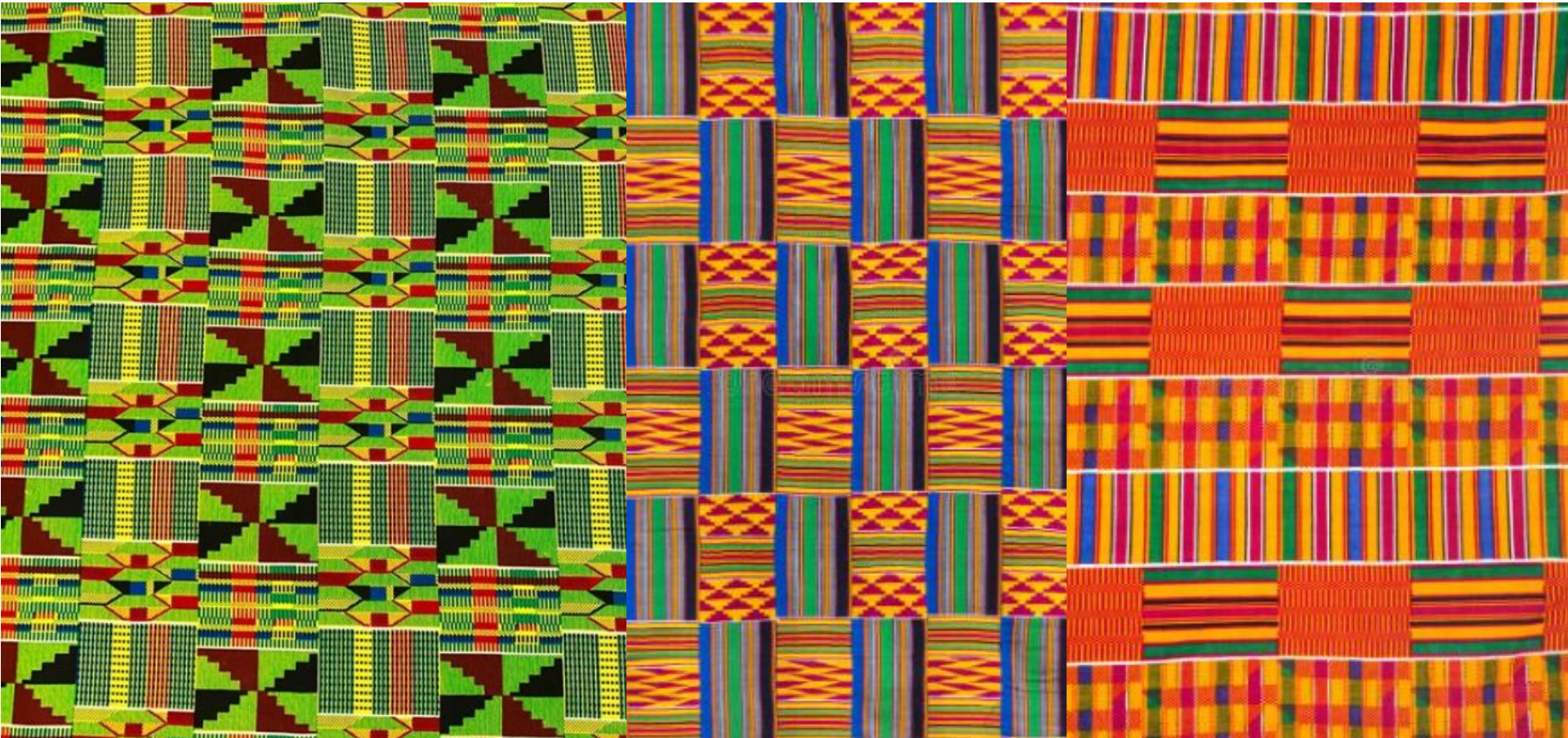# Black Alumni/ae of MIT
Annual Meeting

Friday, September 25, 2020, 7pm Eastern

Welcome -- Karen Holly M. Carter, President

BLACK LIVES MATTER

SAY HER NAME

BREONNA TAYLOR

Now is the accepted time,
not tomorrow,
not some more convenient season.
It is today that our best work can be done
and not some future day or future year.

W. E. B. Du Bois

SUPPORT BLACK LIVES AT MIT

Sign the petition at bgsa.mit.edu/sbl2020

Call Meeting to Order

Welcome -- Karen Holly M. Carter, President

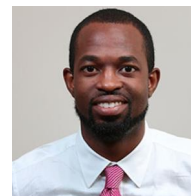## Introduction of BAMIT FY20 Board of Directors -- K'Andrea Bickerstaff, Chair

K'Andrea Bickerstaff SB '89
Chair

Ty Austin SM '18
Vice Chair

K. Holly M. Carter PhD '77
President

Olumuyiwa Oni SB '04
Recording Secretary

Rocklyn E. Clarke Sr. SB '80
Clerk

Vincent Kwapong SB '88
Treasurer

Gerald Baron SB '85
Parliamentarian

Michelle Harton SM '83
Director

Michael Dixon SB '88
Director

Jeffrey Ted Anderson SB '90
Director

Rosita Parker SB '75
Director

Charles Robinson SB '90
Director

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Special Recognitions

- 2020 MIT Alumni Award Winners
    - Bronze Beaver Award: R. Erich Caulfield, SM '01, PhD '06
    - Henry B. Kane '24 Award: Kerry B. Bowie, '94, MBA '06
    - Henry B. Kane '24 Award: Edward D. Hunter, '79
    - Harold E. Lobdell '17 Award: Albert L.Tervalon Jr., '65

R. Erich Caulfield

Albert L. Tervalon Jr.

Edward D. Hunter

Kerry B. Bowie

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Special Recognitions (continued)

- Recognition of BAMIT Service: Admissions Calling Team, DiOnetta Jones Crayton and OME, Shuja Keen and the Club of Northern California, Nelly Rosario, Jim Banks and Robert Hillman, Moana Bentin, Susan Grosel, R. Erich Caulfield, Whitney Espich and the Alumni Association staff.

Whitney Espich, CEO of the MIT Alumni Association

Vote on Bylaws Changes

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1. Election Cycle   Rosita Parker / Holly Carter

I move that BAMIT…

MOTION: Approve proposed changes to the Bylaws to allow Elections to occur every two years rather than every year. Directors, once elected, can serve up to six years without needing to run for election at the end of each 2-year term.

Rationale:

Conducting elections every two years rather than each year will result in reducing disruption on the Board of Directors. The nomination and election processes are time consuming.

Directors serving without needing to run for election will help to ensure Board continuity.

