

I am firmly committed to promoting diversity, equity, and inclusion (DEI) in my research or teaching communities. During my career, I have met many outstanding researchers from under-represented groups. My postdoc advisor, Prof. Yulia Tsvetkov, runs a very successful and productive research group with more than half of its members from under-represented backgrounds. Different people have different backgrounds and knowledge, and the most novel research often emerges from the confluence of diverse ideas and perspectives. These stories inspire me and strengthen my devotion to create a healthy and inclusive community that everyone could benefit from.

**Mentorship Experience** Around half of the students I have mentored are from under-represented groups such as Asian female, or African-American and first-generation, who I met during my service as a mentor for the Institute for African-American Mentoring in Computing Sciences (IAAMCS). Below I highlight two experiences that left deep impression on me.

One of my mentees told me she was judged by some senior as “incapable of conducting cutting-edge research”. However I realized her potential and under my guidance, she has published a paper in a top-tier conference as first author. She told me she was really grateful and felt lucky to have me as her mentor. Another mentee, Vincent Davidson who I mentored through IAAMCS, told me how proud he was when his graduate-school story was reported in *ClemsonNews*<sup>1</sup>, and how his story hugely inspired his African-American community. These are great cases where mentors as individuals or universities as organizations can really make a difference. I look forward to meet or mentor young researchers like them, and I will do my best to be of help in their careers.

### DEI Philosophy and Plan

As a faculty member, I will extend my efforts in promoting DEI in my research or teaching communities. Below I expand my philosophy and plans in detail.

**Inclusive Pedagogy** It is important to create a classroom environment where all students feel valued and heard, promoting open dialogue and respect for differences. I will integrate inclusive teaching methods into my courses, emphasizing diverse voices and perspectives in the curriculum. For example, I will encourage students to form study groups with people of different backgrounds so that they can learn from each other.

**Mentorship and Support** I am committed to lead and cultivate an inclusive environment in my future research group. I will actively seek out opportunities to mentor and support students from under-represented backgrounds. I will advocate for policies and programs that provide additional support to these students. Also, I will encourage my students to look out for each other, and engage in diverse research projects. I will actively support the institution’s DEI policies and objectives. I am committed to self-reflection, continuous learning, and adapting my DEI practices in response to feedback (from students or the institution) and evolving challenges.

**Diversity in Research** I will actively engage in research that explores and addresses DEI issues within my field. Most of my current research is applicable to all languages, and I intend to keep it that way. In addition, I will advocate research for under-represented languages or bias mitigation.

**Summary** I aspire to contribute to a welcoming, equitable, and inclusive academic community that not only educates but also inspires, empowers, and elevates every member, regardless of their background, to reach their full potential.

---

<sup>1</sup><https://news.clemson.edu/supporting-each-other-through-graduate-school/>