

Diversity, Equity, and Inclusion Statement

It is a key responsibility for any academic to root out discriminatory practices and cultivate an environment where a diverse array of persons of all identities and creeds can share their voice. Yet, I wish to stress that I don't treat this as an extra or bonus goal. Rather, a commitment to diversity and inclusion is essential in and central to achieving the teaching and research goals I've laid out above.

Firstly, I hold myself to a key responsibility: to remember that my life experience and perspective is not universal. I've focused on police and racial bias a lot in previous works. Yet, it's not lost on me that I am a White person in a field where White people are very well represented speaking about a topic that a Black or Hispanic person may have a very different experience with. I'd never want my voice to drown out those of others, especially if the insights of the unheard might shine a light on things I may be blind to. However, I don't believe one voice has to be at the expense of another. Quite the contrary.

I've been blessed with the opportunity to meet so many people across my life, and I'm honored by the trust some have given me in opening up about how their lives have differed from my own. In my youth, one of the institutions that helped me through many of my struggles with mental health was a martial arts dojo in my local community and as I grew I volunteered as an instructor to pay that kindness forward. Being able to bond with other students over our shared love of Tae Kwon Do and Aikido and still celebrating the differences that informed our lives allowed me to reflect on the world in a way that I wouldn't have been able to on my own.

This experience has informed The voices of others helped propel me to greater heights, and I believe I can do the same with my own voice. Speaking out about issues that affect you can be much less daunting when you have someone in your corner, and my goal is to be that someone. At the same time, it is important that while I fight for others I have the humility to not assume that I can always speak for them. I try to remain vigilant in recognizing how my approaches may have blindspots, and having other voices to call me out when I might step out of line has always helped me develop as an academic. I hope with every passing day, I get to understand a little more than I did the day before.

That being said, unique aspects of my perspective do naturally lend themselves to this commitment to diversity in many ways. Recognizing and accomodating neurodiversity is very much baked into the way I teach because I am someone with ADD and anxiety. I am able to provide resources to students because I am familiar with them and the stressors that can emerge when you need to reach out for help. So often, neurodivergent students just need to be reassured that there is nothing wrong with them, and there are few better reassurances than seeing someone living with the same sort of struggles they do on the other side of the table and succeeding in spite of it all.

Overall, I think my dedication to these goals are clear. I jump at the chance to teach classes like "Writing in Economics" specifically because giving students the freedom to explore with an open ended project like a research paper means I will get to see research tackled from an angle I never would have considered before. Getting to help them walk through that process and smooth out the rough edges is a privilege that I cherish. I've gotten to work with colleagues of all stripes in my time as an academic as well, and it has allowed me to even reach out to places like Uganda and help undergrad students get a taste of international research with my help. I'd be honored to get the chance to continue to do so.