

Community Members,

We are pleased to share the final discovery document of the Racial Justice Task Force – *Framing For The Future: Committing to Racial Equity at Bentley*. This document represents the participation of so many voices in the community in a collective change process that worked to directly confront, acknowledge, and understand how race and racism operate at Bentley.

The national events of 2020 allowed us to uncover years of racist behavior in our own community and that revelation exposed the existence of two Bentleys. One that understood that race mattered on this campus and recognized that racist acts were all too common and unseen. The other was a version of Bentley that was unaware of the impact of race and saw racism as something that happened in other places but not here. Fundamentally, the Task Force had to help the campus make sense of these multiple realities to ensure we could move forward in meaningful ways. The numerous educational and listening sessions, group deliberations and discussions, and reflective dialogue experiences sponsored by the Task Force worked not only to help us heal but also to prepare us for the difficult work ahead.

The honest and courageous engagement of the community allowed the Task Force to unearth four cultural barriers that prevent the University from seeing and acting to prevent racism in our community. The Task Force also worked to identify three strategic priority areas for investment to impact systemic racism. These discoveries are detailed within the document. To empower individuals and groups to take action, the Task Force also developed resources such as a Racial Equity Toolkit and an interactive Dashboard, both that accompany the document. This process of discovery resulted in more than these deliverables, however, yet it is often harder to see the personal and collective change that entering these brave spaces creates.

We invite you into this process of discovery by encouraging you to explore and reflect on the contents of this document. As you do we challenge you to engage with the findings by discussing with others to identify action you can take in your areas of influence. Achieving racial equity and justice is not a destination but a practice. It is a goal that is shaped as much by the small interactions and individual challenges to the system as the large public events and community-wide messages. We all have a role to play and we believe that the discoveries and priorities identified in the document, as well as the resources that accompany it, provide an important guide to encourage and equip everyone to do their part.

We are grateful to the more than one hundred students, staff, faculty, and alumni members of the Task Force who volunteered to take this journey of discovery as a community. Change does not start once this document is released, it began the minute we decided as a community to face this challenge directly. Now it is our collective responsibility to sustain this change and to keep the momentum that has begun. We can never forget the pain that so many have suffered because of our willingness to ignore the realities of race in our community. Let us commit to never being two Bentleys again but rather one community that does not look away and instead says we want to and will do more to create a racially just and equitable community for everyone.

Sincerely,
Katie Lampley
VP & Chief Diversity Officer
Co-Chair, Racial Justice Task Force

Donna Maria Blancero
Provost & VP of Academic Affairs
Co-Chair, Racial Justice Task Force