

## 2021-2022 CEHHS DEI Annual Report

The College of Education, Health, Human Sciences' (CEHHS) Office of Diversity, Equity, and Inclusion (DEI) was established July 1, 2020. The university required each college and campus unit to create a **Diversity Action Plan (DAP)**. Dean Ellen McIntyre created a task force and charged the director of DEI and task force with creating a DAP to advance diversity, equity, and inclusion in CEHHS.

The five (5) university-wide Diversity Action Plan goals are:

**1** Create and sustain a welcoming, supportive, and inclusive **campus climate** that allows for respectful interaction and viewpoint diversity

**2** Attract and retain greater number of individuals from historically underrepresented populations into **faculty, staff, and administrative positions** (particularly department heads, directors, deans, and vice chancellors)

**3** Attract, retain, and graduate increasing numbers of **undergraduate and graduate students** from historically underrepresented populations and international students

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

**5** Prepare undergraduate and graduate students to work and to serve in a diverse world by affording them the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation and capable of **competing in a global society**

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## Executive Summary

The executive summary highlights key accomplishments during the 2021-2022 academic year focused on meeting the goals and priorities in the CEHHS Diversity Action Plan. CEHHS DEI sponsored **15 open events** with **741 participants** (117 in-person participants, 624 virtual participants). The DEI events averaged **49 participants per open event**.

During the 2021-2022 Academic Year, CEHHS DEI focused on four themes: 1) **engagement**; 2) **sense of community**; 3) **faculty and student recruitment and retention**; and 4) **campus partnerships**.

A detailed list of CEHHS DEI accomplishments during the past academic year follows the executive summary.

## Engagement Opportunities

CEHHS DEI continued to provide engagement and educational opportunities for the college and broader campus community. Throughout the year, we updated and created more [Curated Resource Guides](#), [\(Re\)Learning Moments](#), and other [resource guides](#). Additionally, our office began purchasing physical resources to be checked out. In partnership with the visiting [AIDS Memorial Quilt](#) panels, our office led a tour of all panels across campus, available to all members of our community.

In addition to continuing many of our current offerings including [Exploring Inequities in](#) panels for Hispanic Latin(x/e) Heritage Month and Black History Month, CEHHS DEI hosted its inaugural [CEHHS DEI Summit: Accessing the \(In\)Accessible](#). The summit included the following events throughout the week of April 3-8, 2022:

- [Affirming Gender Diversity on Campus](#) (Jennifer Jabson Tree, MPH, PhD)
- [Retention and Recruitment of Underrepresented Graduate Students of Color](#) (Dorian L. McCoy, PhD)
- [Cognizance of Bias: Exploring Ways to Acknowledge and Address Biases as Inclusive Leaders](#) (Ciara Gazaway, MS)
- [Dialogues with the Dean and Dorian](#) (Ellen McIntyre, EdD and Dorian L. McCoy, PhD)
- [Graduate Students of Color Networking Social](#) (Lyndsey Hornbuckle-Lampkin, PhD)

The week concluded with the keynote address [Rocky Top Representation: How Might the University of Tennessee Create More Equitable Access?](#) presented by Sonja Ardoin, PhD (Appalachian State University).

The CEHHS DEI Office facilitated the second [Equity, Inclusion and Justice \(EIJ\) Institute](#). Thirteen (13) CEHHS staff, faculty, and administrators participated in the EIJ. Additionally, one (1) College of Social Work colleague participated in the EIJ to “teach the teacher” and expand the Institute to their campus unit.

## Sense of Community

The CEHHS DEI focused on creating a sense of community during the 2021-2022 academic year. Central to this initiative was the creation of the [CEHHS DEI Office \(329\) Bailey Education Complex](#). The DEI Office hosted a “Grand Opening” November 12, 2021.

A [Staff Town Hall](#) was held August 13, 2021. Many staff had expressed concerns about being “silenced and marginalized.” The dean and DEI director met with 44 staff in a hybrid format (in-person and Zoom) to listen to staff concerns.

In collaboration with the CEHHS building manager and CEHHS colleagues in Health, Physical, Education, and Recreation (HPER) Building; the DEI Office identified a single-stall restroom to designate as “gender neutral.”

