

UT Diversity Matters is a broad, diverse coalition dedicated to intersectional action on behalf of diversity and inclusion at the University of Tennessee, Knoxville.

We ask that the university take the following proactive steps towards the inclusion of students of Color, LGBTQ+ students, and students with disabilities on this campus. These are steps to, in the spirit of the Office for Diversity and Inclusion, make the University of Tennessee, Knoxville a campus that is welcoming to all and hostile to none.

Gender-Neutral Pronoun Post

1. President DiPietro and Chancellor Cheek must issue an official apology for the removal of the informational gender-neutral pronoun post, publicly acknowledging the damage that the post's removal did to the campus climate and the safety of LGBTQ+ students, particularly trans and nonbinary students.
2. President DiPietro and Chancellor Cheek must issue a public, explicit statement of support for the LGBTQ+ community on campus.
3. The gender neutral pronouns post must be put back online, with the above statement of support attached.

Office for Diversity and Inclusion Website

4. The administration must return the autonomy of the Office for Diversity and Inclusion: Vice Chancellor Hall must have control over his own website.

Stop Bias

5. The administration must make the bias reporting process transparent and more visible, by clarifying:
 - a. to whom exactly students are reporting when they fill out Stop Bias reports, and
 - b. the specific offices and persons responsible for each step in the bias response sequence.
 - c. Additionally, the Stop Bias team must be more proactive by reporting in the weekly Vol Update if any legitimate bias incidents occurred in the previous week, by making public statements against incidents of bias whenever appropriate, and by bringing in organizations like the Pride Center and the Office of Multicultural Student Life to help create appropriate public responses as needed.

Vol Vision

6. The university must update Vol Vision 2020 to include more specific measures regarding the inclusion of LGBTQ+ and black students, specifically:
 - a. The university must add LGBTQ+ as a category of the diversity and inclusion initiative under Vol Vision 2020. The university must lay out specific steps in Vol Vision 2020 to improve campus climate for LGBTQ+ people.

- i. These changes to Vol Vision 2020 must be designed and implemented by a committee specifically formed for this purpose.
 1. This committee must be approved by the Commission for LGBT People.
 2. This committee must:
 - a. be at least one third ($\frac{1}{3}$) students;
 - b. reflect the racial composition of the university;
 - c. represent a wide range of the LGBTQ+ community; and
 - d. especially include trans and nonbinary people.
- b. The university must add increasing retention of black students to Vol Vision 2020.
 - i. These changes to Vol Vision 2020 must be designed and implemented by a committee specifically formed for this purpose.
 1. This committee must be approved by the Commission for Black People.
 2. This committee must be:
 - a. at least two thirds ($\frac{2}{3}$) students, and
 - b. entirely composed of black people.

Inclusivity Training

7. The university must provide mandatory race, racism and privilege training for all incoming students, faculty and staff which must include:
 - a. a review board that is representative of students of Color to oversee the curriculum;
 - b. an analysis of oppression, privilege, and intersectionality; and
 - c. an analysis of systematic, internalized, and interpersonal oppression.
8. The university must provide mandatory LGBTQ+ inclusivity training for all incoming students, faculty and staff.
 - a. The training must be developed by the committee described in Article 6 and include:
 - i. discussion of historical violence and discrimination against LGBTQ+ people, including state-sponsored violence and legal discrimination;
 - ii. discussion of current issues faced by LGBTQ+ people, including homelessness, joblessness, violence, harassment, and suicidality;
 - iii. discussions that acknowledge and explore the specific experiences of different groups under the LGBTQ+ umbrella, such as bi-erasure or transphobia, and acknowledge that trans people, LGBTQ+ People of Color, and especially trans women of Color are particularly targeted by violence and discrimination.
 - iv. For students, this training could be either during orientation or in the form of an LGBTQ+ history course added as a mandatory part of the general education curriculum.

9. The university must require all faculty and staff who interact with students in any manner, during any time of day, to complete a comprehensive Sensitivity Training course. This course must include sensitivity training for how to speak and conduct oneself respectfully to disabled students.
 - a. It must include a segment which is specifically dedicated to what language is and is not appropriate, including but not limited to ableist slurs and language.

