



# **BAMIT AT 40**

*FORGING AHEAD*

MIT ALC | 29 SEPT 2019

**Agenda:** BAMIT Annual Meeting – ALC 2019  
**Theme:** BAMIT@40: Forging Ahead  
Extra-Large Leadership, Innovation, Transformation

**Meeting Time:** 12:15 – 2:45PM Lunch Included

**Place:**

**Time Keepers:**

**Minutes:**

**Parking Lot Facilitator:**

**12:15-12:45 PM** Lunch (30)

To expedite the business of the meeting we are asking you to reserve your questions until after all reports have been completed. We are providing post-it notes for you to list your questions. Your questions will be posted in the “parking lot” and will be addressed during Q & A.

Call Meeting to Order

**12:45 Roll Call (Introductions)**

**Michelle Harton**

- **Welcome and Brief BAMIT History**
  
- Special Recognitions
  - Bronze Beaver – Dr. Shirley Jackson
  - Great Dome – Capstone Planning Committee
  - McVicar Award – Mr. Robert Love
  
  - Recognition of BAMIT service: Founders, Past Board Members and Officers, Lifetime Members, Advocacy Team, BAMIT DC, Capstone Planning Team, Admissions Calling Team, Hacking for Inclusion, Regional Teams and Chapters, Nelly Rosario, Moana Bentin, Whitney Espich and the Alumni Association staff

**12:55 Changing of the Board**

- Recognition of retiring and Board members
- Introduction of new Board Members and Officers



## 1:05 Institute Updates

- Status of BAMIT involvement

## 1:10 State of the Institute Reports (Student Engagement)

Open Discussion

If there are students present, we would love to hear from you!

## Old Business

### 1:30 Committee Reports

- Advocacy

Robert Love (5 mins.)

- Program Reports

- Admissions

Keith Bevins (5 mins.)

- Black Graduate Celebration

Jeffrey Anderson (5 mins.)

- Capstone Weekend

Michelle Harton (10 mins.)

- BAMIT Community Advancement Program and Fund

Marie Harton (10 mins.)

2:10 Officer Reports  
Treasurer

K'Andrea Bickerstaff

2:20 New Business  
Chairman's report

Michelle Harton (15)

Questions and Comments:  
Empty the Parking Lot

BAMIT Board

Closing Remarks and Acknowledgements

Michelle Harton

# AGENDA

*BAMIT40: FORGING AHEAD*

EXTRA-LARGE LEADERSHIP, INNOVATION, TRANSFORMATION



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# BAMIT BEGINNINGS

COURTESY OF THE MIT BLACK HISTORY PROJECT



# FOUNDING

15 SEPTEMBER 1979

Fifty Black alumni hold two meetings after the ***7th Annual Black Students' Conference on Science and Technology*** and vote to form BAMIT.

Officers elected:

*President - Kenneth Armstead '75*

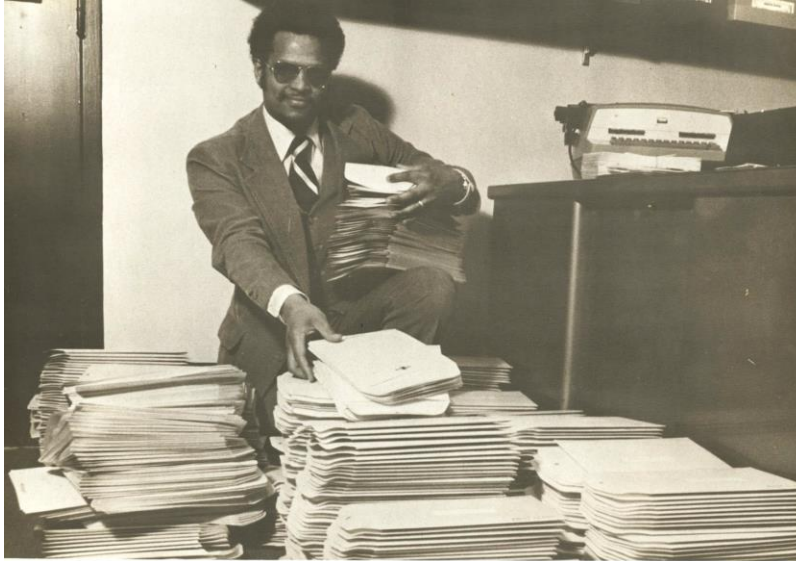
*Vice-President - Patricia Tellis '74*

*Secretary - Lorna Giles '75*

*Treasurer - Rosita Robinson '75*



Courtesy Kenneth Armstead



Panel chaired by **William Gilchrist '77** discusses MIT Alumni Association's lack of cooperation and insensitivity. MIT AA expresses support for creation of BAMIT.

## PANEL

**Claude Brenner '47-** *President, MIT AA*

**John Mack '73-** *Former Associate Director, Admissions*

**Arthur Smith-** *Acting Director, MIT OME*

**John Turner-** *Associate Dean, Graduate School*

# ORGANIZATIONAL OBJECTIVES

- ❖ Fill one of the management positions in the **Alumni Association** with a Black professional
- ❖ Serve as a **resource** and provide support to Black students, faculty, and staff at MIT
- ❖ Establish a communication **network**
- ❖ Compile a **history** of Blacks at MIT
- ❖ Provide **recruitment** resources for Black students, faculty, and staff in conjunction with current Institute programs
- ❖ Circulate a **newsletter** containing articles, facts, and announcements of interest to Black alumni
- ❖ Provide a source of **funding** for needs of Black students not met by the Institute
- ❖ Set up **awards** for Black students, alumni, and staff who have exhibited outstanding assistance and inspiration to others
- ❖ Sponsor **reunions**

# CHARTER

17 NOVEMBER 1979

Meeting held at Alumni Center in New York to draw up charter.

14 DECEMBER 1979

Board of Directors of MITAA approves BAMIT funding proposal and charter, subject to some change in wording.

JANUARY 1980

Charter reviewed and accepted by MIT. BAMIT formally recognized as an organization.

2 November 1979

Black Alumni of M.I.T.  
c/o L. Giles  
269 Harvard St.  
Cambridge, Ma. 02139

Dear Black Alumni,

The annual MIT Black Students' Conference on Science and Technology was held on September 14 and 15, 1979. A crucial topic of this conference was the formation of a Black Alumni Organization. Two meetings were set aside to discuss this topic. A summary of the two meetings is attached.

The overall purpose of this organization will be to provide: 1) a positive force in the shaping of certain decisions and policies affecting the lives of Black students, faculty and staff at MIT, 2) a means of remaining involved with and aware of current events at MIT and 3) a communication network which would allow us to remain in contact with each other. For a list of our specific objectives, see the attached summary.

An executive committee and council have temporarily been formed. The Council is composed of representatives from each of the six regions of the United States. (see attached List of Regions) The MIT Alumni Association is willing to provide some of the funds necessary to get our organization off the ground. We hope to utilize these funds for meetings of alumni in each region, and for a National meeting of council representatives and the executive committee to exchange results and ideas from the regional meetings and for making an initial attempt to compile a directory of Black Alumni of M.I.T.

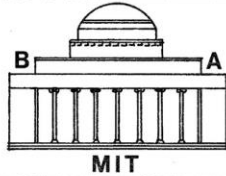
In order to maximize our impact, we need to be recognized by the National Board of the MIT Alumni Association, as an organization representing Black Alumni. The next meeting of the National Board will be held on December 14, 1979. We have given ourselves a

Letter from inaugural BAMIT Board to Black alumni, 2 Nov 1979.  
Courtesy Institute Archives



# FIRST NEWSLETTER

SUMMER 1980



## BAMIT NEWS

NEWSLETTER OF BLACK ALUMNI OF THE MASSACHUSETTS INSTITUTE OF TECHNOLOGY

VOL I., NO 1

SUMMER, 1980

### WHAT'S THIS?

This is another but different newsletter. There is a sense that Black alumni might want to communicate better with each other and with the Institute.

BAMIT has, therefore, decided to try to create a more focussed communications tool for this purpose. In the beginning, there is always a newsletter. Let's see what happens.

### CONFERENCE/BIG NATIONAL REUNION

On Friday and Saturday, October 24th and 25th 1980, the "happening" is being planned. We are asking Black alumni to reserve these dates now and plan to be in Cambridge for the MIT Black Students' Conference on Science and Technology and for the First Annual National meeting of BAMIT.

The focus for the former will be the roles and contributions of Blacks in Science and Technology from our earliest beginnings, through the present and possibilities for our future.

The agenda for the latter will include organizational progress reports, budgets, the Charter and Constitution, bylaws, funding, projects, and election of officers.

Two social events are planned; a concert by Angela Bofill (you're dated if you say "who's that") on Friday evening, and for the alumni in attendance a reunion dinner on Saturday evening. **MARK THOSE DATES NOW AND PLAN TO BE THERE.** Send us the reply note provided on the back of this sheet.

NOTE: If any alum(a), (us) has a research project complete or in progress, and would be interested in presenting it at this year's Conference - contact Linda Sharpe (617) 492-4563.

### REGIONAL NEWS

**NORTHEAST:** - A meeting of New England alumni was held on May 17, 1980 in Cambridge. Agenda items discussed were specific goals for the region and committee assignments. Other topics were needs of the Black Students Union and a description of the MIT Alumni Association by Larry Milan of the association. A subsequent meeting of committee leaders was held on June 21, 1980.

