Executive Summary

The recommendations of the Select Committee on Diversity, Equity and Inclusion stem from a collective process on investigation, inquiry, and inspiration conducted over the last year. Specific recommendations fall into four categories:

- Sourcing and Recruiting
- Diversifying and Strengthening Curriculum
- Ensuring Equitable Access in Supports, Services and Resources
- Committing to and Living Out Engaged Board Leadership

Two overriding recommendations will support the success of implementation and insure ongoing accountability:

- Ongoing training in diversity, equity and inclusion for the Board of Trustees and GTU senior leadership as well as enhanced resources for students to clarify communications channels in escalating concerns
- Hiring of a DEI Implementation Lead (Anna Fontes)

*See slide 4 for further notes on implementation process
Recommendations

Sourcing and Recruiting
- Expand talent pool, being open to remote workers and students
- Ensure alignment with external best practices for DEI in sourcing and recruiting
- Develop language for handbook in guiding future approach

Diversifying and Strengthening Curriculum
- Assess current curriculum
- Review syllabi
- Recommend plan to Council of Deans to more holistically integrate DEI values into GTU pedagogy

Ensuring Equitable Access in Supports, Services and Resources
- Define needs of marginalized communities
- Develop communications to increase transparency
- Create webinar clarifying communications channels to escalate concerns

Committing to Engaged Board Leadership
- BOT to select a Board Liaison to students for consistent engagement (complete)
- Reintegrate student presence on the BOT
- Improve BOT comms to increase transparency and shift power dynamics
GTU’s DEI Vision Statement

We envision a GTU that boldly leads and models what it means to be truly diverse, equitable, and inclusive among theological higher education institutions.

The GTU will be a community that seeks out people from all identities, races, ethnicities, as well as spiritual and religious backgrounds, across all nations and generations, to practice their faith or explore meaning, religion and culture, and engage in learning in a space where they feel safe to bring their authentic selves, to make some noise, get into good trouble, and know that they will be welcomed, valued, respected, heard, and supported as human beings.

We will strive to be “a world where all worlds fit,” by honoring diversity of thought, beliefs, and traditions in our pedagogy, encouraging critical discussion and reflection across faith traditions and spiritualities, and celebrating the unique gifts, perspectives, and values that each individual brings to our community and world.

We will be a community that respects our individual and collective stories, and practices empathy as we develop scholar-activists and leaders who actively work to create a just and loving world.

DEI Values

This DEI vision is grounded in values that were named by the GTU Select Committee during our strategic planning process. These values, we believe, reflect the core of the GTU and should be reflected in our DEI roadmap and Strategic Plan. At the GTU, we value:

- Epistemic humility
- Generosity of spirit
- Academic freedom, rigor and integrity
- A safe space for all voices and authentic learning
- Making some noise to generate good trouble
Implementation

Taking forward the work of DEI is a critical priority of the GTU, and one that will be approached thoughtfully and comprehensively, as an integrated exercise involving the spectrum of GTU’s constituencies.

As per the DEI Select Committee's recommendations, the guiding objective of implementation will be to influence the four key areas summarized on page 2, namely:

- **Sourcing and Recruiting**, putting increasing emphasis on attracting and retaining qualified faculty, staff, and students who are representative of a wide array of backgrounds.
- **Diversifying and Strengthening Curriculum**, further integrating a spectrum of perspectives in learning materials required and recommended in course syllabi, etc.
- **Ensuring Equitable Access in Supports, Services and Resources**, ensuring that pathways to funding and other essential resources are clear and readily accessible for all GTU students.
- **Committing to Engaged Board Leadership**, continuing to prioritize cultivation of leaders and leadership teams reflective of GTU’s institutional commitment to diversity and practices of inclusiveness

These recommendations have been endorsed by the GTU's Board of Trustees for GTU leadership to broadly institute in partnership with expert additional staff, and include the creation of a permanent liaison to the student body from the Board of Trustees as an interim first step.

*Updated: October 2021*