



2017 BAMIT Annual Board Meeting

***#Stay Woke:
Building Awareness, Inspiring Change***

MIT Alumni Leadership Conference

September 15 – 16, 2017

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Chairperson's Report

Dear Family,

First, let me start by thanking you for attending the BAMIT Annual Meeting held at the Alumni Leadership Conference. This event affords us the opportunity to have a conversation with you about what we have done and what we need to do. As we move forward, a time of reflection and direction setting is needed.

Our theme this past year was: Lifting up and Reaching Out. Our goals were to:

- Continue to strengthen MIT connections with our MIT family, the MIT Sr. Leadership team and our other stakeholders.
- Increase our active membership, as we reach out to our alums and get them connected.
- Enhance our support of current programming efforts while expanding to local and regional initiatives.
- Determine and actualize fundraising strategies to increase internal and external funding.
- Continue to define and strengthen the BAMIT infrastructure – policies and procedures and creating efficiencies.

With these goals, the year was a busy one for us, as we embraced “Lifting up and Reaching out”. We continue to partner with Accenture in working to build a diverse workforce and hosted another successful Black Graduate Celebration, where Dr. Leslye Frazier gave a powerful message to all in attendance. In addition, we added student speakers chosen by their fellow classmates (Itoro Atakpa-Course 2, Ebenezer Nkwate-Course 6 and now Dr. Ron Martin-Course 4) and they, too, were inspiring and amazing. Over 50 students received Kente stoles at the event, making us “BAMIT Proud!”

This afternoon we are highlighting the work of five committees that have pushed the envelope of innovation in serving our community. These committee reports are showcased in this

Meeting Report Book. We ask that you take some time to read them as your input is needed as we move forward in this next year.

We, also, must take the time to applaud your efforts. The many activities and accomplishments that you have shared with us this year just speaks to the powerful possibilities that exist when we work together and individually for the betterment of our communities. “BAMIT Proud!” You have shared with us your work as we asked for stories to highlight for our “BAMIT Serves” effort. We are continuing this initiative with a new effort to assist those still coping in the aftermath of Harvey and Irma. More on this, as we need your help.

In addition, as we determine what our priorities (your priorities for us) are, one of the things we will be focusing on is chapter development. What are the best structures to have in place such that we can organize more effectively at the local and regional level? So much is happening in the world in which we live. We will be asking for your thoughts as we make it a priority to be more strategic in what and how we are doing things, not only at MIT, but locally (at home).

Finally, no letter can come to you without asking you for your help. This year, we achieved some of our goals and made significant headway on others. Our theme this year is: “#Stay Woke: Building Awareness, Inspiring Change”. We need your thoughts, ideas and a little bit of your time. We live in challenging times. Every day we are reminded of what is at stake. Your support is critical to the impact that we can have, the impact we must have. Thanks, again for joining us and for helping us move forward. We look forward to another year of working with you. “BAMIT Proud!” “BAMIT Serves” “BAMIT Strong”

Best regards,

Michelle Harton, BAMIT National Chairperson

Treasurer’s Report

TO:	BAMIT National Board 2017 – 2018
FROM:	K’Andrea Bickerstaff, Treasurer
DATE:	September 2017

I. MISSION STATEMENT / PURPOSE

The Finance Committee prepares monthly reports on BAMIT’s financial status to the Board of Directors. The committee provides recommendations and guidance to the Board of Directors and committees on the use of funds. The committee recommends policies related to BAMIT’s financial operations and strategies for investing BAMIT’s assets. The committee oversees any auditing or review activities related to BAMIT’s accounts, vendors, and financial operations.

II. COMMITTEE MEMBERS

1. K’Andrea Bickerstaff (Chair)
2. Berdell Knowles (Resource Development and Fundraising Committee Chair)
3. Gerry Baron
4. Jamila Smith-Dell

III. FINANCIAL SUMMARY FOR 2016 - 2017

Total Cash on Hand, July 2016:	\$16,418.82
Total Cash on Hand, June 2017:	\$27,685.00**
Total Donations/Sponsorships:	\$12,250.00

IV. ACTIVITIES IN PROGRESS

The Finance Committee is currently working on: (1) filing Federal and Massachusetts tax documents for fiscal year ending 2017; and (2) a budget proposal for Board approval for the new fiscal year. The committee also continues to define and streamline processes related to funding requests, tax filing preparations, and budget tracking.

