



Members of the Black at Bentley Community,

Over the past three months, we have been carefully reading and discussing the 120+ testimonials posted on @blackatbentley. The perspectives and experiences that have been shared have deeply impacted the members of this leadership team. We appreciate the thoughtful and thorough activism of the more than 200 people who helped develop this list of specific actionable demands. We are proud of you and the other members of our alumni community who care deeply about Bentley and about making our collective future stronger than our past. Thank you for your advocacy, encouragement and high expectations.

The President's Cabinet has carefully reviewed and discussed the document and 55 demands that you sent us on Sept. 1. We share your desire to make Bentley a university that respects all members of our community and holds those who act contrary to our values accountable for their actions. We agree that our efforts need to be focused on systemic changes to ensure that this commitment is institutionalized and pervasive. We believe that we all must take responsibility to make Bentley a more actively anti-racist community. Your perspectives and voices will help us achieve that goal.

In many ways, the community you built through this Instagram page and movement reflect what we believe to be the true nature of our university. We are an institution that values Caring, Collaboration, Diversity, Honesty, Impact, Learning and Respect—ideas that are instilled in our Bentley Core Values. Your efforts embody each and every one of these values. All of us at Bentley must continue to act intentionally to *live* these values every day.

Two years ago, we began a process of connecting Diversity and Inclusion more formally and explicitly to our university strategy. Diversity and Inclusion was named an “enabling feature” of the strategic plan, meaning that the university could only achieve success if our diversity and inclusion efforts were a success. The work related to this enabling feature began immediately. We reaffirmed Diversity as a core value and the faculty voted to include cultural competence as a learning outcome in the redesign of the university's curriculum.

Current events have sharpened our focus on addressing systemic racism at Bentley. In the past few months, we took many proactive actions that aligned with your requests. Some steps we've taken include: creating the [Racial Justice Task Force](#); naming a [chief diversity and inclusion officer](#); identifying [strategic initiatives for racial justice](#) within and across the university divisions; encouraging faculty to adapt inclusive teaching practices; and a review of University Police practices and new training for all officers. Your document has surfaced areas where action is currently underway as well as others we will now consider. We have reviewed and given thought to every one of your demands, and in the response below, we explain the rationale for our replies.

In addition to the list of demands, the questions you submitted are excellent and deserve in-depth conversation rather than brief responses. We propose that the Cabinet members who are responsible for the areas identified like Academic Affairs and Enrollment Management join you and interested individuals in a discussion of these topics at a date and time of your request.

Please know that we have not ignored the painful stories that have been shared by individuals on @blackatbentley, during community vigils and through student forums. We have taken the time to reflect on them and discuss the impact these encounters have had not only on the people involved but also on the culture and climate overall. We cannot undo what has already happened, but we can and will work to address the systemic nature of these issues to reduce the chance that they will happen again.

We have learned how essential it is to keep open the lines of communication and commit to doing that moving forward, starting with an invitation to an open forum on Sept. 22 at 5:00 p.m. for anyone interested in discussing our responses to these demands. Details and a link to this Zoom session will be shared with Black at Bentley soon. In addition, through the Racial Justice Task Force we will continue to host conversations with those on campus to solicit their input and invite them into the work that is being done.

Changing a system, any system, is not easy. It requires persistent action and accountability. That is what we will work to provide as we continue to move forward. We recognize that it will take time not only to make change but also to regain your trust. We look forward to working in partnership with you to achieve both and to ensure a more just and equitable future for us all.

Thank you for your efforts and your activism.

The Bentley University Cabinet

Paul Condrin
Donna Maria Blancero
Josh Brand
George Cangiano
Carolina Figueroa
Maureen Flores
Maureen Forrester
Chris Joyce
Amanda King
Katie Lampley
Judy Malone
Andrew Shepardson
Ian Thomas Wall

Administration

Note: While the submitted list put each of these categories in alphabetical order, we have lifted Administration to the top of the list, as this is the area on which we, as the President’s Cabinet, have a direct impact. The rest of the document remains in order as submitted.

