

**The University of Tennessee  
2010- 2011 Diversity Plan  
College/Dept: Division of Student Life**

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

	Objectives	Strategy/Tactics	Date	Partners	Benchmarks	2011 Notes:
A	Ensure that all departments within the Division provide programs and services that reflect the needs and interests of a diverse student population	Department annual reports and one Vice Chancellor staff meeting each semester will highlight diversity initiatives/programs.	Ongoing	Assistant Vice Chancellor for Student Life Division Department deans and directors Assessment Team	All annual reports include updates to diversity plan; departments are provided feedback in an effort to enhance diversity programs/initiatives; Vice Chancellor Staff meeting will feature opportunities to collaborate on diversity programs; promote campus activities/events/leadership opportunities/resources specifically to historically underrepresented students.	Departments submitted diversity plans
		Increase ways in which the Division recognizes departments, student organizations, and individuals for accomplishing stated diversity goals.	Fall 2011	Office of the Vice Chancellor Student Life Diversity committee	Develop the "Moving Diversity Forward" award during the Divisions annual meeting each year. Appoint a committee of Student Life and non-Student Life staff members to create guidelines and qualifications for award.	Planning to begin January 2012
		Profile a UT student who is making contributions to create and sustain a welcoming, supportive, and inclusive campus climate on the Division of Student Life website, Focus newsletter, and any divisional functions i.e. holiday luncheon, annual meeting, Students @ Tennessee, etc. These students will be awarded "Student of the Month" and reflect the diverse population on campus.	Fall 2011	Office of the Vice Chancellor	Committee will be formed; departments submit nominations to office of the Vice Chancellor; five students will be highlighted by end of Spring 2012.	Planning to begin January 2012
B	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Promote participation and involvement in diversity and intercultural initiatives on campus, within the division, and within the community or other professional development outlets.	Ongoing	Professional Development Committee Multicultural Student Life Student Life Diversity Committee	Plan two division(One during the Fall, one during the Spring)wide professional development and coffee house programs focused on enhancing multicultural and intercultural competencies for all staff to attend during Fall 2012 - Spring 2013.	Planning to begin January 2012
		Promote a welcoming, supportive and inclusive campus climate to returning and new students and parents.	Ongoing	Student Life Diversity Committee Campus community leaders Undergraduate and graduate students Various Student Life departments and staff	Initiate the planning and implementation of a civility initiative/campaign that is present in all campus events and communication to new students, parents and returning students	Ongoing via events hosted by the division and units within the division such as the Parents Association (family weekend), Student Orientation & Leadership Development (orientation, Ignite) & Student Activities (welcome week).