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By Bruce Schwartz
and Sandy Yaffe

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The Institute's affirmative action plan is designed to promote equal opportunity for black faculty. The plan includes a variety of initiatives, such as recruitment efforts, training programs, and networking opportunities. The plan has been in place since 1965, and it has made significant progress in increasing the number of black faculty at MIT. The plan is administered by a committee that includes representatives from various departments and units across the Institute.

In 1969, MIT had a total of three black faculty members, and less than 1% of each freshman class was black. In the following five years, they furthered that each academic department make maximum efforts to appoint at least one black to its ranks. At that time, MIT had a total of three black faculty members, and less than 1% of each freshman class was black. In the following five years, they furthered that each academic department make maximum efforts to appoint at least one black to its ranks.

In September 1969, the EOC met once a week. "Four "sub" groups were designated, one for women, one for Orientals, one for Spanish-Americans, American Indians, or blacks. Each group was chaired by a member of the Equal Opportunity Committee."

For the Institute Committee to make progress, the spirit of the plan needed to be understood. At MIT, the plan had been developed to meet the requirements of Title VI of the Civil Rights Act of 1965, but it lacked the necessary guidelines to ensure compliance with the spirit, if not the letter, of the law. The plan's goals included increasing the representation of women and minorities in academic positions, while also addressing issues of pay equity and personnel matters.

In addition, the plan was designed to foster a culture of respect and inclusion, where all employees could contribute to the Institute's mission. The plan's success was dependent on the commitment of all Institute members, including faculty, staff, and students.

The plan has been successful in recruiting and retaining black faculty. In 1971, MIT had over 1500 faculty members, and 11% of these were black. The plan has also been successful in increasing the diversity of the student body. Currently, over 6% of each freshman class is black. In addition, the plan has been successful in promoting equal opportunity in all areas of the Institute, including administration and personnel matters.

The plan's success has been due in large part to the commitment of the Institute's leadership. The plan's goals have been set by the Faculty Council, and they have been measured and monitored by the Equal Opportunity Committee. The plan's success has also been due to the participation of the faculty, staff, and students, who have all contributed to the plan's success.

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