

Dance party held Sept. 17 to mark end of Reif's presidency

Over 10,000 community members attended the event, which took place at three different venues

By Kristina Chen
PUBLISHER

"Let's Dance," a party event organized by MIT Institute Events to celebrate the conclusion of President L. Rafael Reif's 10 years of presidency at MIT took place Sept. 17. Reif announced last spring that he would step down at the end of 2022. Ted Johnson, director of Institute Events, wrote in an email to *The Tech* that the event was organized at the request of Reif and "was the president's thank-you and appreciation event for faculty, staff, and students."

The event, which lasted from 6:30 p.m. to midnight, saw more than 10,000 community members attend with their friends and families, according to Johnson. Community members were allowed to bring one adult guest and any accompanying children to the event. Attendees were admitted via wristbands picked up at Killian Court and near Kresge.

Johnson wrote that hundreds of staff contributed to the planning and production of the party's events and that "planning came together over the summer, during which we sought musical talent

from Cambridge and greater Boston." Additionally, Institute Events "developed activities that would provide entertainment for guests of all ages who have a wide range of interests."

The party took place in several locations, including the Johnson Athletic Center Ice Rink, the Rockwell Cage, the Kresge Oval, and Killian Court.

The night began with a "Community Cafe" event from 6:30–8 p.m., which served buffet supper in the Johnson Ice Rink and Kresge Oval;

Reif Rave, Page 2



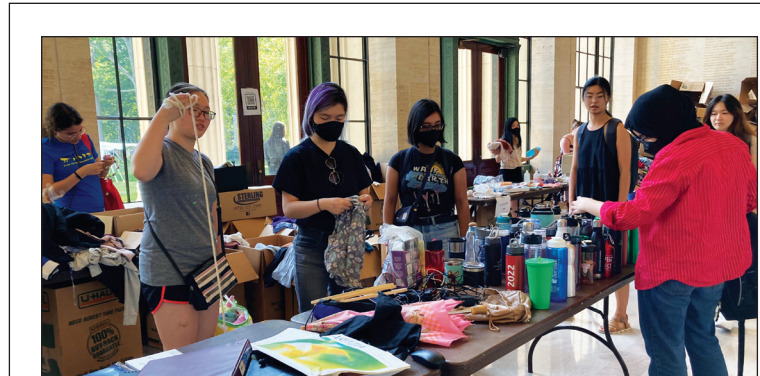
RILA SHISHIDO —THE TECH

MIT community members celebrate at the MIT Dance Party that President Reif hosted prior to concluding his time as MIT president, Saturday.



KATE LU —THE TECH

MIT: REGRESSIONS, a feature-length documentary created by MIT students Luke Igel '22 and Wesley Block '22, premiers in 26-100 Sunday Sept. 18. The documentary follows the history of the Institute, spanning from World War 2 to COVID-19; the screening was presented by MIT Lecture Series Committee (LSC).



ALEXA SIMAO —THE TECH

Students browse through the items for purchase at the UA's Trash to Treasure event in Lobby 10, Sunday.

Plan for belonging, achievement, and composition released Sept. 1

The plan will be implemented over a 'foundation year' during which local units will adapt to recommendations

By Srinidhi Narayanan
NEWS EDITOR

President L. Rafael Reif released the MIT Strategic Action Plan for Belonging, Achievement, and Composition in an email to the MIT community Sept. 1. Reif called the plan "a critical step in the Institute's longstanding efforts to cultivate a community in which all of us can do our best work and thrive."

Reif noted that a draft of the plan was released March 2021; at that time, the plan was titled "MIT Strategic Action Plan for Diversity, Equity, and Inclusion." While emphasizing that diversity, equity, and inclusion were still priorities for the Institute and "remain front and center in the final version," Reif wrote that the steering team shifted the focus to belonging, achievement, and composition because they believe "those words better reflect how we think about our community and its values."

