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## DIVERSITY STATEMENT

My commitment to inclusion and diversity in academics stems from my studies and my own experiences. As an economist, concerns with diversity, equity, and inclusion have been central to my research, at the University of Barcelona.

In particular, during my time as a Ph.D. student, I had the pleasure of working with people from many different backgrounds and I have witnessed firsthand and understood how diversity encourages innovation. I strived to create an open, inclusive, and equal environment with every colleague so that the opportunity to engage comfortably and find the answers they specifically need. At my current university, my senior colleagues and I, were in charge to help the new students who might not otherwise have seen themselves at our school, envision a future in these fields. I have been trying to contribute to building a diverse environment, particularly in the following two aspects. First, I have been making efforts to mentor students and predoctoral fellows from diverse backgrounds with mentees in my group of macroeconomics. Second, one area of my research has been focusing on studying migration, fertility, the informal economy of developing countries, and their future implications. Looking forward to my role as a new professor, I intend to keep my focus on research on issues of immigration, diversity, and inequality.

I have also taken the opportunity to encourage diversity where I could. During my work at United Nations, I took part in an internal initiative, where I volunteered as a mentor of different other interns students interested in exploring economic research as a career path. We met once a month, and I were familiarized with different ongoing research at United Nations and answered any questions they had. I also suggested possible paths for them to get involved in research.

I commit to working towards enhancing diversity and equity in my research group, department, and institute. I will make conscious efforts to better understand pervasive biases in our society and contribute in any way I can to effectively combat them for a more equitable tomorrow.

Arianna Garofalo