## Recruitment and Retention

The office assisted in the recruitment of faculty, staff, and students throughout the academic year. The DEI director, DEI faculty fellow, or a DEI advisory board member met with all administrative (exempt staff) and faculty hires. The college hired **13 faculty from underrepresented populations** who will begin employment in August 2022. CEHHS also hired **one (1) department head from an underrepresented population**.

Under the direction of the director and faculty fellow, the office initiated a [Faculty Mentoring Program](#) for underrepresented faculty. Underrepresented identities included People of Color, women, LGBTQ+, and differently abled faculty. Although the program began with considerable engagement and excitement, as the year progressed, it became evident the program was not meeting faculty needs.

## Campus Partnerships

The CEHHS DEI Office continued to establish partnerships and build relationships with campus units. Several DEI initiatives were co-sponsored by DEI and campus units. We partnered with the [CEHHS FUTURE Program](#) and hosted a FUTURE Intern both fall 2021 and spring 2022 semesters. The [Bailey Graduate School of Education](#) and [Division of Student Success](#) co-sponsored the DEI Summit Keynote Address. CEHHS DEI partnered with the [Institutional Review Board](#) to develop a resource guide [DEI in Social Science Research](#). CEHHS, Bailey Graduate School of Education, CEHHS DEI, and several other campus units co-sponsored a speaker in the [Department of Religious Studies](#) for a Black History Month distinguished lecture.

## Recognition

The CEHHS Office of Diversity, Equity, and Inclusion was recognized at the Chancellor’s Honors Banquet with the [Dr. Marva Rudolph Diversity and Inclusion Unit Excellence Award](#). This award recognizes an office, program, or department that has demonstrated outstanding leadership and made consistent contributions to advancing diversity and inclusion at UT. The office, program, or department that received this award implemented diversity and inclusion initiatives that are linked to their mission and are sustainable.

**Note:** This is the second year in its two-year existence the Office or a team member has been recognized with a Chancellor’s Award.

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## 2021-2022 CEHHS DEI Accomplishments

In this section, CEHHS DEI provides supplementary information and links for each progress item outlined in the above progress report. This section is organized alphabetically. If you have any questions about specific items, please contact us at [cehhsdei@utk.edu](mailto:cehhsdei@utk.edu)

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### 2022 CEHHS DEI Summit: Accessing the (In)Accessible

This weeklong event features daily programming opportunities to learn about access through different lenses. The week concludes with a keynote speaker hosted by CEHHS DEI.

**Funding:** \$2000 (Diversity & Engagement Sponsorship Grant)

#### Affirming Gender Diversity on Campus

**Date:** April 4, 2022  
**Presenter:** Jennifer Jabson Tree, MPH, PhD  
**Participants:** 45

#### Retention and Recruitment of Underrepresented Graduate Students of Color

**Date:** April 5, 2022  
**Presenter:** Dorian L. McCoy, PhD  
**Participants:** 44

#### Cognizance of Bias: Exploring Ways to Acknowledge and Address Biases as Inclusive Leaders

**Date:** April 6, 2022  
**Presenter:** Ciara Gazaway, MS  
**Participants:** 28

#### Dialogues with the Dean and Dorian

**Date:** April 7, 2022  
**Participants:** 9

#### Graduate Students of Color Networking Social

**Date:** April 7, 2022  
**Participants:** 60

## **KEYNOTE: Rocky Top Representation: How Might the University of Tennessee Create More Equitable Access?**

**Date:** April 8, 2022  
**Presenter:** Sonja Ardoin, PhD (Appalachian State University)  
**Participants:** 53

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## **2022 Equity, Inclusion, and Justice Summer Institute**

Facilitated by CEHHS faculty, the Equity, Inclusion, and Justice (EIJ) Summer Institute is a seven-day, immersive, educational, and experiential learning institute. While all faculty and staff may apply, the institute selects no more than twenty (20) individuals to participate each year. Participants will create an action plan to enact in their specific units.

**Date:** July 2021 – June 2022 (Planning); June 2022 (Event)  
**Participants:** 13

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## **AIDS Memorial Quilt**

### **AIDS Memorial Quilt - Installation**

As a college, CEHHS hosted two (2) AIDS Memorial Quilt blocks in Bailey Education Complex as part of a cross-campus, month-long public display of eight blocks. Through this event, CEHHS DEI partnered with the UT Knoxville Pride Center and McClung Museum.

