. First, teaching the individual in the manner mentioned in my teaching statement allows students from diverse backgrounds to access the materials in ways relevant to their experiences in life. A good deal of social science research shows that groups make better decisions as they become more diverse and that leaders perform better when drawing on diverse sources of information. I see teaching and researching no differently.

Very few classrooms are likely to contain homogeneous batches of students who all learn in similar ways. As a result, I leverage slides, handouts, videos, and other forms of media to help every student develop expertise over the course materials. I also believe that students miss an opportunity to learn how to apply content when they only speak to the instructor about the materials and their assignments. I utilize group work and individual presentations to enhance the ability of the student to relate the coursework to the values of others.

Finally, I believe that college courses should be accessible and appealing to a diverse background of students. As a student with little to no external financial support, I realized assigning extremely expensive texts was a non-inclusive practice. As a result, I avoid assigning expensive textbooks or teaching new methods with proprietary software. Instead, I utilize openly accessible software, journal articles, book manuscripts, videos, and other relatively less costly course materials. Additionally, I pay special attention to make sure that each syllabus contains a balance of materials produced by people of different gender expressions and ethnic backgrounds.

All of these philosophical tenants relate to the belief that my job is a position of service to the student and university. It is hard to develop an effective teaching philosophy and research agenda if you fail to see diversity as a strength. I welcome any additional training available on how to support and actively promote the value of diversity if offered the position.