



MIT EECS

Electrical
Engineering

Computer
Science

Artificial Intelligence +
Decision-making

EECS DEI Town Hall

Amanda Beyer-Purvis, EECS DEI Program Director

&

**Leslie Kolodziejcki, EECS Equity Co-officer
& Chair, EECS Graduate PhD Admissions**

November 6, 2023

Agenda

US Supreme Court: race can no longer be considered in college admission decisions

- ❖ OGC: What is the law; what does it mean; what is MIT doing?
- ❖ Best Practices: What have others done?
- ❖ 2024 Graduate PhD Admissions: What can EECS do?
- ❖ Q & A
- ❖ Break-out Discussion



Office of the General Counsel

What is the law; what does it mean; what is MIT doing?

Dahlia Fetouh

Deputy General Counsel



Anthony Moriello

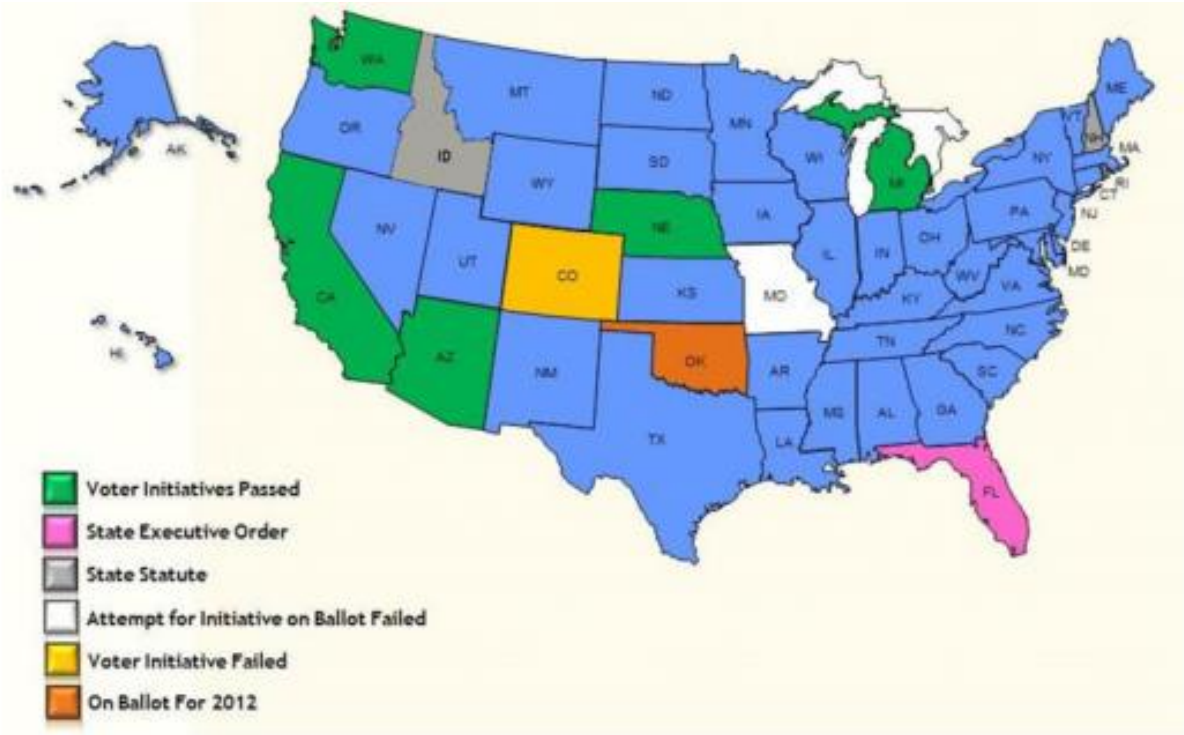
Counsel



Review of admissions best practices

- California and Washington State Law Bans
- How did Washington and California adjust their practices?
- Outreach and Recruiting and Holistic Admissions

State Bans on using race in admissions decisions



Source: Adapted with permission from College Board (2021).

California:

- **The University of California (UC) system was barred from using race following passage of a 1996 voter initiative, Proposition 209.**
- **The overall UC system—which includes nine campuses—has seen an increase in racial and ethnic diversity in the years since Proposition 209. The proportion of Black and Latino/a students who made up new freshman initially declined from 18 percent in 1997 to 15 percent in 1998, but by 2008, it reached 24 percent.**
- **The elite institutions—UC Berkeley and UCLA—have still not fully recovered the diversity levels found prior to Proposition 209, but they have made a great deal of progress. The share of Black and Latino/a new freshman declined from 23 percent in 1997 to 14 percent in 1998 (the first year of race-neutral admissions), but rebounded to 20 percent by 2010 and continues to grow.**

What methods did California use to replace affirmative action?

