

## Diversity Statement

### Value of DEI

I believe Diversity, Equity, and Inclusion (DEI) should become one of the core values in academic community. It creates and promotes opportunities for everyone, not only people in minority groups.

### DEI Experiences

A Underrepresented student in my TA courses. As a public university of the state of California, UC Santa Barbara welcomes a lot of transfer students. In my intermediate microeconomic theory course, there was a transferred Russian student from a low income family who is elder than most of her classmates. She had to work at the same time to support her life. As the first college student with limited time to study, I saw a solid reason why the course could be so hard for her. Any unclear structure or confusing explanation could be the last straw. Being a teaching assistant for her, I wrote down the objectives for each section, went through the problem solving steps slowly, welcomed questions and checked students' understandings frequently. With endeavors from both sides, we had many interactions and she learnt happily. I'm glad to hear that she passed the course, and she said my section was very helpful.

Women in Economics at Santa Barbara (WeSB). WeSB is a students oriented organizations to share the facts of discrimination in Economics, and to hold events to share information that minority scholars care about. I served two years in the program, helped organize the morning meetings. I learnt two things from the program. First, in general, there is a lack a friendly place to talk about minority students' concerns. It's very important for minority scholar to know that their concerns are well taken, and this is a supportive community with people that would love to help. Second, minority scholars need more opportunities to be exposed to others. They may lack a sense of belonging to the community, and therefore are shy of asking for collaborations. A supportive community needs to provide chances for collaborations.

### Promoting DEI

There are four ways that I want to pursue in the future to promote DEI.

1. Accept more questions and negotiations for assignments.

One of the important feature of welcoming environment is to encourage all kinds of questions. However, it is usually ignored. Even for the questions that had been asked three times, I will still welcome a similar question. In such case, it's more likely to be asked by an underrepresented student who does not understand the way that the question had been asked, or it's hard for the student to relate to his own experience. I will also be more tolerate about the negotiations for assignments. For example, the extension request is more likely to be asked by a student who has to work, or who had to do more exercises to understand the materials. In addition, I'd love to grade the

assignments by completion, instead of correctness. In this way, I deliver the message that I accept and value failure and re-try.

2. Use two-stage exams for students to encourage peer collaboration.

Two-stage exam means 85% of the grade is based on individual performance, and 15% of the grade is based on group performance for the same exam in a following day. It's well noticed that students talked a lot of the questions exactly after the exam, which implies an ongoing learning process after the exam. The best way to use it in teaching is to encourage it, in this way, students will exchange intelligence more seriously, and can benefit from it.

3. Participate in events to support underrepresent scholars.

WeSB is a great program to bond minority scholars, I plan to participate similar events in the future. By sharing personal experience and perspectives, I'd love to deliver the message that you're not alone, feeling behind is okay, and you will work out.

4. Provide a semi-lab environment to encourage research collaboration.

Talking to students from other departments, I feel like a lab environment is the best way to collaborate on research. Even though Economic department is not rich to support enough RTship, collaboration with students is a double win for both faculties and students. It encourage collaboration among students as well. I plan to collaborate with students for their first project, ask them to independently develop their second project, collaborate with each other on the third project or come back to collaborate with me.