



Advancing a Respectful and Caring Community: Learning by Doing at MIT

**Ed Bertschinger
Institute Community and Equity Officer**

“One of my goals as president is to cultivate a caring community focused on MIT’s shared values of excellence, meritocracy, openness, integrity and mutual respect.”

L. Rafael Reif





about

visiting | maps | offices | history

admissions

undergrad | graduate | financial aid

education

schools+courses | professional ed
OpenCourseWare | MITx | edX

research

labs+centers | lincoln lab | libraries

community

students | faculty | staff | alumni

life@MIT

sports | athletics | social media

initiatives

energy | cancer | diversity | global

impact

industry | public service



How does this
“caring community”
relate to graduate
students?

today's spotlight

Success stories

Five from MIT are among
30 recipients nationwide
of Soros Fellowships
for New Americans

news

Students from poorer families
show differences in brain
anatomy

'IDEAS' winners bring new
technologies, education to
developing world

Timothy Jamison appointed
head of the Department of
Chemistry

Climate scientist James
Hansen calls for study of all
carbon-free energy options

research | campus | press

events

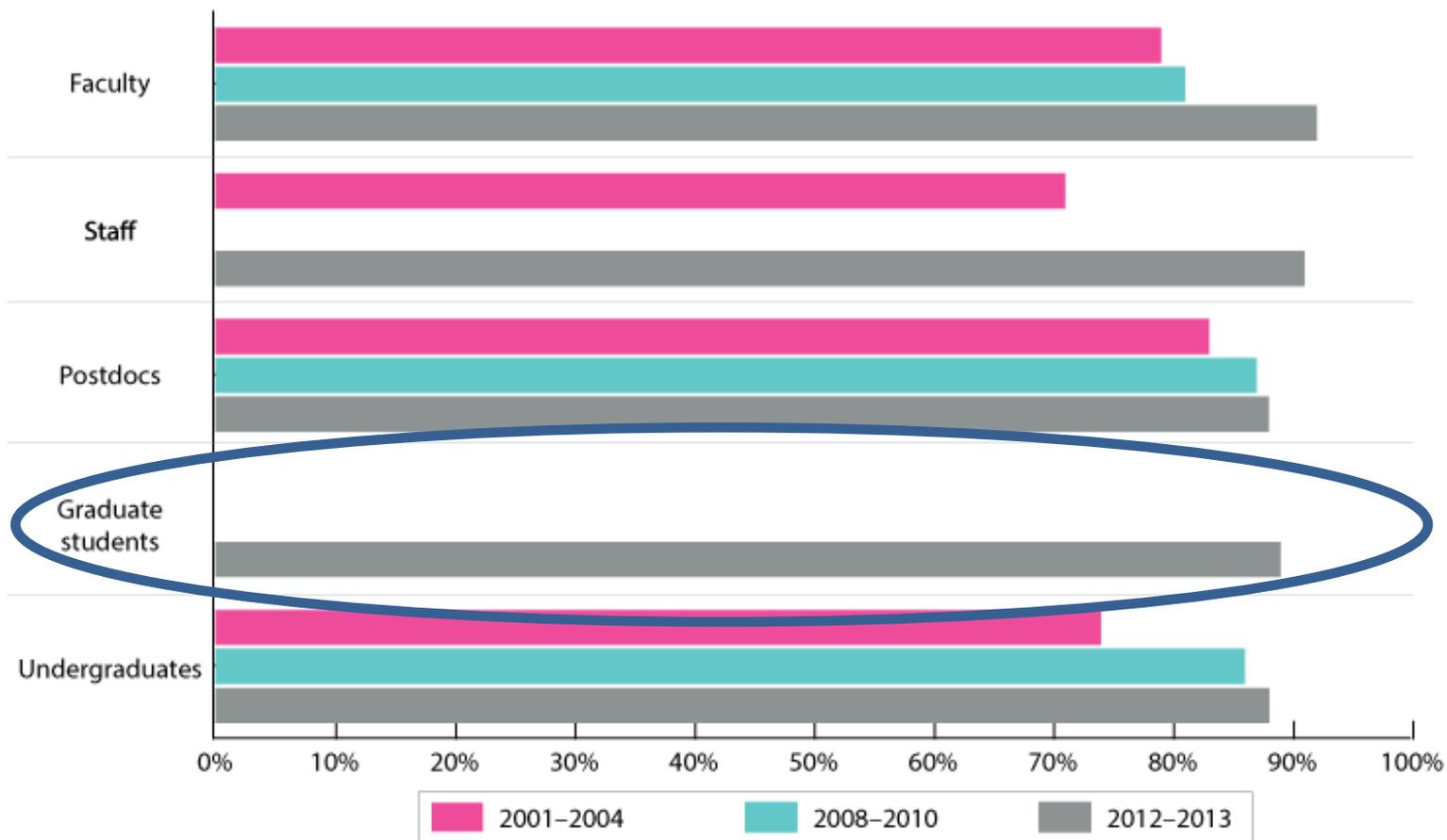
Aging Successfully (today)