- Comprehensive applicant review focused on economic affirmative action programs
- Percentage plans
- New financial aid packages
- K–12 partnerships
- Elimination of legacy preferences

Washington

- **In 1998, Washington State voters passed Initiative 200 (I-200), which prohibited discrimination or preferential treatment “based on race, sex, color, ethnicity or national origin in public employment, education, and contracting.”**
- **I-200 eliminated affirmative action in admissions as well as in publicly financed financial aid at public colleges and universities in the state.**

What methods did Washington use to replace affirmative action?

- Race-neutral holistic review
- Financial Aid fundraising
- Recruitment, Outreach, and Support Programs
 - Increased Targeted Recruitment
 - K–12 partnerships
 - Support for Enrolled Students

Targeted Recruitment

OGE Partnership

- 15 conferences supporting diversity in a variety of academic fields in 2023
- Over 700 student contacts
- MIT Virtual Graduate Fair on Nov. 15th

EECS Recruitment Efforts

- 9 conferences sponsored supporting diversity in EECS in 2022 & 2023
- Over 200 EECS student contacts
- Yearly departmental support for 3 conferences.
- EECS Info Sessions on Nov. 2, 9 & 27th

Holistic Review:

Holistic Admissions is what you would call a “race neutral” as opposed to a “race conscious” approach to admissions.

What is race conscious?

Explicitly considers an individual’s race as one of many factors leading to admission with the explicit intent of remedying long standing and deeply entrenched socio cultural discrimination.

What is race neutral?

Does not consider an individual’s race or ethnicity but can include considerations related to mission-driven educational, research, and service goals.

(For example: an Institute of Higher Education such as MIT whose mission identifies equity as a priority may seek to admit candidates who have the knowledge and commitment needed to advance this interest— regardless of their own identity.)

Seeks to combat homophily defined as concept in sociology describing the tendency of individuals to associate and bond with similar others. The presence of homophily has been discovered in a vast array of network studies: over 100 studies observe homophily in some form, and establish that similarity is associated with connection and opportunity.

Holistic Review

Holistic Review

A flexible, individualized way of assessing an applicant's capabilities, by which

When considered in combination, how the individual might contribute value to the institution's mission and goals.

Balanced consideration is given to experiences, attributes, and academic metrics – or E-A-M, and



How do we contribute to equitable admissions in a race-neutral setting?

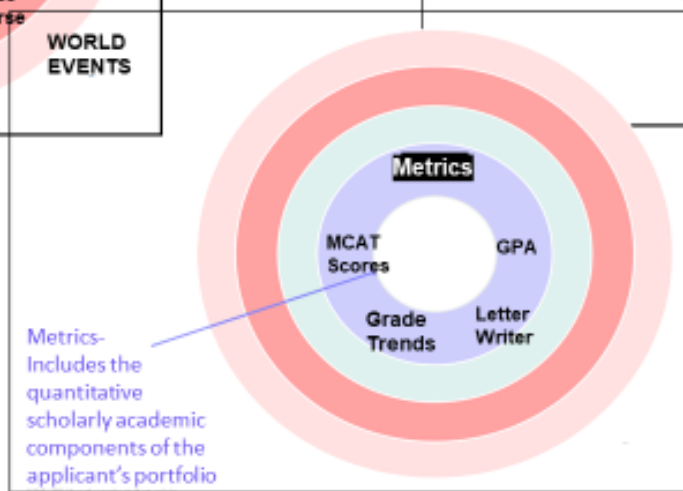
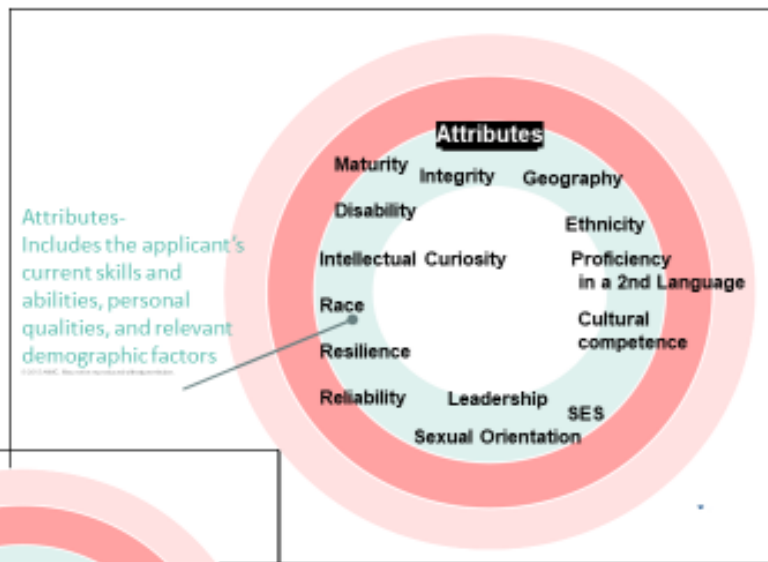
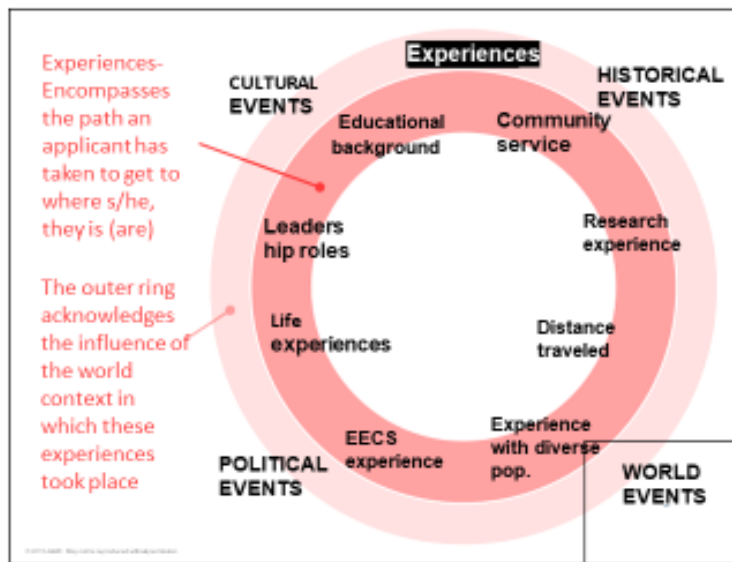
Holistic Admissions recommends:

