

Overview

The UTCVM Diversity Action Plan represents our vision to create and sustain a welcoming, supportive, and inclusive college environment. Diversity of thought, life experiences, and identify are essential to promoting productivity and innovation that effectively serves our local, national, and global communities.

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

Objectives:

- Assess the climate of the College of Veterinary Medicine as it relates to DEI.
- Strengthen access
- Enhance college access, diversity, and inclusivity communication.
- Educate faculty, staff, and students on how to create a more accepting and inclusive environment within the college and hospital.

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:

- Recruit, secure, and, retain greater numbers of individuals from historically underrepresented populations into staff, house officer, faculty, and administrative positions.

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

Objectives:

- Improve or develop methods of contacting, recruiting and retaining prospective students from historically underrepresented populations (HUP) and international students.

- Increase recruitment efforts from the Office for Academic and Student Affairs.
- Develop Memorandums of Understanding (MOUs) between HBCUs and Hispanic Serving Institutions (HSI).
- scholarships to HUP students.
- targeted marketing for traditional students in grades K-5, 6- 8, and 9-12, and non- traditional students.
- Improve UTCVM alumni connections to strengthen recruitment

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

Objectives:

- Create and support programs that allows students to interact with diverse communities through curriculum, clinical rotations, externships, clubs and college sponsored events This would allow them to better serve a diverse community and help them succeed as a professional.

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

Objectives:

- Provide instruction on cultural awareness, intergroup dialog implicit bias, and racism to ensure curricular requirements include significant intercultural perspectives.
- Partner with groups that have relevant available diversity and inclusiveness content (i.e., AAVMC - Diversity and Inclusion On-air Podcast, Purdue's Certificate for Diversity and Inclusion in Veterinary Medicine).
- Increase interactions with groups (clubs, organizations) within UTCVM to promote cultural competency.

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

Objectives:

- Increase national and international opportunities for veterinary students, interns, residents, and graduate students to travel to different communities and countries to study.
- Include diversity training as part of intern, resident, house officers and graduate student training.