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Boston University School of Theology

Boston University School of Theology Statement on Diversity

The School of Theology affirms Boston University's efforts to increase and enhance equity, diversity, and inclusion on our campus. Inspired by the University's Statement on Diversity, we seek to cultivate a culture that upholds the dignity of individual and communal differences in the human family, including: life experience, race, culture, sexual orientation, gender identity/expression, physical ability, learning differences, faith tradition, religious belief, theological diversity, social and political perspectives, class, immigration status, and language.

As the founding School of the University and a United Methodist seminary, we claim our responsibility to continue to assist this campus' efforts to cultivate such an atmosphere by example. The School of Theology will therefore endeavor to nurture a community culture that values inclusive diversity in all its forms, while paying particular scholarly and social attention to the intersectionality of race, gender, sexuality, physical ability, learning differences, and global origin, reflecting the strengths of our faculty and staff. To fulfill this mission, the School of Theology will:

- Embrace standards of educational excellence that reflect and encourage vigorous searching and knowing in a rich learning community of diversity, equity, and inclusion.
- Encourage intercultural and decolonizing pedagogies among the faculty, in classes and within the overall curriculum
- Expect scholarship from people of various races, genders, sexualities, physical abilities, learning differences, theological perspectives, and global origins to be taught in classrooms and, to this end, encourage the STH library to reflect increasingly this diversity in its collections
- Make the increase in equity, diversity, inclusion, and cultural competency a prominent goal for the hiring, training, retention, and annual review practices of everyone employed by the institution
- Assume the best intent of one another within classroom learning environments, committee meetings, and professional interactions so that all may speak from unique points of view, experiences, personal values, and theological backgrounds. We also hold ourselves accountable for attending to the reality that one's intentions are sometimes different from the impact one has on others.
- Acknowledge that this is a teaching and learning environment that encourages the participation of all individuals in speaking their minds and sharing their experiences for the purpose of expanding our understandings of one another and the world we live in
- Produce marketing materials that accurately reflect the diversity of the institution without tokenization
- Recruit and retain historically underrepresented students in ways that reflect a desire to serve and increase these populations both within our own institution and within the wider theological academy
- Reward and incentivize STH faculty for their participation in all University-wide committees and conversations as well as scholarship on equity, diversity, and inclusion
- Acknowledge, investigate, and participate in deconstructing oppressive expressions of power and privilege operating in the school's culture and structure
- Utilize resources of the institution (financial, staffing, building, etc.) to strengthen and sustain the aforementioned objectives
- Annually evaluate the School of Theology's success in reaching these goals, so that we may never become complacent in our movement toward equity, diversity, and inclusion.

We also acknowledge our rich institutional heritage and the efforts of earlier generations of students, staff, and faculty to make

this a more equitable and diverse institution of higher learning. Consequently, we reaffirm the School of Theology Community Principles. We encourage members of this community to work tirelessly to abide by them.