#	Yes	Maybe	No	Demands	Notes
1	X			Publicly acknowledge that you are reading the stories on Black at Bentley’s Instagram and actively want to listen and take action. (within the next 30 days)	The President’s Cabinet consistently monitors, reads and discusses the content on @blackatbentley. In addition, the Cabinet acknowledged “reading the honest and difficult stories and conversations shared in forums like @BlackatBentley” in an email to all members of the Bentley community (students, faculty and staff), dated Aug. 4, 2020. This was listed as one of the influences behind developing the university’s strategic initiatives for racial justice. The @bentleyu Instagram account follows and has responded to @blackatbentley.
2	X			Host an open forum between Bentley Leadership and board members with black students and black alumni. (Immediate)	The President’s Cabinet and members of the board’s newly formed committee on Diversity, Equity & Inclusion agree to hold an open forum with Black students and alumni.
3	X			Host a town hall with alumni and Bentley Leadership. (Immediate)	Members of the President’s Cabinet will host a town hall/open forum with Black students and alumni on a date to be agreed upon.
4	X			Require all Board members and Bentley Leadership to participate in DEI training annually. (Immediate)	The President’s Cabinet engages in Diversity, Equity & Inclusion professional development experiences

				<p>throughout the year. Topics covered in workshops over the last two years include unconscious bias, inclusive leadership and cultural competence.</p> <p>The new standing committee of the board on Diversity, Equity & Inclusion (described below) will lead efforts to provide educational experiences for the members of the board. A DE&I session is being offered during the October 2020 board meeting.</p>
5	X		<p>Include Diversity, Equity, and Inclusion as a leadership position on the cabinet team. (Immediate)</p>	<p>Chair of the Board and Acting President Paul Condryn named Katie Lampley Chief Diversity and Inclusion Officer on Aug. 3, 2020. The board of trustees also unanimously voted to create a new standing committee of the board on Diversity, Equity & Inclusion. This is one of only a handful of standing board committees on DE&I in the country.</p>
6	X		<p>Create an annual marketing campaign to ensure the entire community knows about the Earl Avery Scholarship which provides tuition dollars to highly qualified students of color. (Immediate)</p>	<p>We will elevate the options to give to several important areas focused on racial equity and justice by adding a fourth category on our giving page of the Advancement website called "Diversity, Equity & Inclusion." In that category we will promote the Earl Avery Scholarship, direct gifts to the Multicultural Center and funding directed to Diversity, Equity & Inclusion initiatives. In addition, we will elevate these opportunities for funding DE&I initiatives in all of our</p>

					philanthropy discussions with private and corporate donors.
7			X	Insist that corporations/businesses who work and have relationships with Bentley students donate funds to the Earl Avery Scholarship which provides tuition dollars to highly qualified students of color. (Short Term)	It would be unethical for Bentley to insist that corporations and businesses who work with the university contribute to a fund as a condition of our partnership. We are, however, committed to elevating the opportunities to support our students of color and initiatives to support DE&I as outlined above.

Academics

***Note:** A few of your demands relate to the content of the university curriculum and the specific types of courses offered to students, and we want to make particular note of the governance process related to this topic. Like most colleges and universities, the Bentley faculty have shared responsibility for maintaining and updating the curriculum. Please know that many of the goals outlined here related to the curriculum have our full support and that of the Faculty Senate, which oversees the redesign and development of the university’s curriculum. Many of these changes take time as courses are designed, developed, vetted and approved, but rest assured that we and the Faculty Senate are all committed to making real progress on these initiatives.*

#	Yes	Maybe	No	Demands	Notes
8			X	Increase the enrollment of black students and students of color entering each of Bentley’s STEM-based majors ¹ by at least 5% (for each group) for Academic Year 2021. Enrollment should increase in both relevant business majors ² and arts and science majors ³ . (Immediate)	All students are given the opportunity to choose the major that best suits their educational goals. Academic leadership does not and will not mandate which area of study a student pursues. However, we are committed to monitoring the rates of Black students and students of color who enroll in STEM courses and major in STEM fields.

