

# Diversity Statement

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During my graduate studies as an international student, I could relate the importance of inclusion and belonging for well-being and success of a research group. My best example is my doctoral research group, which attracted the best talent in the department to work with us due to our inclusive group culture and the comfort of belonging that kept the students around. My advisor was able to gather a diverse group of people with different talents, whereas monolithic groups lost people. I saw first-hand that diverse groups flourish because each person can contribute with a unique perspective and that diversity allowed us to approach research problems from every possible direction, making our research stronger.

I recognize that we cannot simply have diversity without recognizing that people come from different backgrounds and have different needs. We also need to value equity by being responsive to these different needs in our students and colleagues as much as possible, which can be something as simple as giving an extension for a student who is having a difficult time at home.

Diversity and equity also promotes interesting research. Stanford is one of the most diverse environments I have ever been. I enjoy meeting with interesting people from drastically different walks of life, and therefore with unique perspectives. This environment allows cross-pollination of ideas that is only possible by the inclusive culture, and focusing on productive, interesting research. As a faculty member I would be committed to set the environment so that diversity is celebrated, and everybody is included and welcomed to belong in our working environment.