
Diversity Statement

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As public policy is intricately and inextricably linked with group identities, a diverse team is then essential to the success of any research enterprise on technology policy. My core principle for building a lab is the celebration of diverse perspectives, which not only improves the robustness of my research in technology and policy but also welcomes an inclusive group of students in their pursuit of scientific exploration and learning. As a man born in Venezuela and a member of the LGBT+ community, I belong to both privileged (gender) and marginalized (ethnicity and sexual orientation) groups in my home discipline of computer science. This confluence has strengthened my commitment to pursue increased representation of issues faced by the Global South in scientific research while also creating an environment in computing that welcomes and supports both women and LGBT+ students. As a consequence, fostering a diverse and inclusive environment has been a guiding principle in all aspects of my academic career: research, teaching and service.

My research reveals how Internet technologies expose users to two types of concrete harms (with an emphasis on historically marginalized populations): privacy infringements and disadvantages in Internet access. First, the primary focus of my dissertation is the identification of nations who are at risk of suffering privacy infringements and other serious adverse events because of their overly centralized telecommunications infrastructure. Most of these countries are in Africa and Latin America, regions historically underrepresented in the computer networking literature; my core doctoral research thus contributes to representational equity. As part of this project, I led the findings' validation by discussing them with network operators primarily in the Global South, and presented my findings (in Spanish) at the Latin American Network Operators Group. Second, I am currently expanding my purview to the under provision of Internet connectivity impacting historically marginalized groups in the U.S.: Indigenous communities, rural users, and low-income urban populations. My work in these areas has led to three diversity-centric national awards (with research funding totaling \$160,000): the *Microsoft Research Dissertation Grant*, the *Northeastern Future Faculty Fellowship*, and the *Ford Foundation Fellowship*.

My teaching prioritizes examples from a set of technological configurations that is inclusive of groups at the margins. For instance, when discussing the assessment of network performance, I provide examples not only in the mainstream (such as urban and affluent areas), but also at the margins: many present-day marginalized communities (such as rural and tribal areas) rely on satellite links, which have higher latency and lower bandwidth than fixed connections. In the future, as a faculty member discussing technical concepts involving users, I will use multicultural given names and avoid harmful assumptions (for instance, discussing maximum bipartite matching with a non-gendered analogy such as job/applicant pairing). I will also closely monitor group-project dynamics and hold students accountable for inequitable or unfair divisions of labor; for instance, I will investigate whether women are over-represented in non-technical roles such as documentation (if so, I would work with the students involved to resolve this issue).

My service to the field of computing has been primarily focused on the inclusion of women in STEM: I served on the board of Graduate Women in Computing at my doctoral institution. As a recruiter for my department, I traveled to the *AnitaB.Org Grace Hopper Celebration of Women in Computing* (GHC, the largest conference centering women's contributions to computing). Continuing these efforts in my postdoctoral position, I have recently been appointed as the

Cultural and Spiritual Life Staff Affiliate at the university's LGBTQA Resource Center. In this new role (and later on as a professor), I will provide mentorship (with regular office hours) to both women and LGBT+ students, who are both severely underrepresented in computing and not often portrayed as computer scientists in the popular media; this lack of representation exacerbates issues with imposter syndrome.

Despite my experience in DEIB (diversity, equity, inclusion and belonging), I will need to acquire further knowledge and skills to accommodate both a dynamic research (and sociopolitical) environment as well as evolving student demographics. I particularly look forward to learning inclusive mentoring approaches that are based in evidence from the social sciences, such as the National Center for Women & Information Technology's *NCWIT Approach to Inclusive Culture Construction*. Further, I will submit applications to grants that fund DEIB initiatives, such as the *IEEE Computer Society D&I Fund* (following my participation in the Computer Society's *Pride in STEM* series).