



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE



*DIVISION OF
DIVERSITY AND
ENGAGEMENT*

**BIANNUAL REPORT
2020-2022**



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LETTER FROM THE VICE CHANCELLOR

Dear Vol Community,

Over the past year, the Division of Diversity and Engagement has partnered with units and colleges across campus to make significant strides toward our shared goal of inclusive excellence. This report highlights those accomplishments and shows how powerful we can be when we work together.

Among the significant achievements found in this report, let me highlight several that have notably helped make the campus climate and culture more inclusive for all:

- The completion of diversity action plans to align diversity, equity, and inclusion efforts across campus and help units and colleges communicate their initiatives across campus
- The renaming of Orange and White Halls to celebrate the legacies of African American trailblazers Theotis Robinson Jr. and Rita Sanders Geier
- The renaming of the Hodges Library Galleria in honor of Brenda Lewis Peel, who was the first African American to graduate with an undergraduate degree from the university
- Ongoing support of diversity, equity, and inclusion efforts in the colleges through the Academic Diversity Initiative

- The creation and awarding of the Marva Rudolph Scholarship to aid in student retention efforts
- A partnership with Human Resources and the UT System that led to the addition of inclusion, diversity, and equity as part of staff annual reviews
- The implementation of the Community Engagement Academy to promote equity-minded university-community partnerships

The work of our division reaches well beyond the Knoxville campus to include meaningful impact for the people in each of the 95 counties across Tennessee.

As we continue working together to foster a culture in which everyone matters and belongs, each one of us has a role in making our campus community a place where everyone can be their authentic self. Together we'll find strength in our diversity as we impact our campus and beyond.

TYVI SMALL
VICE CHANCELLOR FOR DIVERSITY AND ENGAGEMENT

OUR PHILOSOPHY

The work of the division is undergirded by a commitment to support the creation of equitable and inclusive spaces for all faculty, staff, students, and community members on the campus of the University of Tennessee, Knoxville.

OUR MISSION

The division collaborates with campus and external communities to create inclusive learning and working environments. We achieve this mission through cultivating partnerships, supporting initiatives, and advocating for policies that promote civility, accountability, cultural competency, and equitable access to resources and opportunities.

OUR VISION

As a thought leader, the division aspires to foster an inclusive campus environment where everyone is valued and respected. We will work to create an atmosphere in which our students, faculty, and staff practice cultural humility and are equipped to positively impact the global community.

OUR VALUES

DIVERSITY We value and affirm differences in values, world views, beliefs, identities, and abilities.

INCLUSION AND EQUITY We develop and implement policies, procedures, and processes that help establish learning and working environments that are accessible to all.

MATTERING AND BELONGING We partner with units internal and external to the university to create and sustain a campus environment where all Vols are valued and respected.

COLLABORATION AND ENGAGEMENT We cultivate mutually beneficial partnerships with campus and external communities to optimize student success and learning as well as faculty and staff professional development and personal growth.

LEADERSHIP AND INTEGRITY We maintain the highest professional and ethical standards by fostering a climate of trust, respect, humility, and accountability.

COMMUNICATION We facilitate opportunities for dialogue that bridge differences to create a community of mutual respect and understanding.





OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

As members of Vol community, we strive to develop, sustain, and nurture a welcoming and inclusive environment in which everyone feels valued and has a sense of belonging. A crucial first step in operationalizing those efforts is recognizing that diversity is a source of strength and innovation. Over the past two years, the Division of Diversity and Engagement has partnered with colleges and units to enhance the diversity of our campus so it reflects the myriad of cultures, viewpoints, and perspectives that exist within the state of Tennessee. While some incremental progress has been made in increasing the presence of diverse populations on campus over the past year, there is still much work to be done.

In accordance with Goal Three of its strategic vision—
Develop and sustain a nurturing university culture where

diversity and community are enduring sources of strength—the university will increase its efforts to enhance its diversity by supporting initiatives that focus on recruitment and retention of students, faculty, and staff from historically underrepresented populations. In addition, the division will be conducting a holistic analysis of the campus climate and culture to identify the needs of campus stakeholders and provide guidance to leadership on how to foster a greater sense of belonging among all Vols. The following pages present an overview of the University of Tennessee, Knoxville's demographic data for fall 2021.



DIVISION OF DIVERSITY AND ENGAGEMENT UNITS AND PROGRAMS

The division's work during 2020–22 was carried out through three main units: the Office of Community Engagement and Outreach, the Office of Equity and Diversity, and the Strategic Initiatives Unit.

OFFICE OF COMMUNITY ENGAGEMENT AND OUTREACH

Community engagement efforts demonstrate the UT's mission to move forward the frontiers of human knowledge and to enrich and elevate the citizens of the state of Tennessee, the nation, and the world. The Office of Community Engagement and Outreach expanded its staffing in 2021–22. Two Faculty Fellows—Associate Professor James Williams and Assistant Professor Stefanie Benjamin, both from the Department of Retail, Hospitality and Tourism Management—provided guidance and expertise on community-based research, assisted with strategic planning, and represented the office at engagement and outreach events. In summer 2021, the team added two staff positions: a full-time coordinator and administrative specialist.

