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TO: Chandler Perry

Dear Chandler,

I am grateful for energy, engagement and advice from the MIT Sloan Black Business Students Association and from others with similar goals. They are helpful to me and to MIT Sloan Associate Deans/Professors Ray Reagans and Fiona Murray, who, with new responsibilities for diversity and inclusion, have been leading considerations of Sloan School programs and processes with regard to diversity, equity and inclusion. This includes aspects of the curriculum in our multiple degree programs; and in that regard they are in collaboration with the Associate Dean for Teaching and Learning, Professor Ezra Zuckerman.

Among their objectives is work with faculty to expand the exposure of students to diverse business leaders and their leadership successes and challenges; to expose students to effective leadership in diverse organizational environments; and to deepen our shared understanding of what has led to equity and inclusion challenges in many environments. In addition to evolving the school's formal curriculum, the school is working to reach out to a diverse set of business leaders to bring their perspectives to campus and will do more, and has invested in a substantial volume of faculty research regarding promoting and managing diversity in organizations. I agree with the sense that it is important that the core course content in our masters programs incorporate more material relevant to diversity, equity and inclusion. Ray and Fiona share this view (and other faculty do as well) and are confident that progress can and should come relatively quickly. I personally not only endorse these efforts: they are among the leading reasons that I asked Fiona and Ray earlier this year to take on these new responsibilities as Associate Dean, and why I am proud of the work they are already doing, and why I am confident that progress can and will be made.

Toward these ends, I am happy to commit that the MIT Sloan MBA orientation this fall will contain material and discussion related to diversity, equity and inclusion, and that educational material and conversations related to race and gender will be included in the MBA core, and that the school will invite experts from outside the community to provide their expertise on diversity and inclusion during the co-curricular periods of the academic year (e.g Sloan Intensive Period; Orientation).

Sincerely,

A handwritten signature in black ink that reads "David C. Schmittlein". The signature is written in a cursive, flowing style.

David C. Schmittlein