

I believe that a professor must actively promote diversity and inclusion in their classroom and research because a university is an effective place for learning only if its students feel that they can be present and express their ideas without fear of discrimination. Based on my personal and teaching experiences, it is my personal goal to make my classroom an inclusive space where students from all backgrounds and situations feel supported and empowered to do their best work.

As an Asian female in economics, I recognize the challenges faced by those entering a profession where their demographic is underrepresented<sup>1</sup>. When I was a research analyst at the International Monetary Fund (IMF), I was in charge of the analysis of corporate debts in Saudi Arabia. However, I was not able to join my fellow male colleagues on a mission to meet with policymakers in Riyadh because the country has a very strict policy granting visas to women. In the end, my analysis was still published but the exclusion treatment made me hesitate about working in that country, so I know that failing at inclusion may cause a student to leave my class even if they otherwise may have done very well.

As a mom, I know what other parents go through because they must rebalance their priorities – career, hobbies, relationships – while starting their new families. I recognize that some of the students I encounter may be from different cultures and age groups that may affect their ability to perform in the classroom at different moments. Students come to university to better themselves and I will balance being cognizant of their own life situations against needing to push them academically. For example, I had a student needing to miss the final exam to take care of a family member who passed away due to Covid-19, so I extended the exam online for him.

I have taken actions to promote diversity and inclusion over the past several years. When I lived in Washington, DC in 2015, I volunteered to teach Mandarin Chinese to diverse, adult students and introduced them to Chinese culture. More recently, I mentored an intern from the US Army during his transition to a post-military career. I coached him on how to start data analysis using Stata, and introduced him to doing economic research on gender equality together with my advisor. He is now at Yale pursuing a master's degree of public policy. I find it immensely rewarding to expose students to new opportunities and I fully intend to pursue this in my career.

My field of study is in development economics which focuses on improving the potential for the mass of the population, and I have produced research that seeks to improve the lives of under-served communities. My interest in development economics started after I volunteered to help coffee farmers in Costa Rica by promoting their sales so they could earn better. My job market paper is on how to help young and unskilled workers to find jobs in South Africa. I also have written on social norms and support for women's work in India. In the future, I intend to continue studying ways to address inequality in the labor markets.

Through my experiences as a professional, academic, and mom, I will foster an inclusive environment and promote diversity for my students. Further, this aligns with my research goals in development economics where I aim to find ways to maximize human potential.

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<sup>1</sup>Bayer, Amanda, and Cecilia Elena Rouse. 2016."Diversity in the Economics Profession: A New Attack on an Old Problem." *Journal of Economic Perspectives*, 30 (4): 221-42