As the university worked to develop a new strategic vision, the office carried out new and continuing programs, collaborating with diverse partners and audiences to explore solutions for some of our most pervasive challenges:

- In October 2021, the division hosted its second annual Engagement and Outreach Week. Highlights included the third annual Engagement and Outreach Conference, attended by nearly 200 faculty, staff, students, and representatives of local nonprofit organizations and government agencies; a nonprofit day; and other events celebrating UT's land-grant commitment to teaching, research, and service.
- The inaugural Community Engagement Academy, a six-week interdisciplinary professional development program for new faculty, postdocs, and graduate students, took place in fall 2021 with 12 participants. Through facilitated discussion, mentoring, and presentations, the academy covered the foundations of community engagement and

engaged scholarship. As participants apply those principles to research and practice, they enhance the practice of community engaged scholarship throughout Knoxville and East Tennessee.

- Imagine Tennessee, a pilot umbrella initiative spotlighting UT's efforts to address real-world issues identified by leading community partners and government agencies, connects, equips, and elevates community-university partnerships in five key areas: education, family health and wellness, community development, business and entrepreneurship, and sustainability.
- Community Conversations, one-hour facilitated discussions about topics and issues critical to our region, are open to the public. More than 400 campus and community partners attended eight Community Conversations in 2020 and six sessions in 2021. Among the topics discussed were civic engagement, mental health and wellness, voting rights, and access to higher education.
- The Community Engagement Seminar Series, which began in 2018, is a monthly program that defines and explores the application of best practices of

community engagement such as reciprocity, cultural competence, and evaluation. Seminars are open to all members of the campus community. Between 2020 and 2021, this program has engaged more than 200 participants.

- The REAP (Rights, Equity, Access, and Participation) Academy is a collaborative initiative between the Division of Diversity and Engagement, the Department of Africana Studies, and Project GRAD Knoxville. It introduces young scholars to concepts of social issues, social justice, and social change. Initiated in 2021, the program engaged 22 rising high school first-year students in a variety of classes, field trips, and experiential learning opportunities.
- The SWAG (Scholars With Achievable Goals) Leadership Academy is part of a partnership between UT and the Boys and Girls Club of the Tennessee Valley. Developed in fall 2020, it uses mentorship and service-learning to develop skills in leadership, communication, and public speaking and foster the idea of post-secondary education for middle school students. During spring 2021, the program supported 31 students.



- The 2022 Etiquette Luncheon, held in February, was sponsored in partnership with Knoxville Area Urban League National Achievers Society and Youth Leadership Knoxville. The luncheon provided 81 participants with experiential learning related to appropriate presentations in communication, manners, dress, and eating in a formal setting. Staff and volunteers were present to facilitate the learning experience.

SPOTLIGHT ON COMMUNITY PARTNERSHIPS

Even though they did not directly involve the Office of Community Engagement and Outreach, numerous projects across campus reflected the university's commitment to diversity, equity, and inclusion. A few examples:

Three faculty members in the College of Education, Health, and Human Sciences received a \$1 million National Science Foundation grant to bring culturally relevant robotics education to hundreds of preschoolers (via six different preschool classes), their families, and preschool teachers in Knoxville's Lonsdale and East Knoxville communities. Culturally Relevant Robotics: A Family and Teacher Partnership, or CRRAPT, seeks to promote computational thinking and a sense of belonging in computer science specifically for Black and Latinx children and their families.

When Knox County Schools shut down in-person learning in 2020 due to COVID-19, interns and professors from the Department of Theory and Practice in Teacher Education collaborated with local nonprofit Centro Hispano to provide e-learning opportunities to 40 ESL students in the greater Knoxville area.

The College of Nursing partnered with Covenant Health, the Knox County Health Department, Cherokee Health Systems, UT Medical Center, and Faith Leaders Church Initiative to slow the spread of COVID-19. Students and faculty volunteered throughout the year at testing and vaccination sites, helping with campus community testing, and providing health screenings.

In January 2021, UT's Imagine Tennessee program partnered with the disABILITY Resource Center, a center for independent living with branches in Knoxville and in Hazard, Kentucky, and with Tennessee Wesleyan University to host an advocacy boot camp for 10 undergraduate students with disabilities. Students improved their individual knowledge and understanding of how to successfully advocate for and promote inclusion and independence for people with disabilities.

Each semester, the Student Basic Needs Coalition and End Hunger/FEED Change host a SNAP Access Day. Event programming includes education on college student eligibility for SNAP—the Supplemental Nutrition Assistance Program, formerly known as food stamps—and a panel discussion comparing food justice and emergency aid. Collaborators include the Tennessee Justice Center, Nourish Knoxville, and UT Extension. Participants receive vouchers to purchase goods at local farmers markets.

Named after the Black neighborhood and business center in East Knoxville, the Bottom was established in January 2020 as a multi-use community space. DDE's partnership with this organization supports programmatic initiatives such as the Community Fellowship and Sew It Sell It program, which provides recruitment opportunities for Black students in the Knoxville and surrounding community.

In October 2021, the Office of Community Engagement and Outreach, along with Haslam College of Business Office of Diversity and Community Relations co-sponsored "Social Impacts of Civil Rights and Public Safety." During the session, the Federal Bureau of Investigations provided a historical overview of civil rights and its correlation to public safety. Participants heard from a panel of experts including the UT Police Department, Knoxville Police Department, and local, state, and federal representatives. The event concluded with roundtable discussions and networking.





