

New Student Programs Racial Justice Action Plan

New Student Programs is committed to achieving the following goals outlined in our Racial Justice Action Plan throughout the 2021-2022 academic year. New goals may be added as necessary, and all goals will be assessed by June 2022 to help the team determine future goals.

The team has selected the areas of Learning, Development and Training and Inclusive & Equitable Campus Interactions as our focus for this year. These areas were selected from the Racial Equity Toolkit to ensure that our departmental goals connect our actions to the broader campus-level strategy. Our plan is also grounded in our institutional Core Values and builds upon our plan from last academic year in accordance with the demand from the Black@Bentley community to infuse a mandatory DEI training into the new student experience.

Learning, Development & Training

A commitment to becoming a more just, inclusive, and equitable campus requires us to build internal capacity. Learning and development of programming is essential in ensuring that our faculty, staff, and students can develop the skills and competencies to create an equitable environment. By implementing our trainings and support efforts, we provide a consistent foundation as new members join the Bentley University community.

Student Staff Training & Support

- By August 2021:
 - Design and execute an orientation training program that includes a focus on equity and inclusion and the exploration of intersecting identities. These trainings include sessions with offices in Student Equity and Inclusion, a Flex Dialogue on Gender and Sexuality, training on bias incident response reporting, facilitation training for Lowering our Shields and I'm a Bentley Student and..., and the Student Affairs Racial Justice two-part mandatory training.
 - Create space for Orientation Leaders to share their own stories (including aspects of their intersecting identities) and actively listen to the lived experiences of their peers through training, the orientation program and through their time at Bentley.
 - Train Orientation Leaders to experience and facilitate the "I'm a Bentley Student and..." identity and inclusion dialogue program and "Lowering our Shields" vulnerability program. Part of these training courses emphasis how to set ground rules and expectations, the difference between dialogue and debate, and supporting students who choose to engage in the activities.
 - Orientation Leaders will participate in the mandatory Student Affairs Racial Justice two-part training with Resident Assistants and MOSAIC leaders. Learning will be assessed via a pre- and post-survey survey.

New Student Experiences

- By April 2022, New Student Programs will work with a committee of campus partners within the Division of Student Affairs to review the current Everfi "Diversity, Inclusion and Belonging for Students" self-guided course to determine if this is the best training for introducing topics of diversity, equity, and inclusion to new students moving

forward. This committee will provide feedback about different platforms or modifications that can be made to ensure this element of the new student experience aligns with institutional and departmental goals.

Departmental/ Divisional Collaboration

- By November 2021:
 - Collaborate with the Equity and Inclusion Consultants and other campus partners to review orientation activity facilitation guides for the January 2022 Orientation Program. This will allow for more diversity of perspectives in the planning process.

Inclusive & Equitable Campus Interactions

The Racial Equity Toolkit states that “the most recent data available, our undergraduate students show a high level of willingness to engage in conversations with people who are from diverse backgrounds, but significantly fewer report having serious conversations with peers who are different from them.” New Student Programs is committed to creating opportunities where new students feel comfortable bringing their full selves to Bentley, which will help us to develop a community that promotes dialogue and belonging.

Student Staff Recruitment & Retention

- By the end of November 2021, New Student Programs will create a comprehensive recruitment/hiring plan informed by data gathered from focus groups with past team members and previous processes. This plan will aim to recruit and hire a diverse pool of candidates, that creates a team that is reflective of and representative of the Bentley community.
- In January 2022, student staff will participate in structured dialogues to share their experience and identify ways to better support them in the Orientation Leader role.
- By October 2021, develop and launch a survey for Orientation Team Alumni to share their experience and identify ways to better support future Orientation Team members.

Assessing the New Student Experience

- By October, develop and host a focus group for our new students to share their experience and identify components of the Orientation program that were helpful in their transition to Bentley and ways that the program can improve to support future new students.
- By May 2022, analyze the Everfi Impact Report and other available assessments to identify equity and inclusion content areas to focus on in future new student programs (including Orientation and Falcon 40) for Fall 2022.

New Student Dialogue Opportunities

- Create space for new students to share their own stories and participate in conversations within their orientation small groups (led by trained Orientation Leaders) that will create a foundation to continue in brave spaces as they navigate through their Bentley experience. This will occur in such activities as “I’m a Bentley Student and…” and “Lowering our Shields.”