A New England contact person is - Ernest Cohen '64 (617) 339-5658

**MIDDLE ATLANTIC:** - An organizational meeting was convened on May 31, 1980. The main topic was planning for a regional meeting this September. The organizers are now outreaching for other Black alumni to serve on operating committees.

A Middle Atlantic contact person is - Paul Woods Jr. '75 (212) 840-3990

**SOUTHERN:** - Plans are being laid for an organizing meeting and a general alumni meeting this summer.

A Southern contact person is - Don Browne '74 (919) 833-0853

**SOUTHWESTERN:** - A region wide meeting was held in Houston on May 10th. Requests have been made for information regarding the present status of the Black students at Tech. A number of means are being explored to provide such insight to all regions. The suggestions were stronger ties with the BSU perhaps via an awards program, discussions with prospective students, and a history of Black students at MIT.

A Southwestern contact person is - Hope '73 (512) 454-9424

**SOUTHERN:** - This region is also planning a meeting this summer. A subcommittee is also exploring the tax status of this organization and its impact upon alumni relations.

A Southern contact person is - Dawson '73 (312) 933-9230

Several meetings have been held since September of 1979. This year we are also undertaking the responsibility of drafting a constitution for BAMIT. The drafts presented at the October meeting in Cambridge. A contact person is - Herford '73 (213) 835-5750

### NATIONAL NEWS

The BAMIT executive committee and two representatives from each region met on May 17, 1980 in Cambridge. A draft of the organization's charter was considered and revised. The organizational structure was also considered in the light of BAMIT goals. Some goals receiving support are:

1. creating a scholarship fund through the Alumni Association for Black students
2. increasing the number of Black student admittances
3. starting a newsletter
4. hosting a celebration for graduating Black students (The first was held on June 1st, 1980)
5. commissioning the writing of an article on the history of Blacks at MIT for the Technology Review.

As you can see, BAMIT is alive in the summer of 1980. By your increasing support, we hope to shortly report that BAMIT is alive and well. If your interest is peaked, please let us know by the reply section below.

Lorna Giles '75  
Bill Ramsey '51

TEAR OFF

MIT Alumni Association  
ATT: Lorna Giles, BAMIT  
Room 10-115N  
77 Massachusetts Ave.  
Cambridge, Ma. 02139

Non-profit org.  
U.S. POSTAGE  
PAID  
CAMBRIDGE, MA.  
PERMIT #4016  
FIRST CLASS

Joining BAMIT  
CONFERENCE/REUNION  
1980

Class \_\_\_\_\_  
Date \_\_\_\_\_ Zip \_\_\_\_\_  
Name (Last, First, Middle) \_\_\_\_\_



# 1<sup>ST</sup> BAMIT ANNUAL NATIONAL MEETING

25 OCTOBER 1980

Sixty-three Black alumni from all six regions attend first annual national meeting at Satch's in Boston.

Elected treasurer is **Ernie Cohen '64**. Other officers remain in office.



Ernie Cohen (center) during reunion of early Black alums, 1973.  
Courtesy MIT Museum

# BAMIT DUES

5 MARCH 1981

BAMIT Dues Committee sets dues at \$20.



Design of \$20 Harriet Tubman bill delayed by Trump Administration, June 2019.  
Source: Electronic Urban Report

# CONSTITUTION

19 JULY 1981

Final draft of Constitution sent to Alumni.

OCTOBER 1981

Constitution ratified.

BAMIT Articles of Organization, 15 January 1993.  
Courtesy Institute Archives

*[Signature]*  
Examiner

*[Signature]*  
Name Approved

**The Commonwealth of Massachusetts**  
OFFICE OF THE MASSACHUSETTS SECRETARY OF STATE  
MICHAEL J. CONNOLLY, Secretary  
ONE ASHBURTON PLACE, BOSTON, MASSACHUSETTS 02108

**ARTICLES OF ORGANIZATION**  
(Under G.L. Ch. 180)

**ARTICLE I**  
The name of the corporation is:  
Black Alumni/ae of the  
Massachusetts Institute of Technology, Inc.

**ARTICLE II**  
The purpose of the corporation is to engage in the following activities:  
**93-015016**

(a) (i) To build commitment, involvement and financial support for, and enhance the image of, the Massachusetts Institute of Technology ("MIT"); (ii) to serve MIT's needs for human, financial, and intellectual resources; (iii) to strengthen the connections with alumni/ae and to provide services to alumni/ae, by fostering individual growth, enhancing ties to MIT and otherwise, and in particular to provide a continuing influence and support in the shaping of decisions and policies affecting members of the black community at MIT; (iv) to serve as a supportive body for black students and prospective black students and their educational needs; (v) to foster an appreciation of the contributions of alumni/ae of color; and (vi) when appropriate to maintain contact with, support, and/or coordinate with, other groups (including non-alumni/ae groups) having connections with MIT or alumni/ae or services necessary or convenient to carrying out such purposes; and

(b) To engage in any other charitable or educational activity (within the meaning of Section 501(c)(3) of the Internal Revenue Code) that is consistent with other provisions of these articles and that may lawfully be carried out by a corporation organized under the provisions of Chapter 156B of the General Laws of Massachusetts.

C   
P   
M   
R.A.

*[Signature]*  
P.C.

Note: If the space provided under any article or item on this form is insufficient, additions shall be set forth on separate 8 1/2 x 11 sheets of paper leaving a left hand margin of at least 1 inch. Additions to more than one article may be continued on a single sheet so long as each article requiring each such addition is clearly indicated.

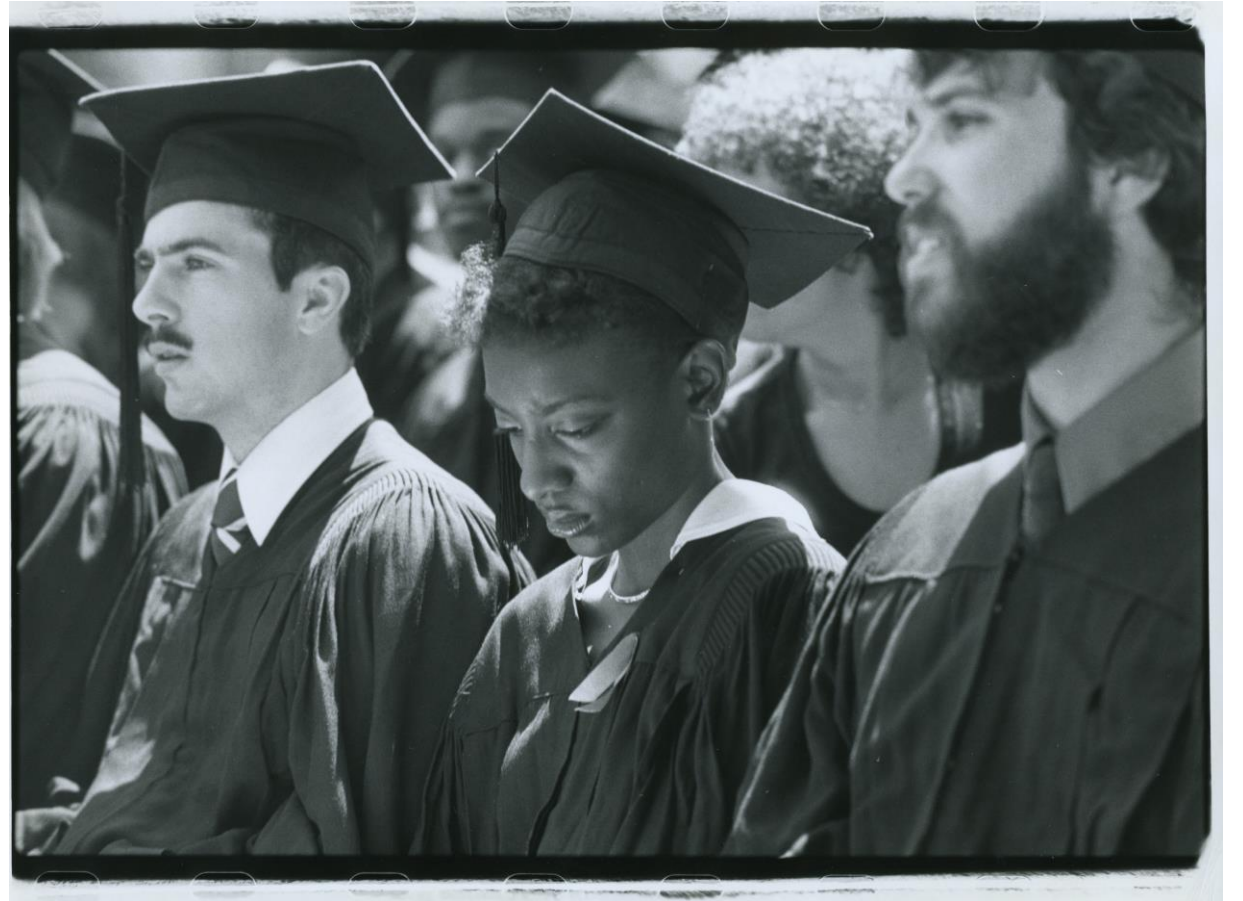




# BAMIT SCHOLARSHIP

31 AUGUST 1981

BAMIT Scholarship  
Fund established with  
MIT Treasurer's Office.



Commencement, 1982. Courtesy MIT Museum

# 2<sup>ND</sup> BAMIT ANNUAL NATIONAL MEETING

17 OCTOBER 1981

20 SEPTEMBER 2014

# 34<sup>TH</sup> ANNUAL NATIONAL MEETING



BAMIT Annual National Meeting, 2014. Photo: Ernie Cohen '64



## MEMBERSHIP BY FY82

30 JUNE 1982

End of fiscal year 82.

