

Throughout my academic career, I have consistently prioritized diversity and inclusion. I believe diversity is not just an add-on but a crucial part of educational excellence. My goal has always been to help create an environment where diversity is more than just supported – it's vital for academic success and personal well-being.

Prior Efforts to Promote Diversity and Inclusion

My efforts to promote diversity and inclusion within UT Austin's Computer Science Department have been proactive and varied. During PhD visit days, I have served as a panelist, openly discussing the realities of our department and helping prospective students understand what to expect. Creating this transparency is vital—it builds trust and ensures students know they are entering a program that values honesty and open communication.

In addition to facilitating these important conversations, I have created opportunities for connection and collaboration within the research area. By organizing events like the Programming Languages (PL) lunch and reading group, I've provided a platform for students and faculty members within the PL and Formal Methods to network, share ideas, and support one another—essential actions for building a solid and cohesive academic community.

Besides mentoring graduate and undergraduate students on research projects, I have been a supportive figure for students, offering guidance through their challenges and advocating for an environment where tough situations can be discussed and worked through collectively. These efforts reflect my belief that a truly inclusive space is one where individuals feel supported not just in their academic pursuits but also in their personal challenges.

I am also actively engaged in the inclusion effort for the larger programming language community. In particular, I have been serving as the renewal coordinator for SIGPLAN-M, a SIGPLAN mentoring effort to help underrepresented groups achieve long-term academic success. This role has given me deep insights into their unique challenges and strengthened my resolve to create more inclusive pathways in computer science.

As a person who is exposed to STEM at an early age, I believe a key issue in promoting diversity in STEM is to expose opportunities to a wide range of students at a young age. My engagement with the Girls' Day for UT Engineering as a student instructor has allowed me to inspire and empower young women considering a future in engineering—a field where they are traditionally underrepresented. These experiences have not only enriched the lives of the participants but also reaffirmed the importance of such programs in shaping the careers of future engineers.

Future Plan for Promoting Diversity and Equity

Looking ahead, I am dedicated to fostering an inclusive and equitable environment in my teaching and advising style. In my classes, I will create an atmosphere of respect and openness, ensuring that every student has the opportunity to excel. I view the classroom as a foundation for lifelong learning and personal growth, where each voice is heard and valued.

Diversity of experiences and backgrounds will be a top priority in my research group. I am committed to actively seeking and supporting talented individuals from underrepresented communities. I aim to cultivate a collaborative and welcoming work environment where all students, regardless of gender, race, or background, feel a deep sense of belonging. Recognizing the rigors of a PhD journey, I will emphasize the importance of mental health and encourage breaks when needed. I aim to be a supportive and accessible mentor, always available for guidance and support to my students.

Beyond my immediate academic responsibilities, I will continue my efforts to promote equality, diversity, and inclusivity in the broader Programming Languages (PL) community. My ongoing involvement with SIGPLAN-M, including potentially taking on more responsibilities like organizing new outreach programs and mentorship activities, reflects this commitment. I believe these efforts will not only enhance the academic environment but

also attract a wider audience, bringing diverse perspectives and advancing research in the field.

I am also determined to address the gender imbalance in computer science. By participating in groups like the Graduate Women in Computing at UT Austin and supporting initiatives like Girls' Day, I aim to make a significant impact. Additionally, I will encourage my students to engage in these efforts, spotlighting the roles of underrepresented groups in computer science and inspiring more individuals to join the field.

Summary

My past and future efforts are united by a singular objective: cultivating an environment where diversity is accepted and celebrated, and inclusion is the norm. My personal background and experiences have been crucial in shaping my understanding of the challenges faced by underrepresented communities in academia. As someone who has faced and navigated these challenges, I am deeply passionate about supporting students and colleagues who may encounter similar obstacles. I mentor with empathy, always mindful of the systemic barriers that can impede academic and professional progress for those from marginalized groups.

By integrating these principles into my professional practices and promoting them within the community, I aim to make a meaningful contribution to ongoing efforts to enrich the academic landscape through diversity. As I stand on the verge of joining your faculty, I bring a commitment to my field of expertise and a steadfast dedication to fostering an academic culture that is as diverse, equitable, and inclusive as the global community we serve.