

Annual Diversity Action Priorities 2022 Priorities for the Division of Diversity and Engagement

Long-Term Goal	Action Priority	Measurable Outcome
Goal 1: Create and sustain a welcoming, supportive, and inclusive campus climate that allows for respectful interaction and viewpoint diversity.	Equip campus leaders with guidance on how to foster an improved sense of belonging among staff, students, and faculty.	<ul style="list-style-type: none"> • Educate campus community on how to utilize data to make decisions that will enhance culture and climate via certificate program. • Conduct assessments on efficacy of certificate program. • Implement campus climate survey. • Review and revise process for communicating progress on goals highlighted in Pride Index. • Analyze data and provide recommendations to campus leadership based on results.
	Provide staff and faculty with strategies with which they can individually support a welcoming culture and climate.	<ul style="list-style-type: none"> • Develop and implement monthly diversity lunch and learns to engage and educate staff and faculty about important DEI issues. • Assess efficacy of workshops. • Utilize data from performance reviews to determine progress.
	Create and implement streamlined processes to effectively communicate with internal and external audiences around diversity, equity, and inclusion initiatives.	<ul style="list-style-type: none"> • Provide guidance to Division leaders, Commissions and Council chairs, and other committees on how to best communicate information around diversity initiatives. • Develop internal platforms for information-sharing for the Division. • Review and improve the structure and content of webpages and external communications.
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).	Enhance search practices and educate the campus community of new compliance policies to attract and recruit staff and faculty from underrepresented populations.	<ul style="list-style-type: none"> • Revisit current policies and procedures around searches and make revisions where needed. • Enhance and facilitate updated workshops communicating best practices for carrying out searches and sharing revised policies. • Update written resources that inform campus community of policies and best practices. Conduct assessments on efficacy of workshops.
Goal 3: Attract, retain, and graduate increasing numbers of undergraduate and graduate students from historically	Facilitate collaboration with Change Center and other community organizations to	<ul style="list-style-type: none"> • Finalize Memorandum of Understanding (MOU) with Change Center to clarify priorities and parameters of the university-community partnership.

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<p>underrepresented populations and international students.</p> <p>Goal 4: Develop and strengthen partnerships with diverse communities in Tennessee and globally.</p>	<p>build and sustain mutually beneficial relationships and create a pathway for the recruitment of diverse youth to the University of Tennessee.</p>	<ul style="list-style-type: none"> • Facilitate programming and initiatives to build and sustain mutually beneficial relationships between UTK and the community. • Utilize diversity enrollment data and assessments from programming to determine efficacy of partnerships.
<p>Goal 5: Prepare undergraduate and graduate students to work and to serve in a diverse world by affording them the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation and capable of competing in a global society.</p>	<p>Create professional development experiences and opportunities for students interested in building their knowledge and leadership acumen in equity and inclusion work.</p>	<ul style="list-style-type: none"> • Build and implement the Diversity Scholars Program to provide students with hands-on experience in working with our Division. • Partner with the Division of Student Life to create educational sessions for students to build self-efficacy around civility, community and view point diversity. • Assess quality of workshops and programs and communicate progress to stakeholders.