Diversity Leadership Congress

Massachusetts Institute of Technology

November 18, 2008

Back Bay Events Center
Boston, Massachusetts
“We need to make diversity work at MIT because it will make us better at what we do: broader and deeper as thinkers; more effective as collaborators; more creative as teachers; more understanding as friends; and wiser, less complacent, and more self-aware as human beings.”

President Susan Hockfield
2008 Martin Luther King, Jr. Breakfast Celebration

The Forum

Achieving a community that respects, welcomes, and supports people from widely different backgrounds will require leadership in every School and department, and at every level of the Institute. To develop this broad base of leadership throughout MIT, the Diversity Leadership Congress is bringing together more than 300 of the Institute’s academic, administrative, and student leaders who are most responsible for creating a culture of diversity and inclusion. The Congress will provide a forum to learn together from people who have built a culture of inclusion in other organizations. Then we will think together, creatively, about the next steps for MIT.
Schedule

12:00 NOON  **Registration**  
Buffet lunch available  
*John Hancock Hall Foyer*

1:00 PM  **Welcome**  
*John Hancock Hall*

Susan Hockfield  
*President*

**Keynote address**  
Alexis M. Herman  
*US Secretary of Labor, 1997–2001*

2:00 PM  **Panel discussion**

**Moderator**  
Thomas A. Kochan, PhD  
*George Maverick Bunker Professor of Management*

**Panelists**  
Philip Harlow  
*Chief Diversity and Employee Advocacy Officer*  
Xerox Corporation

Shirley M. Malcom, PhD  
*Head of the Directorate for Education and Human Resources Programs*  
American Association for the Advancement of Science (AAAS)

Michael F. Summers  
*Howard Hughes Medical Institute Investigator*  
Professor of Chemistry at the University of Maryland, Baltimore County (UMBC)
3:00 PM  **Refreshments and break**  
*The Common and The Esplanade*

Following a short break, staff will direct you to the appropriate breakout room for your small group discussion. Your pre-assigned group number is on the back of your nametag.

3:15 PM  **Discussion groups**  
*Dorothy Quincy Suite: Back Bay Grand, Freedom, Liberty, and Patriot Rooms*

Information on the discussion groups can be found at the back of this program.

4:45 PM  **Reception**  
*The Common and The Esplanade*

Attendees are asked to gather immediately following the discussion groups in The Common for concluding remarks by President Hockfield.

6:00 PM  **Adjourn**

Beginning at 4:45 pm, buses will be available at the Berkeley Street entrance to take attendees back to MIT. They will leave every 10 minutes until the conclusion of the reception.
Diversity Leadership Congress
Planning Committee

Alison Alden  
*Vice President for Human Resources*

Robbin Chapman  
*Manager of Diversity Recruitment, School of Architecture and Planning*

Phillip Clay  
*Chancellor*

Francine Crystal  
*Organization Development Consultant, Human Resources*

Michael Faber  
*Advisor, Office of the President*

Jason Forte ’09  
*Speaker of the Undergraduate Association Senate*

Wesley Harris  
*Charles Stark Draper Professor of Aeronautics and Astronautics and Associate Provost for Faculty Equity*

Kirk Kolenbrander  
*Vice President for Institute Affairs and Secretary of the Corporation*

Oaz Nir  
*President of the Graduate Student Council*

Christine Ortiz  
*Associate Professor of Materials Science and Engineering*

J. Phillip Thompson  
*Associate Professor of Urban Studies and Planning*
The Honorable Alexis M. Herman
Former Secretary, United States Department of Labor

Born in Mobile, Alabama, Alexis M. Herman began her career working for Catholic Charities helping young out-of-school men and women find work in the Pascagoula, Mississippi shipyard. At the age of 29, President Jimmy Carter’s appointment made her the youngest director of the Women’s Bureau in the history of the Labor Department. On May 1, 1997, she was sworn in as America’s 23rd Secretary of Labor and the first African American ever to lead the United States Department of Labor. Ms. Herman also served as a valued member of the National Economic Council. As secretary, she focused on a prepared workforce, a secure workforce, and quality workplaces. Under her tenure, unemployment in the country reached a 30-year low and the nation witnessed the safest workplace record in the history of the Department of Labor. Currently, Ms. Herman serves as chair and chief executive officer of New Ventures, LLC and is cochair of the Democratic National Committee’s Rules and Bylaws Committee. She has continued to lend her expertise and talent to a vast array of corporate enterprises and nonprofit organizations. Presently, she chairs the Toyota Diversity Advisory Board and the Sodexho Business Advisory Board, is a member of the boards of directors of Cummins Incorporated, Entergy Incorporated, MGM Mirage, and The Coca-Cola Company, and is the former chairwoman of the Coca-Cola Company’s Human Resources Task Force. Her nonprofit work includes the National Urban League and the National Epilepsy Foundation. Active in the aftermath of Hurricane Katrina, Ms. Herman now serves as cochair of the Bush-Clinton Katrina Fund.
**Philip Harlow**  
**Chief Diversity and Labor Relations Officer**  
**Xerox Corporation**

