

**The University of Tennessee
Diversity Plan**

College/Dept. Office of Equity and Diversity

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Provide a leadership role, resources and support for creating and sustaining an inclusive environment.	Facilitate diversity dialogues across campus. Provide materials and staff support for activities that speak to this goal. Provide diversity training across campus. Assist in seeking financial support, such as Ready for the World grant funding, to support these objectives.	Ongoing	All OED Staff	Workshop evaluations Data on number and type of events
Ensure the physical environment of the office is welcoming.	Place welcome sign on front door and possibly add lighting to the exterior in the front. Monitor the cleanliness of the parking lot. Keep bushes trimmed. Include multicultural artwork and signs throughout office. Post a sign outside the front entrance regarding wheelchair accessibility.	Spring 2007	All OED Staff	Checklist of items completed Add a comment option on the office website
Encourage the creation of an ombudsperson on campus to create alternative means of reporting concerns for staff.	Encourage the Chancellor to expand ombudsman services to staff. Provide evidence of the need. (e.g. data from the complaint database) Identify support for this initiative. (e.g. Exempt Staff Council)	Fall 2007	Marva Rudolph, Jennifer Richter	Complaint database information Appointment of ombudsperson
Communicate and collaborate campus diversity issues.	Maintain Diversity Experience Workshop (Dew's) Advisory Group to keep OED connected to campus issues. Continue to act as a liaison to special interest groups.	Ongoing	Lennisa Mostella All OED staff	Number and type of collaborations with groups OED has
Ensure the office website is accessible and informative for diverse users.	Work with the Office of Information Technology, the Innovative Technology Center and Creative Services to ensure that the office website is accessible.	Spring 2007	All OED Staff and OIT	Completion of website accessibility

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
Encourage Administration to support identification of opportunities for staff to participate in cross-training for professional development.	Encourage departments to identify cross-training opportunities that may aid preparedness and transition to upcoming positions for their employees. Work with Human Resources and the Exempt Staff Council to establish a mechanism for identifying cross-training opportunities for employees. Monitor and assist in reminding department heads of upcoming positions that may fit current employees.	Ongoing	Marva Rudolph and Jennifer Richter	Number of internal hires
Provide multiple formats for search information	Work with OIT to create search tutorial and make it available on the OED website. Provide national search data and unit statistics to departments for past searches to show progress and current status.	Fall 2007/Spring 2008	Marva Rudolph and Jennifer Richter	Track usage via web statistics. Data from search database. Collaborate with Human Resources and Institutional Research for data.
Facilitate the transition for new faculty and staff into the university community	Encourage and collaborate with the Diversity Council, Commission for Blacks, Commission for Women and the Exempt Staff Council to establish a routine welcoming process for new faculty and staff. Work with Creative Services and Tom Milligan to develop and provide an informational welcoming packet for new hires.	Fall 2007	Marva Rudolph and Jenny Richter, Collaborate with Diversity Coordinators	Provide sample packet to each search committee
Serve as an information source for employment-related questions and concerns of faculty and staff	Collaborate with Human Resources and the Chancellor's Office to develop informational brownbag discussions for university employees.	Spring and Fall 2007	Marva Rudolph and Jennifer Richter	Number of sessions each semester, attendance rates.

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
Provide professional development opportunities for intercultural communication competence	<p>Identify key diversity issues on campus and develop workshops and dialogues to support cultural competence in these areas.</p> <p>Develop collaborative partnerships with departments/units to include and expand upon the International House, Center for International Education, English, Modern Foreign Languages, Black Cultural Center, African American Achievers Scholarship Program, Pan-Hellenic, Fraternity Affairs, Library, and College of Social Work to provide professional development opportunities.</p>	<p>Ongoing</p> <p>Spring 2007, Ongoing</p>	<p>Lennisa Mostella, Marva Rudolph, Jenny Richter</p> <p>All OED Staff</p>	<p>Number of activities, number attended, evaluations</p>

Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Strengthen the collaborative relationships between the campus and community</p>	<p>Participate in the Chancellor's Community Forums.</p> <p>Support OED staff in their personal participation of community efforts.</p> <p>Continue to provide training for campus community groups.</p>	<p>Ongoing</p>	<p>Marva Rudolph, Jenny Richter, Lennisa Mostella</p> <p>All OED Staff</p> <p>Marva Rudolph, Jenny Richter, Lennisa Mostella</p>	<p>Track Forums and agenda items in which OED staff participate</p> <p>Track staff participation in the community</p> <p>Number and types of trainings and evaluations, if available</p>

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Goal Not Applicable to OED			

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Create awareness of diversity related issues by providing relevant resources for graduate students to participate in OED programs through various campus venues</p>	<p>Provide graduate students the opportunity to participate in diversity-related training such as: workshops on preventing sexual harassment, Creating a Respectful Workplace and Diversity Experience Workshops.</p> <p>Facilitate diversity-related dialogues for graduate students across campus.</p> <p>Enrich the graduate student experience by collaborating with various campus organizations that provide diversity-related programs.</p>	<p>Spring 2007</p> <p>Ongoing</p> <p>Fall 2007 and Ongoing</p>	<p>Marva Rudolph, Jenny Richter, Lennisa Mostella</p> <p>Lennisa Mostella</p> <p>All OED Staff</p>	<p>Provide 2 diversity related events per semester</p> <p>Facilitate or collaborate in providing at least one opportunity for a lunch and learn, dialogue session, or diversity workshop each semester through UT Extension and Outreach and/or through the OED and HR Leadership series</p> <p>Offer diversity related training for student orientation sessions each semester</p> <p>Evaluations, if available</p>