Student Programs & Engagement Social Justice Action Plan 2022-2023

The department of Student Programs and Engagement will be focusing their social justice action planning on the identities of race and socio-economic status for the 2022-2023 academic year. The following goals and action items are developed with that focus in mind, and aims to center belonging, learning, and access for students in their engagement experience.

1. Provide implicit bias training to all student managers and leaders and ensure this requirement is completed for any student assisting with the department's student employment hiring, selection, and student leader and executive board election.
2. Facilitate a hiring process for vacant professional staff positions that aligns with our departmental and divisional values and protocols for equitable hiring, with an expectation of diverse candidate pools and diverse hires. This will include the implementation of search committees for all full-time positions, implicit bias training, blind resume review, and specific recruitment planning with Human Resources.
3. Actively partner with the Office of Diversity and Inclusion, Student Equity and Inclusion, and relevant student organizations to maximize space in the Student Center that is dedicated to and representative of our diverse student populations. This will include:
   a. Working in collaboration to expand the footprint of the Cultural Lounge (Ongoing)
   b. Support the design and installation of new brand walls that are student-centered, represent an engagement focused interpretation of the brand, and are representative of our student population.
   c. Implement a marketing plan that defines space for student marketing and opportunities for SP&E support of student organization marketing that ensures equitable access to marketing resources across all student organizations.
4. Eliminate barriers to participation in student engagement opportunities and programs. This will include:
   a. Developing a partnership with Annual Giving that opens opportunities for donations to subsidize student access to the Bentley in the Bahamas experience and other senior traditions.
   b. Establish a dues scholarship fund for our Fraternity & Sorority community members supported by departmental operating funds.
   c. Enhance transparency in marketing for programs by clearly listing upfront costs, payment plan options, and direct contacts for students needing additional support.
5. Support new chapter expansion efforts for, and additional opportunities for membership in, historically Black, Latinx, Asian, and Indigenous Peoples organizations, and other culturally-based and identity-based Greek letter organizations for historically marginalized social identities. This includes:
   a. Investing support and resources in existing city-wide chapters for which Bentley University is a member of the charter as well as exploring and supporting new city-wide and campus-based chapters based on student interests and needs.
   b. Creating an expansion committee and facilitating the multicultural org expansion process for currently interested organizations.
6. Audit and update student organization policies and protocols to ensure alignment with departmental values of diversity, equity, and inclusion. This includes:
   a. Supporting the Student Government Association in a structural reorganization and ensure their new structure is built upon anti-racist practices and protocols. (Fall 2022)

b. Partnering with AIA and SGA to re-establish, publish, and put into practice new priorities of the Undergraduate Activity Fee. This should be accomplished through assessment of the student body and evaluation of current equitable funding practices and priorities. (Fall 2022)
c. Proactively assess the student leader election process to ensure guidelines for candidacy, funding, marketing, and spending do not create inequities in access and eligibility for students; incorporate lessons learned into the spring 2023 elections cycle. (Spring 2023)
d. Partner with Bentley Dining to ensure a food waiver process for cultural organizations that prioritizes efficient communication, clear and consistent policy, and an informed understanding of catering through off campus vendors. (Summer 2022)