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1. Election Cycle

Summary of Bylaw Sections Affected

Section 3.3 Annual Meeting: Modifications reflect that the installation of Directors occurs only in election years rather than every year.

Section 4.4 Terms: Modifications to reflect the election term change. Subsections added to differentiate the terms for Directors, President and Appointed Directors.

Section 6.1 Nominations: Clarification made to include President.

Section 6.2 Election of Directors and Officers: Modifications to reflect the election cycle change.

Section 6.3 Vacancy: Wording clarification.

2. Frequency of Face-to-Face Board Meetings   Rocklyn Clarke / Charles Robinson

I move that BAMIT…

MOTION: Approve proposed changes to the Bylaws to allow the Board of Directors to meet face-to-face at least once annually rather than twice.

Rationale:

The change is to ensure that the Board is in compliance with the Bylaws in the event that two or more meetings are not able to be held.

4.5   Regular and Special Meetings

The Board of Directors shall meet at least once every quarter, and shall meet face to face at least ~~twice~~ <u>once</u> annually. When necessary, Directors may participate in regularly scheduled meetings by conference call or other communication mediums. Other regular or special meetings of the Directors may be held at such times and places as the Directors may determine. Directors are required to attend all regularly scheduled meetings of the Board of Directors. Any Director of the Board who misses three (3) regularly scheduled meetings of the Board of Directors during one (1) fiscal year will be considered for removal from the Board of Directors.

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3. External Nominations Committee   Vincent Kwapong / Michael Dixon

I move that BAMIT…

MOTION: Approve proposed changes to the Bylaws to add the External Nominations Committee (ENC) as a standing committee. This committee is responsible for nominating BAMIT members to receive awards such as the Lobdell Distinguished Service Award presented during ALC.

Rationale:

The ENC has existed as an ad-hoc BAMIT committee for several years. As an essential committee, it is time for it to become a standing committee.

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3. External Nominations Committee

Summary of Bylaw Sections Affected

Section 5.1 Chair & 5.2 Vice Chair: Modified to indicate that the BAMIT Chair or Vice Chair would not be an ex-officio member of the ENC. It is likely that the BAMIT Chair or Vice Chair may be one of the candidates nominated for an award – hence, the BAMIT Chair or Vice Chair should not take part in the committee.

Section 7.2 Standing Committees: This modification provides for the exception of the ENC from having to keep minutes or report to the Board regularly (addressed in the ENC description in 7.2.10). The ENC will be dealing with confidential and sensitive information as it deliberates.The ENC would not want to embarrass or raise expectations of potential candidates within distributed minutes or presentations to the Board.

Section 7.2.6 Nominations / Volunteer Development Committee has been modified to remove the ENC responsibilities.

Section 7.2.10 External Nominations Committee describes the purpose and responsibilities of the ENC. It authorizes the ENC Chairperson to the select the committee members. This selection is subject to the approval of the BAMIT Chair and the BAMIT President; it is felt that committee members should be carefully screened. Previous experiences have shown that ENC members may drop out or need to be replaced -- getting approval from two officers (the Chair and the President) quickly, rather than the Board, would help with operational efficiency and flexibility.

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BAMIT Committee Highlights

- **Admissions Outreach**   **-- Keith Bevans, Chair**

- **Governance Committee**   **-- Rosita Parker, Chair**

- **Programming Committee**   **-- Jeffrey Ted Anderson, Chair**
  - **Black Graduate Celebration**   **-- Jeffrey Ted Anderson**
  - **K-12 STEM Pipeline**   **-- Michael Dixon, Chair**

- **Membership Committee**   **-- Olumuyiwa Oni, Chair**

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BAMIT Outreach Re-cap

Class of 2024

Keith Bevans '95

September 2020

Contents

- Results

- What works well

- Changes for next year?

The Class of 2024 effort @ a glance

- 53 volunteers, most with 3-5 students to contact
  - Range from Class of 1972 to 2019
  - ~12 photos and quote submitted for the Tumblr page

- Untapped potential, they also volunteered to do more:
  - 40 for small group discussion
  - 22 for a webinar
  - Very few follow-ups based on interests/ profiles

- 121 students enrolled

Contents

- Results
- What works well
- Changes for next year?

Orientation (1 / 2)

- Assigning 3-5 pre volunteer

- Mandatory orientation call

- Collaboration with Admissions

Context

History	• Several years ago, Al Tervalon led the effort to begin BAMIT outreach to admits • Over several years, this effort has grown with the support of MIT Admissions • Last year, we had dozens of volunteers reach out to over 100 students

Outreach audience	• Two waves of Black students:
	  (1) Early action admits - Calls in January
	  (2) (2) Regular admission admits - Calls in early-April

Volunteer call objectives	• **Congratulate** admitted students and generate excitement about the opportunity

Volunteer commitment

1. Join 1 of the 3 Orientation calls – Learn the selling points
2. Contact 3-5 admitted students (1-2/ year isn't enough to be effective)
   – **Step 1: MIT will email students**, saying you'll be in touch
   – **Step 2:** MIT will give a "green light" for **you to reach out** to the student
   – **Step 3: Volunteers send email** to student asking to connect live
      >You can use the email template provided, or write your own
   – **Step 4:** Live **phone conversation** (likely ~30mins)
      >If they don't respond to your email in 2-3 days, text/ call them!
      >If c
3. Complete t
   –Quick su

The phone call (1 of 3):
Starting the call – which should last <30 mins

Part 1:
Share backgrounds
	• **Pre-call:** Google students to get sense of achievements, but it can help start the conversation (academics, awards, sports, etc.) – Don't be creepy
	• **Quickly share** some information about yourself
	  • **Pre-MIT:** Hometown, high school, why you chose MIT (what stood out)
	  • **MIT:** Your major & 1-2 areas where you invested a lot of time at MIT (e.g. "passions")
	  • **Post-MIT:** Your job (not all of them, just a couple) and 1-2 highlights
	• **Get them talking**: Tell them to share their story & what they want to do in college
	  • Learn what decision factors matter most, which allows you to focus your conversation

Part 2: Main MIT points (next pg)	• Share some aspects of MIT that should be mentioned to everyone • Discuss other aspects based on what they say is important to them

Keep in mind!!!	• Matching may be based on several factors, but we can't share personal info (e.g. LGBTQ+); however, you will (probably) have something in common with the student
	• Avoid giving your whole life story up front – it's an MIT selling call, <u>not</u> about you
	• Most students have their initial Financial Aid package (they have time to appeal)
	• Common decision factors for admitted students include things like:
	  - E.g. Financial package, community, academic options, labs, campus life, etc.
	  - NEW: We have more volunteer info and can match students who have trickier topics

- In theory, the "talking points" is the most important
- No longer a long FAQ doc

The phone call (3 of 3): Selling points & other information

⭐ Ebony Affair (Black) and Sin **LiMITe** (Latinx) are both "high yield" events we should encourage if asked

1. Open with a few facts about MIT

- MIT is viewed as **the best** university in the world
- It is a community that has **something fun for everyone**
  - 50+ majors and 50+ minors (including strong Humanities)
  - 60+ music, dance, theater, visual arts groups
  - 33 Varsity sports, 18 intramurals, & more
- Cambridge/ Boston has 35 colleges and 150,000 college students – **MIT is in a college town**
- **Over 20,000 applicants**, and admitted students from all 50 states, over 63 countries – and MIT chose you!

