

**The University of Tennessee  
Diversity Plan**

College/Dept. \_\_\_ Panhellenic \_\_\_\_\_

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<p>Verbalize Panhellenic Core Ideology, "To Create an Environment of Unity and Fairness" during all interviews for Panhellenic positions.</p>	<p>1. Verbalize core ideology principles to students and parents during summer orientation. 2. Ask as an interview question during interviews for Panhellenic council officers. For ex: "How will you use one of the Panhellenic Core Ideologies during your term in office?" 3. Include in the Gamma Chi class curriculum.</p>	<p>Summer, Fall and Spring 2005-2006</p>	<p>Advisor, Graduate Assistant and Student Leaders.</p>	<p>1. Orientation session evaluations. 2. Through informal dialogue with students who went through interview process, evaluate how asking about the Panhellenic Core Ideology made them feel. 3. Test question on Gamma Chi final exam and results.</p>
<p>Ensure that all programs sponsored or co-sponsored by Panhellenic are inclusive of students from under-represented populations and international students.</p>	<p>1) Collaborate with all campus organizations on campus-wide events and programs. By collaborating with other offices, they will invite their members as well as ours and in turn, the audience will become more diversified.</p>	<p>2005-2006</p>	<p>Advisor, Graduate Assistant and Student Leaders.</p>	<p>Track the number of events. Determine learning outcomes for each and assess if learning occurred through use of online surveys.</p>

**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
<p>As a secretary, deskworker, or graduate assistant positions become open, strive to recruit staff from under-represented populations.</p>	<p>Place position advertisements in areas such as law school, Black Cultural Center, or International House.</p>	<p>As needed</p>	<p>Advisor</p>	<p>Track and compare the number of staff hired from under-represented populations.</p>

**Goal Three:** Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Determine the unique needs of the Black Greek Letter Council	<p>Coordinate with the Black Cultural Center and CIE staff regarding how to fully reach out to students from under-represented populations, funding opportunities, and programming options.</p> <p>Take students to the National Black Greek Leadership Conference.</p>	<p>Summer 2005</p> <p>2005-2006</p>	<p>Advisors of Panhellenic, IFC and BCC staff.</p> <p>Panhellenic Advisor</p>	<p>Focus groups with students and input from staff.</p> <p>Utilize conference information to inform BGLC and the Greek system. Learning outcomes developed and documented.</p>

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

**Responsible**

Objectives	Strategy/Tactics	Date	responsible Party	Benchmarks
Partner with Center for International Education and Study Abroad Office to create programming opportunities.	1. Invite International groups to program in the Panhellenic Building; example: ethnic cooking night.  2. Have a study abroad panel involving Panhellenic women and also non Greek women to encourage studying abroad.	Academic year 2005-2006	Director of Diversity on Panhellenic Council, Advisor and Graduate Student.	1. Establish learning outcomes and assess event.
Develop relationships with advisors to the Black Greek Letter Council Groups.	1. Take advisors to dinner and dialogue about issues in BGLC community.	Fall 2005	Advisors and GA	Obtain formal feedback from advisors.
Create outreach and service opportunies to get students interacting with communities outside the campus.	Greek Camp for first vear members.	9/11/2005	Adivosr, GA and PH President	Assess by paper evaluation after event to find out students' expereince.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Initiate a Gamma Chi Class Session on differences	1. Have the Black Greek Letter Council organizations speak to the Gamma Chi Class to discuss the similarities and differences amongst fraternities and sororities.  2. Collaborate with OED to educate students during Gamma Chi Class.	Spring 2006	Sarah Fitzwater	1. Gamma Chi class evaluations.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
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<p>Have Panhellenic Graduate Assistant and/or practicum students gain experience in diverse situations.</p>	<p>1. Schedule Panhellenic Graduate Assistant to meet with Disability Services, Minority Student Affairs, and Center for International Education to become informed as to assist panhellenic women to celebrate differences</p>	<p>Summer 2005</p>	<p>Amy Colvin</p>	<p>Reflection journal and conversations with advisor.</p>
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