

**Bentley University Counseling Center**  
**Racial Justice Action Planning**  
**2021**

**1. Learning, Development and Training**

- a. We will overhaul our bi-weekly staff “Diversity Discussions” to make this time spent more directed, applicable, in-depth and providing more space for personal reflection.
  - i. All staff will read [Cultural Humility: Engaging Diverse Identities in Therapy](#) and rotate leading discussion and reflection exercises.
- b. All staff will obtain a minimum of 25% of their 20 hours of CEUs required for licensure in topics pertaining to working with BIPOC populations.
- c. All new hires and trainees will be required to watch the three trainings on culturally responsive care and the mental health consequences of racism.
- d. We will add a description of training taken by staff to increase expertise working with multicultural populations.

**2. Policies and Procedures**

- a. We will take action to make the Counseling Center a space that is seen as more welcoming and inclusive to the Bentley BIPOC community.
  - i. We will request that the Student Equity and Inclusion Consultants to review our physical space, website and policies and procedures to make recommendations for making the Counseling Center a more welcoming space.
- b. We will revise our intake procedure to make asking about incidents of bias and discrimination a standard feature of every assessment.

**3. Commitment to hiring with an inclusive lens and increasing racial representation in staff**

- a. We have rewritten an open position for the purpose of hiring a staff clinician who will serve as a Coordinator for Diversity, Inclusion and Social Justice Initiatives. In addition to working directly with students, this position will collaborate with student organizations and deliver outreach, psychoeducational and wellness services specifically targeting Bentley students who belong to historically marginalized and underrepresented groups.

**4. Advertise our support for the BIPOC community**

- a. We will add a statement to the front page of our website directed to the Bentley BIPOC community that specifically acknowledges the racial justice awakening over the past year and identifies the Counseling Center as a place of support for those communities.
- b. We will add a direct link to BIPOC specific mental health resources.