

UTK PSYCHOLOGY DIVERSITY PLAN 2018-2021

OUR VALUES AND MISSION

The faculty, students, and staff of the University of Tennessee's Department of Psychology view diversity, multiculturalism, and social justice as fundamental ethical, societal, and scientific values. We must be inclusive and diverse in order to foster outstanding research, scholarship, and psychological practice, and to work, thrive, and lead in an increasingly multicultural and global society. We recognize and value diversity in its myriad forms, including ability status, age, ethnicity, family structure, gender, gender identity, national origin, race, religion and spirituality, sexual orientation, socioeconomic background, and veteran status. Consistent with our Strategic Plan 2020, our Diversity Plan seeks to “[a]ctively promote diversity & inclusion in our local, regional, national, and global communities.” Further, we seek to: *create and sustain a welcoming environment, recruit, retain, and support a diverse body of students, staff, and faculty, prepare students to conduct research, teach, practice, and advocate in a diverse world, foster research that is multiculturally informed, and develop and strengthen campus and community partnerships to further inclusion and social justice.*

OUR SIX DIVERSITY GOALS, ACTIONS, AND METRICS

CLIMATE: *Create and sustain a welcoming, supportive, and inclusive Departmental climate.*

Climate: Actions	Metrics
<ul style="list-style-type: none"> • Maintain a Diversity Council of students, staff, & faculty to guide & implement the Department Diversity Plan • Maintain a physical environment that reflects the Department's commitment to diversity • Ensure Department social events are welcoming & inclusive • Maintain a comprehensive Departmental diversity web-page and other online content highlighting related research, clinical work, & social justice advocacy • Maintain an anonymous comment portal with timely follow-up • Sponsor Psychology-related talks by speakers from under-represented groups • Conduct a Department Climate Survey every 3 years • Foster dialogues related to diversity and social justice through colloquia, invited speakers, and training activities 	<ul style="list-style-type: none"> • Annual progress report from Diversity Council • # Dept. sponsored colloquia by speakers from under-represented groups / year • Average diversity / inclusion climate satisfaction index from Dept. Climate survey • # Dept. sponsored diversity- & social justice-related colloquia, invited speaker, and training activities

FACULTY AND STAFF RECRUITMENT AND RETENTION: *Recruit, retain, and mentor greater numbers of faculty and staff from minority and historically under-represented populations.*

Faculty and Staff Recruitment and Retention: Actions	Metrics
<ul style="list-style-type: none"> • Identify diverse candidates for target of opportunity proposals • Identify and invite candidates for Future Faculty Program each year • Support academic outreach to minority serving institutions • Retain faculty and staff from diverse and/or under-represented populations • Ensure all faculty share in service related to diversity • Support and enhance faculty and staff mentoring networks within and across programs and career stages • Create and maintain online list of campus and community resources to support the professional and personal lives of diverse candidates/hires 	<ul style="list-style-type: none"> • % job search finalists from under-represented groups. • # proposals for target of opportunity hires / 5 years • # proposals for Future Faculty Program • % faculty workload forms reflecting service related to diversity • % faculty and staff participating in mentoring networks • Have online list of campus and community resources

STUDENT RECRUITMENT AND RETENTION: *Recruit, retain, mentor, and graduate greater numbers of students from minority and historically under-represented populations, and international students.*

Student Recruitment and Retention: Actions	Metrics
<ul style="list-style-type: none"> • Increase outreach to minority serving institutions (e.g., campus visits, graduate recruitment flyers, guest lectures). 	<ul style="list-style-type: none"> • # faculty & students doing outreach to minority-serving institutions

<ul style="list-style-type: none"> • Retain graduate students from minority and/or under-represented populations • Create, support, & enhance mentoring networks for minority and historically under-represented populations and international students. • Ensure all faculty are prepared to mentor our diverse student body, and can recognize unique issues pertaining to diversity that affect the Departmental climate and student progress. • Create and maintain an online database of campus and community resources for to support the professional and personal lives of diverse students. • Maintain mechanisms for students to share feedback regarding their experiences of the Departmental climate (e.g., online portal, town hall meetings). 	<ul style="list-style-type: none"> • # graduate applications & campus visits by students from under-represented groups • % graduation rate for graduate students from under-represented groups • % students reporting being involved in mentoring networks • % students reporting having a faculty mentor • % faculty mentoring students from under-represented and international populations • Average student ratings of faculty preparation to mentor diverse students • Have online list of campus and community resources • Conduct at least one Town Hall meeting between Department Head and graduate students per year
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CURRICULUM & CONTINUING EDUCATION: *Ensure curricular requirements reflect the Department’s commitment to diversity and social justice, and provide continuing education opportunities to faculty, staff, and students.*

Curriculum & Continuing Education: Actions	Metrics
<ul style="list-style-type: none"> • Offer diversity & social justice courses at undergraduate & graduate levels • Incorporate diversity & social justice content in courses • Ensure graduate students are developing multicultural competencies in their research, teaching, and clinical work • Offer, encourage & support diversity-related professional development for faculty, staff, & students • Increase opportunities for study abroad 	<ul style="list-style-type: none"> • % UG PSYC courses incorporating diversity / inclusion content • % syllabi that include dept diversity statement • % graduate courses with diversity-related content • # Diversity- & social justice-related Dept. sponsored colloquia and trainings / year • % faculty participating in diversity- & social justice-related professional development programs / year • # students participating in study abroad

RESEARCH: *Ensure all Department research meets our high standards for cultural competence, and support scholarly activity and publication on topics related to multicultural psychology and social justice.*

Research: Actions	Metrics
<ul style="list-style-type: none"> • Promote collaborative research between faculty and students on diversity- and social justice-related issues (e.g., establish a student diversity award). • Ensure all research conducted in the Dept. is culturally competent and attends to implications for diverse populations and/or policy 	<ul style="list-style-type: none"> • % of faculty and graduate students participating in continuing education or workshops related to multicultural and social justice competence in research.

OUTREACH & ENGAGEMENT: *Develop and strengthen Departmental partnerships with diverse communities on local, state, national, and international levels.*

Outreach & Engagement: Actions	Metrics
<ul style="list-style-type: none"> • Foster & encourage inter-disciplinary & community-based, participatory research • Engage in outreach & advocacy in service of social justice at local, state, and national levels • Offer education on the science & practice of multicultural psychology & social justice to the lay public & policy makers • Offer continuing education around diversity and social justice for mental health professionals in the community • Offer clinical services to people from under-represented communities 	<ul style="list-style-type: none"> • # of faculty and students with active research collaborations with community, regional, or national partners addressing diversity issues. • # faculty, staff & students in diversity & social justice-related outreach and advocacy • # community & CE workshops/year offered by Dept. related to diversity & social justice • % of clients from under-represented populations seen by clinical and counseling students