¹ This document provides our list of STEM-based majors (which is inclusive of Bentley’s STEM-designated majors)

² Economics-Finance, Quantitative Economics, Business Economics, Accountancy, Finance, Corporate Finance and Accounting, Computer Information Systems, Information Systems Audit and Control

- ³ Actuarial Science, Data Analytics, Mathematical Sciences, Sustainability Science

9	X		Require students to take at least 2 Diversity Intensive (D) courses ⁴ during their time at Bentley. (Short Term)	Students are currently required to complete one diversity-intensive course. Like most colleges and universities, the Bentley faculty have shared responsibility for designing and approving the curriculum. However, the Academic Affairs leadership team will partner with the Faculty Senate to discuss the feasibility of this change to the curriculum.
10	X		Review all Diversity courses and have them evaluated by outside professionals for rigor, deepness and relativity to current events. (Short Term)	Bentley uses a Curriculum Implementation Committee and a Curriculum Policy Committee, both of which are elected by members of the faculty, to review, vet and evaluate all new courses. In addition, the associate dean of arts and sciences oversees a committee of faculty with relevant expertise to review all diversity-intensive courses.
11	X		Require Diversity in the workplace as a general business course. (Short Term)	As previously noted, the Bentley faculty have shared responsibility for designing and approving the curriculum. However, the Academic Affairs leadership team will partner with the Faculty Senate to discuss the feasibility of making this change to the curriculum.
12	X		Include DEI within more core courses throughout all years at Bentley (Short Term)	Over the past two years, Bentley faculty have been working to develop a new core curriculum for all Bentley students. The new curriculum includes five specific learning goals, one of which explicitly

⁴ List can be found at: <https://d2f5upgbvnx8pz.cloudfront.net/sites/default/files/inline-files/201609-di-focus.pdf>

					addresses diversity, equity and inclusion. Work continues on finalizing this new curriculum.
13		X		Create a business course that is centered around business issues, historical and current events, that affect the black community and other communities of color. For example, teach about Black Wall Street, Redlining in the housing industry, business loans, etc. (Short Term)	Courses that highlight some of these issues are currently in the Bentley curriculum, including MG 228 (Managing Diversity in the Workplace), LA 105 (Race and the Law), LA 107 (Social Justice Law), SO 241 (Race and Racism in the U.S.), and GLS 205 (Social Policy). We have and will continue to encourage all faculty to adapt inclusive teaching practices and expand course content to include materials that affect the Black community.
14		X		Create partnerships with other schools, in particular an HBCU so that students can take classes and live outside of Waltham during their undergraduate or graduate years. (Long Term)	The provost and members of academic leadership will reach out to select HBCUs with the hope that a partnership can be developed. We cannot guarantee that the partner school will accept an offer, so this is “maybe” until further work, conversations and negotiations take place between Bentley and the potential partner.

Admission

#	Yes	Maybe	No	Demands	Notes
15		X		Create a policy to ensure students who start Bentley do not have to leave due to financial issues. Work to retain your students of color. (Short Term)	We currently have procedures in place to allow students who are in need of assistance to appeal financial aid decisions and ask for additional funding. We commit to reviewing this process to determine if there are any inequities for students

					of color that may be impacting their retention.
16		X		Remove the requirement for SAT and ACT testing from the process for being accepted to Bentley. Instead require interviews to actually get to know the candidates. (Short Term)	Bentley is currently piloting a test-optional approach to admissions for fall 2020 and will use the data to inform a final decision next year. We currently emphasize the strength of a high school's curriculum and a student's grades within that curriculum for our admissions review. These criteria have proven to be a stronger predictor of future success than criteria like interviews. Research on this topic is available here.
17	X			Increase the number of black students at Bentley by at least 5% and show YOY growth starting in the next admission cycle. (Long Term)	Increasing the number of Black students <i>by</i> 5% would not make the sizeable impact on our student body that we strive for. Instead, we are committed to increasing the percentage of Black students to 5% of the <i>total</i> undergraduate population in the next 3-5 years.
18	X			Develop partnerships with junior and senior outreach programs that focus on students of color across the U.S. to help build a pipeline of interested candidates of color. (Long Term)	We will enhance the existing relationships Bentley has with community-based organizations and strengthen our partnerships with community colleges to expand our pipeline of students of color.