BAMIT has **101 DUES-PAYING MEMBERS**, from as early as MIT Class of 1925, and many from MIT Classes 1968-1980.

**Gustav Solomons '25**

**George L. Washington '25**

**Victor L. Ransom '48**

Images courtesy MIT Museum



# BOARD ELECTIONS

AUGUST 1982

New BAMIT Board officers elected:

*President* - **Michael Fant**, MD PhD '73

*Vice-President* - **Delonia Watson** '78

*Secretary* - **Yolanda Hinton** '77

*Treasurer* - **Ernest Cohen** '64

Image sources: Legacy.com, Delonia Watson, Yolanda Hinton, and MIT Museum

— SINCE MCMLXXIX —

B A M I T

BLACK ALUMNI/AE OF MIT

B A M I T XL 

## Call Meeting to Order

12:45 Roll Call (Introductions)

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- Welcome and Brief BAMIT History
- **Special Recognitions**
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# CURRENT BOARD

RECOGNITION OF CONTINUING AND RETIRING MEMBERS

# BAMIT BOARD RETIRING MEMBERS



**Robert Love III**  
**SM '08**



**Berdell Knowles, Jr.**  
**SB '94**



**Jamila Smith-Dell**  
**SB '16**



**Etienne Toussaint**  
**SB '07**



**Kelvin Frazier**  
**PhD '15**





**Michelle Harton**  
SM '83 Current Chair

# CONTINUING BOARD MEMBERS



**Gerry Barron**  
SB '85



**Ty Austin**  
SM '18



**Jeffrey Ted Anderson**  
SB '90



**Lauren Seymour**  
SM '83

# NEWLY ELECTED BOARD



**Karen Holly M. Carter, Ph.D**  
**PhD, '77 Newly Elected President**  
**Returning**

● **Olumuyiwa Oni**  
**SB '04**



● **Vincent Kwapong**  
**SB '88 Returning**



# NEWLY ELECTED BOARD MEMBERS



**K'Andrea Bickerstaff**  
**SB '89**  
**Returning**



**Rocklyn E. Clarke Sr**  
**SB '80**



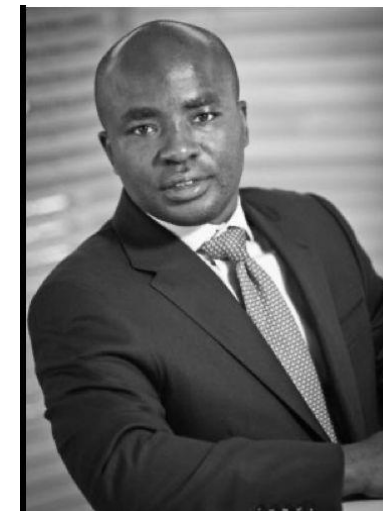
**Michael Dixon**  
**SB '88**  
**Returning**



**Akhenaton-Andrew**  
**Dhafir Jones III SB '10**



**Valencia Joyner**  
**Koomson SB '98**



**Safroadu Yeboah-**  
**Amankwah SB '93**

## 1:05 Institute Updates

- **Status of BAMIT involvement**

1:10 State of the Institute Reports (Student Engagement) Open Discussion  
If there are students present, we would love to hear from you!

## Old Business

### 1:30 Committee Reports

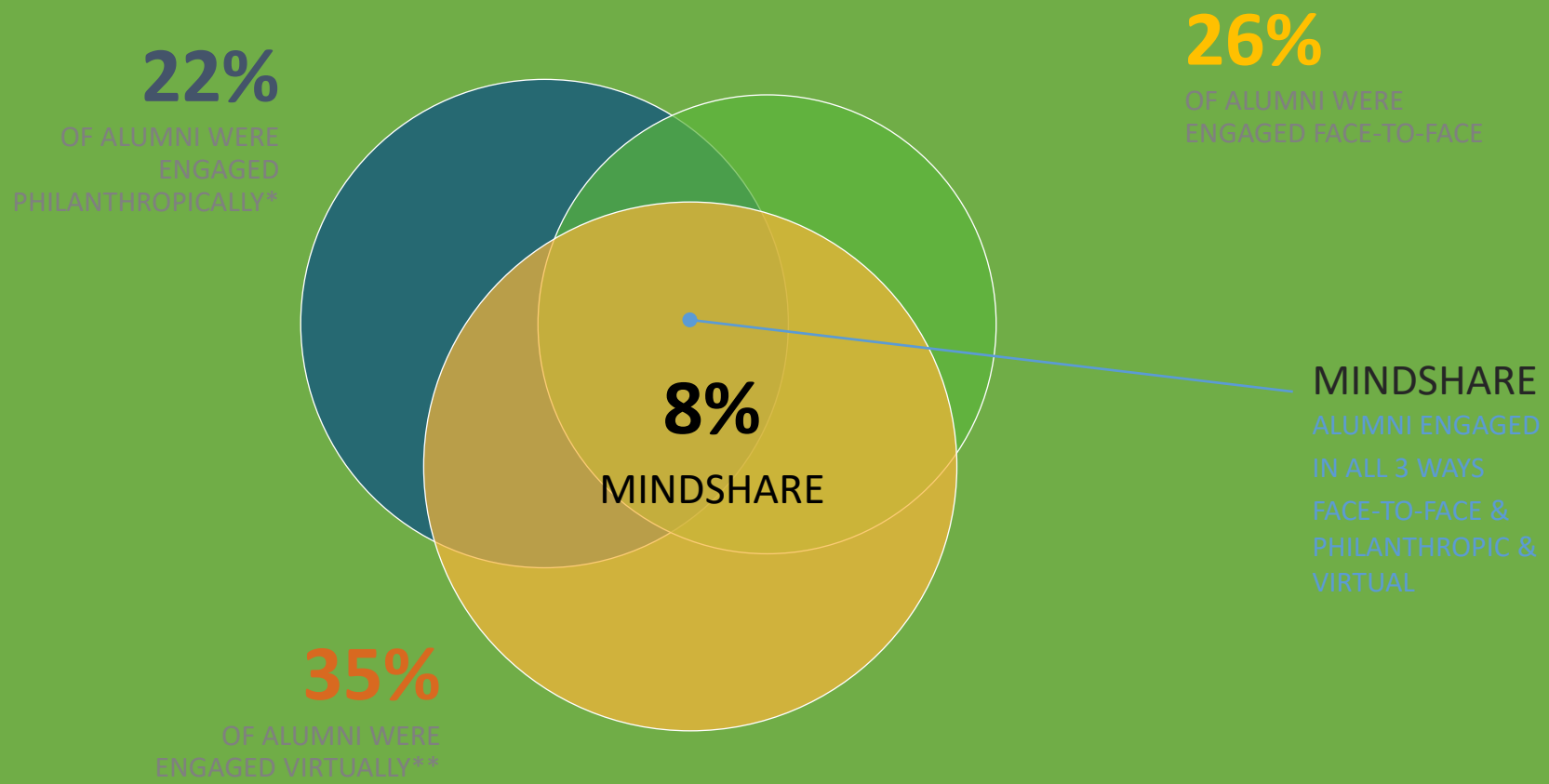
- Advocacy Robert Love (5 mins.)
- Program Reports
  - Admissions Keith Bevins (5 mins.)
  - Black Graduate Celebration Jeffrey Anderson (5 mins.)
  - Capstone Weekend Michelle Harton (10 mins.)
  - BAMIT Community Advancement Program and Fund Marie Harton (10 mins.)

