

In developing the 2021-2022 version of the Multicultural Center's (MCC) Racial Justice Action Plan, we utilized the newly created Racial Equity Toolkit to focus our thinking on two areas – Learning Environments, and Inclusive and Equitable Campus Interactions. Both of these are areas that the MCC has a vested interest in seeing improve in order to enhance the experience of our students of color and move Bentley toward being a more equitable and just community. As a focus on this year's plan, our goal was to identify objectives that would affect the way students of color feel supported, recognized, and validated.

Access and Success

The University supports efforts to increase the compositional number and success rates of historically underrepresented students, faculty, and staff members.

- Offer programs in multiple modalities (in person, hybrid, virtual, and recordings) to reduce student time and location constraints as a barrier to engagement.
- Develop and execute programs that are designed to support specific sub-set populations of students of color (i.e. South Asian students, Caribbean Students).
- Create and maintain a guide for students to local culturally-relevant businesses (barber shops, salons, dining, grocery stores, etc.).
- Identify ways to offer information and resources that go to families in multiple languages.

Climate and Intergroup Relations

The University has developed a psychological and behavioral climate supportive of all community members and works to develop capacity for enhanced quantity and quality of interactions across differences.

- Utilize nationally recognized cultural heritage months to educate about culture through celebratory events to better highlight specific cultural traditions and meanings.
- Partner with Identity and Advocacy student organizations to redecorate the Cultural Lounge on a rotational basis quarterly throughout the year.
- Facilitate focus groups with students of color to gain qualitative understanding of the results of the campus climate survey.

Education and Scholarship

Diversity is embedded into the educational (curriculum, pedagogy, and co-curricular activities) and academic (research and scholarship) engagement on campus.

- Implement semi-annual events to celebrate the academic success of students of color.
- Create, in collaboration with students, educational modules about various racial identities and cultural values that can be offered as educational sessions to faculty, staff, and students.
- Begin examining opportunities to embed co-curricular learning offered by the Multicultural Center into the forthcoming Diversity, Equity, and Inclusion major.