

## Overview

The college's Diversity Action Plan (DAP) was approved in the spring of 2021. It is a living document that is the culmination of hundreds of hours of thoughtful, intentional work by faculty, staff, and students of the college. It is intended to prioritize and guide activities to meaningfully better the culture and climate of the college in the areas of equity, diversity, and inclusion (DEI). Each of the six goals of the plan include the objectives listed below.

**Goal 1:** Create and sustain a welcoming, supportive, and inclusive campus climate.

### OBJECTIVES:

- ▶ Evaluate the current state of the college and get buy-in on the value of and need for DEI in engineering from students, faculty, staff, deans, and department heads.
- ▶ Discover and share what college centers and departments are already doing to develop and strengthen department/center/unit climate through promoting active intra-college DEI information and best practices exchange.
- ▶ Educate the college community on issues and opportunities regarding DEI.
- ▶ Institutionalize that DEI work is everyone's responsibility.
- ▶ Integrate anti-racism and allyship across the college.
- ▶ Collaborate within the college and with other STEM majors to offer co-curricular programming showcasing women and underrepresented minority (URM) professionals.

**Goal 2:** Attract and retain greater numbers of individuals from historically underrepresented populations into faculty, staff, and administrative positions.

### OBJECTIVES:

- ▶ Objectives, as written, are the same as the goal.

**Goal 3:** Attract, retain, and graduate increasing numbers of undergraduate and graduate students from HUPs and international students.

### OBJECTIVES:

- ▶ Gather best practices via connecting UT and the college's networks to networks with external research centers and institutions nationwide; learn

what works and adapt/adopt to develop effective and sustainable practices.

- ▶ Recruit an undergraduate class that values inclusion and expand the proportions of under-represented populations.
- ▶ Expand support of undergraduates from HUPs to improve academic and professional success.
- ▶ Recruit and retain a graduate student class that values inclusion and expand the proportions of students from HUPs.

**Goal 4:** Develop and strengthen partnerships with diverse communities in Tennessee and globally.

### OBJECTIVES:

- ▶ Build a strong network with local industry members that value DEI.
- ▶ Discover and adapt outreach and partnership practices from nationwide under-representative organizations and consortiums to ensure efforts to create and strengthen partnerships are effective and sustainable.
- ▶ Expand STEM education outreach to communities and P-12 and community/state colleges and institutions with diverse populations in the regions from which UT recruits.
- ▶ Improve broader impacts sections of proposals that address outreach.

**Goal 5:** Ensure curricular requirements include significant intercultural perspectives.

### OBJECTIVES:

- ▶ Increase cultural awareness of students in existing core first-year and/or required departmental courses.
- ▶ Develop new experiences for engineering students.

**Goal 6:** Prepare graduate students to become teachers and researchers in a diverse world.

### OBJECTIVES:

- ▶ Increase access to opportunities for curricular and extracurricular professional development activities for graduate students of diverse backgrounds.
- ▶ Understand the literature, peer best-practices, and current graduate student needs with respect to equitable graduate student professional development.
- ▶ Implement initial activities to promote best practices in fostering DEI in post-graduation careers.