V. MISCELLANEOUS/ ADDITIONAL COMMENTS

Please Note: There is approx. \$4000 in expenses related to the 2017 Black Graduate Celebration that are yet to be paid to MIT. The MIT invoice is under review by the committee and will be paid by the end of September. Additionally, “Thank you!” to corporate sponsors Northrup Grumman and Accenture and BAMIT members Ed Bertschinger and Kim Francis for their generous support.

Communications Committee Report

TO: BAMIT National Board 2017 – 2018
FROM: Etienne Toussaint, Communications Committee Chair
DATE: September 2017

I. MISSION STATEMENT / PURPOSE

The Communications Committee exists to oversee the development, production and coordination of all external communication of relevant information to BAMIT membership and valued partners. The purpose of the Communications Committee is to:

1. Support the purpose and mission of BAMIT through strategic external communications goals and objectives;
2. Develop and sustain BAMIT’s unique brand and industry leadership with BAMIT’s membership and external audience;
3. Promote BAMIT’s vision of empowering the next generation Black leaders, innovators, and dreamers at MIT and beyond; and
4. Maximize all BAMIT communications channels to expand BAMIT’s membership and external audience.

II. COMMITTEE MEMBERS

1. Etienne Toussaint (Chair)
2. Nelly Rosario (Newsletter Editor)
3. Quinnton Harris
4. Elaine Harris

III. GOALS / OBJECTIVES FOR 2016 – 2017

The BAMIT Communications Committee (the “Committee”) has undertaken the following goals for the 2016 – 2017 fiscal year:

1. Deliver an email newsletter to the membership on the first Friday of every month, in accordance with the *BAMIT Communications Policies, Strategies, and Procedures*;
2. Maintain the quality of the new BAMIT website and coordination of website with existing social media properties (Facebook, LinkedIn and Twitter);
3. Support other BAMIT Committees who need to share information with Membership;
4. Grow the BAMIT blog (on Medium) by posting monthly stories and articles.

IV. ACCOMPLISHMENTS FOR 2016 - 2017

1. Completion or Progress Toward Goal #1

- a. Delivered 7 BAMIT newsletter on the following dates:
 1. August 12, 2016
 2. October 12, 2016
 3. November 13, 2016
 4. December 14, 2016
 5. January 13, 2017
 6. February 20, 2017
 7. April 21, 2017 (Marketed as joint March and April Newsletter)

2. Completion or Progress Toward Goal #2

- a. Updated website with information related to Accenture Partnership.
- b. Updated social media websites on monthly basis with relevant information, including sharing blog posts on LinkedIn.

3. Completion or Progress Toward Goal #3

- a. Assisted Nominations Committee with communicating to membership board voting procedures by sending email and sharing information on social media.
- b. Assisted Fundraising Committee with meeting Accenture Partnership goals by including information on BAMIT website and sharing partnership details on social media.
- c. Published an article on the blog to support the Hackathon Program.

4. Completion or Progress Toward Goal #4

Published 11 articles on the BAMIT blog:

1. Published *What Does Freedom Mean for Black America*, by Etienne Toussaint, MIT 07, on July 15, 2016
2. Published *Reflections of a BSU Co-Chair*, by Rasheed August, MIT 17, on July 28, 2016
3. Published *Alien in America* by Selam Gano, MIT 18, on September 21, 2016
4. Published *Black Voluntourism, On a Mission to the Motherland: Part 1*, by Emerson Yearwood, MIT 80, on November 7, 2016
5. Published *Black Voluntourism, On a Mission to the Motherland: Part 2*, by Emerson Yearwood, MIT 80, on December 13, 2016
6. Published *Hacking Discrimination Ideathon: Disrupting Racism with Tech*, by Elaine Harris, MIT 78, on February 20, 2017
7. Published *Building Together: A Reflection on Chocolate City at MIT*, by Pedro Polanco, MIT 17, on July 17, 2017

8. Published *Reflections of an MIT Student Activist, Part 1: The Early Years*, by Dr. Waayl Ahmad Salih, MIT '72, SM/EAA '73, on July 7, 2017
9. Published *Reflections of an MIT Student Activist, Part 2: Political Activism at the Institute*, by Dr. Waayl Ahmad Salih, MIT '72, SM/EAA '73, on July 21, 2017
10. Published *Reflections of an MIT Student Activist, Part 3: Uniting the Spirit of the BSU through Music*, by Dr. Waayl Ahmad Salih, MIT '72, SM/EAA '73, on July 31, 2017
11. Published *Reflections of an MIT Student Activist, Part 4: Working Off Campus and Beyond*, by Dr. Waayl Ahmad Salih, MIT '72, SM/EAA '73, on August 11, 2017

V. ACTIVITIES IN PROGRESS

1. Regarding Goal 2/3, we are still working to support Fundraising Committee with further updating the website and sharing pertinent information to the membership to follow through on our end of the Accenture Partnership.

