



EMORY

CANDLER  
SCHOOL OF  
THEOLOGY

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Diversity  
Equity and  
Inclusion  
Annual  
Report

2019-2020



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# MESSAGE FROM DEAN JAN LOVE

MARY LEE HARDIN WILLARD DEAN AND PROFESSOR OF CHRISTIANITY AND WORLD POLITICS

Candler is eager to build on the strength of our diverse faculty and student body to create a community where *all members belong*. We have a rich foundation on which to construct the future: a legacy of advocating for justice that stretches back generations.

Candler School of Theology is among the most vibrant communities at Emory University, with rich diversity across numerous categories—race, ethnicity, gender, age, sexual orientation, geography, faith tradition, and ideology, to name a few. This diversity strengthens us as individuals and as an institution. Yet, we realize that numbers are not enough. We have a calling to go far beyond numbers.

If you were to ask me if Candler is diverse, I could answer affirmatively, pointing to data to illustrate it. If you were to ask if we were equitable, I could show you pay scales and scholarship awards to underscore that we are. The piece of DEI that needs our attention now is Inclusion. We have diversity, but not everyone feels included. To put it theologically, not everyone feels like they belong at Candler.

In 2019, we made it a priority to begin addressing this gap by undertaking a rigorous Climate Assessment to better understand how people in our community may feel marginalized and how we can begin to design a new environment that more fully considers voices that have been silenced for too long. This report shines a light on what we learned.



“The piece of DEI that needs our attention now is inclusion.”

# INTRODUCTION



This Diversity, Equity, and Inclusion annual report for the academic year 2019-2020 provides a succinct yet comprehensive overview of the results and recommendations from the Community Climate Assessment external review conducted at the request of Dean Jan Love in the Spring of 2019. The review comprised a climate survey administered by the Office of Institutional Research (OIR), a collection of admissions and enrollment data, and an on-campus visit by Dr. Ben Reese of Duke University, who reviewed the data and conducted on-campus events. The assessments were conducted as in-person group discussions with students, staff, and faculty. Discussions were based on the perceptions and experiences of participants related to Diversity, Equity, and Inclusion within Candler.

From this Community Climate Assessment, we responded swiftly to put into action some of the recommendations provided in earnest effort to enhance the Candler experience in alignment with the **ONE EMORY** strategic pillars. In the subsequent pages, you will see highlighted some of this important work.

# CANDLER AT A GLANCE

*Candler is an intellectually vital, internationally distinguished, and intentionally diverse university-based schools of theology.*



## **Statement of Diversity**

At Candler we are striving to cultivate a collaborative community that values diversity of culture, theology, ability, experience, and perspective, where all persons are equitably included. Our active engagement and sustained commitment to Diversity, Equity, and Inclusion will help us continue to thrive.

## **Mission Statement**

Candler School of Theology is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concern. The school's mission is to educate faithful and creative leaders for the church's ministries throughout the world.



## **Candler Commitments**

As a university-based seminary of The United Methodist Church, Candler is committed to:

- teaching and learning to transform Christian congregations and public life
- scholarship to inspire the production of knowledge in critical and collegial conversation with the traditions of both church and academy
- openness to honor the voice of every member of the Candler community across lines of confessional difference, disability, race and ethnicity, gender and generation, social and sexual identity, cultural heritage and national origin
- dialogue to foster an intentionally diverse community of learning
- service to the world to form leaders dedicated to ministries of justice, righteousness, peace, and the flourishing of all creation



# CANDLER AT A GLANCE CONTINUED



ENROLLMENT: 470 STUDENTS ACROSS 38 STATES

DEGREE PROGRAMS: 7

AVERAGE AGE OF STUDENTS: 34 YEARS OLD

MEDIAN AGE OF STUDENTS: 30 YEARS OLD

DENOMINATIONS 42

STUDENTS FROM THE SOUTHEASTERN STATES: 66%

WOMEN ACROSS PROGRAMS: 50% OF TOTAL ENROLLMENT

STUDENTS OF COLOR (USA): 40% OF TOTAL ENROLLMENT

AFRICAN AMERICAN: 31% OF TOTAL ENROLLMENT

INTERNATIONAL STUDENTS: 7% ACROSS ALL PROGRAMS

FACULTY STUDENT RATIO: 1:6.68

TOTAL FACULTY INCLUDING ADJUNCTS: 57.25

(16 PROFESSOR, 19 ASSOCIATE, 6 ASSISTANT)

WOMEN IN FULL-TIME FACULTY: 17 (37%)

PERSONS OF COLOR IN FULL-TIME FACULTY: 13 (29%)

ADMINISTRATION: 11 SENIOR ADMINISTRATORS

WOMEN IN ADMINISTRATION: 7 (64%)

PERSONS OF COLOR IN ADMINISTRATION: 3 (27%)

# CLIMATE & CULTURE



In response to the external review, Candler re-organized its standing committee comprising faculty, staff and student leadership called the Community and Diversity Committee (CADC). This committee gained enhanced functions to serve as an **advisory, legislative, consultative, communicative, facilitative, responsive** entity with **oversight** on the climate of community relations at Candler. Below are three targeted areas of focus that guided this work.

