



EMORY

CANDLER
SCHOOL OF
THEOLOGY

2022
2023

Year End Report

Diversity, Equity & Inclusion
Candler School of Theology

TABLE OF



CONTENTS

01.
Letter from Dean Jan Love

02.
Mission, Vision, Commitments

03.
Statement of Diversity

04.
Candler at a Glance

05.
DEI Outcomes & Principles

06.
Pillar One: Education

07.
Pillar Two: Climate & Culture

08.
Pillar Three: Accountability

09.
Accomplishments

10.
Next Steps



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.

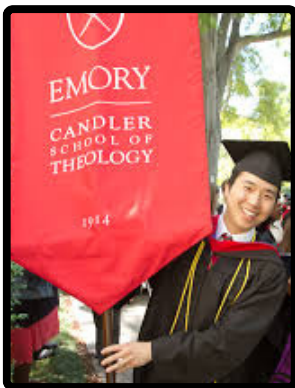
Candler School of Theology is among the most vibrant communities at Emory University, with rich diversity across numerous categories—race, ethnicity, gender, age, sexual orientation, geography, faith tradition, theological commitments, and ideology. This diversity strengthens us as individuals and as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

If you ask me if Candler is diverse, I could answer affirmatively, pointing to data to illustrate it. If you ask if we are equitable, I could show normal institutional data about compensation, scholarships, promotions, etc. to underscore that we are. The piece of DEI that needs our attention now is inclusion and moving culturally and institutionally from diversity and equity to a full sense of belonging for each member of our community. To put it theologically, God calls us to honor the voice of every member of the community across lines of confessional difference, disability, race, and ethnicity, gender and generation, social and sexual identity, cultural heritage, and national origin in order to foster an intentionally diverse community of learning.

**...numbers are not
enough. We have a
calling to go far
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**God calls us to
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the community...**

MISSION, VISION CST COMMITMENTS



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 church's ministries throughout the world.

VISION STATEMENT

**Relying on the abundance of God's Wisdom,
we envision**

**renewal through learning,
belonging assured, difference embraced, justice realized,
people alive to God's work with all creation.**

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’s 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.



Emory’s Institutional Statement on Diversity

The Emory community is open to all who have a commitment to the highest ideals of intellectual engagement, critical inquiry, and integrity. We welcome a diversity of gender identities, sexual orientations, abilities, and disabilities, as well as racial, ethnic, cultural, socioeconomic, religious, national, and international backgrounds, believing that the academic and social energy that results from such diversity is essential to advancing knowledge, addressing society’s most pressing issues, and attending to the full spectrum of human needs in service to the common good.

2022-2023

CANDLER AT A GLANCE

Students (Total Enrollment)

- Enrollment: 417 Students Across 33 States
- Degree Programs: 7
- Average Age of Students: 37 Years Old
- Median Age of Students: 33 Years Old
- Denominations Represented: 42
- Students from the Southeastern States: 270 (65%)
- Women Across Programs: 227 (54%)
- Total Enrollment Students of Color (USA): 178 (43%)
- Total Enrollment African American: 136 (33%)
- Total Enrollment International Students: 34 (8% across all programs)

Faculty

- Full-time Faculty-Student Ratio: 1:7
- Total Faculty Including Adjuncts: 62.83 (19 Professors, 16 Associates, 9 Assistants)
- Women In Full-Time Faculty: 17 (39%)
- Persons of Color in Faculty: 18 (38%)

Administration

- Senior Administrators: 14
- Women in Administration: 8 (57%)
- Persons of Color in Administration: 7 (50%)

NOTABLE DEI OUTCOMES



Students: There was an increase in the number of international students enrolled and the numbers for women, students of color and African American students, despite COVID remained within range.

Faculty: It was a year of recognition and promotions for faculty of color and women.

- Jonathan Calvillo hired as Professor of Latinx Communities
- Helen Kim was promoted to Associate Professor of American Religious History with Tenure
- Jen Ayres was promoted to Professor of Religious Education
- Antonio Alonso was appointed Aquinas Assistant Professor of Theology
- Wesley deSouza was promoted to Arthur J. Moore Professor in the Practice of Evangelism

Administration:

- Teresa Fry Brown was appointed Associate Dean of Academic Affairs
- Samuel Martinez was promoted to Associate Dean of Admissions and Financial Aid.

