



Career Success Equity Program

October 2024 – May 2025

Participant Program Overview

OBJECTIVE

To support career growth and advancement for Professionals of Color (POCs) by addressing their unique experiences and needs related to racial, ethnic and gender identities so they can galvanize their highest potential and maximize their contribution to and recognition by Bentley University.

PROGRAM COMPONENTS

- 8 Module Learning Sessions for participants (3 in person)
 - Each session will include: pre-work, reflection, and personal action plan
- Monthly Accountability Partner Meetings
 - A forum to share learnings and challenges -- a support community with participating colleagues
 - *These are scheduled outside the main agenda at a time convenient for all group members*
- Monthly Participant-Manager Coaching Meetings
 - Scheduled conversations with managers to share your learning, ask questions and discuss specific career development support from managers.
 - *These are scheduled by the participant & manager outside the main agenda at a time convenient for the manager and participant*
 - *A “Conversation Starter” will be provided to managers*
- All documentation can be found in your program portal:
 - **Participants Portal:**
 - <https://www.dreambridgepartners.com/bentley-university-cohort-2-career-success-equity-program-participants/>
 - PW: Bentley2024

Bentley University – Career Success Equity Program Schedule

Participants

Participants & Managers

Month	Session	Attendees	Dates
October	Session #1 – 3 hours Topic: My Best Self - Life Journey & Career Goals This session will address: <ul style="list-style-type: none"> - Life reflections & social identity - Your passions & assets - Your career goals and vision 	Participants	10/8/2024 1:00-4:00pm EST In Person
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 11/12/24
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 11/12/24
November	Session #2 – 3 hours Topic: Own My Professional Worth & Vision This session will address: <ul style="list-style-type: none"> - Owning your identity, worth, career vision - Identifying your Career Asset Value - Concept of career pathing - Make plans for career goals 	Participants	11/12/2024 1:00-4:00pm EST In Person
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 12/10/24
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 12/10/24
December	Session #3 – 2 hours Topic: Career Success Readiness This session will address: <ul style="list-style-type: none"> - Career Asset Value - Career Growth - Third Culture Professionals 	Participants	12/10/2024 1:00-3:00pm EST
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 1/14/25
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 1/14/25
January	Session #4 – 2 hours Topic: Career Advancement GPS This session will address: <ul style="list-style-type: none"> - Building Your Credibility 	Participants	1/14/2025 1:00-4:00pm EST
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 2/11/25
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 2/11/25

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February	Session #5 – 2 hours Topic: Career Advancement GPS This season will address: - Enhancing My Visibility of Contribution	Participants	2/11/2025 1:00-3:00pm EST
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 3/11/25
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 3/11/25
March	Session #6 – 2 hours Topic: Career Advancement GPS This season will address: - Establishing Rapport and Relationship with Managers	Participants	3/11/2025 1:00-3:00pm EST
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 4/8/25
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 4/8/25
April	Session #7 – 2 hours Topic: Career Advancement GPS This season will address: - Getting Support from Mentors, Sponsors & Networking	Participants	4/15/2025 1:00-3:00pm EST
	Accountability Partner Meeting	Participants (self-schedule)	Complete at least 7 days before 5/6/25
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Complete at least 7 days before 5/6/25
May	Session #8 – 2 hours Topic: Launch to the Future This session will address: - Personal Development Plan - Accountability - Future Planning	Participants	5/13/2025 1:00-3:00pm EST In Person
	Accountability Partner Meeting	Participants (self-schedule)	Make a plan for continued check in meetings
	Participant-Manager Meeting	Participants & Managers (self-schedule)	Make a plan for continued check in meetings