



BENTLEY UNIVERSITY POLICE DEPARTMENT

RACIAL JUSTICE ACTION PLAN

The Bentley University Police Department stands in solidarity with our campus partners and our black community members in condemnation of systemic racism, police brutality, intolerance and injustice.

As your police department, we are incredibly proud of the community we serve. We value the relationships we have cultivated with campus members, both personally and professionally. Because of how much those relationships mean to us, we feel it is important for us as human beings and law enforcement professionals to share with you how much we are shocked and outraged by recent cases around the country of force used by police officers against citizens. In particular, it is clear to us that racism, ignorance, lack of training and an overall lack of empathy were all contributing factors to the death of black Americans, which we find to be unacceptable, inexcusable and appalling.

Training is an important part of police work, and we consistently strive to maintain a high level of training, both in the quality and quantity of training our officers receive. Our training is grounded in fair and humane treatment of all. As your community caretakers, we are committed to continuing our training, which includes regular anti-bias policing, de-escalation and fair and impartial policing training, with the best interests of our community members in mind.

As police officers, we recognize the importance of being good allies to those whom we have vowed to protect and serve. To our community members of color we say, we see you, we hear you, and we value you. Please know that we are always available as a resource and welcome the opportunity for constructive dialogue. We value our strong ties with all of our Bentley community members and look forward to working with you and for you for the betterment of our community.

In furtherance, we identify the following actionable items:

- Work with the Multi-Cultural Center to determine their needs related to the liaison program.
 - What are the goals of the program?
 - What are the needs of the MCC?
 - Who is the best officer to assign to accomplish the goals?
- Explore expanding the “Bridging the Gap” Program with other groups on campus
 - Add NABA
 - Are there other groups?
- Explore expanding the “Know Your Rights” Program with
 - Continue with Mankind Movement
 - Add Coming Full Circle
 - Add CISS for International Students
 - Add Staff – Student Affairs People of Color Affinity Group

- Share recently revised/updated Ethics, Anti-Bias Policing, and Use of Force, Professional Standards Investigation Policies during
 - Programming and with Inclusion & Equity Committee,
 - Require annual review of policies by all employees

- Identify anti-bias training for all personnel to be completed annually
 - Identified and scheduled later this summer a mandatory training program for all sworn members to attend related to de-escalation and implicit bias training;
 - Share learning outcomes/content of training with Inclusion & Equity Committee
 - Identify alternate training for security officer and dispatchers
 - Implement any additional training identified as part of LE Reform Bill

- Work more strategically with Human Resources to recruit candidates of color for future vacancies
 - Explore barriers to POC applying to and working as police officers
 - Enhance current efforts to recruit more diverse candidates
 - Increase marketing of open positions to better reach POC
 - Use law enforcement network to reach POC seeking transfers
 - Consider recruiting at job fairs at colleges with criminal justice programs
 - Consider recruiting at academies for officers without department affiliations

- Further enhance our commitment to positive police-community relationships by increasing the scope of our community engagement unit;
 - Offer training (CPR, First Aid, RAD) to specific populations/groups (BUB, NABA, MKM, CFC, Athletics teams)
 - Introduce comfort dog Blue and Officer Bartkus at events across campus
 - Offer ride along program to students interested to enhance police/community relations
 - Determine future involvement with MOSAIC or identify alternative for new students

- Review annually all available data related to police activity, assess for officer bias and share that information with the Vice President for Student Affairs. Data sources include;
 - Annual Campus Safety Survey
 - BIRT
 - Anonymous Tip Line (police website)
 - Formal Complaint (online or in person to supervisor)
 - Report review of all campus incidents (reviewed daily and annually)
 - Review of all criminal prosecutions for bias

- Explore body camera implementation
 - Cost
 - Data Storage constraints
 - Union Constraints
 - Student Government Association input