Housing and Restrooms

10. The university must renew its commitment to implement gender-neutral restrooms in every renovation and new building on campus and to implement gender-neutral housing, and must publish a public plan to do so.
11. The university must desegregate housing.
 - a. Historically, housing at UT has been divided along regional, class, and racial lines, and halls have acquired racist nicknames. For example: Clement Hall's notorious nickname "No Limit Clement" demonstrates the campus's negative attitude towards the residence hall that houses predominantly West Tennesseean students of Color.
 - b. Housing should be sensitive to student economic status, but there should not be a visible divide in housing based in region, class, or race.
12. The university must clearly label gender-neutral restrooms as gender-neutral (rather than the current "family-style" label) both on campus maps and on the restrooms themselves.

Frieson Black Cultural Center

13. The university must expand the Frieson Black Cultural Center to include a safe and welcoming space for students of Color on campus which must:
 - a. provide support from the Center for Health Education and Wellness and the Counseling Center that specializes in trauma for students of Color.

Crosswalk Accessibility

14. At every crosswalk on the university's campus, including the intersection between Cumberland Avenue and Melrose Avenue, there must be maintenance performed on all pedestrian crossing signals so that they comply with the guidelines set in the 2009 *Manual on Uniform Traffic Control Devices (MUTCD)* and the *Draft Public Rights Way-of-Accessibility Guidelines (PROWAG)*; i.e. The APS (Accessible Pedestrian Signals) must have both auditory and visual signals to indicate whether or not it is safe to cross the crosswalk.
 - a. FHWA requires that public entities with more than 50 employees and those that use federal funding follow Title II of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.

Building Accessibility

15. The university must update the accessibility features of all buildings used by students which are not currently fully accessible.
 - a. All buildings used by students, such as dorms and recreational facilities, must be fully ADA compliant with working push-button activated doors, functional ramps, and working elevators.
 - b. In all dorms on campus, there must be a "Point of Rescue" on each floor students occupy, so that in the event of an emergency, all students are able to swiftly and safely evacuate the building. These "Points of Rescue" will be activated by pushing a button to alert emergency responders in the area that a student is unable to evacuate the building without assistance, and must have clear instructions in large print as well as braille.

Interpreters/Transcribers

16. The two-week policy to request interpreters or transcribers is preventing disabled students from having the same access as their non-disabled peers to meetings and events on campus. As this time period is unreasonably long, this policy is unfair and discriminatory.

Event Accessibility

17. There must be a policy requiring ALL public events (no matter what kind or how urgent, including both university and student group events) be posted three weeks in advance to provide sufficient time for disabled students to express their interest in attending so transcriber or interpreter requests can be put in place two weeks in advance.
 - a. Alternatively, the university may remove the two-week policy and honor any requests for interpreters or transcribers for meetings or events, including the last-minute or emergency ones.
18. Public campus events must be accessible.
 - a. Public events must be held in accessible buildings and
 - b. must pass an access checklist.
 - c. If an event fails to pass the access checklist, the event organizers must consult with the Office of Disability Services and make the event accessible.

Office of Disability Services

19. The university must honor inclusivity by following the Disability-centric approach. "Nothing About Us, Without Us" is the Disability community's motto that must be embraced by the university on a systematic level. A plan must be implemented in ensuring that the majority of Office of Disability Services staff is comprised of Disabled people themselves. Deaf people must lead the services provided to Deaf students, Blind people must leading the services provided to Blind students, and so on. Disabled people

must be the ones to determine the benchmark for effective delivery of services and conduct evaluations accordingly.

We ask that the administration apologize today to marginalized students who have been affected by the administration's insensitivity. Students of Color, mentally and physically disabled students, LGBTQIAA+ students and gender nonconforming students, non-Christian and religious minority groups experienced a hostile and unwelcoming campus climate this 2015-2016 year.

Signed,

The UT Diversity Matters Coalition:

Sexual Empowerment and Awareness at Tennessee (SEAT)

Progressive Student Alliance (PSA)

UT Women's Rugby

Women's Media Group

Black Student Union (BSU)

VolOUT

oSTEM

Master's Social Work Organization (MSWO)

OUTstanding Planning Committee 2015

Filipino Students Association

UT College Democrats

OUTGrads

Showing Up for Racial Justice (SURJ)

Women's Media Group