DIVERSITY STATEMENT
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It should, of course, go without saying that discrimination and prejudice are harmful to a thriving, humane society, and in particular in the context of research and education. Diversity, in all of its many manifestations, is important both on systemic, practical grounds as well as on moral, ethical grounds.

Even if we take the value of diversity as given and self-evident, it is nevertheless essential to take active steps to promote it. In our societies at present, it is simply a concrete fact that various kinds of subgroups of people suffer strongly from unfair disadvantages, in a way which discourages rather than promotes diversity. Often enough, this is not the blame of 'ill-intentioned' individuals (though these exist, too), but rather the mechanisms of disadvantage are much more subtle, collective, semi-conscious, and structural.

A prominent, much-discussed example is that of the disadvantages faced by women in pursuing careers in mathematics. I think this is a very important challenge in the mathematics community and a case study which is helpful for understanding the dynamics around diversity. At the same time I feel it is essential to remember that there are also many other types of disadvantage (e.g. based on race, socio-economic background, language, etc), and that these are interwoven in a complex web. Particularly inspiring to me is a talk given by Eugenia Cheng, titled "Category Theory in Life", in which, among other things, she illustrates how mathematics itself can be a powerful tool for understanding the nuances of privilege and discrimination, and for finding empathetic, constructive approaches to these topics.

In the following I give a short list of some general ways that I see for promoting diversity in the mathematics community.

Acknowledging issues, promoting discussion.
As a basic, initial aspect, I find it important that people simply acknowledge concerns and observations made about the status quo. This is sometimes a non-trivial step, but it is essential to opening up respectful, inclusive discussions. I believe it is helpful to remember that different people have different experiences, and that we should not judge situations solely based on our own perspective. By creating a safer space for people to voice their concerns, we create a better environment for discussing and developing our community in an egalitarian and well-intentioned way. To me, it is important in this process to retain humility about the fact that many such social questions are complex, and that we may not have ready-made answers and solutions, but we can cooperatively explore ways to address the issues.

Identifying mechanisms of prejudice.

Beyond the important aspect of simply acknowledging issues of concern, I think it is valuable to try to idenify mechanisms through which disadvantage and discrimination occur. Precisely because many such mechanisms are structural, collective, or unconscious, it requires real effort to describe them explicitly. This should can be supported on the level of personal and community discussion, as well as on the level of statistical experimental studies. For example, do we understand the full implications of usually using, by default, the male form for third person singular in texts?

Taking measures.

Finally, beyond identifying issues and mechanisms, we clearly also should take active measures for promoting diversity. Ideally, I see this as a process which should be done in continual collective discussion and in a spirit of experimentation. Some measures are complex, and hotly debated (e.g. types of affirmative action), while many other measures, are, to my mind, clearly beneficial. For example, regarding the third person singular in texts: why not simply use "she" or "they"? It may not be a perfect solution and not for eternity, but it seems to me, for our present times, a balancing step in the right direction.

I also believe that even small things make a difference. For example: signalling awareness for issues and support for diversity (a "diversity statement" is a case in point); being a role model and actively practicing the kinds of attitudes and behaviours one wishes would be more commonplace; asking questions and opening space for the voices of others.