2:10

# INSTITUTE UPDATES

MITAA Updates on Alumni Engagement – Moana Bentin

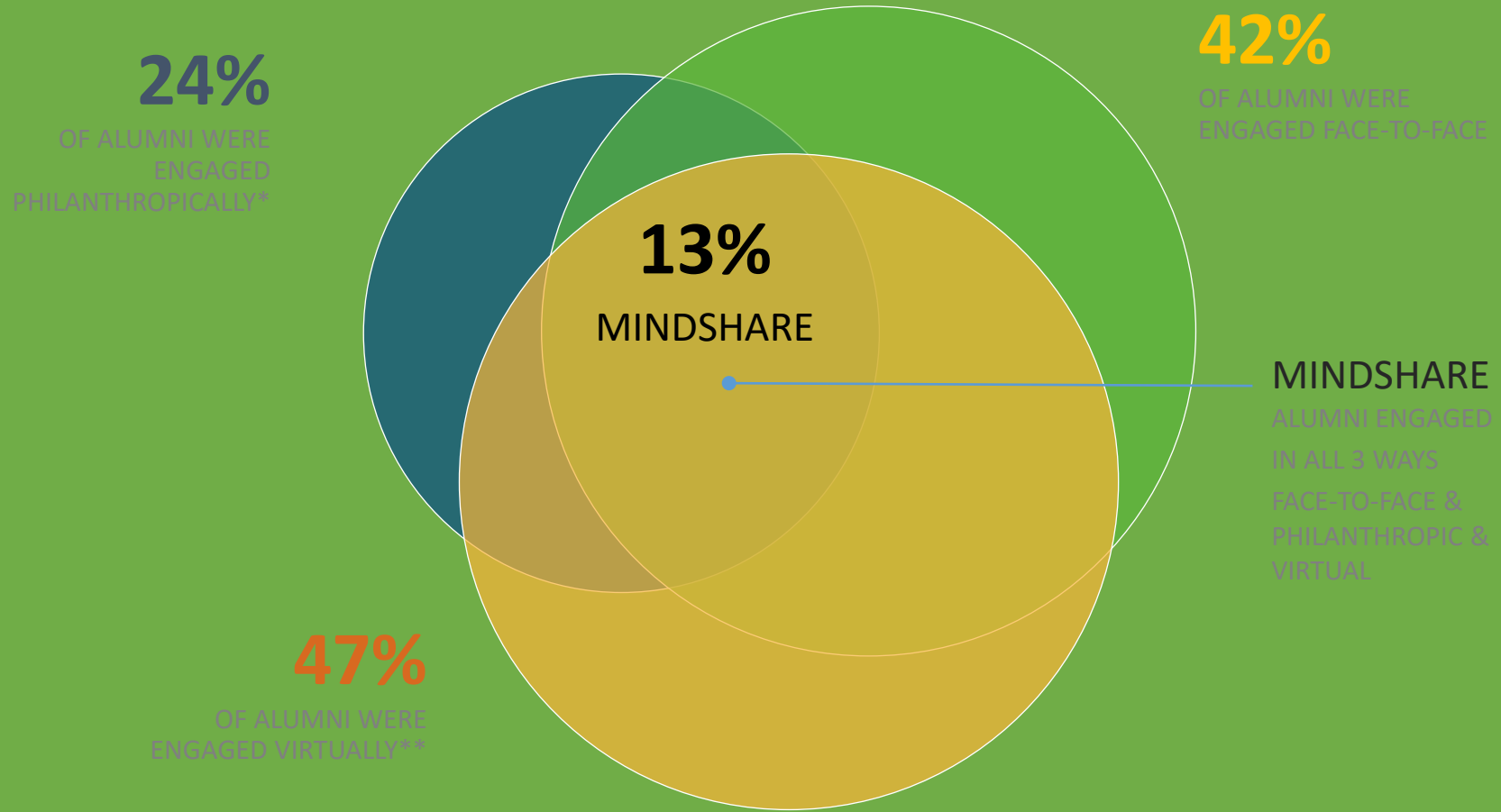
# FY19 Unique Alumni Engagement (\*at end of FY19)



FY2019 Year-end  
49% of all living alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
\*\*Virtual does not include social media like LinkedIn, Facebook, and Twitter.

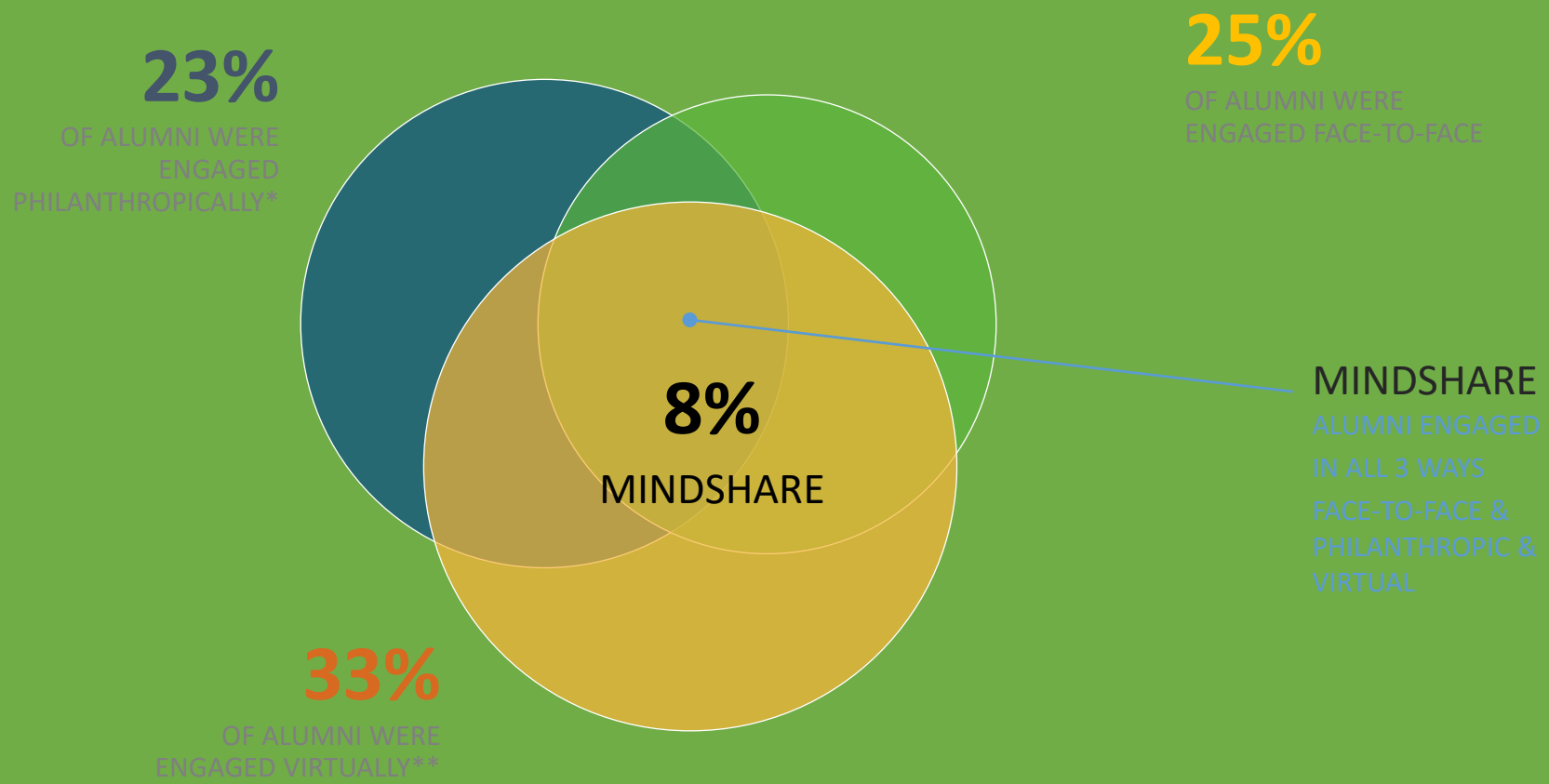
# FY19 Unique Black Alumni Engagement (\*at end of FY19)



FY2019 Year End  
62% of all living black alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
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# FY18 Unique Alumni Engagement (\*at end of FY18)

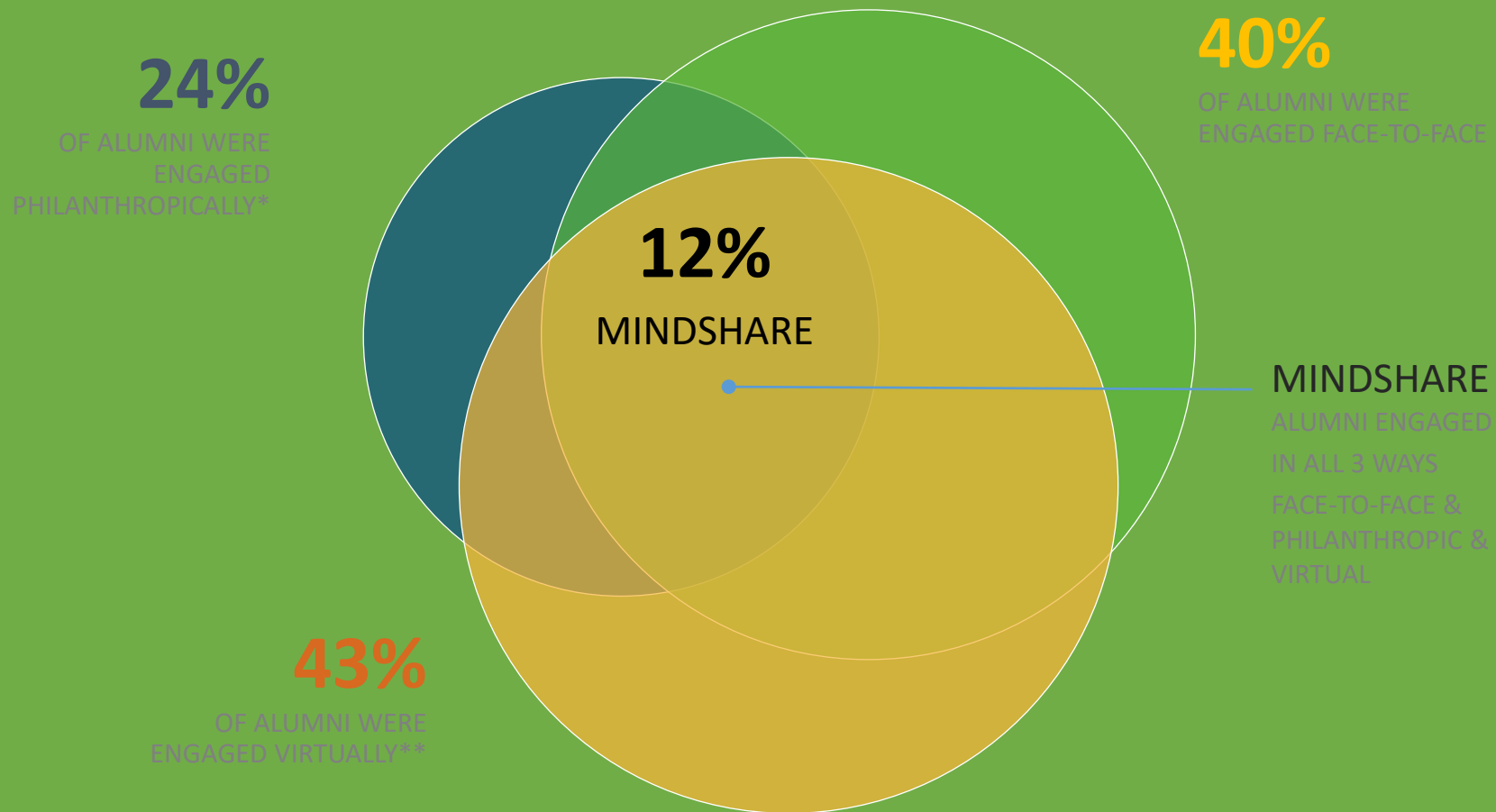


FY2018 Year-end  
48% of all living alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
\*\*Virtual does not include social media like LinkedIn, Facebook, and Twitter.



