

### Overview

The Haslam College of Business Diversity Action Plan (“DAP”) provides a timeline and metrics to measure progress towards diversity, equity, and inclusion initiatives. The action plan is evaluated based on our objectives to promote a culture of accountability as it pertains to creating a welcoming and inclusive environment. Each of the six goals include specific action steps to reach our desired outcomes. [A full version of the DAP can be accessed here.](#)

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

**Objectives:** Build and evolve an environment that supports all student, staff, and faculty populations, including underrepresented, minoritized, and marginalized members of these populations.

- Emphasize the importance of diversity, equity, inclusion, and accountability
- Actively monitor college DEI environment related to observing breaches in behaviors inconsistent with college values

**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:** Expand and retain the number of individuals from underrepresented populations in faculty, staff, and administrative positions.

- Proactive identification, recruitment, and retention of individuals from underrepresented populations
- Retain underrepresented groups through career advancement mentoring opportunities

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

**Objectives:** Expand the proportion of underrepresented students in HCB student body through enrollment and awareness of scholarship opportunities.

- Provide support and resources for current students from historically underrepresented populations
- Continue to provide pre-collegiate resources through establishing educational and scholarship opportunities

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

**Objectives:** Strengthen existing partnerships within university and with diverse local community, state, regional, national, and global partners.

- Strengthen and expand partnerships within the university and with diverse local, state, regional, national, and global partners
- Establish new structural opportunities for fostering diversity
- Increase student participation in study abroad programs and professional development outreach activities

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

**Objectives:** Assess course content for the inclusion of intercultural perspectives.

- Broaden the scope of students’ intercultural perspective
- Assess course content for the inclusion of intercultural perspectives
- Further develop class curricula addressing issues related to disparities and social inequities

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

**Objectives:** Prepare full-time and executive MBA graduate students to succeed in an increasingly diverse and interconnected world.

- Encourage involvement in serving as advocates and discussion leaders in diversity initiatives
- Expand cultural competency and diversity workshops and educational sessions
- Enhance existing programs and co-curricular activities to heighten Ph.D. candidate cultural awareness