OFFICE OF EQUITY AND DIVERSITY

The Office of Equity and Diversity fulfills university, state, and federally mandated critical compliance functions that foster and promote equity and access to education and employment in an environment free from impediments and barriers. The office renewed its commitment to DEI education and development by both collaborating with campus partners such as Human Resources and the Council for Diversity and Inclusion to present a lunch and learn series as well as offering customized workshops to various units to foster understanding and enrichment. In addition to the Knoxville campus (including Athletics), the office serves the UT Foundation, the UT Institute of Agriculture, the UT Institute for Public Service, the UT Space Institute, and the UT System.

SUPPORTING NEW INITIATIVES

Over the past year, OED has supported key initiatives through partnerships to ensure that students have equitable access to

resources and opportunities. The office added a Student Life liaison role to encourage a greater focus on student-centered initiatives. When the commencement ceremony was moved to Neyland Stadium because of the pandemic, the office provided planning support and coordinated requests for accessible seating. Staff members also took on roles within Vol is a Verb, Student Success Linkups and the Strengths Advisory Council to address needs within our diverse student body.

Additional opportunities throughout the year allowed for ongoing collaboration and for planning and carrying out student-facing diversity and inclusion events. In July 2021, OED representatives engaged student-athletes in team-building activities and facilitated discussions around differences and difficult dialogues. Staff members prioritize campus service and actively participate on numerous committees and collaborative teams, including the Chancellor's Commissions and Council; the Council for Diversity and Inclusion; UT Inclusion, Diversity and Engagement; the 946-CARE team; the Bias Education and Referral Team; the Title IX response team; and Diversity Leads.

EMPLOYMENT SEARCHES

The office has an important role in faculty and exempt position searches. Staff members conduct orientation sessions to apprise search committee chairs of policies, processes, and best practices. They review and monitor each search, providing initial approval with additional approvals at designated points in the process, and review requests for exemptions from regular search processes. During the 2020-21 academic year, the office conducted 50 orientation sessions and worked with approximately 650 searches.

DISCRIMINATION AND HARASSMENT RESOLUTIONS AND INVESTIGATIONS

As part of its mission is to support a campus community free of discrimination and harassment, the Office of Equity and Diversity investigates complaints of discriminatory behavior on campus. They received approximately 20 formal complaints during the 2020-21 academic year, and nearly four times as many contacts and inquiries from individuals interested in learning about the complaint process or requesting informal assistance.

Formal complaints included allegations of discriminatory misconduct on the following grounds: sexual harassment (including behavior categorized as sexual harassment under Title VII or Title IX, race; gender (nonsexual), disability, age, national origin and religion. One complaint included an allegation of retaliation. Two-thirds of the formal complaints were resolved through a complete investigation, and the rest were resolved through an informal review process in accordance with office policy.

ADA ACCOMMODATIONS

The office coordinates the university's response to requests for employment accommodations by Knoxville-area faculty and staff, working with employees, their health care providers, and their respective departments. During the 2020-21 academic year, they assisted more than 200 employees and campus visitors with inquiries related to accommodations. With the ongoing pandemic and concerns around vulnerable populations, the office also assisted departments in creating safe and productive work environments for their employees.

STRATEGIC INITIATIVES UNIT

The Strategic Initiatives Unit was established in late 2021 to streamline some of the administrative functions of the Division of Diversity and Engagement and create synergy in the strategic elements of our collective work. The unit serves as a strategic partner with campus and broader community members through effective communication, education, and evaluation of DEI initiatives, equipping the campus and broader community with relevant resources and evidence-based practices to foster welcoming environments.

The unit includes full-time professional staff members, a staff fellow, graduate research assistants, practicum and internship students, and undergraduate diversity scholars. It encompasses the work that occurs within the chancellor's commission and councils, assessment and evaluation, communications, strategic partnerships, and special projects. Staff members serve as liaisons to key divisions and units across the university, such as the Division of Student Life, Human Resources, the Office of Communications and Marketing, and Teaching and Learning Innovation. One of the unit's newest initiatives is the Diversity Scholars Program.

DIVERSITY SCHOLARS PROGRAM

The Diversity Scholars Program is a new leadership development and professional development opportunity for undergraduate students at UT who are passionate about mattering and belonging. Formally known as the Student Advisory Board, the group is currently composed of 13 undergraduate student members: Nine new members and four executive board members. Members meet every other week to engage in leadership and professional development training. Its motto, "Enter to learn, depart to ignite positive change," reflects the ultimate goal of the program, which is to teach students to ensure a culture where Vol is a Verb by equipping and empowering them to cultivate inclusive spaces on campus and beyond in their future professional endeavors. In addition to engaging in learning opportunities, members serve as student ambassadors who represent the Division of Diversity and Engagement at on- and off-campus events. The benefits of the program include: leadership training, professional development, scholarships, opportunities for international and domestic travel, and networking.



CAMPUS-WIDE INITIATIVES

The division establishes campus-wide initiatives to guide colleges and units in fostering supportive work and learning environments. The initiatives described here, which were implemented or continued between July 2020 and February 2022, support the division's vision of an atmosphere in which our students, faculty, and staff practice cultural humility and are equipped to positively impact the global community.