VI. IMPEDIMENTS TO PROGRESS AND NEXT STEPS

1. Regarding Goal #1, we realized that it was simply too hard to deliver an email newsletter every month. We pushed through for 7 months and fizzled out. We decided to re-strategize and plan to issue a newsletter quarterly moving forward with special edition newsletters delivered as needed.
2. Regarding Goal #2, No major issues with keeping the website and social media updated, other than making modifications for the Accenture Partnership. We did not have all of the information we needed to properly update the website, including logos for Accenture and other requirements to satisfy the partnership.
3. Regarding Goal #3, It was challenging to support the Nominations Committee because we still need some templates and a clearer written process for nominations. This is something that various individuals are working on.
4. Regarding Goal #4, We have struggled to get people to submit stories. We are brainstorming how to use the blog and have considered releasing stories on alumni quarterly, while using it to share updates on committee activities, such as the short article on the Hackathon.

VII. RECOMMENDATIONS TO THE BOARD

1. Recommendation #1 – Adopt a quarterly newsletter strategy, coupled with special edition newsletters as needed.

2. Recommendation #2 – Develop a publishing schedule for the BAMIT blog that would include stories about committee activities, mixed with stories about BAMIT students and alumni experiences
3. Finalize the requirements for the Accenture Partnership and update website and social media accordingly. Determine how to communicate the partnership to the membership effectively.

VIII. MISCELLANEOUS/ ADDITIONAL COMMENTS

We enjoyed supporting BAMIT this year. We hope to attract more committee members in this next fiscal year to amplify the work we do.

Thank you BAMIT!

Advocacy Committee Report

TO: BAMIT National Board 2017 – 2018
FROM: Robert Love, Advocacy Committee Chair
DATE: September 2017

I. MISSION STATEMENT / PURPOSE

The Advocacy Committee seeks to represent the interest of a diverse set of BAMIT stakeholders, especially the students, to the MIT Administration. To this end, the purpose of this committee shall be to:

1. Maintain relationships with senior MIT administrators;
2. Issue memoranda and letters outlining BAMIT positions on key issues and concerns;
3. Schedule meetings as appropriate with MIT Administration to communicate issues and concerns;
4. Participate on MIT committees and working groups of interest to BAMIT; and
5. Establish key metrics by which to measure the State of Black Affairs (quality of Black life) at MIT; collect the data; use the data in advocacy efforts.

II. COMMITTEE MEMBERS

1. Robert Love (Chair)
2. Elaine Harris
3. Michelle Harton
4. Gerry Baron
5. Darcy Prather
6. Denise Lewin-Loyd
7. Me’lani Joseph
8. Reginald Van-Lee

III. GOALS / OBJECTIVES FOR 2016 – 2017

1. Continue to strengthen MIT connections with our MIT family, the MIT Sr.
2. Leadership team and our other stakeholders.
3. Enhance BAMIT Profile through strategic campus-centric events
4. Follow-up on progress for the BAMIT Platform for Diversity and the Black Experience at MIT (BPDEM) and BSU Student Recommendations
5. Quantify the Black Experience at MIT:
 - a. Identify the state of affairs for the MIT Black community.
 - b. Determine what can BAMIT do to make a difference.

IV. ACCOMPLISHMENTS FOR 2016 - 2017

1. **Completion or Progress Toward Goal #1**

- a. Met with MIT President Rafael Reif to discuss his vision for “community” at MIT and outline issues paramount to BAMIT
- b. Regularly engaged with MIT leadership and continued BAMIT representation (Robert Love) with the MIT Staff Alignment Group
- c. Prepared statement delivered to MIT staff on BAMIT’s 12-month activities related to advancing issues of community and inclusion at MIT.
- d. Assisted efforts to incorporate BSU, ICEO, and BAMIT priorities into the recommended language for MIT Department Statements on Diversity & Inclusion

