

## Overview

We are a diverse and inclusive community that creates change by inspiring our students and pursuing scholarship and engagement that make a difference. We shape socially conscious, ethical leaders who use communication and information to solve problems. We ignite the Volunteer Spirit to light the way for research, teaching, and service.

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

### Objectives:

- Create college-level administrative position to champion, direct, and evaluate the CCI's diversity, equity, and inclusion (DEI) efforts.
- Raise awareness and share expertise with the campus and local community through CCI's annual Diversity and Inclusion Week.
- Commit to ongoing planning, review, and revision of DEI practices, policies, and guidelines.
- Encourage, enable and support development and implementation of Schools' Diversity Action Plans (DAPs).
- Evidence awareness of the current climate that enables and endangers DEI at the College.
- Enable and maintain clear on-going processes for community members to reflect and provide feedback on the current climate, and to effectively and efficiently identify and respond to emerging recommendations, needs, or concerns.
- Demonstrate, raise awareness, and share information about the College's DEI activities in written and verbal communications.
- Encourage faculty, staff, and administrators' participation in professional development events and workshops for enhanced understanding of issues concerning DEI.

**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:

- Develop and implement a proactive strategy for identifying and recruiting historically underrepresented applicants for full-time faculty, staff, and administrative positions and part-time lecturer positions.
- Communicate the College's commitment to DEI to job seekers.
- Ensure current faculty, staff and administrators are prepared, committed and engaged with recruitment and retention efforts.
- Enhance resources and career mentoring initiatives to support new faculty and staff hires from historically under-represented populations.
- Secure and provide funding to support advancement of historically underrepresented tenure-track/tenured and clinical faculty at the rank of assistant or associate professor.

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

### Objectives:

- Assess the current state of representation among current students and recent graduates, and devise appropriate benchmarks for increasing representation among underrepresented populations and international students.
- Encourage, enable, and support schools' development and implementation of a proactive strategy for identifying and recruiting historically under-represented undergraduate, graduate & International applicants.

- Expand the College's involvement in undergraduate and graduate student recruitment events.
- Increase funding opportunities for students from historically underrepresented populations, for both incoming and continuing students.
- Identify, promote, and facilitate opportunities for service and leadership roles for students, and for recognizing student achievement.
- Request that faculty incorporate inclusive teaching practices, and ensure all teaching and learning materials are inclusive and accessible to all students.
- Increase faculty awareness of implicit bias in teaching and learning, and faculty's cultural competence to foster a more inclusive classroom environment, and encourage faculty to incorporate implicit bias, antiracism, and allyship curricula into their courses.

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

### Objectives:

- Increase engagement with community organizations that serve diverse populations in the Knoxville area and across the state.
- Identify and engage with minority-owned businesses in the Knoxville area and across the state.
- Research and expand ways to create partnerships with DEI-focused organizations through curricular and co-curricular activities.
- Continue to grow and enhance opportunities for CCI students, staff, and faculty to serve, lead, and partner at the local, regional, state, national and global levels.

**Goal 5:** Ensure that **curricular requirements** include significant intercultural perspectives.

### Objectives:

- Ensure that Schools regularly review their commitment and attention to DEI and intercultural perspectives in their curriculum.

- Ensure instructors recognize the importance of and are prepared for incorporating intercultural perspectives to course content.
- Encourage, enable, and support Schools' development and implementation of curriculum addressing DEI, and fostering cultural competence.
- Increase student opportunity for cross-cultural experiences and exposure.

**Goal 6:** Prepare **graduate students** to become teachers and researchers in a diverse world.

### Objectives:

- Increase readiness of future educators to be inclusive and to support diverse people, ideas, and cultures.
- Enhance culture of DEI among graduate students through co-curricular activities.
- Encourage participation in events focused on enhancing understanding of issues of DEI for professional development.
- Secure and provide funding to support the research of historically underrepresented PhD students.