DIVERSITY ACTION PLANS

In its inaugural year the division's staff considered ways in which they could promote equitable access to resources and opportunities across campus. To that end, the division's leadership team asked colleges and vice chancellor units to develop and submit three-year diversity action plans describing the steps they would take toward achieving that shared goal. The purpose of the initiative was to help colleges and units challenge barriers to implementing inclusive practices while simultaneously promoting a culture of evaluation and accountability as it pertains to diversity, equity, and inclusion within their respective units.

After the first year of implementation, diversity action plans were reevaluated and condensed into annual action plans to facilitate assessment of diversity and inclusion outcomes on an annual basis and provide metrics for yearly evaluation of deans and vice chancellors. In spring 2022, the Diversity Action Plan Support Network was developed. This committee, made up of the responsible parties for all the diversity action plans, meets twice a semester to create a space where representatives from each college and vice chancellor unit can share progress and collaborate on their diversity and inclusion efforts.

The division also provides support to colleges implementing their diversity action plans via the Academic Diversity Initiative.



ACADEMIC DIVERSITY INITIATIVE

The Academic Diversity Initiative provides support for the colleges' diversity action plans and advances efforts at the college level in the following areas:

- Strategic planning through diversity action plans
- Gauging and fostering a more inclusive campus climate
- Diverse student recruitment, advancement, and retention efforts
- Diverse faculty recruitment, advancement, and retention efforts
- Development of an inclusive curriculum that privileges antibias materials, intersectionality, etc.

During fall 2020, each college was eligible to apply for \$10,000 in financial support through the initiative. All 11 colleges received funding to either establish a faculty diversity director or develop a committee charged with creating and supporting initiatives for diversity, equity, and inclusion.

FACULTY AND ADMINISTRATIVE FELLOWS PROGRAM

The division offers faculty and staff from all disciplines opportunities to provide leadership and expertise that support the advancement of diversity, equity, and inclusion initiatives. Six fellows were appointed between July 1, 2020, and June 30, 2021:

- Stefanie Benjamin, Assistant Professor, Department of Retail, Hospitality, and Tourism Management
- Ashton Cooper, Assistant Director, Haslam Scholars Program
- Shaina Destine, Research Assistant Professor, UT Libraries
- Mitsu Misawa, Associate Head, Director of Graduate Studies, Associate Professor, and Program Co-Coordinator, Department of Educational Psychology and Counseling
- Amber Roessner, Associate Professor, School of Journalism and Electronic Media
- James Williams, Associate Professor, Department of Retail, Hospitality, and Tourism Management

SCHOLARSHIPS

A critical component of student success at the University of Tennessee is ensuring that students are not only recognized for their commitment to fostering inclusive environments on campus but also given opportunities for personal and professional development. Scholarship awards provide students with access to opportunities to build upon their leadership acumen and connect to resources that foster their academic success.

Established in 2014, the Marva Rudolph Scholarship honors the life and legacy of a longtime UT employee and champion of diversity, equity, and inclusion. Rudolph was passionate about students and creating respectful and inclusive environments for living, learning, and working. The Marva Rudolph Scholarship was created in 2021 to assist students in their personal development as it relates to diversity and inclusion and to support their initiatives to build a more accessible, equitable, and welcoming campus community. Nearly 50 students received the inaugural awards during a formal ceremony in spring 2021.

The division established a partnership with Centro Hispano's Youth LEAD program in February 2021 to help with pathway programs to UT for Latinx students. The Centro Hispano Scholarship was developed to provide financial aid to high-achieving Latinx Americans and DACA recipients who otherwise would not be able to afford a college education.

DIVERSITY CHALLENGE GRANTS, MINI GRANTS, AND SCHOLARSHIPS

The division provides funding opportunities to support faculty and staff in creating events, programming, and initiatives that foster inclusion across campus and in the local community. These competitive grants are awarded to individuals whose initiatives exemplify the Volunteer spirit, encourage discovery, and create impact. In addition to funding over \$39,000 in challenge grants, the division awarded approximately \$44,000 in mini-grants and sponsorships during the 2020-21 and 2021-22 academic years.



IMPACT AND WORK WITH CAMPUS PARTNERS

Mutually beneficial partnerships are critical to the division's mission to cultivate and sustain a welcoming and inclusive campus climate. This section highlights collaborations with offices across campus that support staff, students, and faculty by developing professional growth opportunities, creating a sense of mattering and belonging among those in different affinity groups, and providing resources to ensure that everyone can thrive in their context.

HUMAN RESOURCES

With support from the division and the UT System, Human Resources added a diversity, equity, and inclusion category to the staff performance review tool to guide supervisors and employees in establishing behaviors that support inclusive excellence in the workplace. The review process will be used across the UT System beginning with the 2021 review year. Diversity action plans will be used as a data point for senior-level administrator performance reviews.

HR partnered with the division to develop two leadership programs. Created for faculty and exempt staff, the UT Inclusive Leadership Academy, or UTILA, provides a thoughtful and intentional learning experience that equips leaders with the content knowledge, leadership behaviors, and support to effectively lead a diverse workforce and create a culture of inclusion. Last year's UTILA cohort consisted of 12 participants. UConnect, an inclusive yearlong immersive leadership and professional development program, promotes growth and development for highly motivated nonexempt staff who have three years of continuous service. Last year's cohort consisted of 14 participants.