2. Completion or Progress Toward Goal #2

- a. Supported 2 on campus events for combating discrimination and bias: “Hacking Discrimination Ideathon” & a “Hacking Discrimination Hackathon” which were to generate ideas and work toward implementing those ideas, respectively.
 - i. The organizing committee included members of BAMIT, the Alumni Association, and the extended MIT community (lecturer, research scientist, and a student).
- b. Supported the Hacking Discrimination “Ideathon” Event in concert with Microsoft in Kendall Square to generate innovative ideas for combating bias and discrimination. Approximately 50 attendees participated.
- c. Supported the Hacking Discrimination “Hackathon” Event on MIT’s campus to work and develop practical solutions for combating bias and discrimination. Over 100 attendees (students, academics, professionals, community members) participated in the event. Randall Pinkett (winner of the Apprentice) and MIT VP Kirk Kolenbrander served as speakers, amongst others.
 - i. 11 pitches were presented during the two-day hackathon covering a wide range of issues affecting communities of color, including making routine traffic stops less harmful for motorists and police officers, preventing bias in the hiring process by creating a professional profile using a secure blockchain system, flagging unconscious biases using haptic (touch-based) feedback and augmented reality, and providing advice for those who experience discrimination.

3. Completion or Progress Toward Goal #3

- a. In line with BAMIT Recommendations, implemented all of the following:
 - i. MIT placed additional emphasis on mental health, including the hiring of a new person of color in MIT Medical with specific expertise in Mental Health and Counseling
 - ii. MIT significantly increased financial aid commitments
 - iii. MIT implemented an Unconscious Bias Training Program in Q1 2017

- iv. MIT implemented an Online Data & Diversity Dashboard (<http://web.mit.edu/ir/pop/diversity.html>)
- v. MIT added a new diversity and inclusion element for all 1st year undergrads during their Orientation.

4. Completion or Progress Toward Goal #4

- a. Held 3 meetings with MIT Administration specifically related to data collection that can speak to the black experience at MIT.
- b. Presented data items to MIT Leadership that would be essential for developing a comprehensive data dashboard for BAMIT stakeholders.
- c. Participated in the MIT “Males of Color” Round Table Data Gathering Sessions – hosted by Dr. Luis Ponjuan (an independent 3rd party brought in by MIT).

V. ACTIVITIES IN PROGRESS

- 1. Regarding Goal #1, Meetings with the MIT Staff Alignment Group
- 2. Regarding Goal #2, Participating in the “Men of Color” Initiative, Planning for the next Hacking Discrimination event.
- 3. Regarding Goal #3, Follow-up meetings to address unresolved BAMIT Recommendations
- 4. Regarding Goal #4, Follow-up meetings on the BAMIT Data Dashboard

VI. IMPEDIMENTS TO PROGRESS AND NEXT STEPS

- 1. Regarding Goal #1, Limited support for on-campus initiatives and external perceptions of BAMIT partnerships
- 2. Regarding Goal #2, Brand confusion (e.g., national vs regional BAMIT activities)
- 3. Regarding Goal #3, BGSA/BSU Student Leaders that were involved in the initial set of student recommendations are departing and potential knowledge along with them.
- 4. Regarding Goal #4, There are multiple sources for data collection with MIT, and potentially less ability to collect data specific to the grad-school experience given the decentralized nature of MIT grad school operations.

VII. RECOMMENDATIONS TO THE BOARD

- 1. Recommendation #1 – Solidify partnerships objectives, ensuring alignment with that advocacy efforts
- 2. Recommendation #2 – Revisit BAMIT Platform Document (BPDEM)

VIII. MISCELLANEOUS/ ADDITIONAL COMMENTS

Hacking Discrimination Event Pictures



MIT Alumni Leadership Weekend | September 15 - 16, 2017
BAMIT Annual Board Meeting

Governance Committee Report

TO: BAMIT National Board 2017 – 2018
FROM: Albert Tervalon, Governance Committee Chair
DATE: September 2017

I. MISSION STATEMENT / PURPOSE

The purpose of the Governance Committee is to: 1) Assist the Board of Directors in defining the culture, values, and ethical behavior of the organization’s leaders, volunteers, members, and vendors; 2) Be a sounding and review Board for allegations of poor ethical behavior on behalf of any Director, Officer, volunteer, member, vendor, partner or affiliate; and 3) measure, continuously check, and promote the culture, values, and ethics BAMIT stands for through education, communication, best practice dissemination, and process enhancements and recommendations made to BAMIT overall.

II. COMMITTEE MEMBERS

1. Albert Tervalon (Chair)
2. K’Andrea Bickerstaff
3. K. Holly M. Carter
4. Rosita Parker
5. Etienne C. Toussaint
6. Michelle Harton (Ex Officio)

III. GOALS / OBJECTIVES FOR 2016 – 2017

The primary goal assumed by the Committee was the thorough review, edit and revision of the Bylaws of the BAMIT Organization. Governance Committee members recognized the awesome task associated with the revision of the BAMIT Bylaws document. The Bylaws document had not been reviewed or revised in several years and the context that had determined the saliency of some of the language had changed significantly. It was determined that the BYLAWS document had to reflect the current function of the board without changing the principal intent and logical flow of the document. There was initially some concern that a complete revision might not be possible to accomplish in one year’s committee work. Nonetheless, the Committee agreed to move forward on the work.