# FY18 Unique Black Alumni Engagement (\*at end of FY18)



FY2018 Year End  
59% of all living black alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
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## 1:05 Institute Updates

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**Open Discussion**

**If there are students present, we would love to hear from you!**

## Old Business

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Michelle Harton (10 mins.)

- BAMIT Community Advancement Program and Fund

Marie Harton (10 mins.)

2:10

# ADVOCACY COMMITTEE REPORT

# Advocacy Committee Concerns & Priorities

- Ensure that
- BAMIT supports and advocates for the health and well being of the MIT Black community.
- BAMIT is kept abreast of issues internal and external to MIT that affect our MIT community
- BAMIT formulates effective strategies and platforms for outlining community concerns
- BAMIT establishes and maintains meaningful relationships with the MIT Administration and Alumni Association.

# Advocacy Committee Accomplishments

- Creation of the BAMIT Platform for Diversity and the Black Experience at MIT – Recommendations for improvements within MIT to address our concerns related to students, faculty and staff
- Robert Love named as the liaison between BAMIT and the Staff Alignment Group, established to address the student (BSU/BGSA) and BAMIT recommendations
- Utilization of the Capstone to gather information for the committee to guide new BAMIT platform development
- Establishment of Family Gatherings with students to hear needs and concerns from their perspective

# Advocacy Committee Current Activities

- President Reif was contacted requesting that BAMIT be involved in the search for the new ICEO given that BAMIT works closely with this office
- Members of the committee met with Provost Schmidt to discuss our involvement.
- Members of the committee will be speaking with the search firm and the MIT search committee to outline ICEO characteristics that have been most helpful to BAMIT

# GOVERNANCE COMMITTEE REPORT

# Activities for 2018-19

Review of new and pending items for By-laws changes  
Review of proposal from External Nominations Ad Hoc Committee  
Review of proposal for establishment of STEM Education Program  
2019 Nominations and Election Process

As we look to the upcoming year:

Work on By-laws changes

2020 Election for BOD

Review of overall election process

Timing



# ADMISSIONS

# Outreach 2023 stats

- We assigned **30 volunteers** to make calls (26 Early Action (EA), 28 Regular Admissions (RA))
- We reached out to **161 admitted students** (73 EA, 88 RA)
- 56 entries were in our contact form, with **50 student connections** logged
- Out of the 50 connections, **36 students enrolled** (72%, last year was 65%)
- Overall MIT stats:
  - 21,312 applications, 1427 admitted (707 EA, 703 RA, 17 WL)
  - 1108 Enrolled, including 110+ Black students

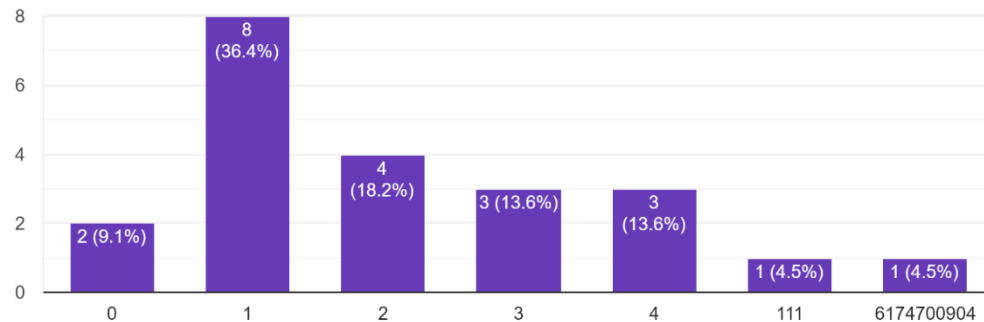
# Volunteer feedback

Survey, n=24 overall – but not everyone answered each question)  
Of the respondents:

- 17 of 22 respondents were assigned students in the cycle
  - 14 had done it before, 6 were new, 2 did not do outreach this past cycle
- The range of outreach included from 1 to 12 students contacted via email, result in 1-2 calls (usually)
  - Note: Some people struggle with the math on the survey , not a good sign

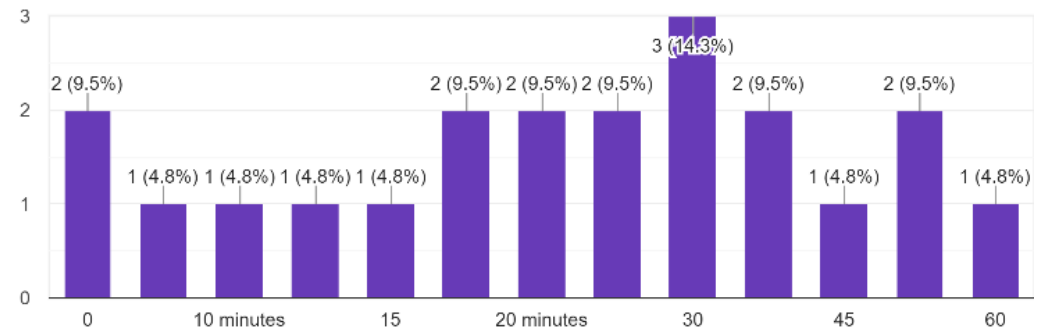
How many students did you speak with via phone?

22 responses



How long was the typical phone call (in minutes)?

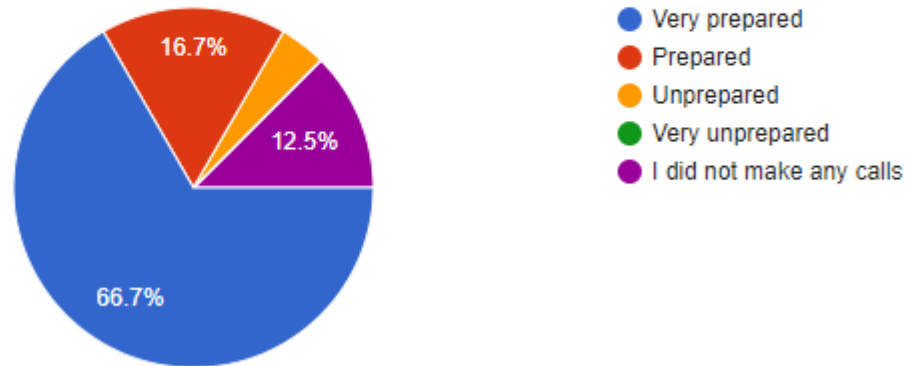
21 responses



# Most people felt well prepared, and want to stay involved in similar outreach efforts for '24s

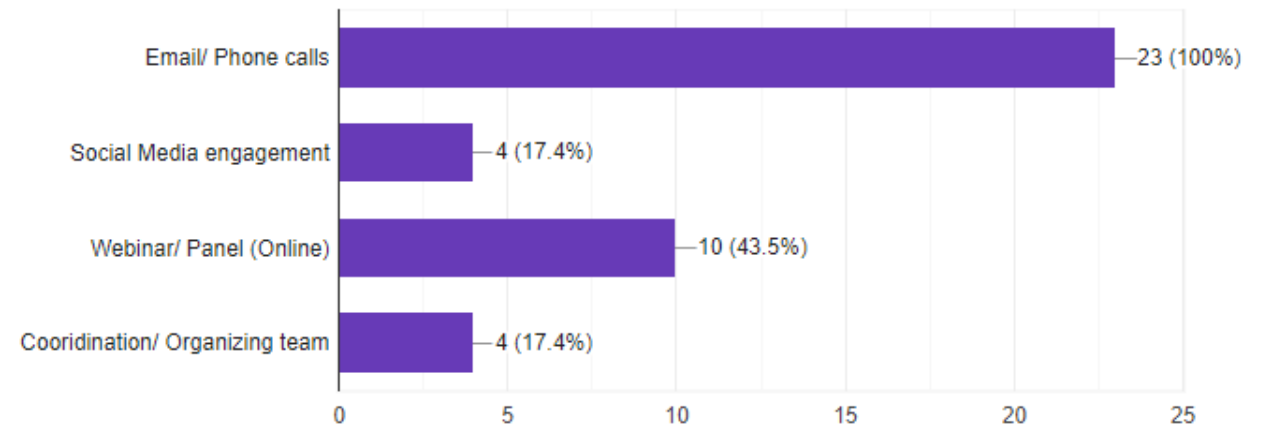
How prepared did you feel for the calls with students?

24 responses



Would you be willing to volunteer in one or more of these areas next season?

