

## Statement of Purpose

The University of Tennessee Board of Trustees adopted the following statement on diversity on October 23, 2020:

One of the principal missions of The University of Tennessee is to provide quality educational opportunities for the people of this state. One measure of the quality of an educational experience is the extent to which it enables the recipient to compete and be productive in society and contribute to the quality of life. The Board of Trustees recognizes that diversity in the educational environment, including an outstanding and diverse student body, faculty, staff, and alumni, and an environment conducive to learning, adds value to the educational experience and the degree earned. Interacting with people from diverse backgrounds and perspectives augments the curricular experience and affords every student the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation, capable of competing in a global society. Thus, diversity is fundamental to a sound twenty-first century education. The Board affirms the educational value of a diverse and fully inclusive campus community, one that is enriched by persons of different backgrounds, points of view, cultures, socioeconomic status, and other diverse characteristics. The Board expects the University to engage in a variety of initiatives to advance diversity in all aspects of University life.

Consistent with the Board's statement on diversity, the strategic vision of the University of Tennessee, Knoxville as approved by the Board includes a goal of developing and sustaining a nurturing university culture where diversity and community are enduring sources of strength. We are committed to creating inclusive learning and work environments where civility, accountability, cultural competency, and equitable access are hallmarks of the UT Knoxville community. We value and affirm differences in race, culture, world views, beliefs, identities, and abilities. These efforts are indispensable to attracting and retaining the students, faculty, and staff whose energy and commitment fulfill our mission. The strategic vision goal includes to implement, advance, and evolve diversity action plan goals, sharing progress and continuing to solicit feedback and input. The purpose of our long-term diversity action plan goals, listed below, is to meet the UT Board's expectations and accomplish UT Knoxville's strategic vision.

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### Long-Term Diversity Action Plan Goals

- Goal 1: Create and sustain a welcoming, supportive, and inclusive campus climate that allows for respectful interaction and viewpoint diversity.
- 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).
- Goal 3: Attract, retain, and graduate increasing numbers of undergraduate and graduate students from historically underrepresented populations and international students.
- Goal 4: Develop and strengthen partnerships with diverse communities in Tennessee and globally.
- 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.

## 2022-2023 Priorities

Priority	Metric/Outcome
Offer members of the college multiple opportunities to attend diversity, equity, and inclusion programs/events.	<p>80% of college faculty and staff <b>voluntarily</b> attend at least one DEI event in 2022.</p> <p>Participant surveys show at least 80% of attendees reported the event added to their understanding of the topic.</p>
Foster a sense of community among staff and faculty, with attention to underrepresented populations, through mentoring programs, advisory groups, and other opportunities.	<p>January 2023 survey on the work of Director of DEI shows 80% of faculty and staff feel a sense of community in the college.</p> <p>2023 annual reviews of department heads and unit supervisors show that 80% of direct reports feel a sense of community within the unit.</p>
Identify and develop initiatives to attract, recruit, and retain a diverse faculty, staff, and administration.	New faculty and staff from historically underrepresented populations in 2022.
Launch a sustainable plan to recruit and retain students (undergraduate and graduate) from historically underrepresented populations.	Annual report of director/recruiter's efforts to recruit students of color and encourage enrollment of accepted students.
In collaboration with the Associate Dean for Academic Affairs and Engagement, establish a community partner advisory board to support college engagement with the community.	New board is established by December 2023.