Using an admission framework for “Holistic Review.”

Developing a “race-aware” knowledge and commitment criteria in a broad sense for the department.

Developing a consistent and specific evaluation protocol to use during the applicant evaluation process.

Experiences, Attributes, and Metrics



Results of Using Holistic Review

FIGURE 1. USE OF HOLISTIC REVIEW (N=171)

Percent of schools that self-report using holistic review, by primary degree program

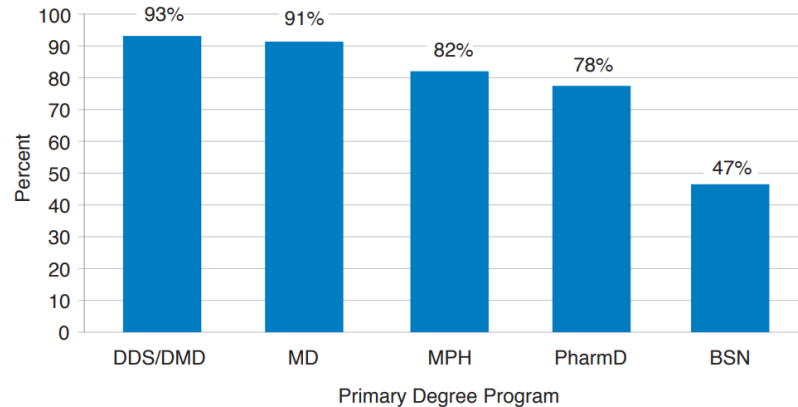


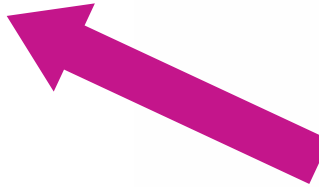
TABLE 3. HOLISTIC REVIEW: IMPACT ON DIVERSITY

Change in diversity for schools self-identified as using holistic review, by holistic review score

DIVERSITY OF THE INCOMING CLASS	INCREASED	UNCHANGED	DECREASED	TOTAL
Schools using many holistic review elements N=57	81%	16%	4%	100%
Schools using some holistic review elements N=60	67%	32%	2%	100%
Schools using few to no holistic review elements N=15	60%	40%	0%	100%
Total Schools Using Holistic Review (N=132)⁷	72%	26%	2%	100%

<https://www.eecs.mit.edu/community-equity/dei/>

“Sustained excellence in education, research, and innovation demands that we identify, recruit, and retain the most talented individuals from all genders, from all races, and from all cultures; diversity and inclusion are recognized as essential.”



COMMUNITY & EQUITY

Diversity, Equity, and Inclusion +

- EECS Community Central
- Rising Stars in EECS
- Women's Technology Program for high school students
- Graduate Application Assistance Program (GAAP)
- MIT Summer Research Program (MSRP)
- Sloan-MIT University Center for Exemplary Mentoring (UCEM)
- Thriving Stars at EECS +

Diversity, Equity, and Inclusion

We, the students, staff, and faculty of the Department of Electrical Engineering and Computer Science (EECS) at MIT, unite in our mission to create a community that is understanding and supportive, empowered and engaged, inclusive and diverse, and welcoming for every member.

