



## **BENTLEY UNIVERSITY POLICE DEPARTMENT**

### **2021 RACIAL JUSTICE ACTION PLAN**

The Bentley University Police Department will always stand in solidarity with our campus partners and our marginalized community members in condemnation of systemic racism, injustice, and inequality. 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 and we will remain steadfast in this arena.

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 annual 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. 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 identify and assign a police liaison.
  - o Identify a University Police Officer to best represent this position
  - o Utilize this position in a positive way to enhance transparency and equality
    - Engage with pro staff at the center on a regular basis to identify ways in which our departments can work together to better serve the community.
    - Attend MCC hosted events that are open to staff (Bentley Brave Café )
    - Help facilitate at least 1 Open Call Conversation per year as the MCC sees fit.
  - o Take feedback/learned perspectives and apply to the creation/modifications of future policy and procedures.
  
- Improve annual data collection related to police activity, assess for bias and share that information with the community
  - o Conduct Annual Campus Safety Survey and release results within 1 week of receiving them.
  - o Annual release of Police interactions
    - To include, but not limited to: Hate Crimes, Use of Force, Arrests, Referrals to judicial
  - o Allow for more specific drop down options of demographics to get more accurate data for released statistics when available.

- Design and implement a Community Engagement Academy
  - Improve community outreach for equal access to, and representation at, the Academy to those that represent marginalized communities/identities
  - Offer one hour of the program to a professional staff member of the MCC to speak on community relations with our community of color.
  
- Student Advisory Committee to the Chief
  - Design the Advisory Committee during Fall 2021 with the intention to implement Spring 2022
    - Identify means for student compensation
    - Meet with the divisional student consultants for input on implementation
  - Solicit a group of students that best reflects all members of our community.
  - Use this platform to identify and rectify any weaknesses in our training or response to incidents based off of student feedback/recommendation.
  - Direct opportunity for community feedback from racially marginalized groups
  
- Work with our partners in Athletics to identify ways in which University Police can engage directly with Black Athletes.
  - Engage in reoccurring conversations with student athletes regarding experiences on campus that are exclusive to athletes of color and female athletes of color.
  
- Redesign the police vehicle and police uniforms to create options that make officers more approachable
  - Sewn in badges, baseball cap, internal vests
  - Officer appearance is noticeably different from surrounding municipalities

Committed,  
Francis G. Bourgeois  
Chief of Police