Alumni

#	Yes	Maybe	No	Demands	Notes
19	X			Create an MCC Alumni Council - the council would be a group of alums who will host meetings and events, raise	The Office of Alumni and Family Engagement is in the process of forming an Alumni of Color Council. Alumni

				<p>money for Bentley activities/scholarships of their choice, and be a network for students and alumni of color. This council can also assist Bentley when it comes to alumni of color issues.</p> <p>(Immediate)</p>	<p>recommended by members of the community and representing several class years and racial groups have been invited to join the initial council. We anticipate the first meeting of the council will take place early this fall at which we will create the mission and charter of the group.</p>
20	X			<p>Create messaging and programming that highlights your opportunities for alumni to share their talents and time in addition to the donation dollars. (Short term)</p>	<p>This will be on the agenda for the first meeting of the newly formed Alumni of Color Council. We currently offer a variety of opportunities for alumni to reconnect with Bentley and to network with peers, but will work to appeal to a broader array of alumni.</p>

Athletics

#	Yes	Maybe	No	Demands	Notes
21	X			<p>Require Diversity, Equity, and Inclusion training taught by professional staff for all athletes, coaches, and staff including anti-bias, anti-racism, and anti-sexism training with role playing and giving real life examples so that students can understand and relate.</p> <p>(Immediate)</p>	<p>This fall, the Student Affairs Equity and Inclusion Committee will review student trainings to ensure consistency and that trainings are beneficial for students of color. This will be repeated in the spring for all staff trainings. Bentley Athletics recently underwent an external review of programming that has helped to identify action items for such trainings.</p>
22	X			<p>Actively recruit more students of color for sports teams. Show YOY growth for the next 5 years. (Short Term)</p>	<p>The Athletics Department will continue to partner with Admissions and Financial Aid to increase recruitment of athletes of color.</p>

23	X		Hire more people in color to work in the athletics department. (Short Term)	We are committed to continually examining systemic barriers to diversifying our staff. This includes the importance of building communities where staff feel respected and valued as well as providing pathways for staff to succeed and be promoted within the organization. Vaughn Williams , recently hired as the university's new athletics director, will oversee all athletics hiring. In joining Bentley, Vaughn became one of only five Black college athletics directors in New England.
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Campus Life

***Note:** All departments in Student Affairs have created a racial justice action plan that outlines in detail how they will advocate for racial justice and contribute to anti-racist efforts. The Inclusion and Equity Committee (a committee of Student Affairs staff) reviewed each plan and provided feedback to the departments followed by community conversations with students who were encouraged to ask questions and provide feedback. A dashboard is also being developed that will show progress on racial justice action plans at the end of each term and will be publicly available starting this fall.*

#	Yes	Maybe	No	Demands	Notes
24	X			Create an MCC Alumni Council - the council would be a group of alums who will host meetings and events, raise money for Bentley activities/scholarships of their choice, and be a network for students and alumni of color. This council can also assist Bentley when it comes to alumni of color issues. (Immediate)	The Office of Alumni and Family Engagement is in the process of forming an Alumni of Color Council. Alumni recommended by members of the community and representing several class years and racial groups have been invited to join the initial council. We anticipate the first meeting of the council will take place early this fall at which we

					will create the mission and charter of the group.
25	X			Provide spaces and opportunities to have healthy conversation around politics, race relations, current events. (Immediate)	This occurs in many ways on Bentley’s campus. Most recently, we have sponsored monthly community conversations through Student Affairs, and we offer a variety of programming through Student Equity and Inclusion including the Multicultural Center, Center for International Students and Scholars, Spiritual Life and Gender and Sexuality Student Programs. Our defined communities in residence halls create spaces for learning and conversation. The creation of additional healthy and safe spaces is also central to many of the Student Affairs Departmental racial justice action plans.
26	X			Host cross campus events relating to race relations that are supported by all of campus life and do not rely on the MCC or student organizations of color to host those events. (Immediate)	In addition to the above, a racial justice forum for student leaders was hosted this summer, and Student Affairs also hosted a New Student Racial Justice Forum for the newest members of our community to ask a panel of staff questions about our racial justice efforts on campus. We will continue to provide monthly community conversations throughout the fall.
27	X			Create a student diversity council. ⁵ (Immediate)	We will create the Identity & Advocacy Leadership Council in partnership with the

⁵ This council can help work with clubs and organizations to promote participation in DEI related events. They can also be a sounding board for Bentley Leadership and the Chief DEI officer.