Reif concluded the email with a roadmap for what lies ahead: Institute Community and Equity Officer (ICEO) John Dozier and his staff will reach out to "local units" across the Institute to "offer guidance and support as they begin to develop or refine their own plans for action."

The discussions in these local units will take place over what the plan calls a "foundation year." The foundation year "provides an opportunity to experiment" and for the units to align their efforts with the recommendations of the strategic action plan.

The email directs readers to a website that breaks down and details the plan. The site features sections for the components of the plan — belonging, achievement,

and composition — as well as a high-level executive summary of the plan, a directory of the faculty and students involved in writing and refining the plan, a pdf copy of the plan in full, and page with slightly more detailed summaries of the sections of the plan.

The belonging, achievement, and composition pages of the site each include a set of commitments, proposed actions, and clear indicators of "owners" of the actions; owners are the administrators or offices directly responsible for the management and implementation of said actions.

Belonging

On the "Belonging" page, there are commitments to "critically engage with and empower the MIT community on the value of inclusion and belonging as drivers of Institute effectiveness;" "reinforce positive interactions among members of the MIT community to foster and promote an enduring sense of belonging;" and "support academic research, scholarship, and administrative collaborations regarding diversity, equity, inclusion, social justice, and related topics."

The page features proposed metrics for evaluating progress on the commitment: for example, the extent of "participation of leadership, students, postdocs, staff, and faculty in inclusive leadership programs and engagement opportunities" (as a metric for the first commitment).

A suggested metric for evaluating the commitment to reinforce positive interactions among community members is responses from the Quality of Life Survey — such as percentage of community members who report a favorable sense of belonging, or number of members who report receiving mentoring.

A proposed metric for the third commitment is volume of research projects and teaching focused on systemic racism.

Among the proposed actions are "broadly disseminate the MIT values statement" (owner: President); "recognize individuals who participate in specific, project-based roles related to advancing Institute goals for belonging, achievement, and composition that fall outside of their job descriptions" (owners: Chancellor, Provost, VP for Human Resources, VP for Research); and "make new investments of \$1 million in research to achieve progress on racial justice and equality" (owner: President).

There are 25 proposed actions on the "Belonging" page altogether.

Achievement

The "Achievement" page includes five commitments:

- To "advance excellence in all forms among underrepresented undergraduate students" with proposed metrics like first-to-second-year retention, four- and six-year graduation rates, and participation in experiential learning programs.
- To "advance excellence among underrepresented graduate students" with metrics like qualifying exam pass rates and post-graduation outcomes.
- To "advance excellence among underrepresented postdocs," which would be evaluated by considering postdoc placements after completion of their MIT appointments.
- To "advance excellence among underrepresented staff," to be evaluated by considering pro-

Action Plan, Page 2

IN SHORT

Career fair will take place in person Sept. 23, which is also a student holiday.

The finals exam schedule is available at finals.mit.edu.

Undergraduate registration opens for second quarter Physical Edu-

cation & Wellness classes 8 a.m. on Oct. 6.

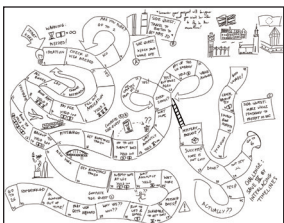
Add Date is Oct. 7.

Interested in joining *The Tech*? Email join@tech.mit.edu.

Send news and tips to news@tech.mit.edu.

LET'S DANCE!

Celebrating Reif's retirement after 10 years of his presidency!
PHOTO, p. 4



CATCH-22 GALORE

I don't know why I got myself into this labyrinth of two visas, one Massachusetts ID, and several out-of-state trips. **CAMPUS LIFE**, p. 6

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WEATHER

Falling into the firehose

By Katherine Pan

Possible thunderstorms and heavy rain early today will clear up soon as a strong cold front advances towards Cambridge. Expect a cool and dry second day of fall on Friday as clouds give way to sunny skies extending into early next week. Though it certainly won't be pouring buckets this weekend, light showers are likely to occur on Sunday, so it's good to keep that umbrella with you just in case.

