

Diversity and Inclusion Committee Statement

Mission

The mission of the Diversity and Inclusion Committee at McAfee School of Theology is to be a resource for engaging students, staff, and faculty in our shared goal for McAfee to be inclusive and to embrace diversity in all its facets.

Vision

We envision a theological community at McAfee that openly embraces dialogue, ongoing education, and collaborative engagement pertaining to issues related to social justice and other relevant topics and the implications for the community and world at large.

Core Values

Consistent with the mission and founding principles of the School, we affirm that inclusivity, the open search for truth, and the embracing of diversity in all its forms enhance our spiritual growth, moral formation, and ministerial development. The Diversity and Inclusion Committee embraces the following core values:

Embrace of Diversity

We embrace human differences on the basis of various qualities, including but not limited to race, color, sex, age, ethnicity, national origin, residential status, geographic status, urban-rural status, migrant status, veteran or military status, legal status, marital status, pregnancy status, sexual orientation, gender identity, cultural affiliation, political ideology, voter status, religious identity, medical condition, genetic information, physical health, mental and behavioral health, emotional state, and personal characteristics or circumstances.

Recognition of Identity

We recognize that no one is defined by a single identity, and that our multiple identities interact and intersect with one another to encompass a whole that is greater than the sum of its parts. We also recognize that each of us has the right to determine which identities are most important to us, and we therefore oppose any circumstances in which that right is denied.

Respect for Humanity

We respect the dignity and worth of humanity as it exists on all levels, including the genetic, personal, organizational, and global. Individuals exist within the various and intersecting contexts of self, family, community, and society, and only by acknowledging all of these can we have full respect for humanity.

Commitment to Growth

We embrace what we believe is a universal human endeavor to better understand our own humanity. We commit to continuously striving for greater understanding of the diversity of humanity, including the social, political, ethical, legal, and other challenges that arise as a result of our individual and societal failures to properly embrace this diversity. We oppose and advocate for solutions to all such obstacles, including oppression, subjugation, abuse, prejudice, bias, stereotyping, bullying, violence, and microaggressions. We recognize that all of these phenomena can occur at both individual and systemic levels. Finally, we advocate for their solutions. At the McAfee School of Theology, one of the primary solutions is through continual education and dialogue for faculty, staff, students, organizational partners, and community members.