

## *Diversity Plan*

The faculty, staff, and students in the Clinical Mental Health Counseling Program at Tennessee Tech University believe that cultural diversity enriches the learning community and is an essential component of meaningful and relevant educational experiences. Cultural diversity includes, but is not limited to, differences in physical ability, age, class, gender, ethnicity, race, religion, and sexual orientation.

Our program supports a learning community that affirms cultural diversity by:

- Establishing an environment of mutual respect that encourages an open exchange of ideas and perspectives through constructive dialog regarding the program and curriculum.
- Including curricula with contributions from diverse individuals and that covers the needs of culturally diverse populations.
- Maintaining a learning environment that is free from harassment and discrimination.
- Providing a variety of support services to realize each student's potential (e.g., Counseling Center, Women's Center, Student Health Center, Disability Services, and the International Education Center).
- Sharing our statement with the community and prospective students on our website.
- Evaluating coursework in terms of the goals of the diversity policy.
- Including diversity-related competencies in students' professional portfolios.
- Encouraging the consideration of diversity issues in non-classroom activities, such as practicums, internships, etc.
- Recruiting and retaining students, staff, and faculty who are members of underrepresented or marginalized groups. For example, we recruit candidates for faculty positions by advertising for those positions in national publications, and employment list serves and sending recruitment letters to historically Black institutions in the surrounding region. We also work with the Graduate School to recruit more ethnically and racially diverse students by providing information about the Counseling program to minority undergraduate students at surrounding colleges and universities and by offering minority assistantships.