					<p>Multicultural Center and Student Programs and Engagement this fall. The council will be made up of representatives of our identity and advocacy organizations. It will allow our student organizations whose mission is tied to a facet of social identity to collaborate, build coalitions, share resources and support each other.</p> <p>In addition, Student Affairs has created internships for students interested in diversity and inclusion issues, to serve as consultants for the division. Students can apply and will be paid for their guidance.</p>
28	X			Create a staff and faculty diversity council. ⁶ (Immediate)	A campus-wide Diversity Council sponsored by the Office of Diversity & Inclusion and chaired by the chief diversity and inclusion officer currently exists. The Diversity Council is comprised of staff, faculty and students. It was instrumental in writing the language for the Diversity and Inclusion enabling feature, which is part of the university's strategic plan.
29		X		Allow faculty and staff to indicate that they are safe spaces for people of color, similar to the PRIDE stickers. (Immediate)	The Office of Diversity & Inclusion currently administers the PRIDE Ally sticker program and will investigate the creation of a similar program for racial justice allies and advocates.

⁶ This council could be a great resource for professors who are looking to work on their DEI curriculum, discuss issues they are having in their classes, and a way to partner with the DEI department.

30	X			Provide training on DEI (anti-racist, anti-bias, and anti-sexism) taught by professional staff for all club e-board members and student organization leaders. (Immediate)	In fall 2020, all student organization presidents are required to participate in equity and inclusion trainings hosted by Student Programs and Engagement. In spring 2021, equity and inclusion training will be required of all e-board members of student organizations.
31	X			Continuing education around DEI (Immediate)	This is a core part of our approach to campus life and we are committed to ensuring that DE&I educational opportunities exist for members of our community.

Campus Police

#	Yes	Maybe	No	Demands	Notes
32	X		X	Require annual and continuous training and development for University police and Waltham police on Diversity, Equity, and Inclusion that includes anti-bias, anti-racism, anti-sexism, and de-escalation training. (Immediate)	<p>Yes – All Bentley police officers completed four hours of de-escalation training and four hours of anti-bias training in August. The department will require this training annually. In addition, all officers have completed the Ally Workshop to promote equality, fairness, acceptance and mutual respect for our LGBTQ students, faculty and staff at Bentley.</p> <p>No – Bentley cannot require training for the Waltham Police Department. We have no contracts with Waltham Police and they do not do any patrols on campus.</p>
33	X			A complete review of all disciplinary actions and sanctions of students with a particular disaggregation of	This is occurring now and will continue for all disciplinary actions and sanctions.

				data by race ⁷ to evaluate any possible existing bias. Any bias must be rectified through appropriate, immediate policy changes. (Short Term)	
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Faculty and Staff

#	Yes	Maybe	No	Demands	Notes
34	X	X		Require annual training for faculty on how to address racially charged tensions in the classroom. (Immediate)	For the past six years, we have required all new faculty to participate in a day and a half workshop on “teaching in a diverse classroom.” Academic leadership will work with the Faculty Senate to require this training for all faculty. We have also recently launched a resource page on inclusive pedagogy for all faculty, which includes strategies for de-escalating racial tensions and addressing microaggressions. Faculty are required to review the resources on that webpage and to review their existing courses to incorporate inclusive strategies. This item is a combination of “yes” and “maybe”; we are already offering a number of options, and faculty may focus on a different area related to race.
35	X	X		Require annual training for faculty on diversity, equity and inclusion including anti-bias, anti-racism, and anti-sexism training. (Immediate)	Please see the reply to #34 above. In addition, two years ago we began requiring all faculty search committees to attend a two-hour training, “Unconscious Bias in the Search Process,” facilitated by the Office of Diversity &

⁷ Bentley uses the following a specific set of policies and sanctions found at the following link: <https://www.bentley.edu/offices/student-affairs/policies-sanctions>