2. A few points about diversity

- **Your personal experience** will matter a lot here
- Very active, supportive Black community:
  - Nearly 400 Black students, incl. ~300 undergrads, + Boston
  - *Examples* of groups: BSU, NSBE, Gospel Choir, Black Women's Alliance, Mocha Moves (dance), Caribbean Club, Chocolate City, etc.
- Office of Min. Educ. (OME): tutoring, internships, mentors
- Nearly 50% of the incoming class is female
- https://blackatmit.tumblr.com/

3. Highlight some unique aspects

- **Independent Activities Period (IAP)** – You get the month of January every year to pursue passions
- **Project Manus/ Makerspaces** throughout campus
- **UROP (Research)** – Explore areas of interest for pay and/or credit, over 90% of undergrads do a UROP
- **Office of Multicultural Programs** – The entire MIT community is actively engaged in diversity programming
- **MIT Int'l Science & Tech Initiatives (MISTI)** – One of several ways to get international experience at MIT
- **MIT meets 100% of your financial need** – 70% graduate loan-free; Average undergrad salary ~$90K
- **Registrar's overview of majors**

4. Be prepared to share some logistics and details

- Ways to visit --- **All "visits" will be virtual, format TBD**
  - Campus Preview weekend (CPW) 4/16-19, info: flyin@mit.edu
    - If parents want to visit, this is the preferred program
  - ⭐Ebony Affair fly-in Program (4/10-12), info: djrock@mit.edu
  - ⭐Sin LiMITe: April 3-5th dtaitt@mit.edu
    - Look for the "Overnight Program" on MyMIT page
- "Supportive" Fin Aid office: 617-258-8600, sfs@mit.edu

Admissions partnership

BAMITs

- Drafts volunteer email

- Drives the 3 orientations

- Manages the volunteer "roster"

- Post-call survey

- Close-out email @ the end

Admissions

- Send the email to all BAMIT members

- Matches students with BAMIT

- Send email to students

- Share topline results

Contents

- Results

- What works well

- Changes for next year?

Some things we should consider

- **Overall**: Works well and we can continue on this scale…

- No admissions lead in place, DJ Rock resigned over the summer

- Relatively low yield on "call backs", should consider other connections
  - Small group discussions online?
  - More personalized outreach (e.g. text or call directly)

- More content – we can do a lot more online, but need help from MIT

Governance Committee

Governance Committee

Purpose:

- Act as the keeper of the conduct of operations for the board

- Work behind the scenes, providing systems and formulating policies that ensure the board works with hospitability, security and effectiveness

- Assists in defining the culture, values, and ethical behavior of the organization's leaders, volunteers, members, and vendors

- Be a sounding and review Board for allegations of poor ethical behavior

- Measure, check, and promote culture, values, and ethics through education, best practice dissemination, and process enhancements and recommendations

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Governance Committee Members

- Rosita Parker (Chair as of Feb 2020)
- Ty Austin (Chair Oct 2019 – Feb 2020)
- Michael Dixon
- Vincent Kwapong
- K'Andrea Bickerstaff
- K. Holly Carter

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Governance Accomplishments

- Recommended Bylaw modifications:
  - Change Election Cycle
  - External Nominations Committee
  - Face-to-Face Board Meetings
- Formulated and instituted BAMIT Repository security access
- Developed and conducted a Pilot Board Self Assessment survey

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Looking Forward to FY 21

- Refine Board assessment process and commitment process (given change to elections)

- Review President vs. Chair responsibilities

- Update /review Policies and Procedures and Board Norms

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Black Graduate Celebration

Black Graduate Celebration Committee

MISSION: The Black Graduate Celebration Committee seeks to successfully plan and execute an annual celebration… specifically honoring the commencement of Black MIT Students. And as new alums, usher them into a legacy of excellence, achievement, and accomplishment.
– The BAMIT family
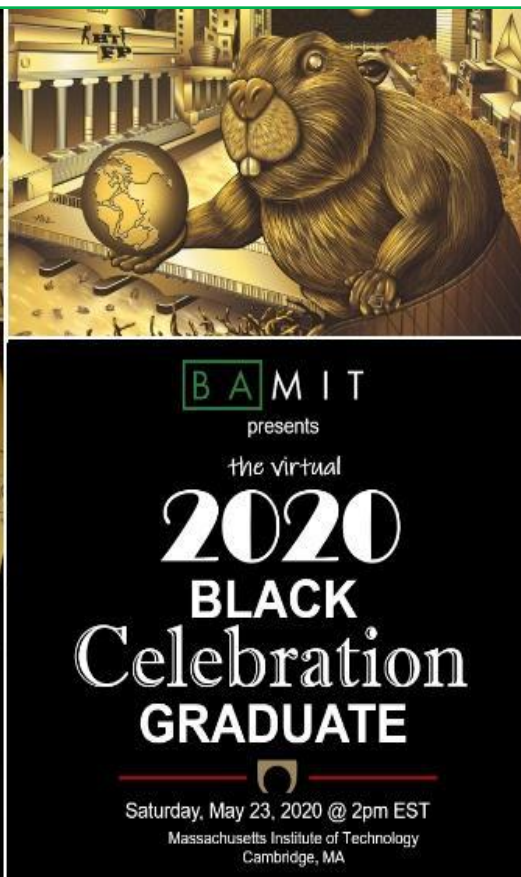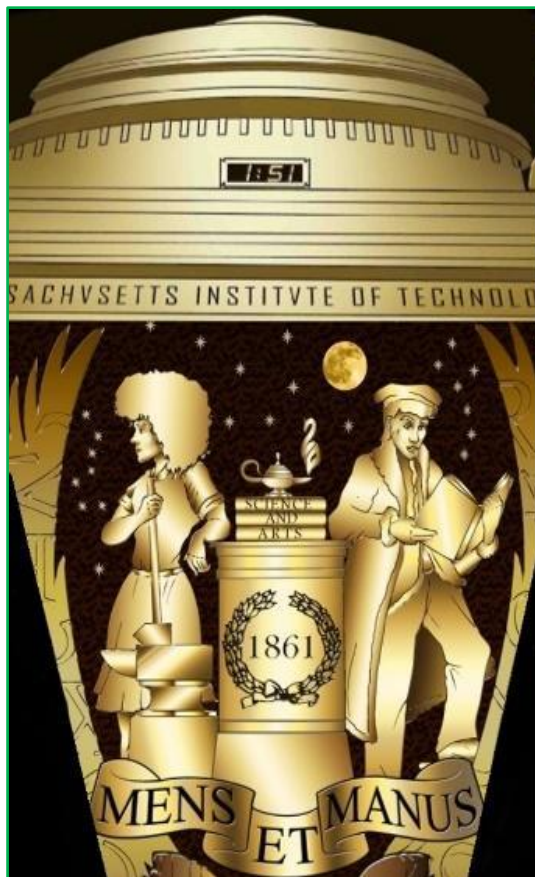
Committee Members