DIVISION OF STUDENT LIFE AND STUDENT SUCCESS

The division partnered with the Division of Student Life and the Division of Student Success to expand their efforts to provide academic and social support for students. These partnerships also allowed for greater synergy among faculty and staff charged with supporting and implementing diversity, equity, and inclusion efforts across campus. A number of initiatives were launched or continued in 2020-22:

Developed in partnership with the Division of Student Life and the Office of the Dean of Students, the Diversity Leads Group is a supportive community made up of faculty and staff who collaborate on initiatives and share resources and information for enhancing diversity, equity, and inclusion on campus. The focus of the group's inaugural year was on providing objectives and action items in the areas of communication, professional wellness, education and professional development, and leadership and accountability.

The National Pan-Hellenic Council (NPHC), in collaboration with the Division of Student Life, the Division of Diversity and Engagement, and the Office of the Chancellor, hosted a dedication ceremony to celebrate the installation of nine new monuments on the Johnson-Ward Pedestrian Walkway during Homecoming 2021. The NPHC monuments provide a

permanent space to memorialize the history and contributions of the Divine 9—the nine African American sororities and fraternities that form the NPHC—while serving as a physical reminder of the university's commitment to recognizing the impact of historically underserved populations on campus.

Plans were made to expand UT's Vol is a Verb campaign to support first-year students' development of identity, purpose, and awareness. The expansion, which was implemented in fall 2021, includes four components: a New Vol Experience orientation program, a one-day Vol is a Verb campus celebration, a Power of Perspective program, and a Vol First-Year Experience inclusion module. The initiative is a collaboration with the Office of the Provost, the Division of Student Success, and the Division of Student Life.

The Pride Center continued its mission of empowering, connecting, and educating our campus community, and the year brought many successes. New partnerships with the division as well as with Student Disability Services and the Commission for Disability highlighted intersectional issues of discrimination and oppression. The adoption of a volunteer facilitation team expanded the center's capacity to provide Safe Zone program, which grew to train more than 700 faculty, staff, and students in the 2020-21 academic year, and the Pride Center Faculty Fellowship program was developed for launch in 2021-22.





RENAMING OF RESIDENCE HALLS AND LIBRARY GALLERY

Two University of Tennessee, Knoxville, residence halls were officially dedicated in honor of Theotis Robinson Jr. and Rita Sanders Geier, two African American trailblazers whose fights for racial equality transformed the state's higher education system and the university. This effort was a collaboration between the Student Government Association, the Division of Student Life, and the Division of Diversity and Engagement.

The Board of Trustees approved the renaming of White Hall for Robinson and Orange Hall for the Geier at its winter board meeting on February 25, 2021. The buildings, which both opened in 2016, provide a home away from home for almost 700 students.

Robinson, a Knoxville native, was the first Black undergraduate student admitted to the university. He, along with three other Black students, fully desegregated the university in 1961. Geier, a Memphis native, brought the landmark lawsuit that sought to dismantle inequities in the state's higher education system. Both Robinson and Geier later worked for the university.

In addition, the Hodges Library first floor Galleria was named for Brenda Lewis Peel, the first African American to receive an undergraduate degree from the University of Tennessee. A Knoxville native, Peel transferred to UT following the

integration of undergraduate students in 1961 and majored in psychology.

After graduation, she worked for three years in the Knoxville City Schools system. She then moved to Atlanta, earning a master's degree and an EdS in guidance and counseling from Georgia State University and serving as a school counselor for 27 years in the Atlanta Public Schools system until her retirement in 2002. The dedication ceremony for the Brenda Lewis Peel Galleria took place during Homecoming week in November 2021. The initiative was a partnership between Hodges Library, the Division of Student Life, and the Division of Diversity and Engagement.



OFFICE OF RESEARCH, INNOVATION, AND ECONOMIC DEVELOPMENT

The Research Development Academy was started in 2019 to support the success of underrepresented faculty who have the potential to contribute to the university's research and discovery mission. The academy focuses on empowering participants to advance their research, scholarship, and creative activities, especially those identified in departmental promotion and tenure guidelines. The inaugural cohort (2020–21) had five participating faculty members. The 2021–22 cohort had 13. Additional information and a list of RDA fellows are at provost.utk.edu/rda.

CAMPUS COMMITTEES

The division works with campus committees to ensure that initiatives, practices, and procedures are equitable and supportive of all populations represented at the university. Composed of students, staff, and faculty, these groups provide insight to campus leaders, promote a greater sense of community among members, and support the development of inclusive leadership practices.

CHANCELLOR'S COMMISSIONS AND COUNCIL

The chancellor's commissions and the Council for Diversity and Inclusion exist to ensure that students, staff, and faculty

from underrepresented populations have a welcoming, supportive, and inclusive climate on campus. The commissions and council serve the campus under the joint direction of the Division of Diversity and Engagement and the Office of the Chancellor.

The commissions and council support events, programs, and initiatives across campus that promote education about their respective communities, and they assist the division in strategic planning to advance the work of diversity, equity, and inclusion on campus. They advocate for their communities by providing leadership and professional development to help allies better understand the needs of specific groups.

In addition to the existing commissions—the Commission for Blacks, the Commission for LGBT People, and the Commission for Women—the Commission for Disability launched during the 2020–21 academic year. In addition, the division has been working with the members of the Asian American and Pacific Islander community and the Latinx community to develop the infrastructure for both a Commission for AAPI People and a Commission for Latinx People. Both communities are currently represented by ad hoc committees of the Council for Diversity and Inclusion, with the launch of the new commissions planned for fall 2022 and spring 2023 respectively.



