

Overview

Grounded in anti-racism and social justice, we equip professional social workers with the skills needed to serve diverse and vulnerable populations. We build knowledge by conducting groundbreaking research that focuses on solving social problems. We engage with our communities through meaningful service.

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

Objectives:

- 1.A. Demonstrate ongoing commitment to fighting anti-Black racism and pursuing social justice.
- 1.B. Commit financial resources toward equity and inclusion.
- 1.C. Create and maintain open communication with and support for BIMPoC students and student organizations.
- 1.D. Create and maintain a physical space that reflects diversity/equity and inclusion.

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:

- 2.A. Address barriers related to recruitment of BIMPoC faculty/staff.
- 2.B. Address barriers that impact retention of a diverse faculty/staff.
- 2.C. Promote access, inclusion and diversity for the provision of outstanding work products.

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

Objectives:

- 3.A. Promote access, inclusion and diversity in student recruitment.

- 3.B. Review admissions policies and procedures.

- 3.C. Identify and address financial hardships for diverse/BIMPoC students.

- 3.D. Identify obstacles to inclusive student success.

- 3.E. Promote access, inclusion and diversity for the provision of outstanding education.

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

Objectives:

- 4.A. Increase partnerships with BIMPoC-serving community agencies to increase research collaborations.
- 4.B. Increase diverse field education opportunities.
- 4.C. Increase student participation in faculty led study abroad programs.

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

Objectives:

- 5.A. Identify ways to integrate anti-racism and social justice content into the curricula
- 5.B. Maintain emphasis intercultural perspectives

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

Objectives:

- 6.A. Increase graduate student involvement in CSW anti-racism initiatives.
- 6.B. Increase the number of paid graduate assistantships, especially for students who want to engage in DEI work.
- 6.C. Emphasize inclusive teaching pedagogy in all courses and activities to prepare graduate students as teachers.