

**The University of Tennessee
Diversity Plan**

Department – **SEE Center**

Note: Entire Department Staff consist of soley Director, Secretary and 2 Graduate Assistants

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Provide programs and services that reflect the needs and interests of a diverse student population	Require staff and Graduate Assistants to complete university recommended hours of professional development offered by Human Resources	Spring 2007	Director	Recorded attendance at Division-wide professional development programs devoted to Diversity issues Department specific diversity training provided by human resources documented in staff annual review
	Incorporate support for diversity efforts as part of personnel reviews	Spring 2007	Director	Documented in performance evaluations
Promote campus wide respect for diverse viewpoints, backgrounds and abilities	Develop departmental publications and websites that reflect the diverse population of the University	Spring 2007	Director	Images in publications and websites reflect campus diversity Wording in publications and websites does not include any inappropriate exclusionary language Websites are universally accessible

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 exempt staff positions	Advertise positions on websites and publications that are viewed by potential candidates from under-represented populations	Ongoing	Director	Applicant source data monitored to identify effective advertising techniques for minority candidates Baseline data collected on the number of under-represented populations in candidate pools
Expand benchmarks to include baseline data in assessment	Modify departmental annual report requirements to include a dedicated section detailing diversity initiatives/programs	Spring 2007	Director	Document number of individuals from under-represented populations in annual report
Develop a plan to retain staff members from under-represented populations	Conduct exit interviews to identify reasons why staff members from under-represented populations leave	Spring 2007	Director with assistance from Departmental Diversity Coordinator	Implementation of exit interview process
	Encourage participation of members of under-represented populations in the "Grow Your Own" program	Ongoing	Director with assistance from Departmental Diversity Coordinator	Program information distributed to all professional staff Baseline data collected on program participation reported to Departmental Diversity Coordinator

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 attract and retain students from historically under-represented populations	Collect, analyze and create report from under-represented population specific data from SEE Center Annual Prevalence Survey Create and provide specific marketing campaigns and presentations for under-represented population groups	Ongoing	Director	Publication of “SEE Center Annual Prevalence Survey - Under-represented Population Epidemiology”
Positively influence retention	Provide bi-annual presentations to African-American Achievers and African American Incentive Grant (or equivalent, if name change occurs with Geier issues) providing under-represented population specific prevention information	Ongoing	Director	Presentation reports documented in annual report
Positively influence retention	Provide annual presentations to Minority Advisors Program (MAP) providing under-represented population specific prevention information	Ongoing	Director	Presentation reports documented in annual report

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support the educational and service mission of the university through relationships with diverse communities in Tennessee	Initiate campus community collaborations including Cumberland Avenue Merchants Association, and the Historic Fort Sanders Neighborhood Association programs to provide students and staff opportunities to interact with individuals different from themselves	Ongoing	Director	Benchmark collaborations and events with organizations Obtain support from university officials to pursue community collaborations Initiate and attend bi-monthly coalition meetings Create and distribute coalition brochures with mission statement, goals, objectives, and contact information
	Contribute to Annual Division of Student Affairs Community Relations Report	Summer 2007	Director to provide information to Vice Chancellor for Student Affairs	Distribution of annual report to community partners by June 30, 2007
	Attend, annual "Undoing Racism" Conference Symposiums sponsored by the Race Relations Center of East Tennessee	Fall 2006 and ongoing	Director	Attendance documented in annual report

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
No goal in this area				

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Ensure Graduate Students have necessary training to become teachers, researcher and practitioners in a diverse world	Provide diversity-related training for Center Graduate Students as identified by Human Resources and with the assistance of departmental colleagues (i.e. Black Cultural Center)	Spring 2007	Director	Bench mark number of diversity-related training sessions during first year of Center Set goals for increased number of diversity-related training sessions for subsequent years