Mr. Harlow is responsible for Xerox’s global diversity strategies and the corporate labor relations function. He directs and provides support to the company’s diversity council, employee caucus groups, minority/female supplier diversity programs, and university relations initiatives. He also provides oversight for all labor relations activities. Prior to re-joining Xerox in 2003, Mr. Harlow was a division vice president of human resources. In addition to his combined 30 years with Xerox, he also functioned as a vice president of human resources at Bausch & Lomb Inc. and Merck & Co., and was responsible for human resources strategy and program development in the areas of compensation, diversity, employee relations, and health services. Mr. Harlow received a bachelor of science degree in labor and industrial relations from LeMoyne College in 1973 and he attended the Harvard Executive Business Program in 1999. He was inducted into the Greater Syracuse Sports Hall of Fame in 2004 (Basketball All American). Mr. Harlow serves as a board member for various business, civic, educational, and faith-based organizations.
Shirley M. Malcom, PhD  
Head of the Directorate for Education and Human Resources Programs  
American Association for the Advancement of Science

Dr. Malcom leads the American Association for the Advancement of Science’s (AAAS) programs in education, activities for underrepresented groups, and public understanding of science and technology. In 2006 she was named cochair (with Leon Lederman) of the National Science Board Commission on 21st Century Education in STEM (Science, Technology, Engineering, and Mathematics). She serves as a regent of Morgan State University and as a trustee of Caltech. In addition, she has chaired a number of national committees addressing education reform and access to scientific and technical education, careers, and literacy. Dr. Malcom is a former trustee of the Carnegie Corporation of New York. She is a fellow of the AAAS and the American Academy of Arts and Sciences. She served on the National Science Board, the policymaking body of the National Science Foundation, from 1994–1998, and from 1994–2001 served on the President’s Committee of Advisors on Science and Technology. Dr. Malcom received a doctorate in ecology from Pennsylvania State University; a master’s degree in zoology from the University of California, Los Angeles; and a bachelor’s degree with distinction in zoology from the University of Washington. She also holds 15 honorary degrees. In 2003, Dr. Malcom received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy.
Dr. Summers is a teacher and mentor who combines the achievements of an outstanding research scientist with equal dedication to students, especially those from minority backgrounds. He developed and directs the Meyerhoff Graduate Fellows Program, a minority graduate program at the University of Maryland, Baltimore County. Through this program, 58 full-time students, African American and Hispanic, are pursuing doctoral degrees in the biomedical sciences, and more than 20 have earned doctoral degrees over the past six years. Participation in other departments on campus has also increased dramatically, and he continues to promote diversity training at other institutions. Dr. Summers has served on the Board of Directors of the Federation of American Societies for Experimental Biology, and on the Education and Human Resources Advisory Committee of the National Science Foundation. In both cases, he was asked to participate because of his expertise and commitment to strengthening mentoring and increasing diversity at the national level. He has received the Award for Exemplary Contributions to Education from the American Society for Biochemistry and Molecular Biology, the Mentor of the Year Award from the American Association for the Advancement of Science, the Emily M. Gray Mentor Award of the Biophysical Society, the William A. Hinton Award for Mentoring from the American Society for Microbiology, and the White House Presidential Award for Science, Engineering, and Mathematics Mentoring. Dr. Summers earned a bachelor of science in chemistry in 1980 from the University of West Florida. He received a PhD in inorganic and bio-physical chemistry from Emory University in 1984.
The small group discussions will provide an opportunity for participants to explore ways to translate the speakers’ messages into their own diversity leadership practices. The sessions are also an opportunity to learn from each other about current and future diversity leadership practices. Discussion topics may pertain to recruitment, retention, or creating a climate of inclusion at MIT.

Each facilitated group will consist of approximately 10 people who — as faculty, staff, or students — face similar challenges when working to increase diversity and inclusion. Notes from the small group discussions will be part of the Congress proceedings and will be shared with the MIT community.

Small group discussion goals
• To identify current diversity leadership practices: What are you doing now?
• To identify, building on the day’s speakers, potential new diversity leadership practices: What can you do?
• To identify additional support necessary: What can MIT do?

Discussion guidelines
• Speak one at a time.
• Share “airtime.”
• Focus on own practices, now and in future.
• Respect each others’ ideas
• Help the facilitators.

Following the Congress, additional comments may be sent to diversityleaders@mit.edu. A public report on the proceedings will be available in the new year.