Extended Forecast

Today: Heavy rain. High around 73°F (23°C). Southwest wind around 11 mph.

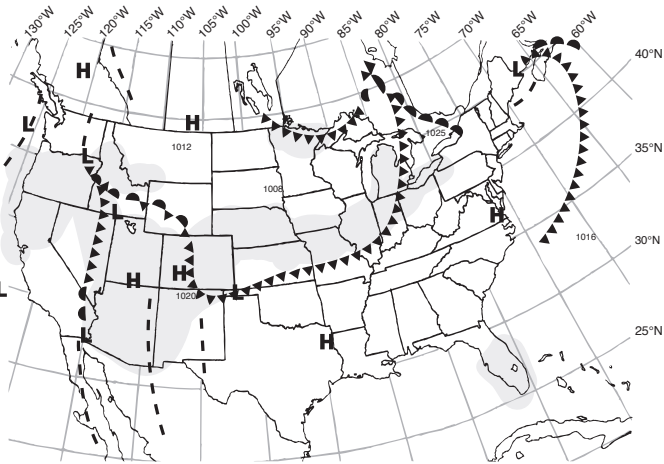
Tonight: Partly cloudy. Low around 49°F (10°C). Northwest winds 8-14 mph.

Tomorrow: Mostly sunny. High around 60°F (16°C) and low around 45°F (7°C). Northwest winds 15-22 mph.

Saturday: Sunny. High around 69°F (20°C) and low around 51°F (11°C). Northwest winds 6-14 mph.

Sunday: Mostly sunny. High around 73°F (23°C) and low around 60°F (16°C). Southwest winds 7-10 mph.

While conditions seem ideal for a pleasant stroll, avoid surfing or other coastal activities during the 3-day weekend as Hurricane Fiona causes seas to build beyond 7 ft on Massachusetts and Rhode Island beaches. Though it's not expected that Fiona will touch down near Boston, the storm has already caused devastation upon making landfall in Puerto Rico and the Dominican Republic last week and early this week.



Situation for Noon Eastern Time, Thursday, September 22, 2022

Weather Systems	Weather Fronts	Precipitation Symbols		Other Symbols
		Snow	Rain	
H High Pressure	- - - Trough	⬇	⬇	☁ Fog
L Low Pressure	⬆ Warm Front	⬆	⬆	⚡ Thunderstorm
§ Hurricane	⬆ Cold Front	*	•	∞ Haze
	⬆ Stationary Front	**	••	Compiled by MIT Meteorology Staff and <i>The Tech</i>
		***	•••	

Dancing and music enlivened Kresge and Killian tents

Reif Rave, from Page 1

the supper menu consisted of salmon, chicken and tofu skewers, potato salad, kale and quinoa salad, breadsticks, chocolate bread pudding, and peach cobbler.

An a cappella showcase was held in the ice rink at 7 p.m., featuring student a cappella groups the Chorallaries, Syncopasian, the Ohms, the Muses, Resonance, and the Logarhythms. Johnson wrote to *The Tech* that Reif and Professor Raúl Rado-vitzky “personally invited the a cappella groups to collaborate on the showcase.”

In an email to *The Tech*, Tiffany Trinh '22 described the atmosphere of the ice rink as “lively and colorful” but found the food aside from the dessert “dry and disappointing.”

Following the a cappella performances, Reif greeted the audience before leading a conga line out of the ice rink.

Beginning at 8 p.m., the dance party started across campus, with live music or DJs playing from 8 or 9 p.m. to midnight at three venues. The venues were tents erected at the “World of Music Pavilion” on Kresge Oval, the “Swing into Salsa Club” at the

Johnson Ice Rink, and the “Campus Night Club and Lounge” on Killian Court.

