**Why Equity, Diversity & Inclusivity is Not Just a Statement**

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I value equity, diversity, and inclusivity, and I consider them important in creating a class environment conducive to learning and a fair, equitable, and just world around us. I feel inspired by Mahatma Gandhi's quote: Be the change you want to see in the world. And it is for this reason I believe that in order to make our world more equitable and my classroom more inclusive, I need to start with myself first.

My commitment to equity, diversity, and inclusivity is reflected in all aspects of my professional academic life –from teaching and service to scholarship. Unifying all aspects of my academic life helps me live in unison and present a unified message to my students and others with whom I interact. I briefly summarize my experiences and beliefs about how inclusivity & diversity have influenced my teaching, research, and service below.

*Teaching:* Equity, diversity, and inclusion become more important when teaching analytics and information systems courses, as the biases in information systems and AI technologies, in particular, can go unnoticed and cause profound damage to society. If not developed and implemented with a conscious awareness of biases, information technologies (such as AI) could, directly and indirectly, hamper the "even" landscape. I try to create awareness of how blind usage of AI could create inequality and aid machines in learning the hidden prejudices in the data. One of my favorite books in these courses is *Weapons of Math Destruction* by Cathy O'Neil. The book has also inspired my research and service activities.

*Research:* My research on social media mindfulness has made me realize how mindfulness can help train a nonjudgmental awareness that may help weaken one's prejudices and biases. Mindfulness is also associated with empathy, and the more accurately and empathically we can understand the experience of others, the more inclusive we can be. Mindfulness helps us connect deeply with ourselves and also with others. When we connect as one, we can relate to others' experiences and appreciate their differences. My research on ethics also helps me to associate with equity, diversity, & inclusivity. Ethics, and equity, diversity, & inclusivity, are inseparable, as, without ethical understanding, it is difficult to comprehend the true meaning of equity, diversity, and or inclusion.

*Service:* Since I began my academic career, I have been involved with several community organizations to further the cause of equity, diversity, and inclusivity. On an annual basis, I regularly participate in community efforts to organize inclusivity day with the help of the Greater Green Bay Chamber of Commerce. The event is attended by around 45 executives from various Business and not-for-profit organizations in the community. Moreover, I am an active steering committee member for the Dr. Martin Luther King Birthday Celebration Committee in Brown County, Wisconsin. Through this celebration committee, I, along with my colleagues and several community partners, have been actively involved in engaging school children in the Greater Green Bay community (Brown County area) in the activities that spread the teachings and words of Dr. King. I am honored to receive the UW-Green Bay's prestigious Founder's Award in 2018 for Collaborative Achievement to further the cause of inclusivity in the Greater Green Bay Community and the 2021 Tim Weyenberg Community Partnership award in Business for engagement citizenship.

Swami Vivekanand said that *we* do not differ in kind but only in degrees. And I realize that by "we," he meant all the species on the planet, not only humans. As an educator, I have chosen a path to keep learning myself and continue sharing my joy of learning with my students. Both require that I keep connecting with myself within and without. And as we become more mindful of our own biases, we will be able to create better Information Systems and also be able to create a world where we can relate to others' experiences and appreciate the differences. Thus equity, diversity, and inclusivity mean more than just a statement.