

Overview

As the Office of Advancement seeks to advance the university and enrich the lives of students by engaging alumni and friends, it is crucial that we as a division welcome various perspectives in all that we do. We are committed to creating an inclusive environment that is equitable, welcoming to all, and holds our division team members accountable. Our team serves as ambassadors on behalf of the university both on and off campus and we should uphold this commitment to diversity, equity, and inclusion everywhere we go.

Goal 1: Create and sustain a welcoming, supportive, and inclusive campus **climate**.

Objectives:

- As a part of new employee on-boarding, every new hire must partake in a diversity, equity, and inclusion educational opportunity.
- Host an annual or bi-annual speaker or training to discuss topics related to diversity, equity, and inclusion.
- Continuing DEI education.
- Creation of an ongoing Diversity Committee to assist with Diversity Action Plan objectives.
- Break out Diversity, Equity, and Inclusion as a singular competency for all team members for performance reviews.

Goal 2: Attract and retain greater numbers of individuals from historically underrepresented populations into **faculty, staff, and administrative positions** (particularly department heads, directors, deans, and vice chancellors).

Objectives:

- Increase visibility and action around recruitment, retention, and diversity.
- Focus on efforts to remove as much bias as possible in search process.
- Attract a diverse pool of candidates for job openings through strategic partnerships.
- Improve current recruitment and retention efforts for diverse candidates and current staff.

Goal 3: Attract, retain, and graduate increasing numbers of **undergraduate and graduate students** from historically underrepresented populations and international students.

Objectives:

- Use Big Orange Give (BOG) to highlight and direct funding to student/alumni groups and programming that focuses on diversity, inclusion, and international cultural experiences.
- Increase funding for student scholarships that attract a diverse student body that can be utilized by the whole UT campus as a resource.
- Create and market more opportunities for our alumni to support and mentor our underrepresented students.
- Increase private support through scholarships and fellowships for graduate students to better compete nationally and attract and retain a more diverse graduate student population.
- Hold student welcome events at the Alumni Center throughout the year based on affinity groups.

Goal 4: Develop and strengthen **partnerships with diverse communities** in Tennessee and globally.

Objectives:

- Increase support for and advancement of Alumni Diversity Councils (Black, Latino, and LGBTQ+). Note- These are currently the only underrepresented councils we have through our office.
- Expand Alumni presence within Knoxville international community.
- Increase diversity among candidate pool for alumni awards, boards, and councils as well as profiles in publications.
- Increase partnerships with minority-owned businesses.