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**Statement of Diversity**

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

Teaching a diverse group of students inevitably provides challenges alongside 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 make sure that all students are heard and included in the discussion. In particular, I plan to do the following: (1) expose students to empirical research in the areas of discrimination and social justice; (2) highlight the importance of exploring the distributional consequences of legal rules and doctrines; (3) make sure that my topics and reading materials relate to people from diverse backgrounds; (4) wait a few seconds before choosing a student to call on when eliciting voluntary participation in class.

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: black customers were treated significantly worse than white customers. Many of the lessons from my research have informed my teaching, and have reinforced my commitment to enhancing equality and diversity through my academic career.