June 6 2020

# WPI ALUMNI AGAINST RACISM

# AGENDA



Introduction

Objective of the Meeting
Who We Are
Mission & Goal



Strategy / Playbook

Timeline
Plan of Action



Review of Actions Outlined in Survey Responses

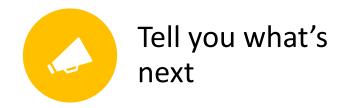


Open for Ideas, Thoughts, Comments, Stories

# Objective of the Meeting







### Who We Are

#### **Lailah Thompson**



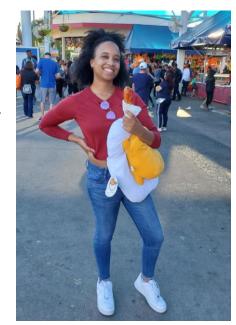
WPI Class of 2016

Former PepsiCo – Frito Lay Manager

Current Harvard Business School Student Class of 2021

Hometown:
Brooklyn, NY

#### **Veda Booth**



WPI Class of 2018

VSS Integration,
Systems Engineer
at Lockheed
Martin

Hometown: Los Angeles, CA

Fun Fact: Loves to knit & crotchet!

#### **Anne Harris**



WPI Class of 2016

Process Engineer for Gemini
Therapeutics

Hometown: Buffalo, NY

Fun Fact:
Competed in
Bodybuilding
competition & a
licensed nail
technician

#### Who We Are

#### **Nde Nkimbeng**



WPI Class of 2018

Supplier Quality and Development Engineer at Carrier

Hometown: Lowell, MA

Fun Fact: Build websites & runs wpiblackalum ig page with Rita

#### Rita Bagala



WPI Class of 2018

Construction
Manager at
Hensel Phelps

Hometown: Lowell, MA

Fun Fact: Learning how to roller skate

# Mission & Goal

Goal: Demand WPI take clear sustainable actions to address and advocate against racism

Who: The narrative is from alumni of color with the support of all alumni that are against racism

Perspective: Making demands and using our voice as Alumni who have experienced WPI, represent WPI, have power and are potential donors

# Strategy & Playbook

Mobilize & Gather	Mobilize & Gather Alums
Build	Build Coalition with current faculty
Draft	Draft Letter of Actions
Meet	Meet with Administration & Submit Letter on Monday June 8, 2020
Follow Up	Follow Up Meetings to Ensure Demands are Met, Implemented & Sustained

# Your Concerns - Reoccurring Key Themes

Campus Police – Deescalation training, diversity training (stop harassing black students

BLM incorporation in some aspect, trainings, modules

Overall diversity training for everyone; faculty & students

Series on Racism

Course on Black
History, Racism,
Contributions of Black
Engineers incorporated
in curriculum

More Black Faculty members, professors, students, diverse board of directors, black counselors

Real Forums to Discuss Difficult Conversations

Concrete Responses from WPI on actions taken Involvement with local legislation – Worcester police, police brutality, transparency, etc.

Support local black businesses and organizations

Increased spending to support POC

Take Back the Narrative Night

Transparency on campus statistics

Move OMA closer to campus

Diversity statement integrated in curriculum or syllabus

#### Questions, Comments, Concerns

- Some of you have already added items to be addressed.
- We welcome hearing the story behind the action item, if you would like to share.
- Example Topics:
- What is an example of something that made a difference positively at or after WPI?
- How has WPI failed you?
- What could WPI have done better to help you find a job and prepare for working as a person of color?
- What do your companies do that works to combat racism, promote diversity, and provide resources for inclusion? How could these translate to WPI's policies?
- How can WPI retain students of color in Greek life, in more difficult majors, at school in general?
- What do you wish WPI would add to the education of your peers?
- What do you wish WPI would add to the education of your professors?
- How can WPI help Worcester be a more inclusive city?