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.