CAMPUS DATA

6,748 STAFF

11.4% are from historically underrepresented groups

0.3% American Indian/Alaskan Native
7.8% Black/African American
2.0% Hispanic of any race
1.2% Multiracial
0.1% Native Hawaiian/Pacific Islander

2.5% are non-US citizens

51.8% are women

31,701 STUDENTS

14.6% are from historically underrepresented groups

0.1% American Indian/Alaskan Native
5.0% Black/African American
5.3% Hispanic of any race
4.1% Multiracial
<0.1% Native Hawaiian/Pacific Islander

3.3% are non-US citizens

54.6% are women

2,202 FACULTY

10.3% are from historically underrepresented groups

0.3% American Indian/Alaskan Native
5.1% Black/African American
4.1% Hispanic of any race
0.8% Multiracial

3.0% are non-US citizens

47.5% are women



BREAKDOWN OF THE DATA

According to our fall 2021 data, there are 40,651 members of the University of Tennessee, Knoxville, community (faculty, staff, and students). In total, our community contains 18,804 men (46.3 percent) and 21,847 women (53.7 percent).

As of November 2021, UT has 2,202 faculty members. Of the total number of faculty, historically underrepresented groups make up about 10.3 percent, a 1 percent increase from the previous academic year. Women faculty increased from 46.8 percent to 47.5 percent. In terms of generational categories, most faculty self-reported as being part of Generation X (44.4 percent), with millennials being the second highest category (27.6 percent).

Staff make up 16.6 percent of the Vol community. In the fall of 2021, UT had 6,748 staff members. This number includes short-term and full-time staff. The percentages of white and Hispanic employees increased between 2020 (84.1 percent and 1.8 percent respectively) and 2021 (84.6 percent to 2.0 percent respectively). While all other categories remained steady, the percentage of African American employees declined between 2020 and 2021 by 0.4 percent and the percentage of international employees decreased by 0.3 percent.

In terms of changes among different categories of employees, the most dramatic change was that in the number of African American staff in the Executive/Administration category, which decreased from 42 employees in 2020 to 31 employees in 2021. Millennials make up the majority of university employees at 33.2 percent, followed by

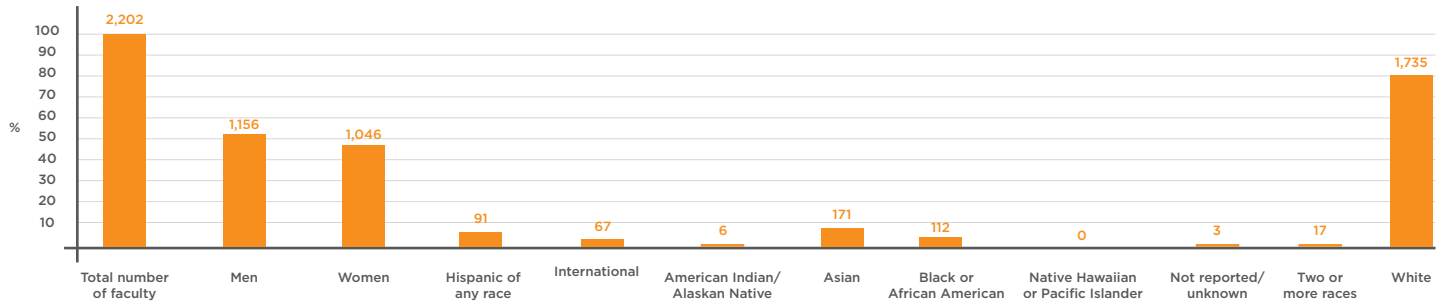
Generation X (32.2 percent) and baby boomers (26.2 percent).

Students make up approximately 78 percent of the Vol community. During the fall of 2021, UT enrolled 25,067 undergraduate students (79.1 percent) and 6,634 graduate students (20.9 percent). Both undergraduate and graduate student populations increased overall. The Hispanic student population increased from 4.8 percent to 5.3 percent between 2020 and 2021. While all categories remained steady, the percentage of Black or African American students declined between 2020 and 2021 (5.8 percent to 5.0 percent). However, enrollment of Black and African American graduate students slightly increased, by 0.6 percent.

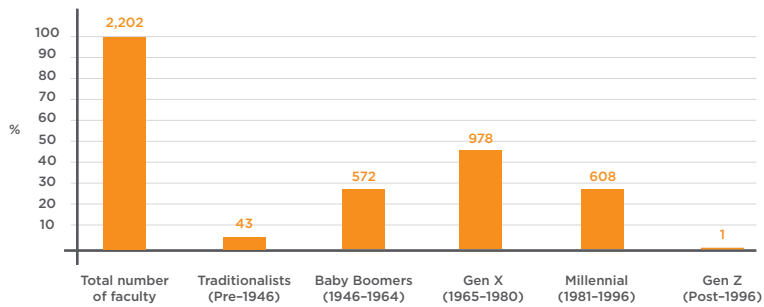
Lastly, the number of students who are women increased between 2020 and 2021 (from 53.2 percent to 54.6 percent). Students aged 19 and under make up much of the undergraduate student population (36.8%), while the largest percentage of graduate and professional students are between the ages of 25 and 29 (34.6%).

