# DIVERSITY STATEMENT

## EXPERIENCE WITH DIVERSITY, EQUITY, AND INCLUSION

My commitment to diversity and inclusion has grown through three key areas: international research collaboration, community engagement, and mentorship. During my graduate studies in Chicago, I collaborated with researchers from Japan, Poland, China, and across the United States. These partnerships taught me how different cultural perspectives can enhance the research process and lead to more innovative problem-solving approaches.

To broaden my impact beyond research, I actively participated in STEM diversity initiatives through international conferences. I presented at workshops and poster sessions organized by affinity groups focused on increasing representation in STEM fields. These experiences deepened my understanding of the challenges facing underrepresented groups and inspired me to work toward creating more equitable academic spaces.

My dedication to inclusive collaboration extends to my role as a maintainer of two open-source projects: GNU TeX$_{MACS}$/Mogan and Goldfish Scheme. Leading these global development teams has given me practical experience in bridging cultural and linguistic differences. By coordinating contributions and managing feedback from an international community, I've developed strategies for creating environments where diverse perspectives are valued and heard.

The most rewarding aspect of my diversity work has been mentoring students from various disciplines and cultural backgrounds. I've specifically focused on supporting students transitioning from non-engineering fields into engineering studies. This experience has shown me that successful diversity initiatives require both intentional effort and sustained support. Working with these students has reinforced my belief that academic excellence flourishes when we actively include and support people from all backgrounds.

## PLAN FOR DIVERSITY, EQUITY, AND INCLUSION

**Building Pathways to Graduate Education:** My strategy for promoting diversity begins with creating clear pathways into graduate education. I will forge partnerships with affinity groups in computer science and machine learning, including Black in AI, WiML, LatinX in AI, and Queer in AI. Through these partnerships, I will attend events, support initiatives, and share research opportunities with talented individuals from underrepresented backgrounds. I will also conduct outreach at non-traditional feeder schools for PhD programs. By delivering research talks and discussing graduate study opportunities, I aim to inspire students who might not otherwise consider an advanced degree in computer science.

**Developing Talent Through Mentorship:** Building on my experience mentoring students from non-engineering backgrounds, I will create structured support systems for students from diverse cultural and educational backgrounds. This support will focus on recognizing and nurturing each student's unique strengths. For example, students from underrepresented regions often bring innovative problem-solving approaches based on their distinct experiences. International students contribute fresh perspectives shaped by different academic traditions. My mentorship program will help these students build on their strengths while developing the specific skills needed for success in graduate studies.

**Fostering an Inclusive Research Community:** Creating an environment where diversity thrives requires concrete actions and consistent support. At the core of my approach will be regular one-on-one mentoring sessions focused on individual goals and challenges. These personal meetings will be complemented by weekly group discussions where students can share their progress, seek feedback, and collaborate on problem-solving. To ensure all voices are heard, I will implement anonymous feedback systems that allow students to share their thoughts on group dynamics and mentoring strategies without hesitation.

**Building Community and Cultural Competence:** Beyond academic support, I will create opportunities for cultural and professional growth. Regular workshops on communication skills and cultural competency will help students work effectively in diverse teams. These workshops will be supplemented by informal social activities, such as group lunches and gatherings, to build stronger community bonds. This combination of professional development and community building creates an environment where students feel both professionally supported and personally connected. Together, these initiatives will help establish a research environment where students from all backgrounds feel valued and empowered to achieve their academic and professional goals.