

BENTLEY BASELINE

A Pathway to Inclusive Excellence

Bentley Baseline is designed to help faculty and staff identify a starting point for their diversity, equity and inclusion (DEI) professional development. These self-guided, multi-tiered experiences are focused on individual learning and growth featuring reflective exercises that allow individuals to develop core mindsets and practices to build their individual capacity for the work.

Attributes of Inclusive Excellence

Bentley Baseline is part of the wider Inclusive Excellence Learning & Development Model created by the Office of Diversity & Inclusion. The model provides a growing path across four levels of Awareness, Allyship, Advocacy and Agency. Bentley Baseline is focused on Allyship and Awareness and will prepare faculty and staff to dive deeper into DEI topics and activities.



Core Development

Certain practices and mindsets are core to how we navigate and implement changes to Bentley's policies, practices and culture. Six Core Mindsets and six Core Practices have been identified which can be utilized across a wide range of DEI-related situations.

CORE MINDSETS

Humility Curiosity
Purpose Creativity
Empathy Bravery

DEI is as much a practice of thought as it is a practice of action. Core Mindsets are mental foundations that influence how we think about and approach DEI work.

CORE PRACTICES

Assessment Accessibility
Dialogue Collaboration
Inquiry Reflection

DEI enables us to take action to make our community more inclusive. Core Practices are actionable steps and routines that influence how we operationalize DEI projects, policies and procedures.

Baseline combines three **Universal Experiences** with a **Personal Growth Plan** each employee can use to create a development journey in consultation with their manager. Bentley Baseline is intended to be used in conjunction with Conversations about Performance (CAP) for staff, especially in the creation and fulfillment of Inclusive Excellence goals. This combination ensures each employee has the ability to customize learning and growth to their particular job function and duties while developing a baseline of knowledge and skills.

Universal Experiences:

A set of three trainings designed and offered by the Office of Diversity & Inclusion. They are self-contained trainings that guide faculty and staff through reflection and action planning to develop a core set of knowledge for working at Bentley.

1. Anti-Racism 101
2. Ally 101
3. Accessibility 101

Personal Growth Plan:

Designed to help employees participate in activities that can enhance their personal passions or roles. The PGP is designed in collaboration with each employee's office, division and manager.

PGP Experiences can include, but are not limited to:

1. Trans Ally Workshop
2. Bentley Brave activities/Dialogue Groups
3. Third party webinars or trainings

BENTLEY BASELINE ROADMAP

LEARNING AND DEVELOPMENT TRACKER

Participant Name: _____

Please fill in the date you completed each of the following workshops to track learning and development throughout your Bentley Baseline journey.

UNIVERSAL EXPERIENCES

Ally Training:

____/____/____

Anti-Racism 101:

____/____/____

Accessibility 101:

____/____/____

PERSONAL GROWTH PLAN

Programs you chose:

____/____/____
____/____/____
____/____/____

INDIVIDUAL PLANNING

Use the space below to reflect on what Core Mindsets and Core Practices you have developed and how you can continue to develop your personal DEI knowledge and capacity. Identify learning opportunities both in and outside Bentley you will take part in over the net year.

