

Bentley University Health Center Racial Justice Action Plan DRAFT

Racial Justice Action Plan

October 2021

Context

Prior to sharing our Racial Justice Action Plan, I wanted to provide some context for the last year at the Health Center. The Health Center has been on-call through the entire pandemic - managing the screening test center, verifying COVID vaccine cards, holding flu and COVID vaccine clinics, managing positive cases and contacts while providing support to students in need of health care (on the phone, on a screen, in a tent, in a locker room and now back in the Health Center). Due to staffing changes and the high demand currently for health care workers, the health center is currently not at full staff capacity. We are working closely with human resources to complete our staffing model. In the meantime, while we continue to manage COVID testing and address surges of COVID cases on campus, the health center has focused on urgent concerns only with particular attention to COVID-related care.

During the pandemic, we've worked with the Center for International Students & Scholars and the Multicultural Center to consider the needs of our students of color regarding access to the COVID vaccine and managing challenging isolation and quarantine situations. We've also communicated with Facilities and Campus Services to make sure staff who have barriers to accessing the COVID vaccine and COVID testing would have those opportunities on campus at convenient times. The Health Center also participated in the Mosaic Parent Panel in August to ensure new students were aware of our services.

Current Priorities

The Bentley Health Center is committed to being part of the solution to addressing racism and are committed to diversity, equity and inclusion at Bentley. The Health Center is a key resource for residential and non-residential students and therefore must be a place where our students of color feel comfortable accessing care. At this time, we need to prioritize having clinical care available to our students, making sure we maintain a highly-vaccinated campus, and ensure Bentley is prepared in the event of future surges of COVID on campus. We are excited to see our team through to the end of the fall semester and take time in January, when we are closed for clinical care, to further flesh out the framework below including timeline, responsibilities and measurable outcomes. We would also like to invite our experts on campus to meet with our team to share ideas and contribute to our planning.

DRAFT PLAN with commentary as noted

1. Data: Review who is utilizing our services to compare against campus population data to identify gaps in services to people of color
2. Programming: Develop targeted outreach to underserved populations based on evidence above
3. Training: Ensure staff training regarding providing culturally competent care to students and reducing bias
4. Engagement: Ensure staff are participating in campus-wide initiatives regarding diversity and inclusion, racial justice initiatives, etc.
5. Staffing: Work toward ensuring our staff reflect the make-up of our campus; NP search ongoing to achieve a diverse candidate pool
6. Public Health: Participate in campus-wide initiatives to address the public health needs of campus particularly impacting our students of color