Celebration of Life: Norman
B. Leventhal '38 (Apr. 22)

Cambridge Science Festival
(through Apr. 26)

Today's image

Figure 2. Community satisfaction at MIT, by group.



Sources: 2002, 2008, and 2012 Undergraduate Senior Surveys; 2013 Graduate Enrolled Student Survey; 2003, 2010, and 2012 Postdoc Surveys; 2001 Campus Staff Survey; 2004 and 2008 Faculty Surveys; 2012 Faculty and Staff Quality of Life Survey, Institutional Research, Office of the Provost.

Notes: Percentage of responses “somewhat satisfied,” “generally satisfied,” “satisfied,” “very satisfied” (varies according to survey) to the question asking how satisfied the respondent is being a student/postdoc/employee at MIT. For staff in 2001, the percentage is those who agree or strongly agree with “I am satisfied with my job at MIT.” Over a decade, the overall satisfaction rates increased by 14%, 5%, 19%, 13% for graduating seniors, postdocs, staff, and faculty, respectively, to the current values of 88%, 88%, 90%, and 92%. The satisfaction rate for graduate students in 2012–2013 was 89%. No staff surveys were conducted during the period 2008–2010, and graduate students were not asked about overall satisfaction before 2011.

Impediments to the MIT mission

1. Unconscious bias and micro-inequities
2. Discrimination and harassment
3. Abrasive conduct
4. Sexual assault
5. Excessive stress

These are not specific to any subgroup. They impact all groups, some more than others.



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commencement



ICEO Mission

The ICEO Mission is to advance a respectful and caring community that embraces diversity and empowers everyone to learn and do their best at MIT.

news

Neuroscientists show recalling happy memories can reverse depression

Former professor and influential architect Charles Correa dies at 84

Andrea Louise Campbell named department head in political science

Christopher Love uses microscale technology to gain insight into disease

research | campus | press

events

EurekaFest 2015

MIT Activities Committee: Events and Tickets

Joan Jonas: Selected Films and Videos

today's spotlight

Powering desalination with the sun

PhD student Natasha Wright makes water safe to drink for rural, off-grid Indian villages

Today's image

How can the ICEO help the GSC?

today's spotlight

An energetic entrepreneur

Graduate student Sarah Dimson makes plans to bring renewable energy and affordable housing to Tanzania