- M Kendyll Hicks '20
- Marie Harton'10
- Elaine Harris'78
- Nelly Rosario'94
- Michelle Harton'83
- Moana Bentin, MITAA
- Jeffrey Anderson'91 (Chair)

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Black Graduate Celebration Committee

Scheduling Details

- Saturday, May 23, 2020 @ 2pm EST
- Event Recording:
    - http://web.mit.edu/webcast/bamit/s20/
- Streaming Format: Zoom, using Webinar Feature
- Format Program: BGC 2020 Program
- Registered: 248
- Viewers: 782+ (live and recorded)
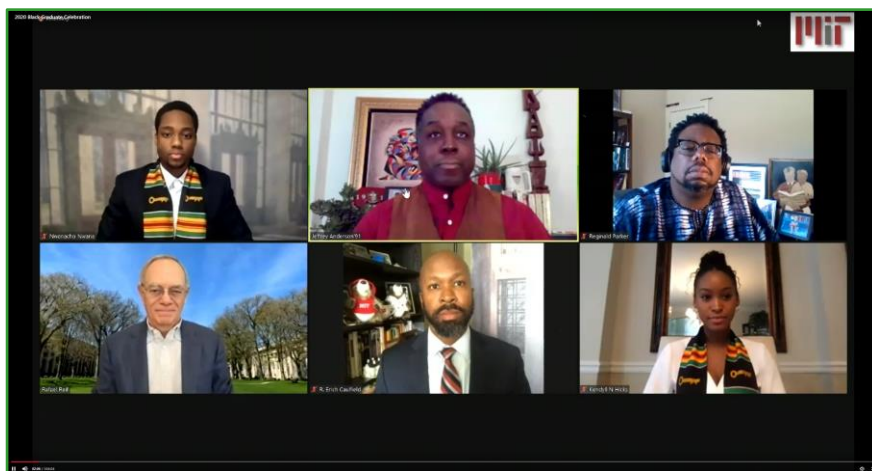
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Black Graduate Celebration Committee

BGC'2020

Event Details

Theme: 2020 Vision: Having the strength, patience and passion to dream

Keynote:

- Dr. Reginald Parker '92 (https://linkedin.com/in/drparker)
  - selected charity: MIT Black History Project: Capital Giving Fund: #3839050

Remarks:

- Rafael Reif, MIT President
- Erich Caulfield SM '01, PhD '06, President, MITAA
- Student:
  - Ufuoma Ovienmhada G'20, Co-chair, BGSA
  - Nwanacho "Nacho" Nwana '20, 2020 MIT Class President
  - Kendyll N. Hicks'20 BSU Co-chair

Tributes: Black members of the Cardinal and Gray Society…
MIT Graduates of 50 years or more

From BSU to BAMIT: MIT's Black Students' Union turns 50", 2018 Source: MITAA

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Black Graduate Celebration Committee
BGC'2020 Event statistics/demographics

BGC Graduate participation:
- Total # of degrees conferred: 94
- Total number of graduates: 89
  - Undergraduate: 54
  - Graduate: 40

|	# Majors	# Degrees
MIT Schools (5)		94
School of Architecture and Planning	4	7
School of Engineering	13	47
Sloan School of Management	2	29
School of Humanities, Arts, and Social Sciences	3	4
School of Science	4	7
Total	26	94

Linda C. Sharpe '69, the first African-American woman president of the MIT Alumni Association, leads the commencement procession, followed by MIT President Susan Hockfield and Dana G. Mead, MIT Corporation chairperson, 3 June 2005. Photo: Donna Coveney/ Tech Talk
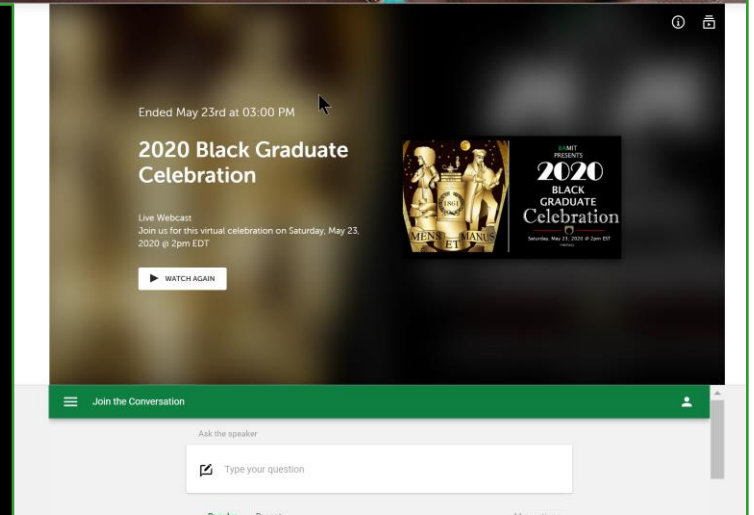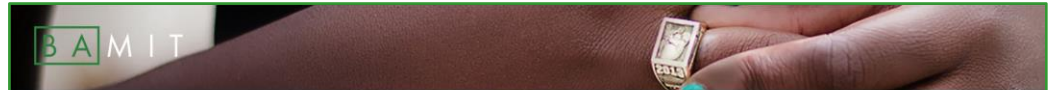
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Black Graduate Celebration Committee

Scenes from BGC'2020...

Black Graduate Celebration Committee

Scenes from BGC'2020...

