

FAQs: INCLUSION, DIVERSITY, AND ENGAGEMENT

What is Inclusion?

- Inclusion is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to success.
- Inclusion is about ensuring that all people, regardless of proclaimed or perceived identity, are afforded the same rights and opportunities for success.
- Inclusion speaks to elements of the employee experience – for example, does the employee feel heard and are they able to bring and be their authentic selves at work?

What is Diversity?

- Diversity can be a measurable element as it identifies a range of differences and similarities in our workplace related to various categories such as gender, age, and race, to name a few.
- **Diversity refers to the “mixture of differences and similarities and related tensions and complexities that can exist among the elements of any mixture”** in the office, at an event, during a meeting, at the lunch table, and in the classroom.
- Diversity enriches our experiences as we learn from those whose experiences, beliefs, values, and perspectives are different from our own.

What is Engagement?

- Engagement is the act of sharing activities of a diverse group that fosters involvement and commitment of all.
- Engagement support encourages a sense of belonging. As such, it strengthens an environment of authenticity where individuals may be who they are where they are.

How does my job align with the Inclusion, Diversity, and Engagement competency?

- Inclusion, Diversity, and Engagement (IDE) are stated commitments of UT that drive our excellence. Every employee in every role contributes to the diversity of the university and has a direct alignment to the success of UT.
- **As we know “The Board affirms the educational value of a diverse and fully inclusive campus community, one that is enriched by persons of different backgrounds, points of view, cultures, socioeconomic status, and other diverse characteristics.”** Your job is critically aligned to the IDE competency because our campuses and institutes exist to serve students and communities of all backgrounds.
- As indicated on each Position Description, **“The University of Tennessee supports a diverse and inclusive culture, and all employees are expected to respect and uphold these values while performing all job functions and responsibilities.”**
- **The basic elements/behaviors of “FULLY ACHIEVES EXPECTATIONS” are those that support our Code of Conduct and Diversity Statement.** These behaviors focus on how we respect others, how we treat others, and what we do to engage with others.
- As a core responsibility, our leaders champion a culture of engagement for all employees.

How do I perform well in this category?

- To successfully meet expectations in this category, ensure that you are actively contributing to and supporting the workplace environment in ways that demonstrate behaviors that are inclusive, mindful of diversity, and engaging for others. You will find examples of behaviors for each ranking category related to element #4 listed on the Performance Review Guide Sheet for the 2021 Performance Review.
- In short, treating others with dignity and respect at all times by exhibiting conduct that reflects a commitment to inclusion, diversity and engagement will ensure success for you and UT.