

2021-2022 Racial Justice Action Plan

Student Programs & Engagement

Establish programs, practices, and structures that center sense of belonging for BIPOC students.

1. Proactively plan cultural heritage and awareness educational programs, by identifying programming needs through student feedback and communication with other departments. These programs may take the form of in-person events, virtual celebrations, and/or social media campaigns.
2. Develop, make students aware of, and implement policies that support the on-campus expansion of historically Black, Latinx, Asian, and Indigenous Peoples campus-based fraternity/sorority chapters as well as policies that support existing and future city-wide chapters.
3. Ensure BIPOC student voices are represented in student governance spaces and decisions by engaging in efforts that enhance student government connections to the needs of the student body and historically excluded communities specifically, intentional outreach and marketing of open positions, and marketing campaigns and strategies that increase voting during student leader elections.
4. Partner with Black-owned breweries and wineries for Harry's Tap Takeover events.
5. Create, distribute, and update student organization best practice guides for Inclusive Programming and Creating an Inclusive Organization.
6. Work with student organizations, specifically Identity & Advocacy Organizations, to develop a best practice guide for organization leadership transitions from year to year.
7. Provide departmental-led, introductory training to student organization advisors on topics related to college student racial identity development and student leader development. This training should be assessed to understand the extent to which these topics should be expanded upon and/or made mandatory.
8. Develop an annual practice of utilizing Campus Groups data to evaluate racial diversity of student organization membership, leadership, and event attendance to better understand inclusion dynamics related to participation and engagement; report on these findings in the department's annual report; use this data to better understand any racial disparities in engagement and inform changes.
9. Provide implicit bias training to all student managers and ensure this requirement is completed for any student assisting with the department's student employment hiring and selection process.
10. Work with Student Equity and Inclusion to establish or understand clear definitions and guidelines for utilizing the Cultural Lounge, Gender and Sexuality Student Lounge, and Sacred Space to better advertise the use of these spaces to our historically excluded students and student organizations and the Bentley community.
11. Incorporate student feedback into final drafts of, and develop assessment plans for tracking progress on, the office's functional areas diversity, equity, and inclusion strategic plans. Functional areas include: Student Organizations, Student Employment, Fraternity & Sorority Life, the Student Center, Campus Events & Traditions, and Marketing.

Deconstruct programs, practices, and structures that center White supremacy, and adopt anti-racist revisions or replacements.

12. Integrate educational social media campaigns to accompany in-person events to support student learning and reflection on the roles of identity, power, privilege, and oppression related to the event and/or event topics.
13. Conduct a racial justice and inclusion audit of the Bentley in the Bahamas Trip using a student advisory board; incorporate lessons learned from the audit, increase marketing, and be more transparent about the Division of Student Affairs' commitment to accessibility.
14. Establish a Fraternity & Sorority Life Inclusion & Belonging Council, comprised of diversity, equity, and inclusion officers from each chapter/council, to advance community priorities around inclusion and belonging.
15. Develop an inclusion agreement that must be completed by all existing and new members of Fraternity & Sorority Life as well as students serve in chapter leadership roles for the semester(s) in which they serve. The agreement will include a commitment to support racial justice (an area of priority and critical need) and will also include a commitment to support social justice and inclusion along various social identities. The agreement will address consequences for failing to uphold the agreement.
16. Develop a process for regularly reviewing and revising all departmental policies and practices, including policies related to student organizations, Fraternity & Sorority Life, student employment, the Student Center, Harry's, programs and traditions, and marketing.
17. Create a process by which students may be granted an exemption from paying the yearbook sitting fee.
18. Engage in staff-wide dialogue, as well as more individualized, personal, and/or anonymous ways to solicit feedback, on the presence of elements of White supremacist culture in departmental office culture; identify and implement ways to reduce and eliminate these elements, particularly those around balance and well-being.

Infuse identity awareness and dialogue competencies into educational opportunities for students.

19. Build on last year's racial justice leadership development trainings in a way that better aligns the sessions with Student Affairs racial justice training offerings and intended outcomes (BentleyPlus), applies diversity, equity and inclusion concepts to a students' specific leadership role, and provides students with opportunities for continued and ongoing learning.
20. Establish the department's new social justice book club as a recurring program each semester and enhance student engagement with the program, such as using student-selected titles and increasing the number of students who participate.
21. Engage in more intentional marketing of educational opportunities by advertising competencies gained (identity awareness and dialogue) by participating in each program.
22. Leverage educational program assessment data to enhance offerings and demonstrate publicly what students learn (identity awareness and dialogue).
23. Ensure the planning and content of the department's annual community diversity, equity, and inclusion (DEI) speaker program center issues of racial justice, intersectionality, student voice.
24. Continue to collaborate with university partners to cross-promote and partner on new programs and initiatives that support the equity-centered education and dialogue. This includes supporting the initiatives of other departments, including CultureFest and opportunities to build external programs into FSL Standards and the Org Challenge, as well as ways to bring other departments into

SP&E programming initiatives, such as the annual DEI speaker event and infusing BentleyPlus into departmental events.