MIT President Rafael Reif

Erich Caulfield, Pres. MITAA

Kendyll N. Hicks, BSU Co-chair

Nwanacho "Nacho" Nwana
2020 MIT Class President

Ufuoma Ovienmhada
BGSA Co-chair

Reginal Parker, Keynote
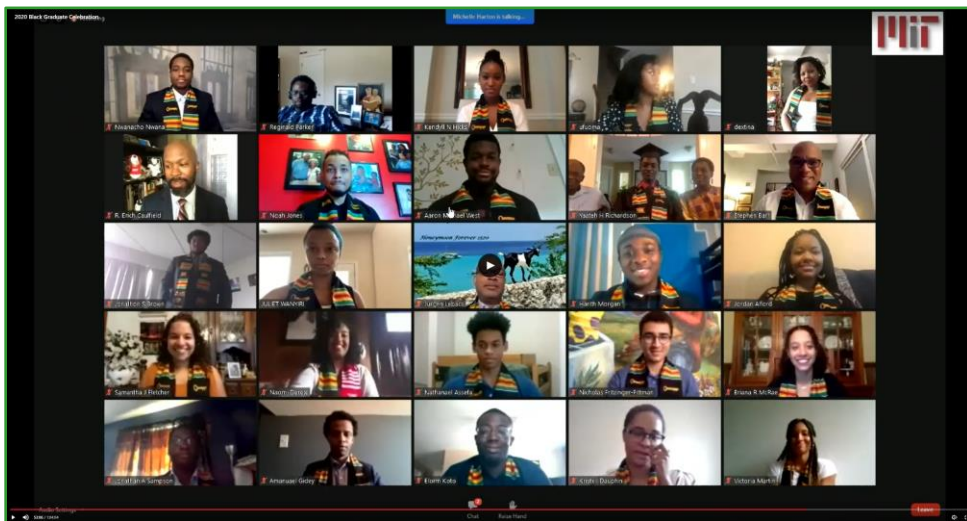
Michelle Harton, Grad. Moderator
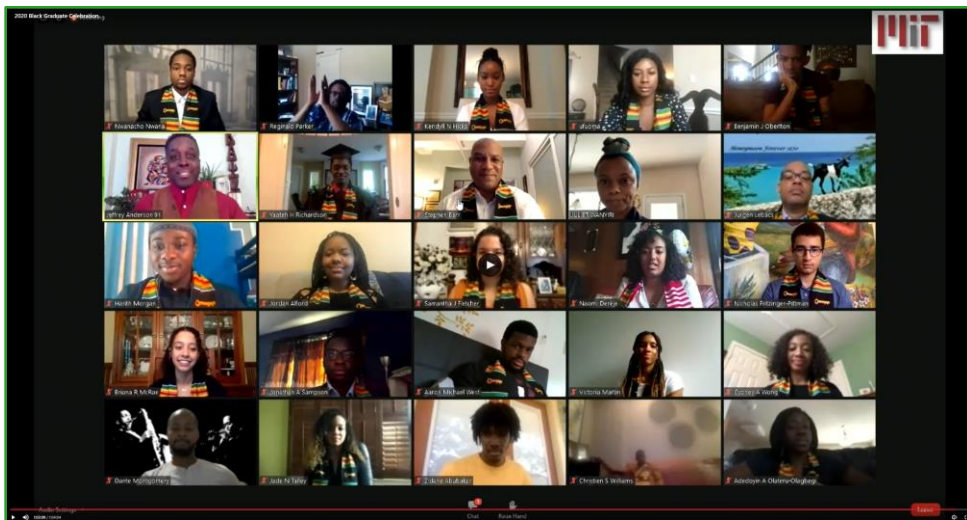
Jeffrey T. Anderson, MC

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Black Graduate Celebration Committee

Scenes from BGC'2020...

The Graduate "Stoll"…
Screenshots of the Graduates

Black Graduate Celebration Committee

BGC'2020

Outcomes/Accomplishments

- Successfully hosted the 1st Virtual Black Graduate Celebration
- 249 registered participants and more than 780 viewers from 10 different countries
- Largest, most widely attended BGC yet
- Overwhelmingly positive feedback and gratitude received from MIT, Graduates, Alums, families, and friends
- 1st virtual graduation held at MIT
- Model for MIT 2020 Virtual Commencement

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K-12 STEM Pipeline
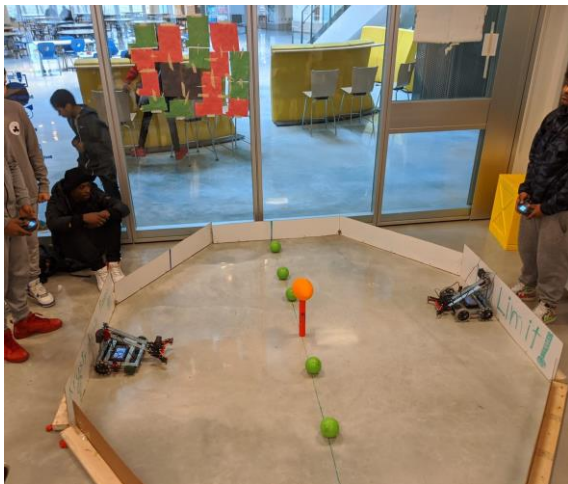
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K-12 STEM Pipeline

What we do: The K-12 STEM Committee seeks to connect with and engage the Black MIT community, including alumni, current students, faculty, and staff of MIT in order to support getting more Black students engaged with STEM.

Who we are: Michael DIxon (Chair), Eva Clarke, Crystal Dixon, Sam Denard, K'Andrea Bickerstaff, Holly Carter

What we have done:

1. Pi Day 2019 at Dearborn STEM Academy- Pilot
2. Fundraising ($2500 from Orix USA)
3. Outreached to MIT's Scheller Teacher Education Program

**Thank you
Table Talk Pies!**

K-12 STEM Pipeline

Where we are going-FY21:

1. Working to support Cheryl McNair with her STEM program as best we can .
2. Sponsoring a Black Teacher for the SEPT Educational summer program at MIT
3. Starting a Website and Clearing house of what BAMIT and MIT are doing around STEM Education.
4. Working on a mini Conference Equity in STEM Education for the Spring of 2021
5. Continuing with Pi day and expanding it for 2021-2022.

Membership Committee

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Membership Committee

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 (per Section 7.2.5 of ByLaws) shall be to:

1. **Maintain the membership list** and prepare and distribute a membership roster at least once a year;

2. **Oversee the development of the annual membership drive** including the collection of dues; and

3. **Develop and maintain a long-range plan for increasing and maintaining participation** from all eligible sectors of the MIT alumni/ae body and others eligible for membership.