## 01

### Community Life

- Sponsored weekly "Thursday Honors" informal gatherings for open dialogue over coffee for the entire Candler community
- Held a Community Forum to provide updates on strategic DEI initiatives
- Recommended need for DEI statement and webpage on the Candler Website to show alignment with Emory ODEI efforts

## 02

### Student Involvement

- Appointment of student leaders to the CADC and other standing faculty committee's
- Provided training for all student leadership as offered by Emory's Office of Equity and Inclusion

## 03

### Staff Participation

- Recognized the need to ensure we are inclusive of staff in all of our initiatives and that their voices are represented
- Provided forums where staff could speak freely and confidentially on all matters of Diversity Equity and Inclusion at Candler.

# PROFESSIONAL DEVELOPMENT EDUCATION & AWARENESS

*"Professional development is a collective resource, not a personal prerogative. Peer engagement forges powerful links between teacher learning and student growth." Laura Lipton*



## *Professional Development*

We offered training for faculty on the topic of "inclusive classrooms" with innovative possibilities. We also offered another faculty training in February 2020 on "Creating Accountable, Brave, and Inclusive Spaces on Campus" as our commitment to addressing anti-racism pedagogy.

## *Education*

Candler consistently participates in a program within the Association of Theological Schools on ways to enhance racial justice. During our annual faculty retreats, we feature racial justice and other DEI topics for open discussion. DEI training was offered to all staff and required for all faculty search committee members to ensure equity in the search process. Reading groups were also formed by our faculty and Staff Advisory Council for engagement on topics of racial justice.



## *Awareness*

In our quest to maintain an accurate pulse on our community, we continue to adapt to the changing needs of our students as they curate their theological education. To this end, we have added a queer theology course, implemented a process for regular curriculum review with regard to diversity, analyzed data on student attrition by race, class, and gender, and worked to ensure equity with our financial aid awards. All master's level students are admitted with at least 50% aid across the board. We also increased our support for international students in efforts to tailor student programming to address their needs including informal programming in conjunction with Emory's Counseling and Psychiatric Services (CAPS) targeted with specificity to our international student experiences.



# ACCOUNTABILITY

We are committed to Diversity, Equity, and Inclusion in every aspect of our community. This commitment is evidenced by our **intentionality** behind strategic initiatives to diversify our faculty and by creating a dedicated half-time DEI staff position in the Office of Student Life.



*Dr. Joel Kemp*  
Assistant Professor of  
Hebrew Bible



*Dr. Marla Frederick*  
Asa Griggs Candler  
Professor of Religion &  
Culture



*Dr. Roger Nam*  
Professor of Hebrew Bible &  
Director of the Graduate  
Division of Religion



*Dr. Musa Dube*  
Acting Professor of New  
Testament



*Allison Henderson-Brooks*  
Assistant Director of Student Life  
for Diversity, Equity, and Inclusion

“Intentionality is key in our ongoing desire to better foster diversity, equity, and inclusion, vital components of beloved community at Candler.”

Dean Jan Love

# NEXT STEPS FORWARD



At Candler, we are striving to cultivate a collaborative community that values diversity of culture, theology, ability, experience, and perspective, where all persons are equitably included. Our active engagement and sustained commitment to Diversity, Equity, and Inclusion will help us continue to thrive.

01

## Continued Training & Development

As the way we do business evolves, we must continue to invest in the training and development of our faculty and staff to meet the needs of our students.

02

## Enhanced Curriculum and Program Reviews

As we continue to grow into our mission and vision, diversity of thought, teaching practices, pedagogy and the learning styles of students demand our attention to ensuring our curriculum and programming is relevant and responsive to student needs.

03

## Fostering An Inclusive Community

Amid all of the increased socio-political and racial tensions we are committed to fostering an inclusive community where everyone can learn, grow, work and thrive regardless of race, class, gender, sexual orientation, and theological difference.

# ACKNOWLEDGEMENTS

We are grateful for the tireless efforts and indelible contributions of our faculty, staff, students, alumni stakeholders, and donors. Their commitments to Candler allow us to curate space for the continued growth and development of our students. These key partnerships and collaborators help us live into our mission and vision:

- Dean Jan Love
- Dean Jonathan Strom, Senior Associate Dean of Faculty & Academic Affairs
- The Office of Diversity Equity and Inclusion at Emory University
- Candler Office of Advancement & Alumni Engagement
- Candler Community and Diversity Committee: Dr. Emmanuel Lartey, Dr. Teresa Fry Brown, Dr. Ellen Ott Marshall, Dr. Kendall Soulen, Dr. Karen Scheib, Dean Ellen Echols Purdum, Nefertiti Williams, Ashly Cargle Thompson, Ari Colson, Jad Taylor, Neomi Fletcher, and Darrin Simms

*For your relentless dedication to Candler,  
we offer our sincere thanks.*

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## CONTACT

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