



## 2022 UTAD DEI Priorities

**Goal #1:** *Create and sustain a welcoming, supportive, and inclusive campus climate that allows for respectful interaction and viewpoint diversity.*

- Establish an Inclusion, Diversity & Equity in Athletics (IDEA) Council of staff and students-athletes to aid in implementing an action-based roadmap to inclusive excellence by fostering a culture of ownership, accountability, and evaluation within Tennessee Athletics.

**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).*

- Update hiring and search protocols to ensure inclusivity and intentionality; Establish minimum criteria related to the composition of search committees for all full-time staff positions (e.g. IDEA Council member on all searches).

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

- Formalize a Young Professional development and mentorship program to on-board, develop and retain top talent.

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

- Develop Knoxville and East Tennessee community-based initiatives within existing Inclusion, Diversity & Equity in Athletics (IDEA) Council, Student-Athlete Advisory Committee (SAAC), and individual sport teams.

**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.*

- Review curriculum of the student-athlete transition and leadership development courses (COUN 212 & COUN 404; ELPS 310 & ELPS 495) to ensure that the curriculum accomplishes the purposes of Goal #5.