Mamadou, a Sengalese African band, and Arabic Band featuring Ahmaed Kayssi performed live at the Kresge tent until 11 p.m., after which a DJ played music from various countries, including Bollywood, K-pop, hip-hop, and Israeli club music.

Miguel Talamantez '25 wrote in an email to *The Tech* that The Mood Swingers Jazz Orchestra that played in the ice rink salsa club was “absolutely incredible” and that “there were many amazing dancers in the audience.” The salsa club also featured Los Sugar Kings who performed Afro-Cuban Son, Salsa, and Rumba-Flamenco music.

The night club and lounge on Killian included two tents, one where dancing took place featuring Groove Boston with DJ Bobby D and another where refreshments were served.

Sandra Tang '23 wrote that the dancing in the tents “was really fun and felt like a real concert you'd go to downtown,” though the area was “very crowded, especially up towards the front, complete with the lots of push-

ing and shoving that is typical of many concerts.”

Trinh expressed that the dancing in the Kresge and Killian tents was “the most enjoyable part of the night, with good beats and vibes alike.” Trinh also appreciated that the dancing took place in an “open and well-ventilated area with free food and drinks,” adding that it “certainly surpassed every frat or dorm party” she had attended.

Event attendees aged 21 and older were able to enjoy complimentary alcoholic beverages during supper and at each of the venues. Each of the three venues also continued to serve non-alcoholic beverages and food throughout the night, including nachos, pizza, waffle fries, chicken wings, cupcakes, cookies, and macarons.

Additionally, throughout the entire event, from 6:30 p.m. to midnight, a “Boardwalk Arcade” was set up in Rockwell Cage. Community members enjoyed music from the '60s, '70s, and '80s while also playing games such as foosball, boardwalk basketball, air hockey, carnival games, and arcade games. Lemonade, lime rickeys, popcorn, cotton candy, and snow cones were also served at the arcade.

The party was received well by student attendees. Tang wrote that she attended the event with people from other schools and that “it gave them a really good impression of MIT (although not entirely accurate of typical life at the Institute).”

Apart from “excruciating” wait times for wristbands, refreshments, and food, Trinh — who graduated in May and traveled from another state to attend the party — wrote that the party was “definitely worth the trip” and that a highlight for her was “seeing the whole MIT community come together and have a good time.”

Talamantez echoed this sentiment, writing that MIT “should absolutely do this more often” and that the party “really brought together the MIT community like no other event has.”

On the Monday following the party, Reif sent a thank you email to the MIT community, writing that he and his wife Chris visited each of the party's venues and expressing his gratitude toward all of the event's attendees and organizers.

“I could not have asked for a more delightful memory of the people of MIT,” Reif wrote.

Plan includes actions meant to increase representation

Action Plan, from Page 1

- motion and retention rates, and average salaries within job classifications/bands.
- To “advance excellence among underrepresented faculty,” to be evaluated by considering promotion and tenure rates, and salary increases.

Among the proposed actions are expanding the fifth-week flag system to a more structured alert system across all four years (to address the goal of advancing excellence among underrepresented undergraduates); and reviewing and evaluating existing tenure and promotion

criteria and revising them to incentivize service contributions that include belonging, achievement, and composition (to address the goal of advancing excellence among underrepresented faculty).

There are a total of nine proposed actions on the “Achievement” page.

Composition

The “Composition” page makes five commitments as well, and is structured similarly to the “Achievement page.” In particular, four of the commitments are to improving representation of underrepresented populations: graduate students, postdocs and research staff, staff, and faculty.

The final commitment is to “assess and strengthen recruitment of underrepresented undergraduate students.”

Among the proposed metrics for these commitments are applicant yield rates and graduate student diversity, postdoc diversity, diversity of managers and non-faculty academic staff, number of faculty participating in trainings about effective practices for search committees, and number and diversity of high school students participating in MIT-sponsored pipeline programs.

