



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

September 26, 2022

Mr. Aaron Terr
Senior Program Officer, Campus Rights Advocacy
Foundation for Individual Rights and Expression
510 Walnut Street, Suite 1250
Philadelphia, PA 19106

Dear Mr. Terr:

On behalf of the University of Tennessee Knoxville I would like to respond to FIRE's letter of September 15, 2022. We too are proud of our "green light" rating and maintain our deep commitment to freedom of expression. We have carefully reviewed your concerns and believe you might have focused on previous versions of our colleges' Diversity Action Plans that are no longer in place for UTK. For our current plans, please see the Office of Diversity and Engagement's website "2022 Campus Diversity Action Plans": <https://diversity.utk.edu/2021-campus-diversity-action-plans/> We believe these plans will not generate the same concerns as expressed in FIRE's September 15, 2022 letter. Also, we appreciate FIRE's listing of legacy websites and links to the previous plans. We will further review that inventory to make certain it is clear on those websites that those plans are archived and are no longer the most current.

Sincerely,

Donde Plowman, Chancellor

cc: Theresa Lee, Dean, College of Arts and Sciences
Lonnie T. Brown, Jr., Dean, College of Law
Joseph Mazer, Dean, College of Communication and Information
Lori Messinger, Dean College of Social Work
Jason Young, Dean, College of Architecture + Design
Ellen McIntyre, Dean, College of Education, Health, and Human Sciences
Matthew Mench, Dean, Tickle College of Engineering
Jim Thompson, Dean, College of Veterinary Medicine
Victoria Niederhauser, Dean, College of Nursing