					<p>Inclusion and Human Resources.</p> <p>We recently became members of the National Center for Faculty Development & Diversity, an independent professional development, training and mentoring community for faculty. This membership is aimed at increasing the retention of current faculty of color as well as helping to provide learning and development opportunities for all faculty.</p>
36	X			<p>Create a larger staff of coordinators/liaisons within other departments such as admission, financial aid, academic advising, career services, athletics, counseling, alumni, MCC, and residential life to work with the Chief Diversity and Inclusion Officer. (Immediate)</p>	<p>A campus-wide Diversity Council sponsored by the Office of Diversity & Inclusion and chaired by the chief diversity and inclusion officer currently exists. The Diversity Council is comprised of staff, faculty and students. The council played an important role in developing the language for the Diversity and Inclusion enabling feature, which is part of the university's strategic plan.</p>
37	X			<p>Increase the number of black adjunct professors, tenured professors, and department chairs. (Short Term)</p>	<p>This is absolutely our goal. Please see our reply to #35 above. In addition, we have a strong partnership with the PhD Project, the largest network of African-American, Latinx and Native-American business PhDs and doctoral students in the country. For the past four years we have co-sponsored a teaching workshop on our campus which provides visibility for Bentley with this crucial</p>

					demographic. In addition, last year Bentley began recruiting at the SREB Institute for Teaching and Mentoring, the largest gathering of minority doctoral scholars in the country.
38	X			Increase the number of professors of color, tenured professors, and department chairs. (Short Term)	Please see our responses to #35 and #37 above. In addition, we are committed to creating a publicly-accessible equity dashboard to track the number of faculty of color, including adjunct instructors, lecturers, tenure-track professors and tenured professors. It will take more than one year to see increases in these numbers, so we would list this as a long-term goal. Please note that faculty recruitment begins 12 months before the faculty member starts at Bentley.
39	X			Hire qualified staff to teach issues of DEI and have them work with professors to include these aspects within their courses. (Short Term)	When necessary, we will bring in consultants to assist with these aspects.
40	X			Hire more people of color in more areas such as financial aid, alumni, marketing, counseling, career counseling, center or women in business and admission. (Short Term)	We commit to ensuring that all candidate slates are diverse. In addition, Bentley Human Resources is partnering with the Office of Diversity & Inclusion to expand the “Unconscious Bias in the Hiring Process” training requirement to include all administrative searches for positions with managerial oversight of staff and/or programmatic areas.

Multicultural Center

#	Yes	Maybe	No	Demands	Notes
41	X			Create coordinators/liasons within other departments such as admission, financial aid, counseling, academic advising, career services, athletics, campus life, university police, and residential life. There should be at least one person responsible for DEI in every department. (Immediate)	We are fully supportive of this idea but want to take the time to ensure this process is done correctly. First, it is important that these liaison positions are created as part of position descriptions and not “added responsibilities” to existing jobs. Goals, metrics and expectations should be clear. In addition, these programs must be designed to complement not burden the staff of the Multicultural Center with additional responsibilities.
42		X		Create a physical safe space for MCC. ⁸(Short Term)	We are in favor of this but given the financial implications of the pandemic, we are unsure of the time frame. The student center continues to have an MCC lounge. We have committed to have students of color provide input on the ongoing master plan exercise for the university as part of our racial justice action plan.
43	X			Create a mentorship program with Alumni of Color and students. (Short Term)	The Multicultural Center will work with alumni and Career Services to match upper-class students with alumni mentors. This will be a great complement to the current mentorship program where upper-class students mentor incoming students, and will provide our Peer2Peer mentors with their own alumni mentors.

⁸ This is an essential need at a predominantly white school (PWI). Black and other students of color need a private safe space where others are in the room that they can relate to and have private conversations.

44		X		Create a larger staff and hire individuals that represent the many cultures at Bentley. (Long Term)	We are in favor of this idea, but given the financial implications of the pandemic we are unsure of the time frame.
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Residential Life

#	Yes	Maybe	No	Demands	Notes
45	X			<p>Bentley must train all members of the office in DEI (anti-bias, anti-racist, and anti-sexist) continuously. If this already happens, have the training evaluated by an outside organization for effectiveness. Members of the office comprise of both the Central Office Team and the Hall Staff.</p> <p>All staff including the aforementioned, Head Resident Assistants, and Research Assistants must complete anti-bias and diversity training. The performance of each individual during this training will quantitatively and qualitatively inform part of their overall annual assessment (at least 10% of their assessment should include this content and work). (Immediate)</p>	Residential Life staff had implicit bias training this summer during RA training, and RAs went through a day-long diversity and inclusion training. A professional trainer on diversity and inclusion was brought in to lead a training for the entire staff. All Residential Life professional staff are reading <i>Me & White Supremacy</i> by Layla F. Saad, and they will complete the workbook in the book. Additional DE&I trainings will occur for RAs this trimester. In the spring, the Student Affairs Equity and Inclusion Committee will review all staff trainings to ensure consistency and that trainings are beneficial for staff of color.
46	X			A complete review of all residence-related disciplinary actions and sanctions of students with a particular disaggregation of data by race ⁹ to evaluate any possible existing bias. Any bias must be rectified through appropriate,	This is occurring now and will continue for all disciplinary actions and sanctions.