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Membership Committee Members

Jeffrey Ted Anderson '91	2019/20 TERM EMPHASES
Gerry Baron '85	
Rocklyn Clarke '80	- Conducting the Annual Membership Drive,
Muyiwa Oni '04 (Chair)	- Improving capacity to do list maintenance & interrogation, and
Rosita Parker '75 '76	- Establishing a new baseline for reporting
Charles Robinson '90	

Membership Committee Successes
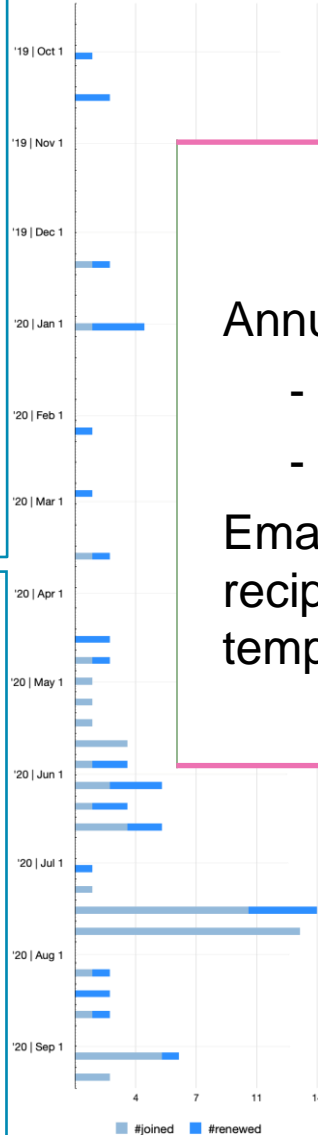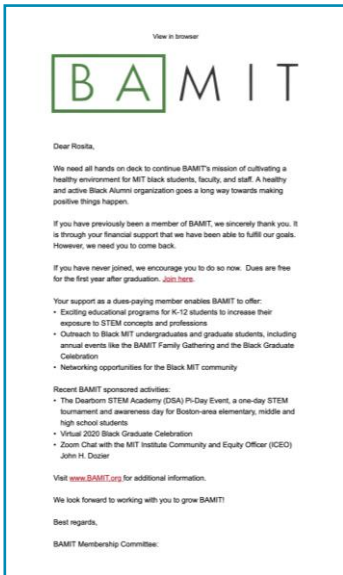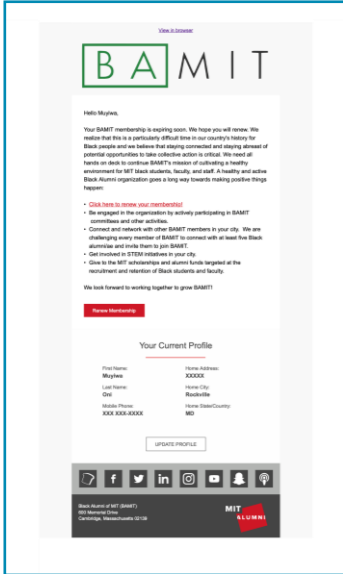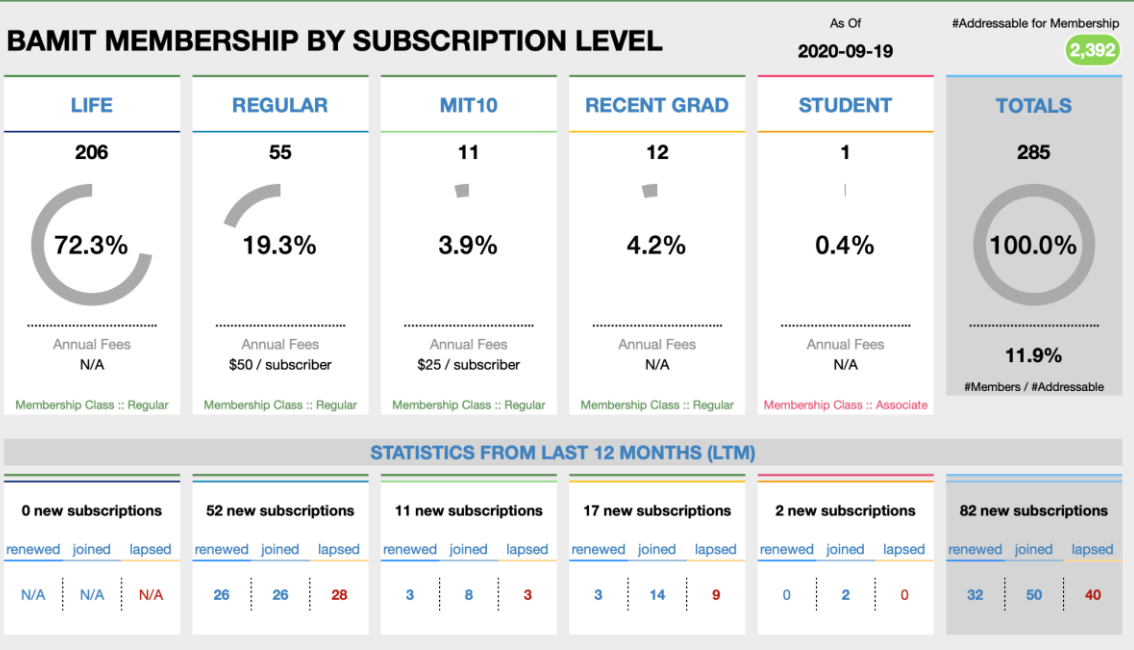

82 NEW MEMBERSHIP SUBSCRIPTIONS

Annual Membership Drive led to

- **50** New Members who **Joined**
- **32** Members who **Renewed**

Email campaigns reached 2371 unique recipients and employed 4 distinct email templates

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Membership Committee Successes

BAMIT MEMBERSHIP BY SUBSCRIPTION LEVEL

As Of
2020-09-19

#Addressable for Membership **2,392**

LIFE	REGULAR	MIT10	RECENT GRAD	STUDENT	TOTALS
206	55	11	12	1	285
72.3%	19.3%	3.9%	4.2%	0.4%	100.0%
Annual Fees N/A	Annual Fees $50 / subscriber	Annual Fees $25 / subscriber	Annual Fees N/A	Annual Fees N/A	11.9% #Members / #Addressable
Membership Class :: Regular	Membership Class :: Regular	Membership Class :: Regular	Membership Class :: Regular	Membership Class :: Associate	

STATISTICS FROM LAST 12 MONTHS (LTM)

0 new subscriptions	52 new subscriptions	11 new subscriptions	17 new subscriptions	2 new subscriptions	82 new subscriptions
renewed joined lapsed	renewed joined lapsed	renewed joined lapsed	renewed joined lapsed	renewed joined lapsed	renewed joined lapsed
N/A N/A N/A	26 26 28	3 8 3	3 14 9	0 2 0	32 50 40