There are 18 proposed actions, among which are “catalog each department, lab, and cen-

ter's hiring practices for postdocs and establish Institute-wide best practices, processes, and standards” and “create a certification process focused on the relationships between diversity, community, and excellence for all faculty participating in faculty hiring decisions.”

The resources page includes additional information about aspects of the plan; there is a link to more information about the foundation year, a guide to “how to read the action plan,” steps to creating a local plan (for the “local units” to apply as they adapt to the overarching plan), and signups for weekly open office hours with the ICEO.

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Reif

Solution, page 7

5			9	2		6		
		3	1				9	
	7				6			5
			7		9	8		6
		7		8		9		
9		2	6		4			
1			4				7	
	9				1	3		
		6		9	2			1

Instructions: Fill in the grid so that each column, row, and 3 by 3 grid contains exactly one of each of the digits 1 through 9.

Rave

Solution, page 7

3	9						5	
	2	1						
	4	7	9	8			1	
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4				3	8		9	
	8			9	7	2	3	
						8	6	
	5						7	1

Instructions: Fill in the grid so that each column, row, and 3 by 3 grid contains exactly one of each of the digits 1 through 9.

Going Up And Down by Doug Peterson

Solution, page 7

ACROSS

- 1 Room just under the roof
6 What police officers enforce
10 Swelled heads
14 Safari beast with a nose horn
15 Highway off-ramp
16 "As I __ and breathe!"
17 Desert animal with humps
18 Notorious Roman emperor
19 Smooth out
20 Ceiling painter's climbing aid
22 Penny
23 Soft metal in pewter
24 Money owed
26 Campground vans, for short
29 Frozen waffle brand
32 Kentucky __ (annual horse race)
35 Ooh and __
36 Countless years
38 Didn't feel too well
40 Circular path to an upper floor
44 Sharpened, as a razor

- 45 Mustache or beard
46 Meditative Buddhist sect
47 Back-to-health program, for short
49 Make a strategy
51 Double-curve letter
52 Flightless Aussie birds
54 Professors' helpers: Abbr.
56 Elegant party
59 Apartment building's way down in an emergency
65 Reader of a tech manual
66 Overturn, as pancakes on a grill
67 Chocolatey winter beverage
68 Tells untruths
69 Otherwise
70 Knight's metal suit
71 Counterfeit thing
72 Little boy
73 Underwater coral ridges

DOWN

- 1 Curved lines
2 "You can say __ again!"
3 Stopwatch reading
4 Without any skill

