**Statement of Contributions to Diversity, Equity, and Inclusion**

As an Asian American with a humble beginning, I support DEI especially because I haveobserved firsthand about the struggles of the underprivileged class. Throughout my entire career, I have initiated and participated in DEI activities through my *research, teaching*, and *service.*

1. ***Research.*** Throughout my career, I have engaged and collaborated with a diverse group of coauthors in terms of gender, faith (Hindus, Jews, Muslims, Christians, Buddhists, Sikhs, etc.), and regions (Asia Europe, and the Americas). Also, over the last 10 years, the bulk of my research is directly related to DEI: women, minority, and the poor. Examples include:
	1. How innovative technology operations can [alleviate poverty through women’s economic empowerment](https://onlinelibrary.wiley.com/doi/abs/10.1111/poms.13349)
	2. How supply chain redesign can [alleviate poverty](https://onlinelibrary.wiley.com/doi/abs/10.1111/poms.12161) in impoverished areas
	3. During the COVID pandemic, there was a sudden surge in demand for food assistance. How to [distribute 100 million boxes of fresh food to people who live with food insecurity](https://onlinelibrary.wiley.com/doi/full/10.1111/poms.13365) at the Los Angeles Food Bank (This [project was featured in Los Angeles Times](https://www.latimes.com/about/pressreleases/story/2021-01-11/times-article-inspires-food-distribution-partnership-with-l-a-regional-food-bank).)
2. ***Teaching****.* In addition to teach some cases related to inclusion and diversity, I have written teaching cases about financial inclusion (i.e., the availability and *equality of opportunities to access financial services*) in Africa, India, and Vietnam. Below are some examples:
	1. Case: How [mobile financial services in developing markets](https://hbsp.harvard.edu/product/GS83-PDF-ENG?Ntt=experian)
	2. Case: How Telcom [Technologies can facilitate inclusive financing](https://hbsp.harvard.edu/product/GS82-PDF-ENG?Ntt=mobivi)
3. ***Public Service.*** I have written and spoken about different DEI issues in the press and forums. Below are some examples:
	1. **Female and minority issues**. I have chaired different panels and spoken in different sessions at various professional conferences (POMS and INFORMS) about how administrators can improve DEI in academia. Currently, I am serving as a [DEI Ambassador for INFORMS](https://connect.informs.org/diversity/ambassador-program).
	2. **LGBTQ+ issues.** I have served as the faculty advisor for the LGBTQ+ MBA students at UCLA, written about [LGBTQ+ issues](https://asiatimes.com/2021/01/the-fate-of-same-sex-marriage-in-hk-and-china/), and moderated panel sessions about career advancements for the LGBTQ+ community at UCLA.
	3. **Asian American issues.** I have served on the board at the Asian Pacific Healthcare Venture in Los Angeles to improve healthcare access for the Asian community in Los Angeles. Also, I have written and spoken (online forums, podcasts, panels) about hate crimes and discrimination against Asian Americans, examples include:
		1. What [should Asian Americans do to fight against hate crimes](http://www.chinadaily.com.cn/a/202104/06/WS606bb51ba31024ad0bab3a60.html)?
		2. What [should companies do to crack the glass ceiling for Asian Americans](https://www.latimes.com/opinion/story/2021-05-06/asian-bias-discrimination-corporate-culture-glass-ceiling)?
		3. What can the public do to support Asian Americans to fight against  [hate crimes and discrimination?](https://www.eventbrite.com/e/being-aapi-in-2021-discussion-on-identity-community-model-minority-myth-tickets-154629283349)