The Governance Committee agreed by unanimous vote to approach the work of Bylaws revision with specific strategies that included:

- a. Identify minor editorial changes for address style and clarity and/or did not substantively change the meaning and intent of referent articles and clauses
 - i. Clarify that Board members being dues paying members

- b. Identify Key articles and/or clauses the change of which would represent substantive changes in meaning and intent. Four substantive areas were identified and included:
 - i. Membership categories changed to address new description of Associate Members and discussion of Life Membership category
 - ii. The committees are not accurately reflected in the by-laws based on the current functioning of the board.
 - iii. Board member terms and the election process to address issues of continuity and Board function
 - 1. Increasing Board member terms from two to three consecutive terms.
 - 2. Moving to Bi-annual elections
- c. Language to address chapter structure and requirements

Committee Function and Procedures for BYLAWS Revision

The Committee established a set of norms to guide discussion, deliberation and progress toward the completion of the above goal. The working norms agreed to by all Committee members included the following:

- a. We write down a question or issue.
- b. We discuss and come to agreed consensus. The Committee vote did not have to be unanimous as long as we arrived at a consensus. There should be an agreement that a dissenting opinion should be voiced within the committee first
- c. We will present the discussion language for an amendment to the whole board for discussion and vote.
- d. After the board vote, we recommend that the board voted language be reverted to lawyers (members who are lawyers or with legal background) for final amendment language.

The first task was to establish a process for review that was both thorough and manageable. It was determined that the revision work would be divided into two main foci. The work approach focused first on minor language changes that ranged from minor edits for style, clarity, and coherence. The second and more complex focus was directed to more substantive changes to policy, procedure, and structure of the BAMIT Board and organization. To accomplish this later focus, the committee used the meeting time to discuss the recommended substantive changes in intent and language for each key Article to the point of unanimous acceptance by all committee members. Four separate drafts were reviewed, discussed in detail with final discussion and vote on last draft version to be submitted to the full BAMIT Board for their review and approval by two thirds vote.

Once the Committee had reached consensus the final draft document was prepared and submitted for review by the full BAMIT Board. The draft Bylaws document was then returned to the Governance Committee for a final revision that included additional recommended language changes by the full Board. Only after a thorough review and discussion by the full Board of what would be the final revised document did the Governance Committee present the motion to approve.

The second major goal for the Governance Committee was the conduct of 2017 nomination process and BAMIT Board elections. There were eleven (11) seats open on the BAMIT Board this year due to a combination of board member resignations due to time conflicts and the normal term turnover for current board members. This number represented over two-thirds of the BAMIT Board membership. The first task for this goal was to establish who among the current BAMIT Board members whose first terms were completed would choose to self-nominate for a second term. Of the nine (9) members in this category, only four (4) submitted nomination forms to run for a second term.

Additionally, after several and varied outreach attempts to the BAMIT membership, the Nomination Chair received only twelve (12) inquiries about the nomination process resulting in four (4) new nominations. In the end, the nomination process yielded eight (8) nominations for the 2017 election ballot to fill eleven (11) seats on the BAMIT Board. The Nomination Chair, in consult with the BAMIT Chairwoman and members of the Governance Committee, had two extensions to the nomination submission deadline announced to the BAMIT membership and had reached out to all nominees from the 2016 election who were not elected to the Board. Final Ballot votes for the 2017 election are due on August 28, 2017.

IV. ACCOMPLISHMENTS FOR 2016 - 2017

The Governance Committee members and the Full BAMIT Board efforts resulted in a successful revision of the BAMIT BYLAWS document. The resulting document has been greatly improved in style, clarity and coherence. Additionally, the new Document addresses key substantive changes that needed updates and clarity. Specifically, the new BAMIT BYLAWS:

- a. Establishes four categories of membership: “Regular Members, Associate Members, Honorary Members and Life Time Members. (Previously three categories of membership were cited excluding Life Time Members) Additionally, all eligible persons “may apply for a one (1) year membership term upon payment of Membership Dues”. The revised document also states that the BAMIT Board will determine a new amount for the Life Membership category going forward.
- b. Establishes a change from two (2) to three (3) consecutive terms for continuing members of the board duly elected by the membership. Elections will continue to be held on an annual basis.