NEWS

Findings may help neuroscientists identify targets for anti-anxiety treatments

MIT-developed 3-D oral scanner helps dentists go digital

Kendall Square Initiative moves toward design phase

Peter Reddien seeks to understand planarians' notable regenerative abilities

Newly discovered exoplanet whirrs around its star in a mere 8.5 hours

events

Register for the 2015-2016 MIT Marathon

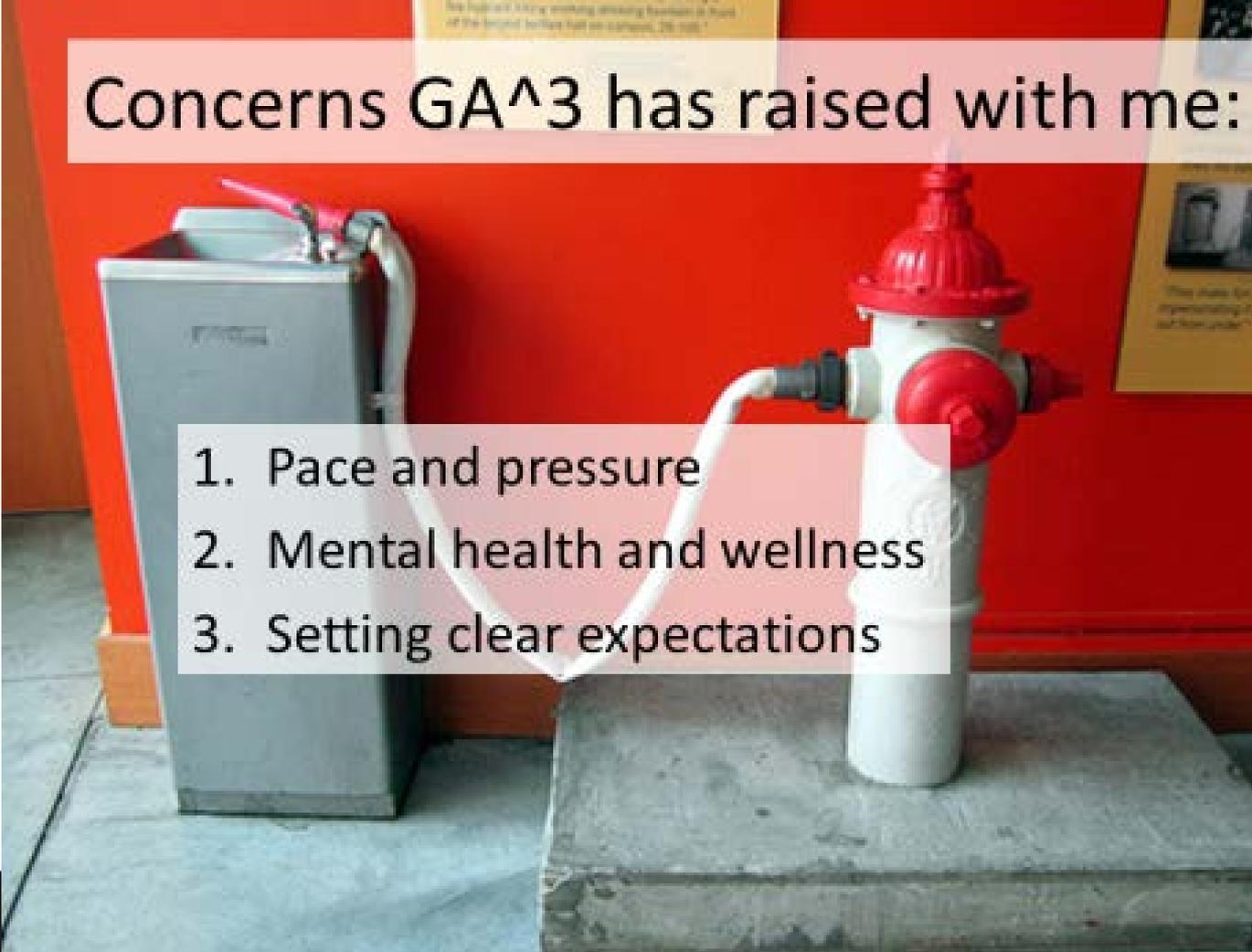
Today's image

1. Talk with faculty, department by department
2. Organize community conversations about MIT values and aspirations
3. Advance community goals with Grad Community Fellows
4. Committee on Race and Diversity
5. Support efforts to improve work/life balance
6. Diversity Summit and other collaborative events

Talk with faculty, department by department

Organize faculty discussions about graduate student concerns, promote Best Practices in Graduate Student Advising

Example: AeroAstro faculty lunch June 3, 2015 – with input from GA³ (Grad. Assoc. of AeroAstro)



Concerns GA³ has raised with me:

1. Pace and pressure
2. Mental health and wellness
3. Setting clear expectations



Organize community conversations about MIT values and aspirations

What are our values?

What do we aspire to as a community?

What do we expect of each other as
community members?

Let's talk about it!

in Dorms, Labs, Departments

Recommendation C1: MIT Compact

Assemble a representative working group to write a brief statement of what we aspire to as a community and what we expect of each other as MIT community members.

1. Convene a highly diverse community-wide *Task Force on the MIT Compact* representing all groups in the MIT community.
2. This will be the first time such a broad group has ever been established at MIT.
3. Charge it to write a ≤ 300 -word statement considering core values, community aspirations, and norms.
4. Gather input from all stakeholders
5. Ratification process: President, Corporation Chair.
6. **The process is as important as the outcome**

Bystander Intervention Video Competition

Launch a campaign to educate all community members in the use of bystander interventions to advance a respectful and caring community. Develop a set of video skits illustrating effective methods of speaking up to prevent harm.

1. Teams of students, staff, postdocs and/or faculty, across all Departments, Labs, and Centers, submit YouTube skits, with winning entries posted monthly at diversity.mit.edu and winners receiving prizes.
2. See <http://diversity.mit.edu/bystander-videos/> for examples

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How the GSC can help the ICEO



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of the Massachusetts Institute of Technology

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Appoint a graduate student to join a design/plan team for the MIT Compact

Be available to meet several hours/month, August-December

Serve as a Representative

Serve the GSC or the Institute as a Council or Institute Representative

