

Statement of Contributions to Diversity

As a Latino immigrant who lived in X, Y, and the United States, I am sensitive to the challenges that ethnic minorities face in academia. Thus, over the last years I have become determined to act towards creating an environment that is more inviting towards underrepresented minorities, women, and socioeconomically underprivileged students which I will expand as a Professor.

As a graduate in X, I laid the groundwork for a scholarship program to bring Latino physics students to X. The program's first supported student has recently obtained his Master's degree from the University of N. Others are applying.

As a postdoc at NN, I am closely working with Professor Z on these fronts. Together with Prof. Z, the university's Division of Equity and Inclusion, and the Chicana Latino Student Development Office, we have created a counseling program called "██████████". This program organizes a support structure for Latino undergraduate students to help them apprehend the entire academic process by talking directly to Latino graduate students, postdocs and perhaps ultimately professors (we are currently seeking their participation). We all hold office hours where students discuss their personal and academic struggles. The issues they bring up range from their undocumented status, gang family members, limited finances, sexual orientation, to questions about physics and math. Secondly, sparked by recent political events, I collaborate with Professor Z in lobbying for protection of undocumented students at the university.

As a faculty member at UC San Diego, I would propose the following activities in pursuit of a more diverse academic body:

- As a research mentor, I would embrace and welcome Latino, African American, gay, and women students and postdocs into my group.
- I would create support programs for Latino undergraduate students in STEM, inviting fellow Latino faculty, postdocs, and graduate students to offer guidance and support to upcoming undergraduate students. Furthermore, together with women and other minority groups represented in the Physics faculty, I would push to create a widespread support structure for STEM students.
- Being close to the border, at UCSD I would create outreach programs at Community Colleges and High Schools with high Latino representation, arranging visits from within the Physics Department (myself and other Latino members) to these locations, and discuss their needs, struggles and propose plans for improvements and solutions.
- I would reach out to the Undocumented Student Services Center at UCSD and offer guidance, counseling and support to the students.
- I would continue to help Professor Z draft UC-wide legislation to protect undocumented students from possible federal action – an issue critical at the UCSD campus due to its proximity to the border.

In conclusion, I believe academia must strive to expand diversity with a more inclusive approach – welcoming and embracing different socioeconomic, ethnic, gender groups, etc. – and create a broader pool of thought processes and worldviews. UC San Diego's commitment to this idea resonates with my desire and responsibility to contribute as a Latino scientist, educator, and activist.