- c. Includes language describing changes to the BAMIT Board Standing Committees to include: a new Communications Committee and Outreach and Engagement Committee, and, omit the Culture, Ethics and Values Committee moving the key description points for the omitted committee to the Governance Committee.
- d. Establishes important “checks and balances” language for the BAMIT Board Executive Committee.

V. ACTIVITIES IN PROGRESS

The Governance Committee was able to complete all 2017 Goals and Objectives. After significant discussion, the Committee did not take up the issue of language changes in the revised BYLAWS document relating to local chapter structure and requirements. (See Recommendations Section below.)

VI. IMPEDIMENTS TO PROGRESS AND NEXT STEPS

The only key impediment to progress this year was the inability to nominate and elect a President for the BAMIT Board for 2017. Due to the unusually large number of open seats for this election and the paucity of nominations, full focus was directed at increasing the number of Board nominations. It was determined that the Board could function without a President for one year, but would not be able to function effectively with a significant number of unfilled seats. The Chairperson and Board will still have to address the need to fill the remaining three “open” seats after the 2017 election process is completed. Guided by the BYLAWS which reads: “Other Directors may be appointed to the Board with a two-thirds vote of the Board.”, the BAMIT Board will seek to fill the remaining seats as soon as possible.

VII. RECOMMENDATIONS TO THE BOARD

The Governance Committee felt that it could not and should not focus the level of attention needed to develop revisions to the BYLAWS document related to Local Chapters. Therefore, the key recommendation forwarded by the Governance Committee to the Board concerns the next steps regarding clarity and structure for local BAMIT Chapters. The Committee recommends that the Board establish a working group/task force in the coming year to give thorough and careful attention to the on-going status of Local BAMIT Chapters. There is a need to review history regarding the topic as well as assess the current interest and concerns regarding local chapter function.

Outreach & Engagement Committee Report

TO: BAMIT National Board 2017 – 2018
FROM: Gerry Baron, Outreach & Engagement Committee Chair
DATE: September 2017

I. MISSION STATEMENT / PURPOSE

The Membership Committee seeks to connect with and engage the Black MIT community, including alumni, current students, faculty, and staff of MIT. More specifically, the purpose of this committee shall be to:

1. Improve the overall well-being of Black MIT students by serving as a bridge between students and BAMIT to help them address the pressures and stresses of Black life at MIT and provide perspectives of life after MIT.
2. Investigate avenues of outreach and engagement that will improve the Black experience at MIT
3. Serve as a unifying force across MIT Black student organizations, Institute offices supporting Black students, and Black faculty

II. COMMITTEE MEMBERS

1. Gerry Baron (Chair) – BSU, BGSA, OME, ODGE
1. Berdell Knowles, Jr. – CC, Kappa Alpha Psi
2. Marie Harton - NOBCChe
3. Renee Harton - BWA
4. Holly Carter
5. Margeaux Randolph
6. Philip Abel Adama - ASA
7. Robert Selders Jr.
8. Natalie Hooper - BBSA
9. Darryl Fraser - NSBE
10. Etienne Toussaint – Alpha Phi Alpha
11. Cordelia Price - IACME
12. Me’lani Joseph - OEOP

III. GOALS / OBJECTIVES FOR 2016 – 2017

1. Committee will work together define Liaison role (in general and for each CG)
2. Recruit Liaison for NSBE
3. Recruit Liaison for ASA and/or MIT Africans
4. Recruit Liaison for Black Sloan and/or Black Business Students Association (BBSA)
5. Survey Constituent Groups for feedback on Outreach & Engagement activities
6. Request an Evaluation Survey to be completed by all Constituent Groups