23 responses



# Other feedback from the survey (verbatim)

Note: Survey is on a Google Form and I can share responses if requested

- Suggestions for next year:
  - Send a “BAMIT Certification” congratulating admits and building a sense of connection
  - Offer an introductory webinar for admitted students to learn more about MIT
  - Consider regional BAMIT admit events
- Other feedback
  - Several nice comments about the process (nice to hear)
  - Some frustration at low student response rates (par for the course)
  - Keep the orientation to prepare people

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# BLACK GRADUATE CELEBRATION REPORT



## BGC'19 Committee

- Chair, Jeffrey Anderson'91
- Michelle Harton, SM'83
- Marie Harton, SB'10
- Moana Bentin, MITAA
- Corban Swain, photography



# BLACK GRADUATE CELEBRATION REPORT

## Exceeding Limits... Choosing Your Path to Achievement

- **Largest celebration yet!**
  - 82 Graduating students- undergrad and grad
  - More than 60 alums, staff and students/family
  - 26 new black admits (Potential MIT Class of 2024)
- **Kente stoles presented to ALL graduating students present**





# BLACK GRADUATE CELEBRATION REPORT

## Exceeding Limits... Choosing Your Path to Achievement



### Keynote Address:

- Quinnton J. Harris '11

### Student Speakers:

- Gabrielle Ballard'19 Course 21E
- Anthony Roland'19 Course 6
- Stewart Isaacs, SM'19 Course 6

# BLACK GRADUATE CELEBRATION REPORT

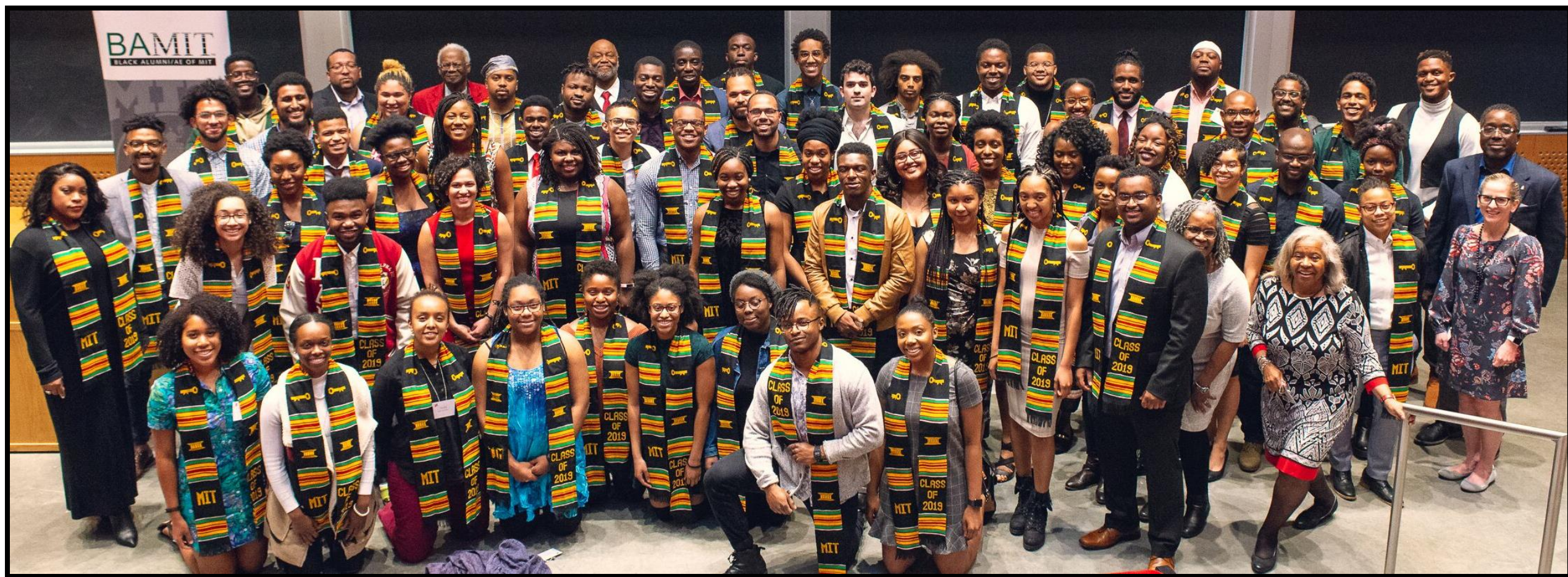
## Exceeding Limits... Choosing Your Path to Achievement

### Other presentations:

- President Rafael Reif (letter ready by Robert Love, SM '08 ESD)
- Alyce Johnson, Institute Community Equity officer (Interim)
- Allison Dolan-Wilson, Executive Director, MIT Alum. Relations
- Michelle Harton, SM'83 BAMIT Chairperson



# BLACK GRADUATE CELEBRATION REPORT



Exceeding Limits... Choosing Your Path to Achievement  
BGC'2019



# HACK FOR INCLUSION

# Hack for Inclusion

- Design thinking-based problem solving
- 2 day event
- Originated from BAMIT DC brainstorm
- Now an annual event, doubling in size over 3 years
- Planning team: Sloan students, BAMIT members, MIT Club of Boston, Sloan Boston, Sloan students.

# 2019 Hackathon: 200+ hackers tackled 12 challenges

## PARTICIPANTS

- 221 hackers, including students and professionals
- Students from 17 schools, including:



## SPONSORS

- 26 mentors from sponsor and community organizations
- 23 total sponsors
- 8 sponsored challenges:



# 2019 sponsors



NOVARTIS



ICEO/

Institute Community & Equity Office



Microsoft



wayfair

GRADS of LIFE

BAIN & COMPANY



SWIM  
SLOAN WOMEN IN MANAGEMENT



amazon

Invest in Girls



Liberty Mutual  
INSURANCE



PARTHENON



AMERICAN TOWER

Deloitte.

City of Somerville

Brown ADVISORY  
Thoughtful Investing.



THE STEVE FUND

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BAMIT XL



# BAMIT CAPSTONE

*ROAD TO 50: THE POWER OF COMMUNITY*



# The BAMIT CAPSTONE



Lightning Talks



Presidents Panel



TRUTH & POWER  
Students Leading for Change

## BAMIT CAPSTONE WEEKEND NOVEMBER 2-4, 2018 | MIT | CAMBRIDGE, MA

BLACK ALUMNI/AE OF MIT CELEBRATE THE 50<sup>TH</sup> ANNIVERSARY OF  
THE MIT BLACK STUDENTS' UNION

UNIVERSITY PRESIDENTS DISCUSS BUILDING COMMUNITY  
L. Rafael Reif (MIT); Shirley A. Jackson '68, PhD '73 (RPI);  
Lawrence Bacow '72 (Harvard); John Wilson (Morehouse), Mod.

CAPSTONE GALA  
Keynote: Shirley A. Jackson, MIT BSU Co-founder

MIT & SLAVERY STUDENT PRESENTATIONS  
Course taught by Prof. Craig Wilder, author *Ebony & Ivy*

AFROFUTURISM PANEL  
Intro by Joi Ito, Director of the MIT Media Lab

LIGHTNING TALKS ON COMMUNITY ENGAGEMENT

[INFO@BAMIT.ORG](mailto:INFO@BAMIT.ORG)

[WWW.BAMIT.ORG/BAMITCAPSTONE](http://WWW.BAMIT.ORG/BAMITCAPSTONE)



Food



Afrofuturism Panel



Comradery

<http://www.bamit.org/bamitcapstone/>



Afrofuturism Panel



What's Happening at MIT Part 1?



MIT and Slavery



MIT BSU@50 Capstone weekend was OFF THE HOOK!!!!!!!!!



The Excitement



The BSU Chairpersons Forum



The Gala



For the 50 years of Black folks at MIT – the heart of the BSU

# The BAMIT CAPSTONE – celebrating the 50<sup>th</sup> Anniversary of the Black Student’s Union

## *ROAD TO 50: THE POWER OF COMMUNITY*

### Capstone- The Power of Community (Milestones)

- The **Capstone brought together 329 members of the community** for a weekend of stimulating conversations and fun filled celebration.
- The Capstone turned out to be the largest BAMIT Annual Meeting in the history of BAMIT.
- Yet, even more impressive is that the Capstone was the biggest gathering of Black MIT alumni in the history of the Institute.
- The Gala was sold out and each session was full. Even the Afrofuturism panel on Sunday was full.
- Funds to the tune of \$100,000 were raised to support the event and start the BCAP programs’ fund.
- MITAA touts it as one of the premier events for an Affinity group. BAMIT has been called the “Gold Standard”. Alumni still rave about it.
- Capstone Planning Committee receives MIT’s highest recognition for the Capstone and for the BAMIT Community Advancement Program
- . [photos from the weekend](#).

