

**The University of Tennessee
Diversity Plan**

College/Dept. Student Affairs - Counseling Center

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Ensure that the Counseling Center provides programs and services that reflect the needs and interests of diverse student populations	Modify program assessment instruments to include items that address diversity and understanding of individual world views	Spring 2007	Director, Associate Director and Assistant Directors	Program Assessment data on annual report should include this information.
	Conduct a needs assessment that includes diverse and indiversed populations	Spring 2007	Director and Associate Director	Baseline date on needs assessment should be included in the annual report
Provide education and prevention services that reach out to all populations on campus	Through the VolAware initiative, advocate for a welcoming and open environment that will allow for open discussion of differences related to mental health and disability	Fall 2006 and Spring 2007	Co-Chairs of the VolAware committee	Baseline data on number of individuals served on VolAware and Assessment/Student Voice responses related to changes in attitudes following participation in VolAware activities
	Offer trainings to University Staff and Faculty that target expanding viewpoints about diverse populations	Fall 2006 and Spring 2007	Director, Associate Director and Assistant Directors	Baseline data on number of individuals trained and Assessment/Student Voice responses related to changes in attitudes following trainings
Promote campus-wide respect for diverse viewpoints, backgrounds and abilities.	Provide information specific to under-represented populations on center website.	Spring 2007	Assistant Director for Outreach and Consultation	Presence of new materials on website.
	Provide diversity training for Counseling Center staff	Spring 2007	Associate Director	At least 2 staff training sessions will be related to issues of diversity per semester

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, deans, and vice chancellors).				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Attract a greater number of candidates from under-represented groups for all staff positions	Advertise positions on websites, list-serves and in publications that will be viewed by potential candidates from under-represented populations. Mail advertisements to Training Directors at all APA accredited Counseling Center Internship Sites	Ongoing	Director and Associate Director	Baseline data collected on the number of under-represented populations in candidate pools.
As part of retention efforts, Provide a welcoming environment that illustrates respect for diversity	Provide opportunities for staff members to discuss diversity and intercultural dialogue	Spring 2007	Director and Associate Director	As part of staff training sessions, schedule semesterly cultural sharing activities.
	Assess if staff are feeling welcome, supported and included	Spring 2007	Director	Baseline data collected on anonymous staff satisfaction surveys done during the fall and spring and reported in the annual report of the Center.
Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support University Efforts to retain and graduate students from historically underrepresented populations	Provide Consultation services to Student Success Center regarding under-represented students and retention/re-entry	Ongoing	Director, Associate Director and Assistant Directors	Participation on re-entry committee as well as tracking number of consultations with Student Success Center
	Collaborate with the Counseling Psychology Department for the early identification of Graduate students who are at risk of not matriculating.	Fall 2006	Assistant Director for Training	Number of under-represented students who matriculate the program
	Provide Consultation services and programming to organizations that serve under-represented populations to facilitate retention efforts and re-entry when applicable	Fall 2006/Spring 2007	Assistant Director for Outreach and Consultation	Number of outreach efforts per semester to under-represented populations, evaluations including learning objective outcomes of these programs.

Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase community involvement with organizations that serve underserved populations	Form collaborative relationships with Mental Illness Awareness Coalition and the Mental Health Association of East Tennessee	Fall 2006/Spring 2007	Associate Director and Assistant Director for Outreach and Consultation	Annual Report should document Associations with these organizations
Goal Five: Ensure that curricular requirements include significant intercultural perspectives.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Infuse intercultural and diverse perspectives into courses taught by Counseling Center Staff	Emphasize diversity in courses taught by Counseling Center staff	Ongoing	Assistant Director for Training	Presence of diversity training on syllabi for courses; Include questions related to diversity on end of semester course evaluations.
Support the provision of intercultural perspectives in the curriculum of the University	Contact Academic departments to offer presentations on Mental Health Issues in the College Population	Spring 2007	Assistant Director for Outreach and Consultation	Annual report will document number of such presentations offered and presented; and assess with learning outcomes
Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Equip graduate assistants and practicum students with the information and experience which will prepare them to work with diverse populations	Offer presentations on Mental Health Issues in the College Population to Graduate Assistants in different campus departments	Fall 2007	Assistant Director for Outreach and Consultation	Annual report will document number of such presentations; assess with learning outcomes
Ensure that our Intern and Practicum Training Programs are infused with a curriculum that enhances ability to practice in a diverse world.	Make a minimum of at least two trainings on diversity topics available to Interns and Practicum Students each semester.	Spring 2007	Assistant Director for Training	Annual report will document number of such presentations and assess with learning outcomes
	Courses and Training Seminars will incorporate issues related to diversity throughout their curriculum	Spring 2007	Assistant Director for Training	Syllabi will illustrate emphasis on diversity