⁹ Bentley uses the following a specific set of policies and sanctions found at the following link: <https://www.bentley.edu/offices/student-affairs/policies-sanctions>

				immediate policy changes. (Immediate)	
47	X			Create a set of policies to ensure racist events and actions within dormitories and other connected residential life spaces are channeled towards an official reporting mechanism outside of residential life. (Immediate)	The Bias Incident Response Team (BIRT) already exists, and students, faculty and staff can use the BIRT process to report bias-related incidents. We are working to ensure that all students know it is available. The BIRT process is linked to the Office of Diversity & Inclusion so there is a check and balance outside of Student Affairs / Residential Life.
48	X			Increase the number of black staff members within all parts of Residential Life by at least 5% ¹⁰ . (Short term)	As shared previously, we are committed to continually examining systemic barriers to diversifying our staff. This includes the importance of building communities where staff feel respected and valued as well as providing pathways for staff to succeed and be promoted within the organization. The “Unconscious Bias in the Hiring Process” training requirement will be instituted for all hires in Student Affairs.

Reporting and Evaluations

#	Yes	Maybe	No	Demands	Notes
49	X			Class and professor evaluations should be more clear. “Environment conducive to learning” is not enough. The language should say something like, “Student felt seen and understood.” (Immediate)	Faculty evaluations are governed by the Faculty Senate. The Faculty Senate is currently working to revise the evaluations. Academic Affairs leadership will encourage the Faculty Senate to consider this

¹⁰ This is particularly an issue for the Hall Staff, where there is not a single black Resident Director.

					change as it finalizes the new evaluations.
50		X		The faculty evaluation process and, specifically, a tenured faculty's ability to maintain their tenure must be tied to an active commitment to being anti-racist in thought and action. This must be included in an updated version of the Faculty Manual. ^{11 12} . (Immediate)	This must be approved through faculty governance, and Academic Affairs leadership will work with faculty to create mechanisms to report on their DE&I learning and development in their annual reviews.
51			X	SETs should be reported and evaluated publicly. The report should include desegregated information by race, gender, and domestic vs international students to see if any patterns occur. (Short term)	The quantitative SETs data are already publicly accessible. The student demographic data are anonymous as they are at colleges across the country, to encourage honest evaluations and protect students' privacy.

Students

#	Yes	Maybe	No	Demands	Notes
52	X			Require DEI training taught by professional and not student leaders to be part of orientation and first year programming. (Immediate)	All new students this year were required to complete a professionally developed on-line inclusion and equity program (due to COVID-19, all first-year programs were virtual). The new student program's racial justice action plan includes the commitment to provide engaging social and educational events for new students, including specific opportunities for anti-racist and racial justice dialogue.
53	X			Create programming, taught by professional staff that extends	This fall, the Student Affairs Equity and Inclusion

¹¹ The Faculty Manual can be found at the following link:
https://d2f5upgbvix8pz.cloudfront.net/sites/default/files/inline-files/Updated%20Faculty%20Manual%20-February%208%252c%202018_4.pdf

¹² Please see pages 25-51 for details about faculty appointments and tenure.

				throughout all 4 years that include DEI training and programming. (Short Term)	Committee will review student trainings to ensure consistency and that trainings are best practice and beneficial for students of color.
54	X			Require bystander training annually and teach students how to be an ally. (Short Term)	We are working to implement the Bringing in the Bystander national model to Bentley beginning this year. It has a section on identities and uses an anti-oppression and trauma-informed lens. We will further expand this program to meet our racial justice goals.
55	X			Hire a person of color to work in the counseling center that specializes in DEI issues. (Short Term)	As shared in #23 and #48 above, we are committed to continually examining systemic barriers to diversifying our staff. This includes the importance of building communities where staff feel respected and valued as well as providing pathways for staff to succeed and be promoted within the organization.