FACULTY

GENDER, RACE, AND ETHNICITY

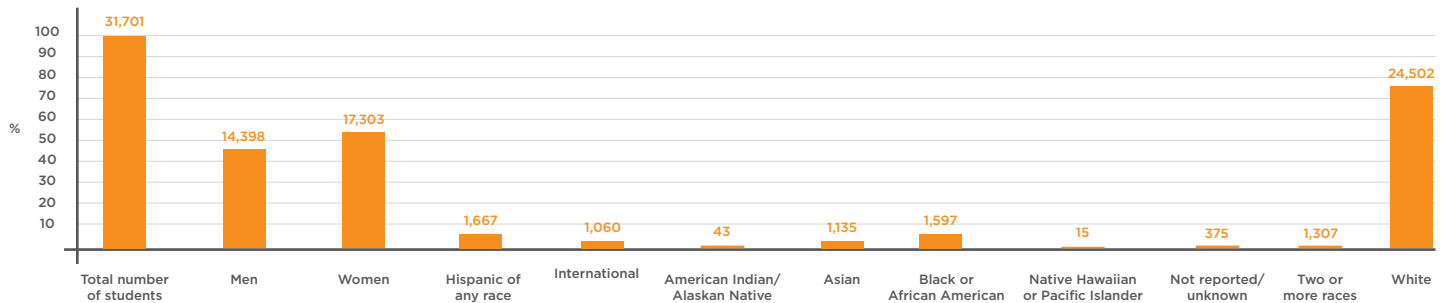


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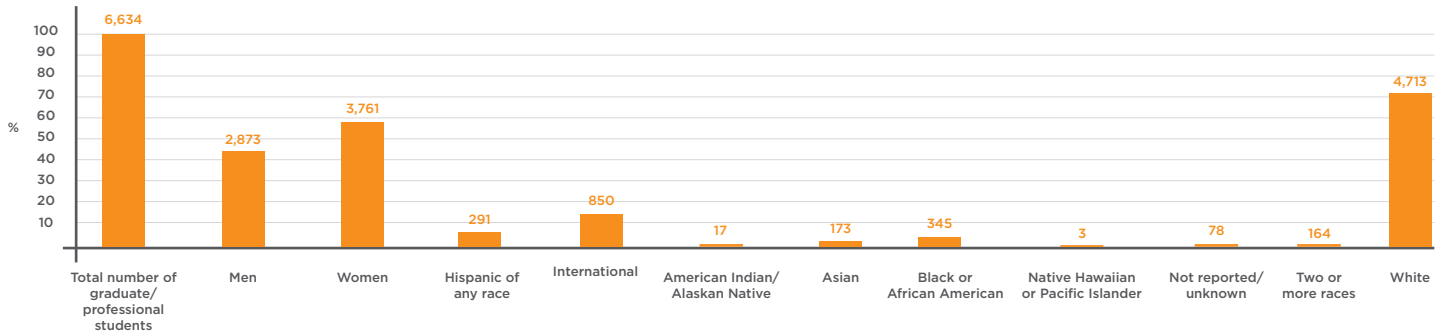
ALL STUDENTS

