

Statement on Diversity and Inclusion

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David Hilbert famously stated that “Mathematics knows no races or geographic boundaries; for mathematics, the world is one country.” Despite this idealistic vision of mathematics, our society is far from reaching the vision of mathematical equity Hilbert proclaimed. According to the 2018 AMS Departmental Profile Report [1], women make up 30% of full-time graduate students in mathematics, and 23% of tenured faculty. Meanwhile, underrepresented minorities make up 14% of full-time graduate students. Acknowledging my privilege as a white male, I strongly believe that I share in the responsibility of fostering a diverse and inclusive environment for students and faculty. Throughout my tenure at Penn State University, I have committed myself to facilitating a positive and welcoming environment for the graduate students in both my department and the College of Science overall. I have also engaged in initiatives designed to promote academic excellence in STEM among underrepresented minorities at Penn State.

Since the Fall of 2017, I have been an active member of the Committees for Climate and Diversity both at the level of my department and the level of the Eberly College of Science at Penn State. In this role, I have helped facilitate and promote events and initiatives that improve the professional climate of the College of Science. These have included social events, such as game nights for both the Department and the College of Science, as well as Town Hall events to gather input from my fellow graduate students on how the College of Science can improve its professional environment.

Additionally, this committee has given me the opportunity to assist with the admissions process in the Millennium Scholars Program at Penn State. This program offers financial support for high-achieving STEM students who exhibit strong leadership potential and promote diversity in their fields. It has been an honor to help introduce these students to life at Penn State and participate in the application selection process by leading group interviews with the applicants.

My membership in the Committees for Climate and Diversity eventually led me to help establish two new initiatives within the Department of Mathematics. The first was in 2018, when I worked with two other graduate students to create our department’s First-Year Graduate Student Mentoring Program. Modeled after similar programs in the Chemistry and Statistics Departments at Penn State, this program matches incoming first-year math graduate students with graduate student peer mentors in our department. These mentors help the first-year students adjust to graduate school by offering advice and resources on teaching and academic support, as well as providing guidance on integrating into the Penn State community outside of the department. This initiative has been tremendously successful in helping new students acclimate to life at Penn State and making crucial social connections during their graduate careers.

The second initiative I helped establish in our department is the Math Department Graduate Student Association (GSA). The GSA was borne in January of 2020 out of a need in our department to have a more effective line of communication between our department’s administration and the graduate students as a collective. This began with the first annual Math Department Town Hall. I was the moderator of the event, and collected questions from graduate students to ask a panel of administrative faculty in our department. The questions

ranged from graduate teaching responsibilities to combating sexual harassment in the department. Following this event, I became one of the founding members of the GSA and the first President of the organization. The GSA now oversees the first-year mentoring program, organizes professional development events, helps facilitate communication between the graduate students and the mathematics administration, and promotes an inclusive environment in our department.

As proud as I am of what the GSA and mentoring programs in our department have accomplished, I am keenly aware that my own work in promoting diversity and equity is never over. As Dr. Ibram X. Kendi reminds us, being an antiracist is a process, a decision one must make every day—not a single event or sequence of events [2]. This applies also to feminism and LGBTQIA+ allyship. I have participated in both bystander intervention and Safe Spaces trainings at Penn State, and continue to seek out opportunities to learn how to be a more effective ally and promote an equitable academic and professional environment.

Most recently, I have begun considering how to incorporate ideas from the Association of American Colleges and Universities' *High-Impact Practices* (HIPs) into the courses I teach [3]. These include active learning techniques in class, collaborative working environments, and opportunities for revision of written assessments. Best practices such as these have been shown to benefit all students, and especially students from underrepresented backgrounds who historically have had less access to higher education. One of my long-term goals is to continue refining these practices in my own classes and create an equitable classroom environment that challenges and encourages students from all backgrounds.

Through my initiative in establishing the First-Year Mentoring Program and the GSA in our department, as well as my contributions to the Committees for Climate and Diversity in both my department and the Eberly College of Science at Penn State, I have worked hard to serve my community and create a welcoming and equitable environment at Penn State and in my department specifically. Yet I am still learning the best ways to promote diversity and inclusion in my community and my classrooms. I look forward to implementing educational best practices in my future courses, and hope to continue promoting equity and inclusion in both my university department and the mathematical community as a whole.

References

- [1] A. Golbeck, T. Barr, C. Rose. Fall 2018 Departmental Profile Report. *AMS Notices: Mathematics and Statistical Sciences Annual Survey*.
- [2] I. Kendi, *How to Be an Antiracist*. New York: One World, 2019.
- [3] G. Kuh. *High-Impact Educational Practices: What They Are, Who Has Access to Them, and Why They Matter*. Association of American Colleges and Universities, 2008.