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**Statement of Diversity**

My commitment to diversity is informed by both my personal experience and my research interests. As a law professor, I will ensure that students of all backgrounds, perspectives, and experiences will benefit from my teaching. I will make sure to present material in ways that are respectful of diversity, including differences of race, gender, religion, sexual orientation, disability, political ideology, nationality, and social status. In all my classes, I will make my classroom a safe, welcoming environment that respects and promotes a variety of viewpoints, ideologies, and identities.

Teaching a diverse group of students inevitably presents challenges together with opportunities. I believe that diverse backgrounds and viewpoints promote lively and fruitful dialogues. I therefore plan to encourage *all* students to contribute to class discussions, with a particular focus on encouraging the participation of minority group members. I will ensure that all students are heard and included in discussions. In particular, I plan to do the following: (1) expose students to empirical research in the areas of discrimination and social justice; (2) emphasize the importance of exploring the distributional consequences of legal rules and doctrines; (3) make certain that my teaching topics and reading materials relate to people from diverse backgrounds; (4) pause briefly before choosing a student to call on when eliciting voluntary participation in class so that every student will have an opportunity to join in discussions.

My research interests also reflect my commitment to diversity and social justice. In particular, an ongoing project investigates post-contract discrimination on the basis of race and gender. I have administered a field experiment in which testers of different races and genders entered retail stores in Chicago and attempted to make non-receipted returns (despite a clear receipt requirement), using a uniform script and a uniform negotiation strategy. The findings reveal a significant racial difference in return outcomes, with black customers having been treated significantly worse than white customers. Many of the lessons from my research have influenced my teaching, and have reinforced my commitment to strengthening equality and diversity through my academic career.