

Overview

The Division of Diversity and Engagement (DDE) collaborates with campus and external communities to create inclusive learning and work environments. We achieve this through cultivating partnerships, supporting initiatives, and advocating for policies that promote civility, accountability, cultural competency, and equitable access to resources and opportunities.

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

Objectives:

- **Objective 1:** Educate the campus community regarding the protections afforded by the ADA and ensure interactive and collaborative personal accommodation plan development.
- **Objective 2:** Ensure understanding of and continued compliance of the institution with executive orders, federal and state statutes and university policies prohibiting discrimination.
- **Objective 3:** Provide strategies for promoting a welcoming, inclusive, and supportive campus culture and climate in alignment with the University's goals for diversity and inclusion.
- **Objective 4:** Create a culture of transparency around DEI issues through improved communication and data collection strategies.

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:

- **Objective 1:** Collaborate with stakeholders to evaluate the overall efficacy and efficiency of all faculty and exempt staff search procedures and processes to ensure intentional and equitable recruiting, application evaluation, interviewing, and hiring.

- **Objective 2:** Develop innovative and collaborative strategies to increase recruitment and retention of underrepresented students, staff and faculty.
- **Objective 3:** Collaborate with stakeholders to conduct a comprehensive review of non-compliance complaint resolution and investigation policies, procedures, and reporting structures to maximize efficiency and confidence.
- **Objective 4:** Recognize research, teaching, and engagement efforts in DEI to combat issues around invisible labor.

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

Objectives:

- **Objective 1:** Create opportunities for students to engage in dialogue with administration regarding policies, procedures, and initiatives related to DEI.
- **Objective 2:** Provide support for student recruitment and retention efforts across campus.

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

Objectives:

- **Objective 1:** Increase access to the university and create and sustain mutually beneficial, equitable, and empowering partnerships that impact local, statewide, national, and global communities through a variety of engagement and outreach initiatives and modalities.
- **Objective 2:** Provide professional development opportunities related to community engagement and outreach.

- **Objective 3:** Create opportunities to highlight, elevate, and celebrate engagement and outreach initiatives through various communication channels, conferences, and awards.

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

Objectives:

- **Objective 1:** Provide educational opportunities in DEI to enhance student, staff, and faculty cultural competency.
- **Objective 2:** Partner with academic college to promote the integration of DEI subjects and issues in VolCore curricula.

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

Objectives:

- **Objective 1:** Partner with various units across campus to provide professional development opportunities in the area of research in DEI for graduate and professional students.
- **Objective 2:** Create opportunities for graduate and professional students to showcase their work in DEI research and engagement.