MEMBERSHIP DASHBOARD

Established a dashboard (version.02) and continue improve our capacity to do list interrogation and to report aggregated data

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Looking Forward to FY21

(TENTATIVE) 2020/21 TERM EMPHASES

- **Outreach Campaign enabling dialog with community** (i.e. members in good standing, others eligible for membership, and key partners)
- **Updating key pathways in the onboarding processes**, including
  - BAMIT Membership Page: www.bamit.org/membership
  - BAMIT Encompass Portal: bamit.alumgroup.mit.edu
- **Collaborating on the development of media that speaks to BAMIT's value proposition** & supports membership outreach efforts

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Programs at MIT

- **BAMIT Community Advancement Program -- Cordelia Price**
  - **To-date, BAMIT has donated $42K+ to the BCAP Fund and Pilot**

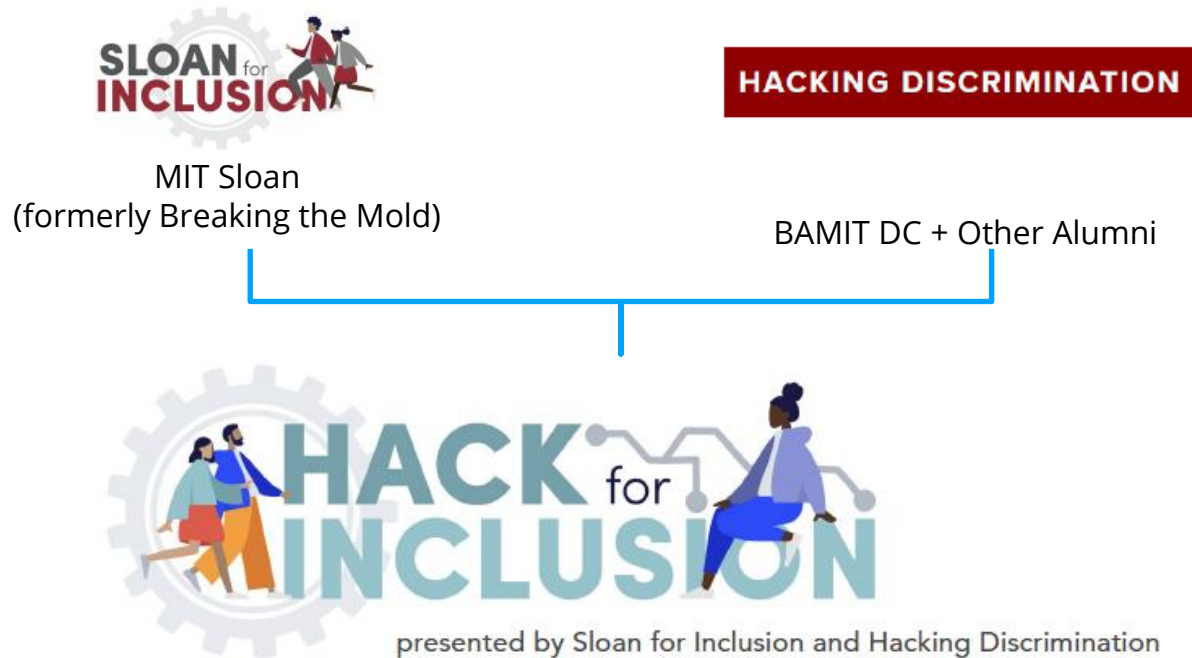- **Hack for Inclusion -- Elaine Harris**

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Hack for Inclusion

BAMIT Annual Meeting
September 25, 2020

Elaine Harris '78

Hack for Inclusion: Unique student-alumni relationship

MIT Sloan
(formerly Breaking the Mold)

BAMIT DC + Other Alumni

Black Alumni Participants

BAMIT DC
Wisdom Coleman
Lisa Egbuonu-Davis- Planning
Elaine Harris- Planning
Kirk Holmes
Arlene Roane- Planning
Reggie Van Lee- Judge

Other Black Alumni
Jeffrey Anderson- Planning
Robbin Chapman- Judge
Eva Clarke- Prize winner
Rocklyn Clarke- Planning
Kim Francis
John Kendall
Stephanie Lampkin- Mentor
Robert Love- Planning
Judith Morrison
Randal Pinkett- Keynote
Burunda Prince- Judge

Hackathon: Our working definition

A hackathon is a high intensity, collaborative brainstorming session in which innovative solutions are developed to address complex problems. We are intentionally inclusive. By planning the challenges in advance and using a design thinking framework to facilitate teams, our process maximizes both efficiency and effectiveness.

Hack for Inclusion: Overview

> **hackathon [*hak-uh*-thon]: noun**
> Multidisciplinary team-based design sprint to develop solutions to a given challenge

HOW WE HACK

1 Co-create real-world challenges with partners like you

2 Facilitate guided design thinking process: empathize, ideate, prototype, test

3 Connect hackers with challenge-specific mentors and resources

WHY WE HACK

Action-oriented: Quickly generate implementable solutions to important problems

Inclusive: Bring together people from diverse backgrounds and experiences to collaborate

Ideas made to matter: Promote Sloan's mission to cultivate innovative leaders who improve the world

2020 Hackathon: Recap

PARTICIPANTS

- 250 hackers, including students and professionals

- Students from 17 schools, including:

SPONSORS

- 26 mentors from sponsor and community organizations

- 23 total sponsors

- 14 sponsored challenges:

2020 Challenges

Moving from Diversity to Inclusion

Boston Consulting Group
Changing the Stigma Around Mental Illness

Bristol Myers Squibb
Addressing the Opportunity Imbalance in Case Interviews

Dalberg
Manufacturing Diversity on the Frontline

Danaher
Where's the Watercolor? Inventing the Workplace of the Future

Deloitte
Overcoming Cultural Differences with Travel

Google
Campus Culture: Responding to Traumatic Events
Harvard University Diversity, Inclusion & Belonging

Prioritizing Diversity to Disrupt, Innovate & Grow Tech Startups

Hubspot
Measuring Inclusion

IMF
Tech & Civic Collaboration on a 'Smart' Solution to Homelessness

Microsoft
Gender Equity in E-Sports

NBA
Harnessing Wisdom in the Future of Work

Steel Partners
Increasing Representation of Women in Technology Leadership

T-Mobile
Increasing Access to Mentorship in Investing
Wellington

Why work with us

We provide partners a unique opportunity to meet engaged individuals and solve problems by offering the following:

- Targeted innovation: Have bright minds working on a problem important to your organization

- Networking: Meet diverse students and professionals engaged in DE&I efforts

- Values in action: Demonstrate your organization's values to prospective candidates

Samples from 2020 Hackathon

From Hubspot: Prioritizing Diversity to Disrupt, Innovate, and Grow Tech Start Ups

From IMF: Measuring Inclusion

2021 Hackathon: What's ahead

VIRTUAL FORMAT
We'll take this opportunity to welcome hackers from all over the country, employing the latest tools and techniques in virtual collaboration

BIGGER THAN EVER
We'll welcome 400+ hackers and 70+ teams, working across two weekends instead of one; this means more, better solutions for each challenge statement

GRAND FINALE EVENT
We'll open our grand finale to a wider audience, welcoming judges, all teams, and members of the community and a keynote speaker to watch our finalist pitches

"

Walking out, I felt hopeful. It was amazing to witness the intersection of social biases, technology and innovation. You brought in a mix of students and professionals from various walks of life to hack. Hackathons can be daunting for many of us but your guided design process made sure that people like me were included! And you were intentionally inclusive of unconscious bias topics.

