



**BENTLEY**  
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## Bentley University AASHE STARS Submittal

To Whom It May Concern:

I am writing to confirm the truly innovative nature of Bentley University's "Bentley Brave" program. This program is a series of events and discussions offered to provide meaningful opportunities in our community for education, conversation and reflection on topics like race, gender, sexual orientation, religion, nationality, ability, and socio-economic status.

Bentley Brave's mission statement is as follows:

"We aspire to create an environment on campus where open, honest, and direct conversation occurs often within and among various groups in a variety of settings. We believe that building capacity for this kind of engagement is essential to achieving inclusive excellence in our community and is a crucial catalyst for our cognitive, interpersonal, and intrapersonal development. We acknowledge and celebrate the diversity of social identities and opinions that enrich our community."

Bentley University has a long history of engaging in diversity work including residential programs, curricular offerings, and professional development opportunities. The Bentley Brave initiative is the next evolution of our commitment to these efforts as we move from a focus on diversity to one of inclusive excellence. The initiative was inspired by Mellody Hobson, President of Ariel Investments and Chair of the Board at DreamWorks Animation. In her TED Talk - *Color Blind or Color Brave*, she encourages us all, as citizens and as business leaders, to show courage and to be bold as we confront issues like race. We were encouraged by Mellody's challenge and chose to take up her call to talk about race, and to expand that conversation to all topics of diversity that impact us as a campus community.

Conversations about the things that make us different can be hard. They require a willingness to ask honest questions of ourselves and others and a desire to engage even when we are afraid we might say the wrong thing. In short, it requires us to be brave. Bravery is knowing you might not have all of the information, but being curious and prepared to be a little uncomfortable on the journey towards understanding.

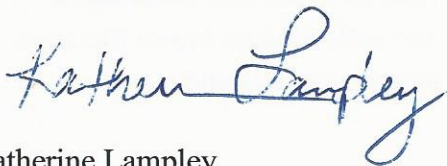
Members of our community come to this conversation from diverse backgrounds, understanding and comfort levels. That is why these events are organized to allow for introductions to basic



concepts, opportunities for dialogue and training, and experiences that push people to dig deeper into our own beliefs and views. These experiences are targeted for students, faculty, and staff as a means to engage the entire Bentley community.

Building capacity for committed engagement at all levels is at the heart of this work and is what makes this initiative a unique way of approaching these issues. We hope that in creating brave spaces for our community to learn and express themselves, we will continue to grow as people and make the world a better place to live in.

Kind regards,



Katherine Lampley

Director, Office of Diversity and Inclusion