Ken Canty, who visited UMass Amherst on Thursday to talk to Engineering students about the reality of racism and discrimination in the construction industry, testified in a congressional hearing about discriminatory actions against his minority owned business. View the hearing here:
https://www.youtube.com/watch?v=K1BikyDuBl

Learn more about Ken’s career here:
http://www.fdmi.us/THE_EXIGENT_CIRCUMSTANCE_SOUL_OF_STEEL.mp4

Listen to Ken’s call to action here:
https://yourvoice.colorofchange.org/video-single/1634162579426

Ken Canty in an interview by Carolina Panorama’s Kiara Lewis, on the subject of race and discrimination in the heavy civil construction industry:
https://www.youtube.com/watch?v=NR1zRVd_cMI&feature=emb_logo
"It's about time" - William Miller III (Ken's Inclusion and Compliance Expert, who was also at the meeting) when he heard a students were interested in having this discussion

- Stand up and speak up, silence is acceptance
- There is a sentiment of making change on the UMass campus and in the CEE department, but not enough action to back it up
- Women are a key ingredient in creating balance and diversity in the workforce
- Most companies aren't bad companies, but some allow certain individuals to remain unchallenged in their unconscious or conscious bias
- We are all part of a giant puzzle, each of us has a role to play
- Taking action can take many forms: a sit out, speaking up in class, etc.
- Engineers have a lot of power and it is our duty to use it with honesty and integrity to create positive, meaningful change
- We cannot keep letting overt, implicit, or systemic racism continue to be "swept under the rug" at UMass
- Embrace the fight; surround yourself with those who will support you
- These conversations are uncomfortable, but imperative; be confrontational
- When doing a demonstration or demanding change, go to person with the most authority who could address the issues
- These issues are mostly white people's problem to solve: white people need to support and participate in making change, even if they feel they should take a back seat because they do not experience racism first hand
- Work to remove unconscious bias