

Diversity Council Recommendations

The University of Tennessee, Knoxville campus is faced with various challenges in its venture of creating a campus-wide Diversity Plan. In response to these challenges, the Diversity Council presented the following recommendations to the Chancellor:

- **Create a campus Diversity Commission.** Transform the ad-hoc Diversity Council into a permanent commission on campus. The commission will provide key roles in monitoring and assessing the Diversity Plan, as well as cultivating strategic planning skills within units.
- **Create and publicize a plan for accountability in regards to the Diversity Plan.** Create a specific plan for accountability. Include diversity initiatives and activities as part of performance reviews.
- **Increase public awareness of the Diversity Plan and its relationship with the Ready for the World initiative.** Include a greater web presence and diversity related iconography, messaging and communications for the Diversity Plan and Diversity Council.
- **Keep diversity dialogue active on campus.** Retain diversity as an issue in the forefront. Diversity should be inherent in every aspect of campus life. Dialogue around diversity should use the Diversity Council definition of diversity, which is more inclusive than past definitions of diversity on campus. The Chancellor should address the campus on the importance and obligation of the Diversity Plan.
- **Make the Diversity Plan central to decision-making at UTK.** If administration keeps the Diversity Plan at the heart of decision making, campus culture will evolve. There should be ongoing efforts on campus to achieve buy-in for the Diversity Plan.
- **Foster coordination of diversity efforts across campus.** UTK should have regular meetings and/or create a committee comprised of diversity related positions across campus representing each major academic and administrative unit.
- **Develop a routine system of collecting diversity-related data.** Develop a systemic process for data collection that can be used for benchmarking and monitoring, such as student demographic data within departments and diversity program information.
- **Make funding available for the diversity plans to foster innovative initiatives.** Publicize information on available funds for diversity initiatives and innovative ideas units place in their diversity plans. Create a budget for the Diversity Council to allocate funds to units regarding recruiting and retention of diverse faculty, staff, administration and students.