The BAMIT CAPSTONE –  
celebrating the 50<sup>th</sup> Anniversary of the Black Student's Union

***ROAD TO 50: THE POWER OF COMMUNITY***

**Capstone- The Power of Community (Milestones)**

**Perhaps more importantly are all the communities that came together to support the Capstone.**

**MITAA and a host of staff**

**President Reif's Executive Team (Kirk Kolenbrander and a host of staff)**

**Dean for Student Life**

**MIT Blacks @MIT History Project**

**Institute Community and Equity Officer**

**Office of Graduate Education**

**Office of Minority Education**

**Office of Multicultural Programs**

**BAMIT Donors**

**BAMIT Members**

**BAMIT Capstone Planning Committee (countless hours and immeasurable sacrifice)**



# The BAMIT CAPSTONE and the BAMIT Community Advancement Program (BCAP)

*CAPSTONE IS MORE THAN A WEEKEND EVENT!*

## *2.2 MISSION*

BAMIT is a membership driven organization of Black MIT Alumni/ae that collaborates with other organizations to achieve the following goals:

- Support the professional and personal development of Black alumni/ae;
- Support MIT, with a special focus on the recruitment, development, and successful degree completion of Black undergraduate and graduate students, as well as, the recruitment, retention, and successful tenure achievement of Black faculty and researchers; and
- **Strengthen Black communities worldwide to which alumni/ae are committed, particularly insofar as architecture, science, engineering, technology, and education can contribute to the development of these communities.**

# The BAMIT CAPSTONE and the BAMIT Community Advancement Program (BCAP)

We need Mini-local revolutions. Ursula Burns, Lifetime Corporation member.

- Strengthen Black communities worldwide to which alumni/ae are committed, particularly insofar as architecture, science, engineering, technology, and education can contribute to the development of these communities.
- In the very beginning planning of the Capstone, there was a call from the committee itself to find a way for BAMIT to make an impact in our communities and the question was could we do that through the Capstone. Most believed we could, but how? Ideas came and went and still the belief remained.
- The Capstone needed huge funds (big visions usually do) and the committee thought that BAMIT members would readily support not a weekend event but an opportunity, a program, that would bring about change in their communities and connect alumni and students together to help underserved communities.
- Uniting Black Alumni, Black students, OME, OGE, backed by the power of MIT, MIT development, MITAA, we could harness the POWER and bring change to our communities.



The BAMIT CAPSTONE and the  
BAMIT Community Advancement Program (BCAP)

We need Mini-local revolutions. Ursula Burns, Lifetime Corporation member.

- The BAMIT Community Advancement Program (BCAP) was born
- After Capstone Expenses were paid proceeds from your contributions to the Capstone minus 10% given to the BAMIT general fund were used to start the MIT BCAP fund.
- The BCAP represents opportunities for our students and our alumni to work together for lifetimes to serve our communities.
- Mini revolutions sponsored by you and our students making a better world in communities where you live.



**BCAP**

**BAMIT COMMUNITY ADVANCEMENT PROGRAM**





# What's the Big Idea?

- Empower Black students to find purpose in their STEM talents by applying them to impact their own communities, which are woefully underserved
- Provide funding to undergraduate and graduate students to design and implement public service projects around the globe
- Uniquely support BCAP fellows by connecting their public service efforts with the untapped talents of Black alumni that are actively serving in their local communities of color
- Sustain the power of the community by facilitating an ongoing connection between Black alumni, our students, and MIT to make lasting impact in our local communities

# How Will the BCAP Work?



BAMIT has selected OME and OGE to work together to administer the program

Fellows will be selected based on the following focus areas:

1. Address needs of an underserved community of color
2. Address a problem of disparity in areas such as architecture, cultural awareness, education, environment, health, STE(A)M, urban planning
3. Strive for a measurable positive impact in the underserved community
4. Provide direct help to community members via a new program or provide support or infrastructure within an established program
5. Partner with BAMIT mentor(s)/coach(es) or other organizations if available



# BCAP Pilot is Launching in IAP 2020!

- Plan to fund 1 or 2 projects submitted by undergraduate and/or graduate students
- Results will be used to improve the application process and workflow between partnering organizations (OME, OGE, and PKG)
- Gather stories and media demonstrating the impact of BCAP fellows in underserved communities of color



**BAMI**  
BLACK ALUMNI/AE OF MIT

**PILOT BAMI COMMUNITY  
ADVANCEMENT PROGRAM FUND  
AWARD**

*Open to both undergraduate and graduate students!*

Offers financial support for community service projects that uplift under-served communities of color in ways that address disparities in areas such as architecture, cultural awareness, education, environment, health, STE(A)M, and urban planning.

Projects must take place over IAP 2020.

STUDENTS/ORGANIZATIONS WITH A FOCUS ON DIVERSITY AND INCLUSION HIGHLY ENCOURAGED TO APPLY

**APPLICATION OPEN 9/13-10/15**  
**TINYURL.COM/BCAPFUND**

# What Are Our Next Steps?

- We are partnering with MIT Development to raise at least \$1 million by 2022 and create an endowed fund
- Reaching out to MIT alumni, parents, and friends to build awareness about the BCAP and its funding needs
- We'll be included in MIT's major giving campaigns, like Giving Day and 24-hr challenge
- Stay tuned for more as the awareness campaign kicks off this Fall!



MIT Alumni Association



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Resource  
Development



# How Can You Get Involved?

- We need volunteers to help fundraise and spread the word about BCAP
- No fundraising experience needed.
- MIT will direct any fundraising training.
- Just 2hrs/month!
- If you're interested, please email Marie Harton (marieh@alum.mit.edu)



2:10 Officer Reports  
Treasurer

K'Andrea Bickerstaff

2:20 New Business  
Chairman's report

Michelle Harton (15)

Questions and Comments:  
Empty the Parking Lot

BAMIT Board

Closing Remarks and Acknowledgements

Michelle Harton

# TREASURER'S REPORT

LAUREN SEYMOUR

<b>Total Income thru 5/30/19:</b>	<b>\$117,011.59</b>
<b>Donations:</b>	<b>90,790.00</b>
-- 49 Donations from 41 donors	
-- 37 Individual donors	
-- 3 Corporate donors	
-- 1 Grant	
<b>Registrations:</b>	<b>26,220.05</b>
<b>BoA Interest:</b>	<b>1.54</b>



# BAMIT Capstone Financials

**Total Expenses thru 5/30/2019: \$71,683.37**

## Major Expenses:

-- Marriott (Gala)	\$30,072.23	
-- Conference Catering	18,223.85	-- Facilities,
Furniture Rental, A/V	7,926.51	
-- Souvenirs, Awards, Donor Gifts	7,300.99	
-- Photography and Video	2,875.00	
-- Copying and Signage	1,173.00	
-- Florist	1,100.00	

# BAMIT Capstone Financials

$\$117,011.59 - \$71,683.37 = \$45,328.22$  (overage)

BAMIT 10% = \$4,532.82

$\$45,328.22 - \$4,532.82 = \$40,795.40$

1<sup>st</sup> BCAP Donation to MIT: \$30,795.40  
with \$10,000 held back for BCAP Pilot

# BAMIT Capstone Financials

<b>2<sup>nd</sup> BCAP Donation, 6/30/2019:</b>	<b>\$356.17</b>
<b>2<sup>nd</sup> BAMIT 10%, 6/30/2019:</b>	<b>\$39.58</b>

<b>Total BCAP Donations to MIT:</b>	<b>\$31,151.57</b>
<b>Held back for BCAP Pilot:</b>	<b>\$10,000.00</b>

<b>Total BAMIT 10%:</b>	<b>\$4,572.40</b>
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# BAMIT Treasury

BAMIT General Fund Accounts	July 31	June 30	May 31
BoA Checking	\$14,703.98	\$14,864.40	\$11,249.93
BoA Savings	10,943.34	10,700.15	10,578.48
PayPal	581.19	562.07	5,542.95
Total	\$26,228.51	\$26,126.62	\$27,371.36

**Income:** BAMIT Capstone 10%: \$4,572.40  
 Total Membership dues FYE2019: 2,235.00  
 Individual Donations: 561.00  
 BoA Interest: 4.51

**Expenses:** BGC Speaker/Travel: \$950.85  
 BGC Photography: 130.00

# CHAIRMAN'S REPORT

As I retire, THANK YOU FOR ALL WE  
HAVE DONE TOGETHER



- My personal goals for BAMIT were threefold:
  - Build infrastructure within the organization
  - Reach and touch my BAMIT family though more push out communications with the membership
  - Ensure that BAMIT is included in any conversation about race, diversity and inclusion within MIT.

As I retire, THANK YOU FOR ALL WE  
HAVE DONE TOGETHER



**Build infrastructure within the organization**

- Creation of Governance Committee
- Revision of By-Laws
- Creation of Policies and Procedures documents including Board norms
- New Board Member Orientation

**More push out communications**

- New website design Thanks Etienne
- Newsletters – I hope through my intro to the newsletters that you felt part of the BAMIT family Thanks Nelly

As I retire, THANK YOU FOR ALL WE  
HAVE DONE TOGETHER



**Ensure that BAMIT is included in any conversation about race, diversity and inclusion within MIT.**

- Advocacy Committee generated BAMIT Platform on Diversity and the Black Experience at MIT
  - BAMIT recommendations and Students recommendations become part of the work of the MIT Staff Alignment Group on which we had representation.
  - Set direction for BAMIT strategy on developing relationships at MIT.
  - Developed key relationships with Senior MIT leadership and MIT offices
  - Built relationships with President Reif, Kirk Kolenbrander, Whitney Espich MITAA CEO, Suzie Nelson, Dean for Student Life, OME, OGE, MITES, OMP, ICEO and others
  - Megacommunities
- ICEO Search
- Family Gatherings





# As I retire, THANK YOU FOR ALL WE HAVE DONE TOGETHER



## Programs:

- Revamped Board retreat structure -adding homework for efficient goal setting on boarding
- Created Program Committee - created committee org chart for better planning.
- Accenture Deal
- Admissions Calling Program
- Revamped BGC emphasis on family and students.
- BAMIT DC initiates the Hackathon- Hacking for Inclusion
- Family Gatherings
- Faculty Reception to recognize Paula Hammond, Marcus Thompson and Melissa Nobles
- Capstone
- BAMIT Community Advancement Program

## Awards

- Great Dome BAMIT Capstone Committee 2019
- Lobdell Award 2018 Michelle Harton
- McVicar Award 2019 Robert Love, Elaine Harris, 2018

# STAY WOKE and KEEP BOLD!

Robert Iger (CEO Disney) on the importance of taking risks.

