

1 Our mission

Our department aims to be a diverse, inclusive and equitable community that is engaged in areas of education and research in Statistical Theory and Methods, Data Science, Actuarial Science, Financial Mathematics, and Applied Probability.

At its core, our department views diversity, equity and inclusion as critical within our mission to educate and prepare the future workforce of data scientists and quantitative thinkers. Increasing diversity across our field is essential in creating more productive, enriching and representative outcomes as well as innovative solutions to today's critical problems. We recognize that historically, student bodies, job markets and academic communities in statistics, probability theory, financial mathematics, and actuarial sciences have been biased across racial, gender, and socioeconomic lines. We are dedicated to correcting this imbalance in our own community.

This document contains a summary of the diversity, equity and inclusion (DEI) action plan of the department of Statistics and Applied Probability (PSTAT).

2 DEI committee

The DEI committee is composed of staff, students and faculty who serve in various roles and capacities. The goals of the DEI committee are to incorporate DEI concerns into all department programs and processes, to track progress toward these goals, and to communicate progress to the faculty, staff and students. The DEI committee also serves as the central communications hub that bridges the social and academic life in the department. Three dedicated roles are assigned to the undergraduate, graduate and faculty diversity officers. The *diversity officers* are tasked with authoring and maintaining the department's DEI action plan as well as overseeing its implementation with the approval of the department.

3 DEI Action Plan (summary)

Undergraduate. Our primary goals are to retain and support students from underrepresented groups and ensure their successful and timely completion of the program. Our aim is to decrease ethnic and socioeconomic inequities in pass rates and to provide an environment that ensures students from underrepresented groups feel welcome and appreciated. Our action plan with respect to these goals revolves around actively determining problem areas, developing DEI resources, supporting student clubs, ensuring transparency, improving our curriculum and TA training, as well as fostering best practices in our teaching.

Graduate. Our primary goals are to promote a graduate program that is a home to students with diverse backgrounds (across gender, ethnicity, area of study, sexual orientation, socioeconomic status, etc.) and to extend educational and professional experiences to all students in equitable and transparent ways. We further aim to promote more welcoming, tolerant and open-minded attitudes within our faculty, staff and student groups. Our action plan with respect to these goals revolves around the development of various DEI resources, incorporating DEI concerns into our graduate admissions process, and raising the awareness of our faculty to DEI issues relevant to their teaching and mentorship roles.

Faculty. Our primary goals are to recruit and retain faculty from a more diverse cohort with the aims of improving the instruction and research in the department. Our aim is also to produce diverse role models and mentors for future scholars and industry professionals. Our action plan with respect to these goals revolves around more active recruitment strategies, mentorship of junior faculty and establishing more transparency in our promotions processes.