



50,000 DIVERSE ENGINEERS
GRADUATING ANNUALLY BY 2025

An Open Letter to 50k Coalition Members and the Broader Engineering Community

We are heartbroken by the recent killings of Breonna Taylor, Ahmaud Arbery, Rayshard Brooks and George Floyd. These heinous acts — like the far too many that came before — further underscore the magnitude of racial injustice in this country. Oftentimes, these injustices go unnoticed, unheard and unheeded. No more.

Together, our organizations — the American Indian Science and Engineering Society (AISES), the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers and the Society of Women Engineers (SWE) — stand in solidarity with those advocating for racial justice and equality.

Our missions and members might vary, but what unites us is a steadfast commitment to diversity and inclusion. Now, more than ever, we must stand shoulder to shoulder with the Black community, to lend our hands and hearts to the pursuit of justice, equity and inclusion in our country. Now, more than ever, we must believe that Black Lives Matter.

Over the past few weeks, each of our organizations has released a statement affirming, in no uncertain terms, our solidarity with the movement. But we also know that real change is only possible when our voices come together, when we use them to amplify the voices of those on the front lines. Thus, we're committed to supporting one another to catalyze our outreach and devise new and creative ways of supporting this movement.

We acknowledge — and are proud of — the many intersectional identities that encompass our organizations. But this is about presenting a united front. It's about declaring, clearly and with conviction, that we believe, in the words of Dr. Martin Luther King Jr., that "Injustice anywhere is a threat to justice everywhere."

One thing our organizations share is a commitment to education, particularly in STEM. But we also know there's another kind of education all too often missing in today's schools: about our country's history of systemic racism, about understanding our own implicit biases, about what it means to stand up and speak out when we see wrongdoing. In the words of the great Horace Mann, education is "the great equalizer of the conditions of men." If we truly want to create change, increasing our knowledge of diversity, equity and inclusivity is paramount.

To that end, the Leadership Circle of the 50k Coalition is eager to provide the following:

- Conversation
- Education
- Leadership Development
- Resources

More broadly, we are committed to using our voices, both individually and collectively, to help ensure that this movement brings about the kind of transformation our world so desperately needs.

We stand in unity with our Black brothers and sisters. We believe Black Lives Matter — today, tomorrow and every day. Standing together for justice is how true change is achieved.

Forever in solidarity,

Sarah Echohawk
Chief Executive Officer, AISES

Karen Horting,
Executive Director and Chief Executive Officer, SWE

Karl Reid
Executive Director, NSBE

Raquel Tamez
Chief Executive Officer, SHPE