"It begins with being bold, this world today is so unpredictable and moving so fast  
— baby steps don't work."

"Innovate or Die" "The Ride of a Lifetime, by Rgerobert I"

As I retire... Thank you from the bottom of my heart. Change, progress does not come in isolation. It takes the hands and hearts of many. I have asked you to go on a long journey with me. I have asked you to take risks. I have asked you to be bold. Baby steps were never our style. Sometimes the path was not straight and faith and prayer were required to see our way through. You never gave up on our dreams or our goals. You shared your ideas and time as we paved a way, sometimes out of no way. I am grateful. We have done great and wonderful things together. Through your efforts and God's help we have made a difference and will continue to make a difference in the lives of so many.

You are loved and I appreciate you so much.



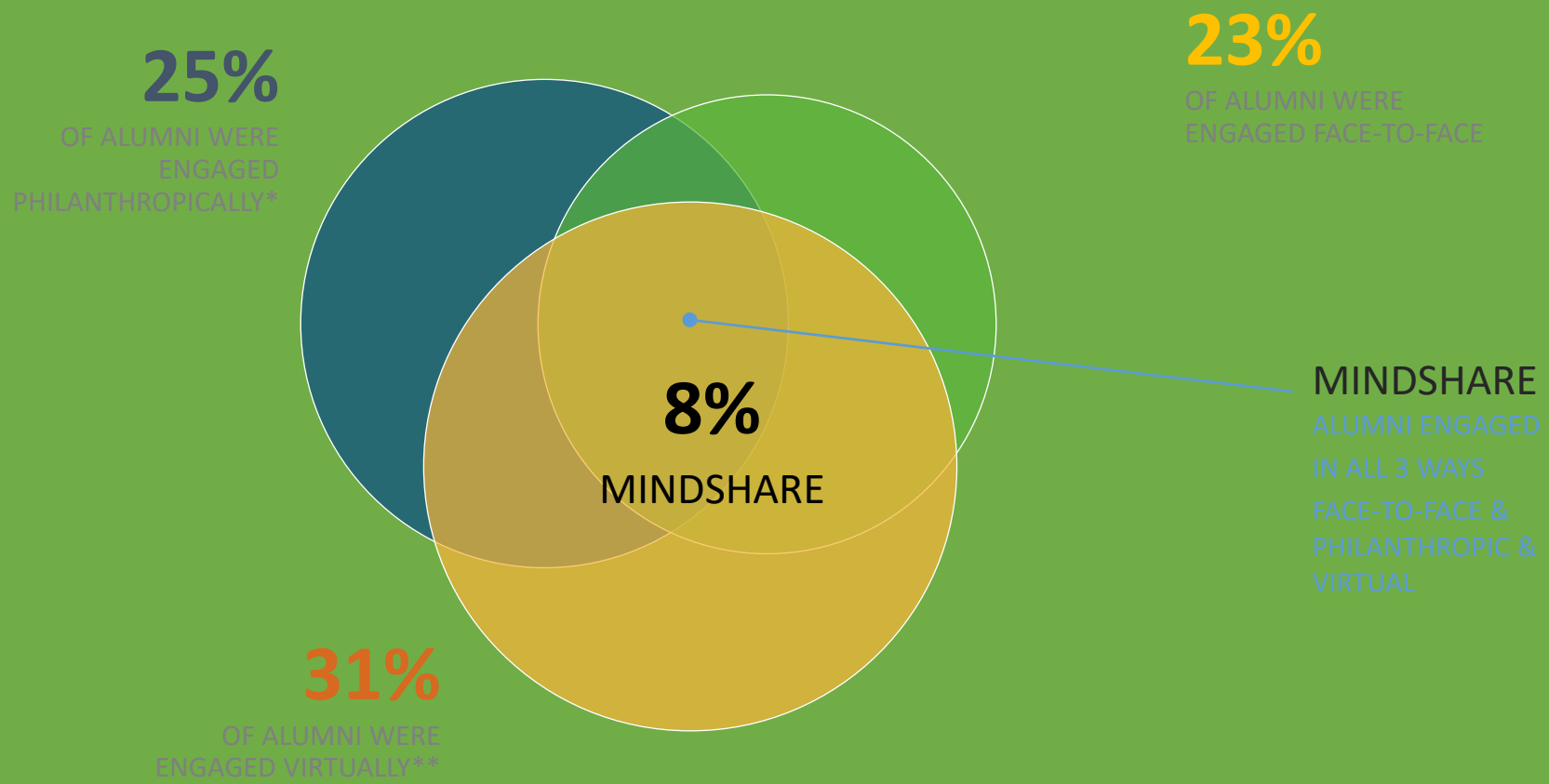
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BLACK ALUMNI/AE OF MIT

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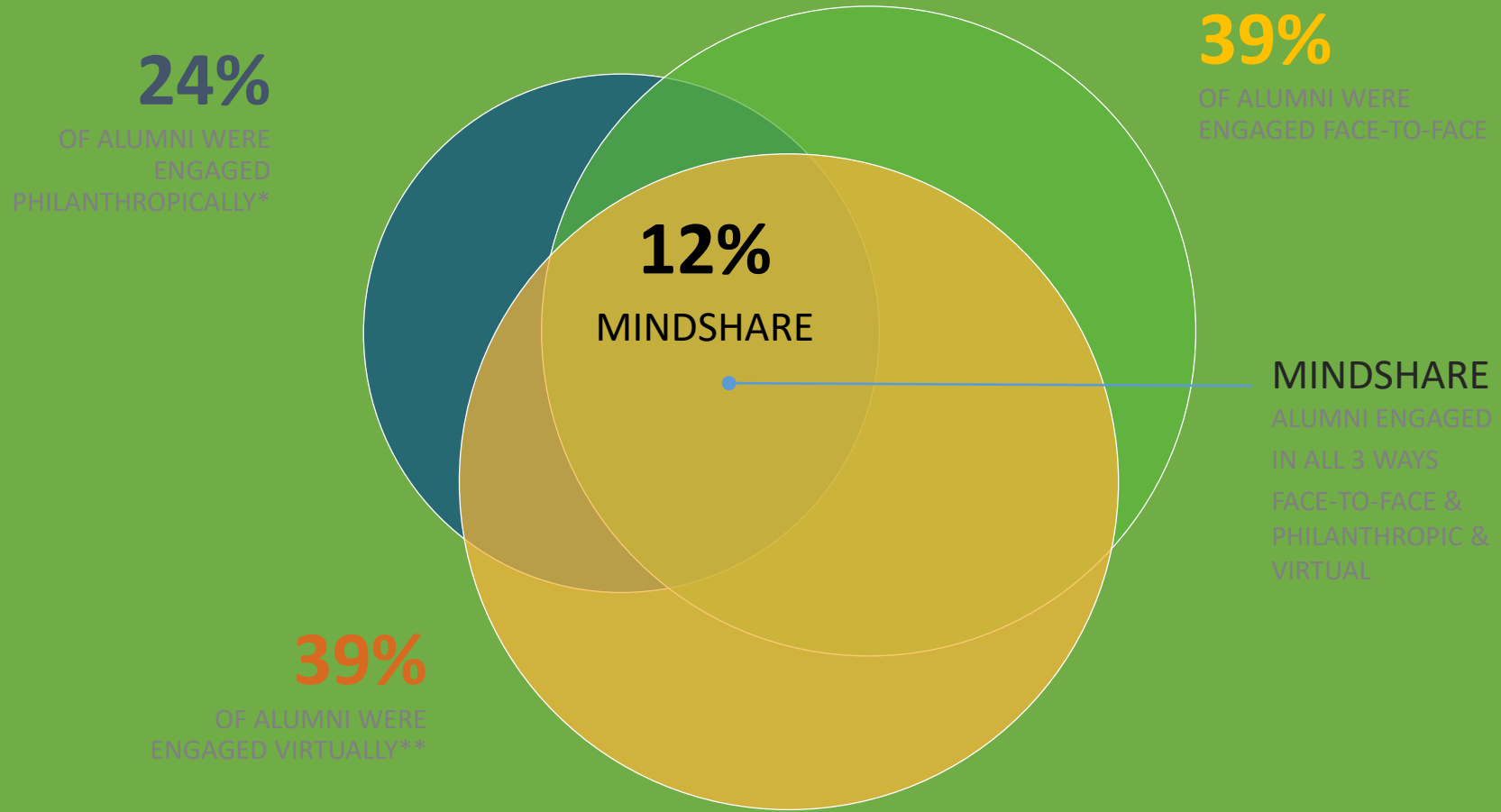
# FY17 Unique Alumni Engagement (\*at end of FY17)



FY2017 Year-end  
48% of all living alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
\*\*Virtual does not include social media like LinkedIn, Facebook, and Twitter.

# FY17 Unique Black Alumni Engagement (\*at end of FY17)



FY2016 Year End  
56% of all living black alumni are engaged

\*Participation Rates may differ, as some alumni are not solicitable or "fund-active."  
\*\*Virtual does not include social media like LinkedIn, Facebook, and Twitter.