

Office of the Vice President for Student Affairs

Racial Justice Action Plan 2021-2022

Last year, we identified 21 different actions that we wanted to accomplish in our first Racial Justice Action Plan. This year, we are taking a more targeted approach to impact, deeply, the day-to-day experiences of our historically underrepresented and racially marginalized community members. Our focus is on depth rather than breadth. We have also intentionally designed this plan to integrate equity and inclusion efforts for community members with intersecting marginalized social identities. The 12 different actions are outlined below according to the Inclusive Excellence Framework.

Inclusive Excellence

Access & Success

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

- Assess staff of color onboarding and retention efforts within the division through qualitative (e.g. listening session) and quantitative (e.g. survey) measures
- Develop three action-items to improve staff of color experience after onboarding and retention assessment is conducted
- Communicate with staff of color regarding actions taken from assessment
- Set expectation for the use of inclusive hiring practices created last year

Climate & 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.

- Identify systems that are—and are not— working by hosting listening sessions throughout the year (e.g. Instagram Live and pulse polls)
- Evaluate how space and traditions can be made more inclusive by using the Student Advisory Group structure
- Examine how we, as a division, communicate when harm is done within the community
- Determine a plan to review office materials to make sure that they are accessible to all students (e.g. first generation students, social identities, etc.) by the end of the fall semester
- Implement document review plan in the spring term

Education & Scholarship

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

- Dedicate time at every division meeting to center racial justice education and action using area breakout time, department-specific presentations, and external facilitators
- Create specific assessments related to how social identity impacts how students experience the BentleyPlus program
- Review BentleyPlus advising session times to ensure that they are accessible for all students