

Overview

The Division of Student Life at the University of Tennessee, Knoxville believes that every student is valued and deserves equitable access and opportunity to their development and general wellbeing. We believe in providing an environment that is representative and affirming of their diverse identities especially for historically underrepresented populations. We strive to be a place that is welcoming and supportive of all (current and future) members of the UT community. We are committed to attracting and retaining students and staff of all backgrounds while working together to address the challenges of the future in a way that removes barriers to success and promotes a culture of inclusivity, compassion, and mutual respect in order to thrive personally and professionally in a global society.

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

Objectives:

- Include diversity and inclusion (D&I) content in departmental mission statements and/or D&I priorities
- Provide professional development opportunities related to diversity, equity, and inclusion
- Ensure Student Life department websites feature inclusive content, branding, and visuals that appeal to diverse audiences.

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:

- Search committee chairs will complete STRIDE training prior to serving in the role of chair.
- Post job position announcements in a variety of culturally diverse platforms.
- Job position announcements will use inclusive language provided by the AVC

of Student Life Finance. *(Link will be provided to approved language upon completion of Phase 1)*

- Create onboarding practices that connect staff to personal and professional resources.

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

Objectives:

- Provide education/programming geared towards the personal development of underrepresented students.

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

Objectives:

- Provide intentional service opportunities dedicated to supporting traditionally marginalized communities.

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

Objectives:

- Curriculum and educational training/programming developed by departments within Student Life must include at least one learning outcome related to the ACPA and/or NASPA social justice and inclusion competencies.

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

Objectives:

- Provide professional development opportunities for graduate student employees related to diversity, equity, and inclusion.
- Graduate student employees will attend D&I educational programming/events offered on campus.