GENDER, RACE, AND ETHNICITY

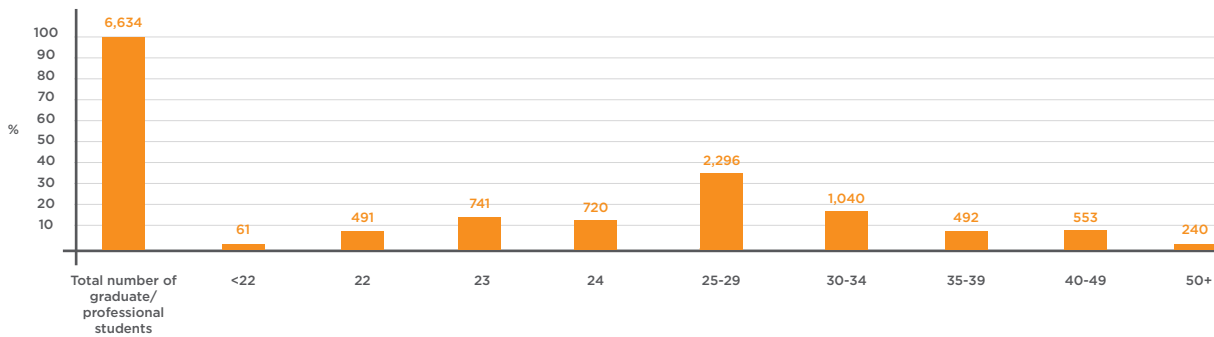


GRADUATE AND PROFESSIONAL STUDENTS

GENDER, RACE, AND ETHNICITY



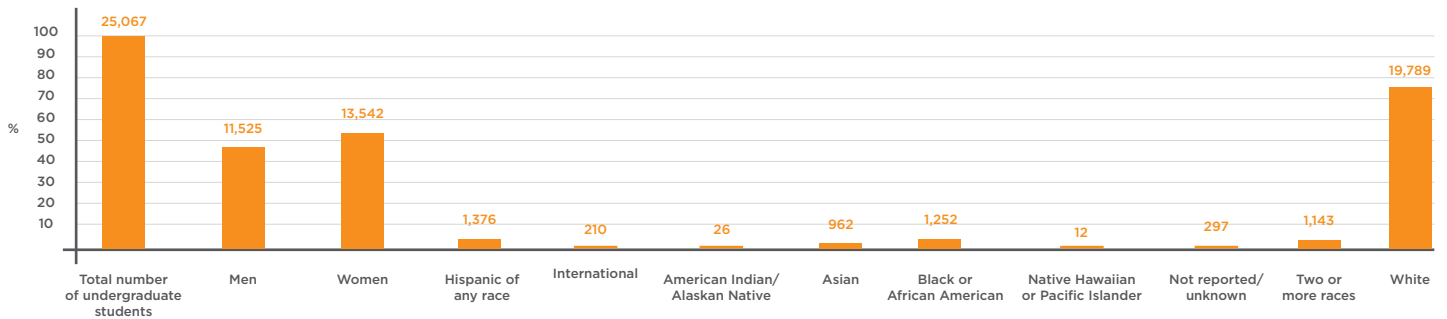
AGE



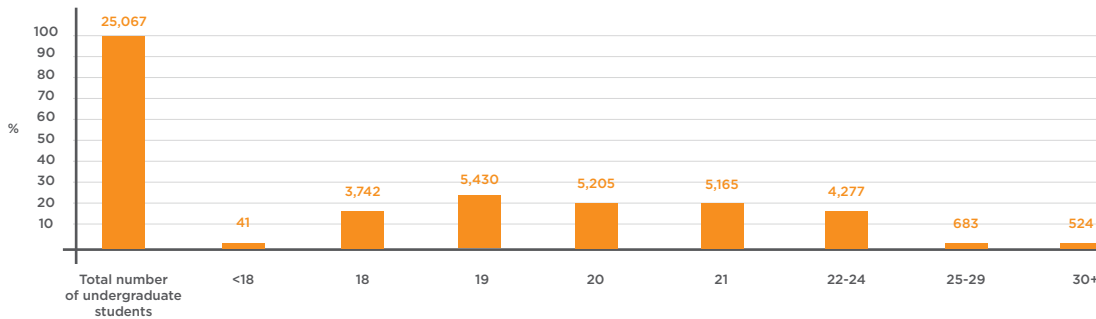


UNDERGRADUATE STUDENTS

GENDER, RACE, AND ETHNICITY

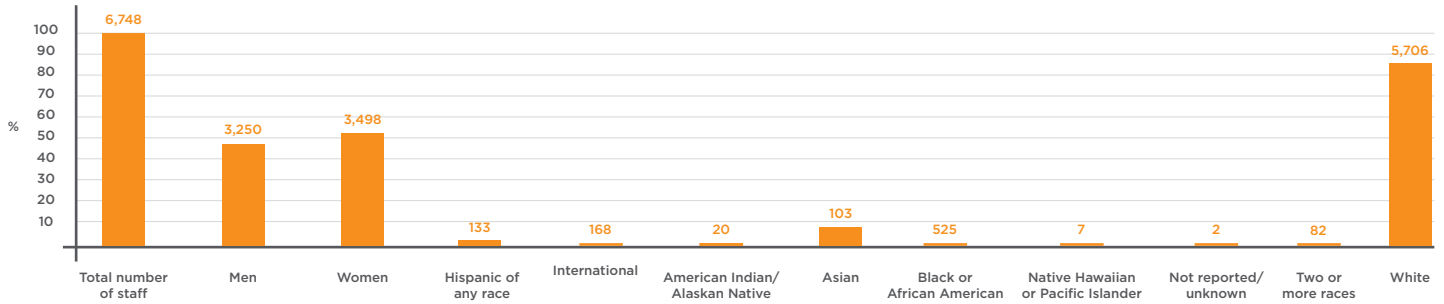


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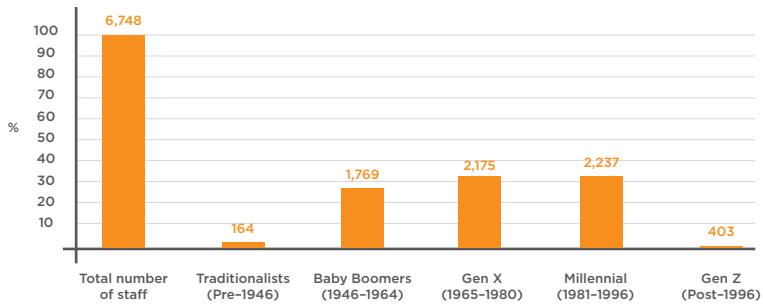


STAFF

GENDER, RACE, AND ETHNICITY



AGE





FUTURE INITIATIVES AND PRIORITIES

Moving forward, the Division of Diversity and Engagement will continue building new partnerships with campus stakeholders and community groups. We will continue to aim for inclusive excellence so that all members of the UT Knoxville community believe they matter and belong. We have identified several initiatives and priorities to focus on in the upcoming year:

- Expanding new partnerships on campus and in the community
- Enhancing recruitment and retention efforts that connect prospective students in West Tennessee to the university
- Streamlining commissions and councils
- Improving access to educational opportunities that support all students
- Establishing professional development opportunities for individuals who are interested in advancement in diversity, engagement, and inclusion administration



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