

Overview

The College of Education, Health, and Human Sciences (CEHHS) Office Diversity, Equity, and Inclusion (DEI) commits to make the college and campus community an inclusive environment for all students, faculty, staff, and administrators.

Our Vision: A culture where knowledge, education, health, and social justice are key contributors to promoting quality of life for all.

Our Mission: To develop, encourage, and prepare faculty, staff, and students who influence, improve, and inspire a healthy, educated, socially just, and vibrant society.

Our Work: Is guided by a commitment to diversity, equity, inclusion, access, culture, climate, and social justice.

Goal 1:

Create and sustain a welcoming, supportive, and inclusive campus climate.

OBJECTIVES:

- ▶ Assess college-level policies, procedures, and practices to ensure and promote equity.
 - ▶ Participate in campus-wide climate survey.
 - ▶ Offer every member of the college multiple opportunities to attend and engage in diversity, equity, and inclusion programs/events.
 - ▶ Incorporate substantive DEI content in annual CEHHS convocation and awards ceremonies; (e.g., plans and annual progress toward stronger commitments and activities to support CEHHS DEI goals).
 - ▶ Starting spring 2021, CEHHS selects one DEI resource (e.g., film, article, podcast, book, etc.) per academic semester focused on issues of equity and diversity that faculty and staff can engage with during open forums.
- ▶ Establish a DEI Advisory Board representing the academic departments, units, and centers in the college, that will aid in supporting, monitoring, and administering the college's Diversity Action Plan (DAP).
 - ▶ Establish an CEHHS Student Advisory Board to advise the Dean/DEI Director on student-related issues.
 - ▶ Create a physical environment in all CEHHS buildings that reflects the college's commitment to DEI.
 - ▶ Create a learning environment in all CEHHS programs, classes, and events that reflect the College's commitment to DEI.
 - ▶ Develop and nurture awareness and utilization of inclusive language and Universal Design for Learning (UDL) compliant formatting within public and internal facing college- and department-level printed and online by-laws, procedures, informational documents, promotional and recruitment materials for students, faculty, and staff.
 - ▶ CEHHS departments, units, and centers develop a Diversity Action Plan aligned with the CEHHS DAP.
 - ▶ CEHHS faculty and staff complete STRIDE (or other appropriate) educational sessions as recommended.
 - ▶ Foster a sense of community among staff and faculty from underrepresented populations.

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:

- ▶ Identify, attract, and retain a diverse faculty, staff, and administration.
- ▶ Provide a positive experience for all candidates from underrepresented groups during campus visits and interviews that reflect both the reality and opportunities for accepting a position at UT Knoxville.
- ▶ Develop a mentoring program that matches new employees with willing and culturally competent mentors.
- ▶ Collaborate with UT Knoxville Office of Human Resources to create and administer an exit survey for all faculty, staff, and administrative positions.

Goal 3:

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

OBJECTIVES:

- ▶ Coordinate current and create new engagement and outreach initiatives for college access to launch a sustainable plan that identifies pathways to increase the number of students from underrepresented populations enrolled in CEHHS.
- ▶ Increase retention rates of Students of Color.
- ▶ Increase graduation rates of Students of Color.

- ▶ Foster a sense of community for underrepresented students within the university and in the Knoxville community.
- ▶ Provide scholarships/funding for underrepresented students.
- ▶ Ensure that staff, faculty, and graduate assistants who interact with current and future students are educated in DEI and exhibit sensitivity to students from diverse groups.

Goal 4:

Develop and strengthen partnerships with diverse communities in Tennessee and globally.

OBJECTIVES:

- ▶ In collaboration with the Associate Dean for Academic Affairs and Engagement establish a Community-Partner Advisory Board that will identify ways to engage community partners with college-wide initiatives.
- ▶ Hold fall and spring college open houses that highlight projects selected by each department.
- ▶ Increase college-wide global partnerships by one partnership for a minimum of three partnerships by 2025.

Goal 5:

Ensure that curricular requirements include significant intercultural perspectives.

OBJECTIVES:

- ▶ All departmental instructors will interpret and reflect on DEI perspectives in their own curriculum and instruction (self-work – e.g., personal biases, classroom power structures, etc.) for current courses instructed. (Self-knowledge development.)

- ▶ All departmental instructors will apply DEI skill sets and dispositions in their own curriculum and instruction. (Application).
- ▶ All departmental instructors will implement DEI perspectives into curriculum and instruction (e.g., incorporate DEI into course syllabi).
- ▶ Demonstrate explicit college-wide commitment to DEI in curriculum and instruction through an interdisciplinary lens.
- ▶ Establish a college-wide community of practice (professional development collaborations) that works in tandem with individual departmental working groups. Purpose is to focus on making the curricula intercultural.

Goal 6:

Prepare graduate students to become teachers and researchers in a diverse world.

OBJECTIVES:

- ▶ Establish graduate students as DEI stakeholders in the college.
- ▶ Enhance graduate students' understanding of sexual and gender diversity.
- ▶ Demonstrate an appreciation and understanding of interculturalism.
- ▶ Gain a better understanding of diverse cultures and intersectionality.
- ▶ Provide professional development opportunities specific to the intersection of research and DEI concepts.