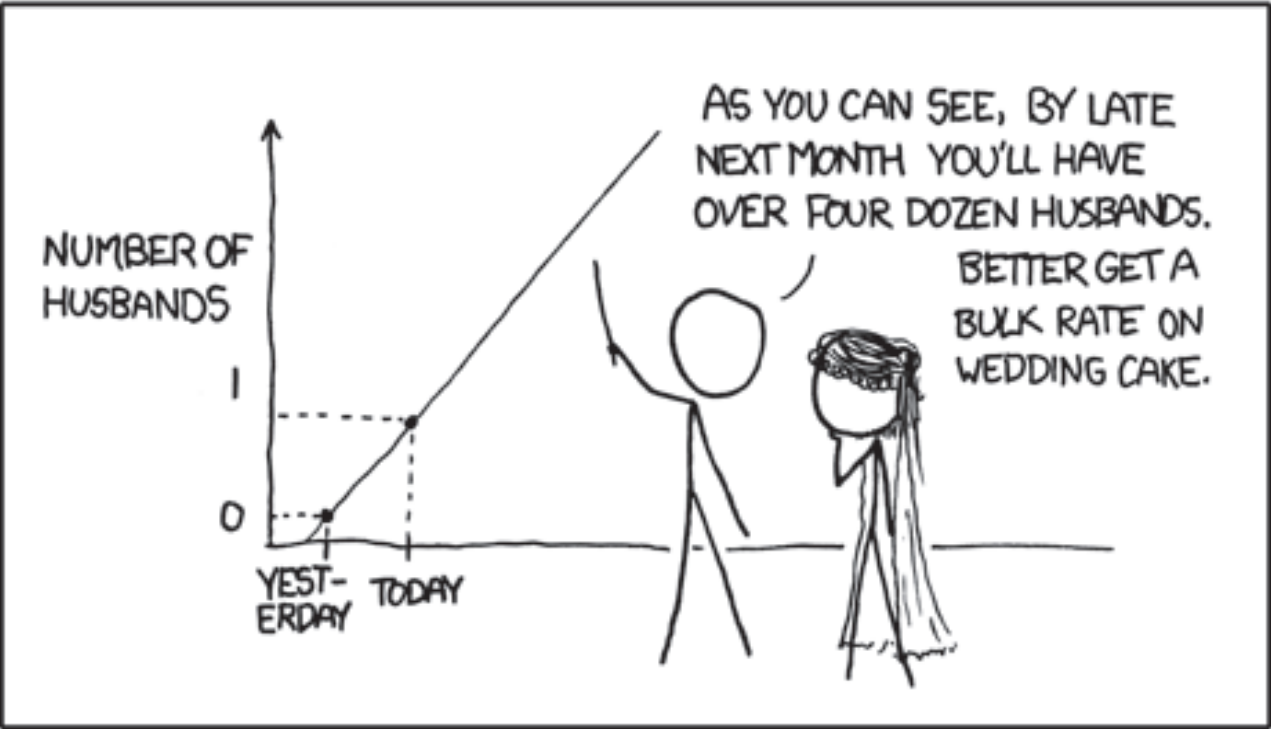
- 5 Dog breed that Lassie is
6 Provide temporarily
7 Chopped down with a hatchet
8 Connected to household current
9 Kept for later
10 Needing to be plugged in to work
11 Donate
12 Appliance for roasting
13 Mailed out
21 Heavenly one with a halo
25 Beast seen by Goldilocks
26 Reaction to poison ivy
27 Water __ (steam)
28 Sparkle, as shoes
30 "Golly!"
31 Served from a keg
33 Bright fire
34 Positive replies
37 Go by ship
39 Family rooms
41 Practice before a performance
42 Cain's father
43 Furious

1	2	3	4	5		6	7	8	9		10	11	12	13
14						15					16			
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71					72					73				

- 48 "All you can eat" meal
50 Auto racing organization
53 Inane
55 Cross home plate
56 __ of Mexico (water south of Louisiana)
57 Japan's continent
58 Onionlike vegetable
60 Take a chance with
61 Olympic sword
62 Apex
63 "It disappeared!" sound
64 Servings of corn on the cob

[605] Extrapolating

MY HOBBY: EXTRAPOLATING



By the third trimester, there will be hundreds of babies inside you.



RILA SHISHIDO—THE TECH

REIF RETIRED

MIT community members celebrate
Reif hosted prior to concluding his



MAXWELL YUN—THE TECH



MAXWELL YUN—THE TECH



MENT RAGER

e at the MIT Dance Party that President
s time as MIT president, Saturday.