**Date:** November 2021 – December 2021

### **AIDS Memorial Quilt - Walking Tour**

As part of the cross-campus, month-long display of eight blocks of the AIDS Memorial Quilt, CEHHS DEI hosted a walking tour event on December 1, 2021, to view the blocks across campus.

**Date:** December 2021  
**Participants:** 20

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## **CEHHS DEI Open House**

To celebrate the opening of our physical office, CEHHS DEI held an open house in conjunction with homecoming week in November. The open house included food, resources, a drawing, and conversations with the CEHHS DEI team.

**Date:** November 2021  
**Participants:** 120

## CEHHS DEI Town Hall - Staff

CEHHS DEI hosted a staff only town hall at the beginning of the 2021-22 academic year to talk about future initiatives, hear about possible challenges, and make connections with staff members in the college.

**Date:** August 13, 2021  
**Participants:** 44

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## Curated Resource Guides

The curated resource guides highlight the voices, stories, and experiences of specific social identity groups. Resources include fiction and non-fiction books, videos, shows, and movies. All resources on these guides can be accessed through the UT Library or free on the internet.

### Curated Resource Guide: Disability Pride Month

**Date:** July 2021  
**Link:** [Webpage - Disability Pride Month](#)

### Curated Resource Guide: Hispanic Latin(x/e) Heritage Month

**Date:** September 2021  
**Link:** [Webpage - Hispanic Latin\(x/e\) Heritage Month](#)

### Curated Resource Guide: Native American and Indigenous Heritage Month

**Date:** November 2021  
**Link:** [Webpage - Native American and Indigenous Heritage Month](#)

### Curated Resource Guide: Black History Month

**Date:** February 2022  
**Link:** [Webpage - Black History Month](#)

### Curated Resource Guide: Women's History Month

**Date:** March 2022  
**Link:** [Webpage - Women's History Month](#)

### Curated Resource Guide: Asian/Pacific American Heritage Month (Updated)

**Date:** May 2022  
**Link:** [Webpage - Asian/Pacific American Heritage Month](#)

### Curated Resource Guide: Jewish American Heritage Month (Updated)

**Date:** May 2022  
**Link:** [Webpage - Jewish American Heritage Month](#)

## Curated Resource Guide: Pride Month (Updated)

**Date:** June 2022  
**Link:** [Webpage - Pride Month](#)

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### **Dialogues with the Dean and Dorian**

The dean and the DEI director host a town hall for students to listen to concerns on diversity, equity, and inclusion related issues.

#### Graduate Students Only

**Date:** October 2021  
**Participants:** 9

#### All Students

**Date:** April 2022  
**Participants:** 9

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### **Dr. Martha Rudolph Diversity and Inclusion Unit Excellence Award**

This award will recognize an office, program, or department that has demonstrated outstanding leadership and made consistent contributions to advancing diversity and inclusion at UT. The office, program, or department receiving this award will have implemented diversity and inclusion initiatives that are linked to their mission and are sustainable.

**Date:** May 2022

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### **Exploring Inequities in...**

This event series features panel discussions discussing inequities in certain areas of society (e.g., education, social sciences, health sciences, etc.). Panels include members of our college, university, local, and national community.

#### Black History Month (focused on health disparities)

**Date:** February 2022  
**Participants:** 63

#### Hispanic Latin(x/e) Heritage Month (focused on educational disparities)

**Date:** October 2021  
**Participants:** 35

## Faculty Mentoring Program

The DEI faculty fellow and director hosted several events for new faculty members with historically marginalized identities such as race, ethnicity, gender, ability, etc. Events focused on socializing new faculty members to the profession and campus.

### Event 1 - Orienting for Success in CEHHS

**Date:** August 13, 2021  
**Participants:** 13

### Event 2 - Not Quite Teatime

**Date:** October 14, 2021  
**Participants:** 8

### Event 3 - Faculty Mentoring Social (Fieldhouse Social)

**Date:** December 10, 2021  
**Participants:** 4

### Event 4 - Lunch & Learn

**Date:** February 22, 2022  
**Participants:** 4

**Note:** The DEI faculty fellow held 40 individual meetings with some of the 11 participants in the mentoring programs.

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## Other Created Resources

### Antiracism 101: Beginning Your Journey

This curated resource list was created to complement a presentation given by the director of CEHHS DEI through a partnership with UT Knoxville Human Resources. This list included books, videos, and multimedia resources for participants to continue learning about the subject.

