



Dear Bentley Community,

In June we shared a message of solidarity with Bentley's Black community and people of color on our campus. We are now announcing our office's first commitments towards social justice, on our path to being a better organization and one that is actively anti-racist. They read as following:

*Continue to Develop our Social Justice Internship*

In June, the Office of Sustainability created a new social justice intern position. This intern will be a part of the office's Student Sustainability Leadership Program and will assist Office of Sustainability staff in investigating the office's practices, programs and campus sustainability policies to identify actions needed to make Bentley's sustainability programs actively anti-racist.

*Develop a Strategic Plan for Sustainability that Includes a Focus on Anti-Racism*

During the 2020-2021 academic year, the Office of Sustainability will lead a sustainability strategic planning effort to update the university's Sustainability and Climate Action Plan. The process will focus on broad engagement of the campus community in ideation and goal setting for Bentley's sustainable future. A sustainable future is not complete if it does not also create an equitable one, thus a key criterion for this work will be that every goal, strategy or tactic identified in the process must be reviewed for its impact on justice, equity, diversity and inclusion with a focus on anti-racism.

*Create Programming focused on Environmental Racism*

The Office of Sustainability is updating all Student Sustainability Leadership training to include environmental justice and anti-racism education. Student sustainability leaders will work closely with Office of Sustainability staff to incorporate environmental justice programming and initiatives into the office's campus education and engagement work. This fall, programming will be focused on environmental racism.

We are devoted to the above three commitments as a starting point in our work to create a larger social justice framework for our office. Key to this framework is the understanding that sustainability is not separate from racial justice, rather the two are intimately linked. BIPOC (Black, Indigenous, and People of Color) account for more than half of the population living within two miles of hazardous waste sites. Both polluters and pollution are more often located in communities of color. There can be no sustainability without racial and environmental justice. We welcome feedback from the Bentley community on these initial steps and throughout our social justice framework development. We want all members of the Bentley community to feel empowered to make their voices heard and to be represented in our ongoing sustainability work.

Sincerely,  
The Office of Sustainability Team