



Overview

At the College of Nursing, we believe diversity, equity and inclusion (DEI) are critical to fulfill our commitment to improving the health of communities, families, and individuals. We recognize individuals have multiple identities that affect their perceptions and experiences. We value the intersectionality of these identities, which may include race, ethnicity, gender identity and/or expression, age, religion, nationality, culture, perspective, ability, sexual orientation, and socioeconomic status. Including and engaging a community of students, faculty, and staff that reflects the diversity of our local, national, and global society is essential to the success of the mission of the College of Nursing.

Our commitment requires us to examine both individual and systemic factors affecting diversity, equity and inclusion in the learning environment and broader community. As catalysts for optimizing health through nurse-led care, we cultivate and empower a diverse body of nursing leaders who have the tools needed to build a more equitable, healthier society. We seek and nurture partnerships with individuals and organizations that promote diversity, equity and inclusion throughout the state of Tennessee, nationally, and globally.

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

Objectives:

- 1.1 Create a Diversity, Equity & Inclusion (DEI) Program within the College of Nursing (CON)
- 1.2 Enhance accountability and Strengthen DEI initiatives by developing a council in identifying professional development opportunities.
- 1.3 Create a system for internal (CON) reporting of DEI complaints and processes to follow to investigate and settle to issue.
- 1.4 Create an environment that promotes one's ability to be true to one's own personality,

spirit, or character among faculty, staff, and students within the CON.

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:

- 2.1 Provide professional development opportunities for faculty and staff to improve DEI knowledge.
- 2.2 Implement best practices for attraction and retention of diverse faculty and staff.

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

Objectives:

- 3.1 Employ evidence-based recruitment and retention practices to attract more underrepresented minorities (URM) to CON.
- 3.2 Create a mentorship program to help recruit and retain URM students
- 3.3 Foster retention and inclusion of underrepresented students across programs in the CON

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

Objectives:

- 4.1 Create academic partnership with minority student nurses' associations
- 4.2 Create more academic practice partnerships that strengthen inclusive practices to decrease health disparities, increase health equity, and increase nurse presence in community.



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

Objectives:

- 5.1 Expand opportunities to study abroad
- 5.2 Enhance diversity and inclusion curricular content based on identified needs.

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

Objectives:

- 6.1 Improve the quality of nursing graduate education to leverage learning opportunities to include diversity, inclusion, and engagement of individuals with diverse life experiences, perspectives and backgrounds.
- 6.2 Address health care inequities and disparities through graduate education and research opportunities.
- 6.3 Advance civic leadership and engagement by preparing students to take on leadership positions in health care and a global society.