C O M M U N I T Y   M E M B E R
Greater Boston Area

> ### "
>
> ## What makes Hack for Inclusion even more exciting is that it responds to a very hard problem with serious new answers- an antidote to helplessness for us all.

L. RAFAEL REIF
President, Massachusetts
Institute of Technology

More Info

Hack for Inclusion website: www.hackforinclusion.com

Press
https://alum.mit.edu/slice/hacking-challenges-are-hard-talk-about (2020)

https://alum.mit.edu/slice/hacking-inclusion-qa-organizer-elaine-harris (2018)

http://news.mit.edu/2017/hackathon-discrimination-racism-bias-0516 (2017)

Hacking Discrimination Fund: https://giving.mit.edu/search/node/4003600

BAMIT Finance Committee and Treasurer's Report

– Vincent Kwapong

BAMIT Finance Committee

Purpose:

- Present the annual BAMIT budget

- Make recommendations to the Board of Directors and committees on use of funds

- Recommend policies related to BAMIT's financial operations

- Recommend strategies for investing BAMIT's assets

- Oversee auditing or review activities related to BAMIT's accounts, vendors, and financial operations.

Finance Committee Members

- Vincent Kwapong '88 (Chair)
- Olumuyiwa Oni '04
- K'Andrea Bickerstaff '89
- Rocklyn Clarke '80
- Michelle Harton SM '83
- Holly Carter PhD '77

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Finance Committee Accomplishments

- Board approved Finance Policy relating to:
  - Conflict of interest
  - Fiscal discipline and reporting
  - Expense reimbursement
- Approved Budget for 2020/21 Fiscal Year:
  - $20K Budget reserve going forward
  - Fundraising target for the year
- Implemented cloud-based accounts management

— SINCE MCMLXXIX —

B A M I T

BLACK ALUMNI/AE OF MIT

P&L
July 2019 - June 2020

	Total
INCOME	
DONATIONS	
DONATIONS-Restricted	2,800.00
DONATIONS-Unrestricted	1,990.00
Total DONATIONS	4,790.00
DUES PAID	2,828.52
Total Income	**7,618.52**
EXPENSES	
ALC	1,848.45
GRADUATION & SPONSORED PROGRAMS	1,878.37
Honorarium & Recognition	200.00
Bank / PayPal Fees	54.11
Purchases (K-12 STEM Program)	612.01
SCHOLARSHIPS & GRANTS (BCAP, Etc.)	10,356.17*
Shipping, Freight & Delivery	84.70
Taxes, Regulatory & Licenses (Massachusetts)	70.00
Total Expenses	**15,103.81**
OTHER INCOME	
Interest Earned	3.36
Total Other Income	3.36
NET INCOME	**$ -7,481.93**

*BCAP supported pilot program run by MIT OME, funded under SCHOLARSHIP

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Balance Sheet

As of June 30, 2020

	Total
ASSETS	
Current Assets	
Bank Accounts	
Business Fundamentals CHK - 6140 (6140)	12,139.90
Business Interest CHK - 6320 (6320)	4,800.67
Business Investment Acct - 4886 (4886)	13,531.36
PayPal - BAMIT 2	292.50
PayPal Bank	1,458.11
Total Bank Accounts	32,222.54
Total Current Assets	32,222.54
TOTAL ASSETS	**$32,222.54**
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (MIT)	9,786.69
Total Accounts Payable	9,786.69
Total Current Liabilities	9,786.69
Total Liabilities	**9,786.69**
Equity	
Opening Balance Equity	35,960.30
Retained Earnings	-6,042.52
Net Income	-7,481.93
Total Equity	**22,435.85**

Statement of Cash Flows

OPERATING ACTIVITIES	
Net Income	-7,481.93
Adjustments to reconcile Net Income to Net Cash provided by operations:	
Accounts Payable (A/P)	3,629.45
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	**3,629.45**
Net cash provided by operating activities	**-3,852.48**
NET CASH INCREASE FOR PERIOD	**-3,852.48**
Cash at beginning of period	36,075.02
CASH AT END OF PERIOD	**$32,222.54**

Looking Forward to FY 21

- Monitor and report on budget commitments

- Establish goals and strategies to further improve fiscal status

ROLL CALL

Now is the time to answer the roll call …

with BAMIT, in your local community, at MIT, and in our nation.

Protest. Vote. Organize. Donate. Join. Build.

www.bamit.org/membership

kbickerstaff@alum.mit.edu

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BAMIT

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Thank You Retiring Board Members

Recognition of Continuing Board Members

Installation of New Board Members

Retiring Board Members

Rosita Parker
SB '75, SM '76

Jeffrey Ted Anderson
SB '90

Charles Robinson
SB '90

Safroadu Yeboah-Amankwah
SB '93, MEN '94, MNG '94

Valencia Joyner Koomson
SB '98, MNG '99

Retiring Board Members (continued)

Gerald Baron
SB '85

Michelle Harton
SM '83

6 Years of Leadership and Service

Continuing Board Members

Michael Dixon
SB '88

K. Holly M. Carter
PhD '77

Rocklyn E. Clarke Sr.
SB '80

Vincent Kwapong
SB '88

Olumuyiwa Oni
SB '04

K'Andrea Bickerstaff
SB '89

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Newly Elected Board Members

Tisha Turner
MBA '02
(not pictured)

Ty Austin
SM '18
Returning

Alexxis Isaac
SB '15

Patrick Gerdes
SB '84

Kevin Campbell
SB '76, SM '77

Heather Cogdell
SB '89

Waayl Ahmad Salih
SB '72, SM '74

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Q & A

Closing Remarks

Adjournment

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Designed by jigsawstocker / Freepik

Adjournment

THANK YOU
for attending the
2020 BAMIT Annual Meeting!