Embracing Diverse Composition

We all come from different backgrounds, experiences and perspectives, and we share in common the drive to improve ourselves, to support each other, and to contribute to society in valuable ways. Our success in our academic and research endeavors depends vitally upon our ability to achieve our very best — as individuals, as teams, and as a community. We must engage, teach, and learn from each other, while respecting differences in race, gender, beliefs, sexual orientation, abilities and disabilities, and other characteristics. We attain even greater individual and collective success when everyone feels welcome and empowered. Well-being is equally essential, and our EECS community embraces physical, mental, emotional, and spiritual health for all our members.

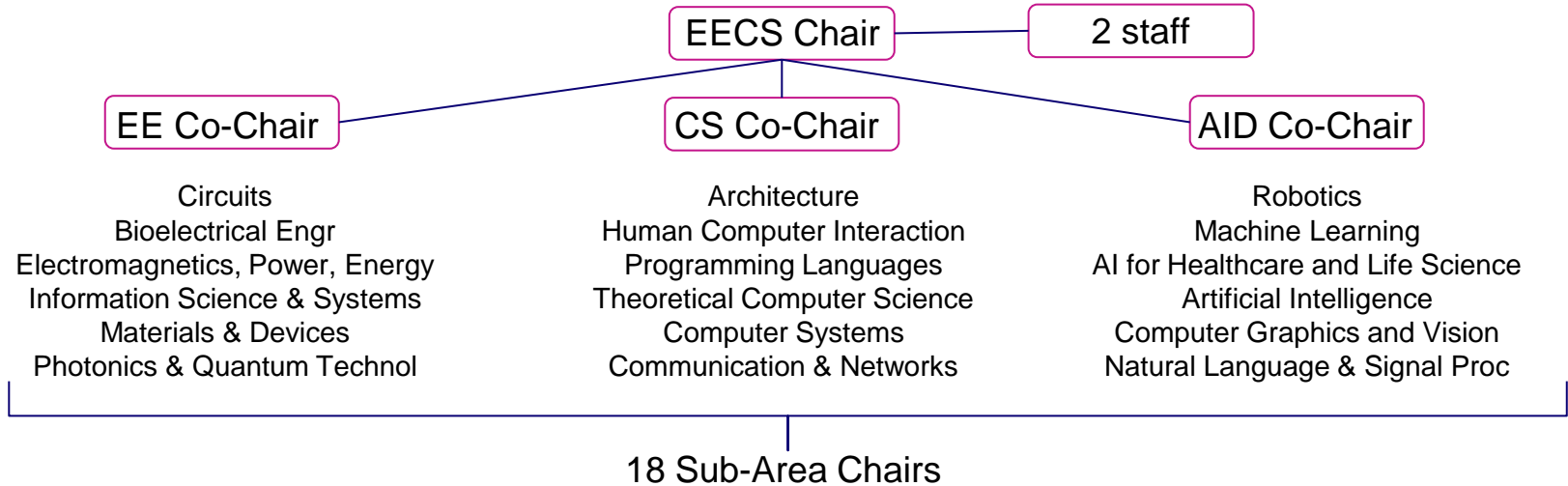
Providing Equitable Opportunities for Achievement

EECS at MIT works hard to add the best talent: students, staff, and faculty. Underlying all that we strive for are excellence, meritocracy, and integrity; these values are our guiding principles. Sustained excellence in education, research, and innovation demands that we identify, recruit, and retain the most talented individuals from all genders, from all races, and from all cultures; diversity and inclusion are recognized as essential. In the same way that EECS at MIT is a world leader in research, education, and innovation, we seek to lead in achieving a welcoming community with increased diversity.

Creating a Culture of Belonging

Here we declare our commitment to build a department that embraces, celebrates, and genuinely models the ideals of well-being, diversity, inclusion, and empowerment. This declaration is a promise to each other that empathy, compassion, and caring will guide our interactions and actions. It is a call to action for each of us to contribute, continually and with purpose, to creating this community.

EECS Graduate PhD Admissions Committee



Note: for 2023:

received 4019
applications

admitted 229
candidates

enrolled 170 students

Process: Dec. 16 to Jan. 27- **42 days!**

Q&A

15 mins

Breakout Rooms

20 mins

Town Hall Office Hours

- ❖ Tuesday, Nov. 7th 12-1 pm
- ❖ Wednesday, Nov. 8th 3-4 pm
- ❖ Thursday, Nov. 9th 9:30-10:30 am

<https://mit.zoom.us/j/94657737286>



MIT EECS

Electrical Engineering | Computer Science | Artificial Intelligence + Decision-making

Thank you!