7. Deliver one (1) Programming Event

IV. ACCOMPLISHMENTS FOR 2016 - 2017

1. Liaison role defined
2. Recruit Liaison for NSBE – Darryl Fraser
3. Recruit Liaison for ASA and/or MIT Africans – Philip Abel
4. Recruit Liaison for Black Sloan and/or Black Business Students Association (BBSA) – Natalie Hooper
5. Survey Constituent Groups for feedback on Outreach & Engagement activities – 88 requests for 15 forms of interaction between BAMIT and Constituent Groups were identified. BAMIT involvement is very much sought by the Constituent Groups. Forms of interaction that are in high demand are:
 - a. Alumni Speaker / Facilitator / Panelist at Student Event – 33 requests
 - b. Alumni Networking with Students – 15 requests
 - c. Virtual Alumni Panelist at Student Event – 11 requests
6. Request an Evaluation Survey to be completed by all Constituent Groups - Tabled
7. Deliver one (1) Programming Event – Tabled
8. Created Constituent Group Directory that details constituent groups with their key contact information and their assigned O&E Liaison.
9. Drafted a BAMIT Speaker Request Form. Assisted with recruiting speakers for Black Graduate Celebration, OMP Multicultural Awards Ceremony,
10. 29 Outreaches and 36 Engagements during the 2016-2017 Academic Year.
11. First BAMIT Family Gathering sponsored by Northrop Grumman. It was well attended by alums and students. The format was open forum conversation with students providing insights that helped BAMIT shape its advocacy efforts. The feedback from the students through the BSU was that this event was well received.
12. Initiated BAMIT's sponsorship and support for the Ebony Affair. BAMIT worked closely with BSU's Ebony Affair planning committee to assist them in delivering an excellent program. BAMIT will be actively involved in helping the BSU plan the BSU 50th Anniversary and Ebony Affair in 2018.

V. ACTIVITIES IN PROGRESS

1. Regarding Survey of constituent groups – Analyze and prioritize the results of the survey
2. Regarding request for evaluation survey – Reconsider for 2017-2018 academic year
3. Regarding delivery of one programming event – Reconsider for 2017-2018 academic year

VI. IMPEDIMENTS TO PROGRESS AND NEXT STEPS

1. None.

VII. RECOMMENDATIONS TO THE BOARD

1. Establish a budget for the Outreach & Engagement of \$3,000 for supporting student Constituent Group activities

- a. The Quid Pro Quo for BAMIT funding of student Constituent Group activities includes publicity for BAMIT, a complementary ticket for a BAMIT representative at the Constituent Group’s activity, and a pipeline between the Constituent Group and BAMIT for BAMIT membership.

VIII. MISCELLANEOUS/ ADDITIONAL COMMENTS

The O&E Committee will be exploring options for creating a Speaker Bureau to make it easy to identify BAMIT members who are interested in serving as a speaker, facilitator or panelist at student events. As part of this activity, the O&E Committee will also consider options for matching requests for speakers / facilitators, and panelists with BAMIT members.

Admissions Committee Report

TO: BAMIT National Board 2017 – 2018
FROM: Me’lani Labat Joseph and Elaine Harris, Admissions Committee Co-Chairs
DATE: September 2017

I. MISSION STATEMENT / PURPOSE

The Admissions Committee seeks to establish a strong collaborative relationship with the MIT Admissions Office in order to connect Black admitted students to Black alums. Through the outreach by the Black alums, the Admissions Committee seeks to increase the interest and the ultimate matriculation of Black admits to MIT.

II. COMMITTEE MEMBERS

1. Me’lani Labat Joseph (Co-Chair)
2. Elaine Harris (Co-Chair)
3. Al Tervalon
4. Michael Dixon
5. Gavin Huntley-Fenner

III. GOALS / OBJECTIVES FOR 2016 – 2017

1. Obtain list of all admitted MIT Black students – GOAL

- a. Work with MIT Admissions Office to get the list of students
 - i. MIT gave the Admissions Committee the names of the admitted students within 2 weeks of when the admittance decisions were made public to the admits.

2. Reach out to all admitted Black students

- a. Contact every admitted Black student within 7 days of receiving their contact information
 - i. Al Tervalon, committee member, assigned BAMIT members to each Black admit. Emails to BAMIT members contained the contact info provided by Admissions.

3. Recruit Black alums to talk with admits

- a. Use multiple communication platforms to spread the word about the opportunity to engage with admitted students.

- i. A notice was placed in the BAMIT newsletter and an email was sent to the BAMIT membership list to solicit participation in the outreach effort.
- ii. Emails were sent to past call program participants to verify their continued participation.

4. Positively influence the number of students who accept their admittance into MIT

- a. Connect a BAMIT alum to every Black admit
- b. Stay connected with admits after they enter MIT
 - i. Staying connected with admits is a goal for the future.

5. Maintain sound relationships with the MIT Admissions Office and Dean of Admissions and Student Financial Services

- a. Remain in regular contact with designated Admissions Office staff and coordinate BAMIT Call Program activities.
 - i. The 2016-2017 admission cycle was faced with challenges because we did not get timely responses from the Admissions Office representative. Looking to the future, with the assignment of a new Admissions contact, and a new administrator on staff effective September 2017, we expect to receive a quicker response from the Office.
- b. Obtain admissions cycle calendar of key dates and a cadence of regular communications to better plan, set priorities and determine actions of the BAMIT Admissions Committee.
- c. Communicate with Dean of Admissions and Student Financial Services annually
 - i. For the first time, the committee had a conference call with Stu Schmill. It served as a good opportunity to share the details of the Committee work and for us to learn directly about admissions strategy and his thoughts regarding the evolution of the BAMIT Call Program.