DEI Principles

01

Diversity

02

Equity

03

Inclusion

04

Equity-Mindedness

These principles guide the work Candler does to create a beloved community that embodies diversity, equity, inclusion and equity-mindedness.

Pillar One: Education

Anti-Racism Cohort for Early Career Faculty

Led by faculty member Deanna Womack, early career faculty were invited to participate in conversations about anti-racism. This offered faculty the opportunity to listen to diverse voices on how to be more culturally attuned with the needs of students of color.



*New Student
Orientation*

It has been customary for all new students to participate in diversity training. Once again, students participated in the **Fearless Dialogues** training facilitated by Candler's faculty member, Greg Ellison.

Pillar Two: Climate & Culture

Teaching	Community Outreach	Surveys	CADC
<ul style="list-style-type: none"> • Curriculum revision /syllabi • Course evaluations • Faculty hires 	<ul style="list-style-type: none"> • ConEd • Foundry • Church events • Community events • Partnerships 	<ul style="list-style-type: none"> • Theological Climate survey • COACHE • Emory DEI 	<ul style="list-style-type: none"> • Candler Community forum • Examined Portraits at Candler • Addressed Microaggression

The above chart depicts some of the ways Candler has engaged in DEIB efforts.

CADC Community and Diversity Committee

- Composed of faculty, staff and students.
- Serves as an advisory, legislative, consultative, communicative, facilitative, responsive committee.
- Gives oversight to the climate of community relations at Candler.

Ex-Officio Members of CADC



Allison Henderson-Brooks



Teresa Fry Brown



Joanne Solis-Walker

Pillar Three: Accountability

- We are committed to our administration, faculty, staff and students who desire to be a part of the beloved community.
- We are also accountable to our partners, both the external as well as those across Emory University.
- As a theological institution we seek to be accountable to God.



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ACCOMPLISHMENTS

01 New Launches | Series of Events

- Hybrid M.Div. Track: Students enrolled in the program, which has yielded excellent results.
- La Mesa Academy for Theological Studies: Officially in existence as a graduate certificate program.
- Hispanic & Latinx Heritage Month Celebrated (Nuestra Herencia) & CLAC Student Organization re-launched
- Lunar Year celebrated, Deans Lecture “Rethinking Racism in terms of Racial Capitalism” with Dr. Jonathan Tran, Vigil for the victims of the Atlanta Spa and Monterey Park Shootings
- Events: Bandy Conference, Black Church Studies, Howard Thurman Lecture..



02 Faculty Accomplishments: Some Highlights

Initiatives

•Elizabeth Corrie & Gregory Ellison II: BRIDGE (Building Religious Inclusion, Diversity, and Generational Equity) a Young Adult Ministry Innovation Hub

:Research:

•Marla Frederick: Research grant to digitally archive the stories of historically Black college and university (HBCU) builders and graduates.

Book Projects/Publications:

- Joel B. Kemp: Blackness in 3D: Biblical Race, American Law, and Contemporary Crises. Expands the research on the role of the church in constructing America’s racial caste systems.
- Roger Nam: The Economics of Diaspora. Using diasporic theory, he examines text clusters representative of the Judean to equip today’s church to better welcome the sojourner.
- Lahronda Little published a Womanist Holistic Soteriology

Grants/Awards:

- Joy McDougall: Teaching at the intersection: Feminist, Womanist, Latina, Asian and Indigenous Theological Pedagogy explores how pedagogy addresses DEI initiatives in theology classrooms
- Deanna Womack, Helen Kim, Joel B. Kemp & Joanne Solis-Walker: Academic Learning community: Building Anti-Racist Community in Theological Education
- Letitia Campbell: Received the Keeping the Faith Award from Emory Office of LGBT Life at the Pride Awards

Next Steps



1. Conduct Staff DEI Training
2. Increase Staff DEI representation on CADC

1. Launch D.Min. Womanist Studies
2. Launch La Mesa Academy Program for Students



1. Strengthen the DEIB infrastructure at Candler
2. Expand the training opportunities for administration, faculty, staff & students



ACKNOWLEDGEMENTS



Thankful for our senior leadership, administrators, faculty, staff, students and partners for their commitment to Candler School of Theology.

CONTACT

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