

Gender and Sexuality Student Programs Office

Racial Justice Action Plan

The Gender and Sexuality Student Programs Office (GSSP) is committed to racial justice through the engagement and exploration of the topics of gender and sexuality. Through programming, physical space and advisory roles, the GSSP Office is continuing to make changes to ensure that we are proactively centering anti-racist practices and applying intersectional approaches in our work with students while also being held accountable by the Bentley community. Only by understanding and celebrating gender, sexuality, and their intersections with other dimensions of identity can we all be free to be our authentic selves and the best leaders we can be.

Learning, Development & Training:

- Update our new Women's Leadership Program (WLP) intersectionality workshop to include the examination and development of multi-racial identity. This workshop will take place this fall.
- Review and update the Women's Leadership Program's mission and values with the students in the new intersectionality workshop each semester it is offered.
- Submit at least one book a school year dedicated to centering Black voices and experiences in continuation of the book club WLP started in 2020. This year's book is *When They Call You A Terrorist: A Black Lives Matter Memoir* by Patrisse Cullors and asha bandele.
- Support the Diversity Chairs of the WLP Student Advisory Team to host a social and racial justice workshop and conference Spring semester.
- Include all courses focused on and/or related to diversity and racism into the WLP list of courses to choose from. This list will be updated by the start of the school year.
- Mentor and advise [GSSP student organizations](#) to include anti-racist and intersectional education and programming. These organizations will reach out to co-sponsor with different orgs and advertise other orgs' events that elevate Black voices. Additionally, these orgs will collect post-program feedback for evaluation.
- Host at least 1 event a year with a trans person of color as the main speaker/entertainer/etc. This event can be a comedy night, inspirational speaker night, or mentor circle. We are aiming for a spring timeframe.
- Go through each program and update them to make certain that race, intersectionality, and racism are incorporated and emphasized throughout the fabric of each program, additionally by centering Black voices and ensuring our programs serve the needs of our students of color. This process occurred in Summer 2021 and will continue to be performed each summer before the start of the school year.
- Include and address race and intersectionality in the establishment of this year's LGBTQIA+ ally training for students.

Inclusive & Equitable Campus Interactions

- Work with Admissions to create a more inclusive selection process for the Women's Leadership program. This includes but is not limited to: rewording and making the language and questions on the WLP application more accessible, making sure to include and encourage work experience and other non-traditional activities as leadership experiences, and being intentional about having multiple people with multiple identities read through applications.

- Partner with faculty and staff who do work around anti-Black racism through at least one initiative or event per semester to amplify their work.
- Partner with student orgs whose events focus on Black and multi-racial identity at least once a year by co-sponsoring events and increasing student engagement through participation, attendance, and volunteering.
- Purchase stickers, materials and giveaways from people of color to place in the Gender and Sexuality Student Lounge (GSSL) that share a message of support to intersectional communities. Some of the stickers currently in the GSSL say, “Say her name,” “Stop AAPI Hate,” “Black Trans Lives Matter.”
- Purchase leisure and self-care activities for the students that promote Black and Brown joy in the GSSL. Some examples are fantasy stories written by and about queer Black women and puzzles that depict Black joy by Black artists.
- GSSP staff will each commit to attending at least 1 workshop or class a semester around racial justice to increase their own education, making sure to support students of color.
- Work with the rest of the Student Equity and Inclusion Team to partner on intersectional programs.