

DIVERSITY PLAN AND CIVILITY STATEMENT
 School of Journalism & Electronic Media
 2017-2022

The University of Tennessee School of Journalism & Electronic Media (JEM) is committed to fostering a vibrant multicultural and multi-ethnic environment that values diversity for achieving an inclusive curriculum, a diverse faculty and student population, and a supportive climate for working and learning.

This School values domestic and global diversity that serves and reflects the society we live in. JEM defines diversity and inclusion as acceptance of all people regardless of race, gender, age, and sexual orientation, or societal, political, cultural, economic, spiritual, or physical differences.

Civility: The School wants to build and maintain a climate that is comfortable for all. In communication, it is especially important that everyone display respect for all and avoid racist, sexist, homophobic or other negative language that may unnecessarily exclude members of campus and classrooms. This is not an exhaustive list of behaviors; rather, it represents the minimal standards that help make JEM a productive place for all concerned.

To that end, the following goals and strategies will be outlined:

Goal 1. To establish a Standing Committee on Diversity to study and report on status and concerns regarding diversity and inclusion in JEM.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Director to form a committee to formalize duties and membership for a proposal to be considered by faculty	by May 2017	Director; Faculty	Two-thirds of voting faculty vote in favor of establishing the committee
Diversity committee to examine the School as whole		Director	Membership includes three faculty members, one graduate and one undergraduate student representatives One faculty member from JEM diversity committee to participate in CCI Diversity Committee

Goal 2. To maintain an inclusive Curriculum that reflects the significance of minority perspectives.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Activities, readings, and assignments on syllabi should reflect the importance of having students learn how to succeed in a diverse professional community	Ongoing	Faculty	All syllabi include JEM Diversity Statement (annual review of syllabi conducted by JEM Administrative Coordinator)
Issues concerning diverse communities and minority issues will be included as part of relevant lectures and class projects	Ongoing	Faculty	25% of courses incorporate at least one lesson or activity
Encourage and financially support faculty participation in workshops pertaining to diversity and curriculum issues (e.g., Teaching & Learning Center; AEJMC; CCI D&I work)	Ongoing	Director; Faculty	At least one-third of the faculty will attend an internal workshop or function every three years; attendance at external workshops will be encouraged as budget permits
A senior-level course, <i>Media Diversity and Society</i> , will be required of all JEM students	Ongoing	Director	JEM 466 offered each semester
An elective <i>Sports, Media, and Society</i> course will be offered	Ongoing	Director	Course offered once per academic year

Goal 3. To develop a diverse faculty by attracting and retaining a greater number of individuals from underrepresented populations as members of the JEM faculty.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Maintain and expand contacts with alumni, professional associations, and colleagues at other universities to identify potential minority candidates	Ongoing	Faculty	Database will be maintained of possible candidates
Use personal contacts to recruit minority faculty	Next faculty search	Director; Faculty	Applicant pools will include applicants from minority and international populations
Retain faculty from minority populations	Ongoing	Director	Build a welcoming environment for all faculty, including those from minority populations

Goal 4. To attract and retain a diverse population of undergraduate and graduate students who are from minority populations or are international.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Work closely with the university and the college to identify and recruit minority students to the major.	Ongoing	Director; Faculty	Invite CCI directors of advising and the Diversity Student Leaders Society to discuss tactics at a faculty meeting
Visit area high schools with large minority populations to attract future students to major in JEM	Ongoing	Director; Faculty	Hold at least one annual career-oriented workshop to attract high school students to JEM
Seek funded opportunities to bring minority high school and college students to campus to participate in relevant learning experiences	Ongoing	Faculty	At least one proposal submitted for internal or external funding each academic year

Goal 5. To create and sustain a welcoming, supportive, and inclusive climate in the School of Journalism and Electronic Media and all it entails (student media, classrooms, hallways, and student organizations) for all faculty, students, and staff.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Add JEM Diversity and Civility statements to School website	by May 2017	Director	Statements prominently displayed on website
Encourage students from all backgrounds to join media-related student organizations and to participate in student media	Ongoing	Director; Faculty	JEM student organizations and student media set up tables at CCI Diversity & Inclusion Week finale Director to be visibly involved in Diversity & Inclusion Week activities
Publicize campus and area events sponsored by minority communities and encourage student attendance	Ongoing	Director	List activities on website and Twitter
Foster diversity and inclusion through professional student organizations, such as NABJ, AAJA, NAJA, NAHA, SPJ, etc., where possible	Ongoing	Director; Faculty advisors	Increase professional organization opportunities Encourage students to work with CCI Diversity Leadership group to help increase proportions of minority student involvement
Highlight JEM faculty and graduate student research related to diversity	Ongoing	Faculty; Director	Summaries of research prominent on website

Goal 6. To develop and strengthen partnerships with minority communities.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Invite media professionals and community leaders from diverse backgrounds to speak in JEM classes and to student organizations	Ongoing	Faculty	At least 20% of speakers per academic year to identify as a member of a diverse background as defined in the JEM Diversity Statement
Encourage students to attend presentations of guest speakers from diverse backgrounds who are speaking on campus or in the community	Ongoing	Director	List presentations on website and Twitter Faculty announcements in relevant courses

Goal 7. To broaden all students' and faculty members' perspectives to help them understand diverse cultures in a global society.

<i>Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Establish and maintain programs for students to study abroad	Ongoing	Director; CCI Director of International-ization & Outreach	Increase the percentage of undergraduate students who study abroad during their UTK education
Expand training programs for international journalists on campus and in other countries	Ongoing	Director; Faculty; CCI Director of I&O	At least one program every other year
Faculty members will seek opportunities for international collaboration, including participation in Fulbright program	Ongoing	Director; Faculty; CCI Director of I&O	At least one-third of the faculty will participate in international activity every three years
Invite Fulbright Scholars and international colleagues to visit the university to share perspectives	Ongoing	Director; Faculty	At least one international and/or Fulbright Scholar to visit campus every other year