IV. ACCOMPLISHMENTS FOR 2016 - 2017

1. Completion or Progress Toward Goal #1

Over the three years that the Admissions Committee has been running the BAMIT Call Program, the MIT Admissions Office has been cooperative in sharing data on the accepted students. We anticipate this data sharing will continue in the future.

2. Completion or Progress Toward Goal #2

For the first two years of the Call Program, we had an opt-in approach. Admissions contacted Black admits and asked if they wanted to be put in touch with BAMIT. This was the first year (2016-2017) Admissions asked us to contact every single Black admit. That request was made with no advance notice and was completed within 1 week. We anticipate doing this complete outreach moving forward.

3. Completion or Progress Toward Goal #3

Every year the Committee solicits alum support to call the new admits. During the 2016-2017 admissions cycle, over 70 alums made calls to 152 admitted students, our most alums engaged with the program in the past three years. The alums spoke with 48 admits. We hope to continue building up the database of potential alum callers and keep the recent alum callers engaged. We also will work to increase the number of BAMIT members completing our post contact survey.

4. Completion or Progress Toward Goal #4

The Admissions Committee intends to continue working with the Admissions Office to gather accurate data of Black admits who spoke with an alum and ended up matriculating to MIT.

5. Completion or Progress Toward Goal #5

We have been in successful communication with the Admissions Office after the completion of the 2016-2017 cycle and look forward to working with the new Associate Director of Admissions, Philana Tenhoff who started at MIT September 2017.

V. ACTIVITIES IN PROGRESS

1. Regarding Goal #3

The first outreach to past Call Program participants has been made to re-engage them. Communications via the BAMIT vehicles is also planned.

2. Regarding Goal #5

Committee members Michael Dixon and Elaine Harris plan to meet Philana Tenhoff, and our primary contact, Jessica Ch'ng during ALC.

VI. IMPEDIMENTS TO PROGRESS AND NEXT STEPS

- 1. Regarding Goal #1 -** If there is a shift in staff at the Admissions Office, it could have an impact on the Committee's ability to obtain the list of admitted students we need to contact in a reasonable time.

2. It is extremely time consuming to reach out to every Black admit; having the dedication of committee members and volunteers to make the calls and send the emails is critical.
3. Because this is a volunteer activity, it is challenging to get commitment from the alums. The Committee has to remain diligent and persistent in its outreach to alums to get them to participate. Utilizing all social media channels and maximizing personal connections is key to increasing and maintaining the volunteer database.
4. We rely on the Admissions Office to inform us of which called admits actually enrolled. Good communication with the Admissions Office is critical in order for us to know if our outreach is making a difference in matriculation.
5. Since the completion of the last cycle, we have established good communication with Admissions Office staff and Dean Schmill. There is a promise to set a clear schedule of events and to work collaboratively to contact all of the admitted Black students in the upcoming 2017-2018 admissions cycle. Additionally, there is interest in discussing new ways for BAMIT to add value.

VII. RECOMMENDATIONS

For the Committee:

1. Continue to work at and advocate for a strong relationship with the MIT Admissions Office; continue to push for clear metrics and data that show program effectiveness
2. Recruit more BAMIT members to participate in the BAMIT Call Program and encourage their completion of the post-call survey
3. Encourage data collection and analysis that measure short and longer term impacts of the BAMIT Call program. Take into account participation in MIT summer programs and campus visits.
4. Follow up with Stu Schmill on an annual basis to keep the connection with the MIT leadership

For the Board of Directors:

1. Find ways that the Admissions Committee work can help leverage other BAMIT activities within the MIT community
2. Share the successes of the Admissions Committee Call Program with alums and the larger MIT community

3. Find ways to stay connected with the Black admits that were contacted by alums; develop BAMIT programs that support freshmen
4. Though this committee's focus is on undergrads, there is a need to support grad student transitions, too. Begin the conversation with Office of the Dean for Graduate Education to see how BAMIT might be able to help grad students.

VIII. MISCELLANEOUS/ ADDITIONAL COMMENTS

See attached conference call notes from the meeting with Stu Schmill and the BAMIT Admissions Committee on August 28, 2017.