**Date:** July 2021

### DEI and... Faculty Hiring Practices

This resource guide describes ways offices can think about diversity, equity, and inclusion throughout the faculty hiring process. The guide includes general information about job posting at the university, questions with which to engage, and additional resources accessible through the internet and university subscription services.

**Date:** August 2021



## **DEI and... Staff Hiring Practices**

This resource guide describes ways offices can think about diversity, equity, and inclusion throughout the staff hiring process. The guide includes general information about job posting at the university, questions with which to engage, and additional resources accessible through the internet and university subscription services.

**Date:** August 2021

## **Resource List: DEI in Social Science Research**

This curated resource list was created to complement a presentation in partnership with the UT Knoxville Office of Research, Innovation, and Economic Development. This list included books, videos, and multimedia resources for participants to continue learning about the subject.

**Date:** August 2021

## **Template - Office of Diversity, Equity & Inclusion**

This Word template utilizes internal mechanisms to enhance the accessibility of digital documents created by the specific office.

**Date:** September 2021

## **Template - Office of the Dean**

This Word template utilizes internal mechanisms to enhance the accessibility of digital documents created by the specific office.

**Date:** September 2021

## **Resource List: Critical Race Theory**

This curated resource list was created to complement a presentation given by the director of CEHHS DEI through a partnership with UT Knoxville Department of Anthropology. This list included books, videos, and multimedia resources for participants to continue learning about the subject.

**Date:** October 2021

## **Learning about LISTSERV**

This resource outlines the LISTSERV system and its uses for members of the CEHHS community. The guide gives a brief overview of LISTSERV and potential LISTSERV groups to join to enhance the CEHHS experience.

**Date:** November 2021

## **Template - Office of Recruitment and Engagement**

This Word template utilizes internal mechanisms to enhance the accessibility of digital documents created by the specific office.

**Date:** January 2022

## Partnerships

### Bailey Graduate School of Education (UT Knoxville)

**Program 1:** Students of Color Networking Social (April 2022)

**Program 2:** CEHHS DEI Summit: Keynote Address (April 2022)

### Department of Religious Studies (UT Knoxville)

**Program 1:** 2022 Distinguished Lecture in Religious Studies (February 2022)

### Division of Student Success (UT Knoxville)

**Program 1:** CEHHS DEI Summit: Keynote Address (April 2022)

### FUTURE Program (UT Knoxville)

**Program 1:** FUTURE Intern Host Site (August 2021 - December 2021)

**Program 2:** FUTURE Intern Host Site (February 2022 - May 2022)

### Institutional Review Board (UT Knoxville)

**Program 1:** Resource List: DEI in Social Science Research (August 2021)

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## (Re)Learning Moments

These resource lists provide an opportunity to (re)learn a topic, idea, or concept. The resource consists of a short summary, list of additional resources, and action items. All resources on these guides can be accessed through the UT Library or free on the internet.

### National Coming Out Day

**Date:** October 2021

**Link:** [Digital Document - National Coming Out Day](#)

### National Disability Employment Awareness Month

**Date:** October 2021

**Link:** [Digital Document - National Disability Employment Awareness Month](#)

### Indigenous Peoples' Day

**Date:** October 2021

**Link:** [Digital Document - Indigenous Peoples' Day](#)

### World AIDS Day

**Date:** December 2021

**Link:** [Digital Document - World AIDS Day](#)

## International Holocaust Remembrance Day

**Date:** January 2022

**Link:** [Digital Document - International Holocaust Remembrance Day](#)

## World Day of Social Justice

**Date:** February 2022

**Link:** [Digital Document - World Day of Social Justice](#)

## Development Disabilities Awareness Month

**Date:** March 2022

**Link:** [Digital Document - Developmental Disabilities Awareness Month](#)

## Cinco de Mayo

**Date:** May 2022

**Link:** [Digital Document - Cinco de Mayo](#)

## Juneteenth (Updated)

**Date:** June 2022

**Link:** [Digital Document - Juneteenth](#)

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## **Safe Zone Trainings**

Facilitated by the Pride Center, these workshops focus on educating people on LGBTQ+ related topics. These sessions are offered to graduate students, faculty, and staff.

### Safe Zone Tier 1

**Date:** September 2021

**Participants:** 23

### Safe Zone Tier 2

**Date:** September 2021

**Participants:** 22