KEVIN PHO—THE TECH



AMINA ABDALLA—THE TECH



KEVIN PHO—THE TECH



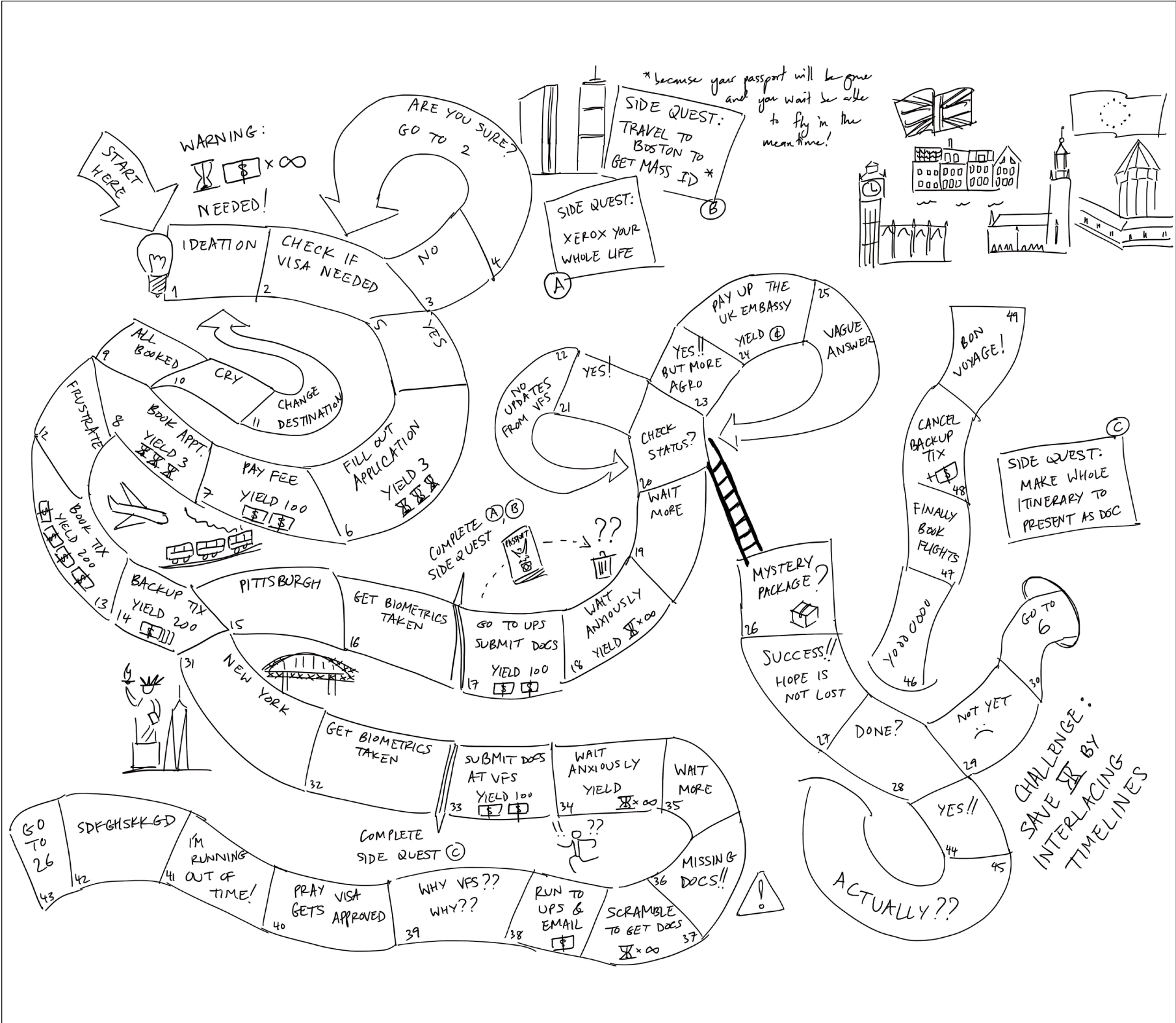
RILA SHISHIDO—THE TECH



RILA SHISHIDO—THE TECH



RILA SHISHIDO—THE TECH



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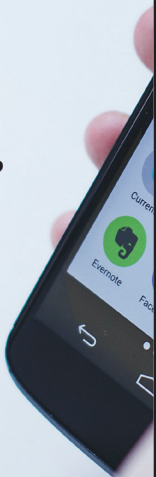


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Why protecting everyone’s rights is important:

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I remained silent;
I was not a social democrat.
When they came for the trade unionists,
I did not speak out;
I was not a trade unionist.
When they came for the Jews,
I did not speak out;
I was not a Jew.
When they came for me, there was no one left to speak out.
- Rev Friedrich Gustav Martin Niemöller



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