**Diversity Statement – Dongyeop Kang**

Our field's natural language processing (NLP) or broadly, computer science, are struggling to attract researchers from underrepresented groups such as non-white or non-male. As an international student who was born in East Asia and who learned English as a second language, when I first came to the US, I had a hard time getting used to different cultures and working on my second language. Besides the cultural and language differences, over the last six and half years of living in the US, I faced direct or indirect racism in daily life and workplaces, although they are a very few persons. Everyone knows that our field has fought against these racial and ethnic disparities. However, people have become more extreme these days and they lack communication with each other. As a foreign researcher who faced these issues, I would like to contribute to understanding the barriers experienced by marginalized groups and improving their diversity, equity, and inclusion.

However, I don't believe I was always a part of the underrepresented groups. When I look back on my graduate studies, I realize I was still privileged in the groups of which I was a part where one-third of group members are Asian male students. This familiarity that I thought was natural at that time would not be common for someone outside the groups such as a non-male. When I was a graduate student, I admit I was ignorant about this broader context of diversity, which was covered due to the relative minority of myself. During the postdoc years and participation in recent movements such as Black Lives Matter, I have become more sensitive about diversity issues in our society as well as our field of study.

When I was a student, I didn't have enough financial support, due to the economic crisis of my parent's business. During my studies from high school to college, I had to earn my tuition and stipend myself and often supported my family. Most of the time, I did private tutoring for other high school students and sometimes worked at convenience stores part time while studying. Studying hard and getting scholarships was not an option, but a must for my dream. I may not have chosen the fastest way to where I am now, but I can confidently say that I have experienced different parts of life, met diverse people, equipping me with generous views, broad-mindedness, and tolerance. I would be opened and welcome students who have different cultural and personal backgrounds, and encourage them to successfully achieve their educational goals.

As a senior graduate and postdoc, I have mentored over ten undergraduate and graduate students from all backgrounds: three are women and most are non-white. In particular, I promoted and encouraged the women to be confident and take leading positions in the projects. I also have collaborated with researchers who have different backgrounds at CMU, UC Berkeley, and the companies I interned with, where I was very open-minded, and willing to learn different perspectives of their cultures and traditions. As a part of my research, I also highlight the importance of ethical consideration when interpreting the correlation of language written by certain demographic groups of people. This research has shown that computer models can erroneously conflate linguistic styles of underrepresented groups with offensive or humorous language [1].

As a prospective faculty member, I would propose the following things to improve academic diversity. As a mentor, I would embrace students from underrepresented groups such as African Americans, Latino, LGBTs, and women to my group. As an NLP researcher, I would contribute to my field by paying attention to ethical concerns of language technologies [1] and addressing the biased predictions from NLP systems and datasets [2] which can be potentially applied to address the gender bias of word embedding such as 'household' and 'female'. If I can be a part of the admission committee, I would speak up for recruiting and increasing the diversity of the department. I intend to serve as a mentor and advisor students from the underrepresented groups to pursue their academic goals successfully and encourage them to believe that they can be a leader in the field.

# References

[1] **Dongyeop Kang** and Eduard Hovy. xslue: A benchmark and analysis platform for cross-style language understanding and evaluation. In *arXiv 1911.03663*, 2019.

[2] **Dongyeop Kang**\*, Taehee Jung\*, Lucas Mentch, and Eduard Hovy. Earlier isn't always better: Sub-aspect analysis on corpus and system biases in summarization. In *Conference on Empirical Methods in Natural Language Processing (EMNLP)*, Hong Kong, November 2019.