

Athletics Racial Justice Action Plan 2021-2022

A critical objective of the Athletics Strategic Plan that was finalized in July 2020 is to create and maintain a culture of integrity, diversity, inclusion, and racial justice within the Athletics Department. A goal of Bentley Athletics is to support a values-driven organizational structure that provides consistent and ethical leadership to best achieve the mission of the department, institution, all students with whom we interact. To continue to make progress towards this inclusive culture, we are highlighting the following racial justice action items that we want to accomplish this year. The categories—learning, development, and training as well as learning environments—were defined by the Racial Equity Tool Kit created by the Racial Justice Task Force.

Learning, Development, and Training

A commitment to becoming a more just, inclusive, and equitable campus requires us to build internal capacity. Learning and development programming is essential in ensuring that our faculty, staff, and students can develop the skills and competencies to create an equitable environment.

- Conduct at least one training session each semester on microaggression awareness and interventions to all coaches, staff, and student-athletes in order to provide more education around the importance of how the day-to-day, organic interactions can have an impact on the experiences of others
- Partner with the NE-10 Conference and RISE, a national nonprofit leader in the diversity, equity, and inclusion within athletic spaces, to conduct at least one program for our entire athletic department to combat racial injustice and champion social justice in the next year
- Support campus initiatives on diversity, equity, and inclusion that are being created by the Inclusive Excellence Council by encouraging coaches to involve their teams about ongoing opportunities

Learning Environments

As an institution that places enormous value in a place-based education, we must create and maintain environments that reflect and promote values of diversity, inclusion, and equity. In addition to physical spaces, it is critical to examine the people that occupy these environments and how they can promote learning within Athletics.

- Dedicate a physical space, the Carleton Room, to support the operations and development of the Bentley Black Student-Athlete Coalition (BBSA)
- Work with Human Resources to ensure that our recruitment plans for new staff members are aligned
- Promote a more diverse athletic administration and coaching staff by taking time to audit the identities that are lacking most currently and prioritizing having increased applications from those specific groups for new positions
- Examine the success of the Bentley Black Student-Athlete (BBSA) and determine if other historically underserved identities would want to create similar groups