



ANNUAL REPORT
DIVERSITY, EQUITY, AND INCLUSION

2021-2022



EMORY

**CANDLER
SCHOOL OF
THEOLOGY**

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A MESSAGE FROM DEAN LOVE

Candler School of Theology is among the most vibrant communities at Emory University, with rich diversity across several categories: race, ethnicity, gender, age, sexual orientation, geography, faith tradition, and ideology, to name a few. Our deep theological commitments lead us to take seriously the call to justice and inclusion for all people—the creation of beloved community in a world marked by stark division.

This report outlines some of Candler's accomplishments and innovations to advance diversity, equity and inclusion in our community during the 2021-22 academic year, especially in the areas of professional development, education and awareness, climate and culture, and accountability. We'll touch on successes to celebrate and plans to build upon as we renew our commitment to this critical work.



**"Our deep
theological
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MISSION - VISION - 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 the church's ministries throughout the world.

Vision Statement

Candler School of Theology seeks continually to strengthen its role as an intellectually vital, internationally distinguished, and intentionally diverse university-based school of theology, committed to educating ministers, scholars of religion, and other leaders, expanding knowledge of religion and theology, deepening spiritual life, strengthening the public witness of the churches, and building upon the breadth of Christian traditions, particularly the Wesleyan heritage, for the positive transformation of church and world.

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



STATEMENT OF DIVERSITY



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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.



CANDLER AT A GLANCE

ENROLLMENT: 466 STUDENTS ACROSS 38 STATES

DEGREE PROGRAMS: 7

AVERAGE AGE OF STUDENTS: 33 YEARS OLD

MEDIAN AGE OF STUDENTS: 28 YEARS OLD

DENOMINATIONS: 43

STUDENTS FROM THE SOUTHEASTERN STATES: 67%

WOMEN ACROSS PROGRAMS: 55% OF TOTAL ENROLLMENT

STUDENTS OF COLOR (USA): 45% OF TOTAL ENROLLMENT

AFRICAN AMERICAN: 36% OF TOTAL ENROLLMENT

INTERNATIONAL STUDENTS: 6% ACROSS ALL PROGRAMS

FACULTY-STUDENT RATIO: 1:6

TOTAL FACULTY INCLUDING ADJUNCTS: 58.4

(16 PROFESSORS, 18 ASSOCIATES, 7 ASSISTANTS)

WOMEN IN FULL-TIME FACULTY: 17 (41%)

PERSONS OF COLOR IN FULL-TIME FACULTY: 16 (39%)

ADMINISTRATION: 13 SENIOR ADMINISTRATORS

WOMEN IN ADMINISTRATION: 7 (54%)

PERSONS OF COLOR IN ADMINISTRATION: 6 (46%)



DEI OUTCOMES

Our alignment and engagement with Emory's strategic pillars and with the principles of diversity, equity, inclusion, and equity-mindedness have yielded positive results in terms of continued racial and gender diversity among our students, faculty, and senior administration.



01 — Students

Our admissions and recruitment efforts have attributed to 5% growth from last year for women, students of color, and African-American students across our seven degree programs.



02 — Faculty

We have increased the size of our full-time faculty by 4% which includes a 10% increase in persons of color represented within full-time faculty. In addition, we increased the gender diversity of full-time faculty with the promotion of two tenured women faculty person and hired two more women on tenure track.



03 — Senior Administration

Due to a number of turnovers, our senior administration known as the Dean's Council has almost 50% new members, which reflects a 50% increase of persons of racial and ethnic diversity.



PROFESSIONAL DEVELOPMENT & LEADERSHIP



Emory's Strategic Pillar One focuses on faculty excellence. Candler's world-class faculty continue to sustain intellectual leadership in the classroom and in the public square as leaders in their respective fields of study. Collectively, they continue to engage in professional development centered around anti-racist pedagogy and best practices for digital learning as we expand our degree programs to include more hyflex and hybrid teaching modalities. In addition, **Dr. Alison Collis Greene** led an effort on renaming scholarship awards and placement of historic portraits at Candler in response to racial reckoning initiatives. **Dr. Gregory C. Ellison, II** was appointed by President Fences to Emory's task force on untold stories and disenfranchised populations. He is also a co-chair of the Twin Memorials working group with the university.



Dr. Alison Collis Greene

Associate Professor of American Religious History;
Director of the Master of Theological Studies
Program



Dr. Gregory C. Ellison, II.

Associate Professor of Pastoral Care and Counseling

EDUCATION & AWARENESS

Candler faculty, Dr. Deanna Womack and Dr. Roger Nam, participated in diversity, equity, and inclusion training with Dr. Willie James Jennings at The Wabash Center. In Spring 2021, Dr. Kwok Pui Lan hosted an Emory-wide vigil and community conversation regarding anti-Asian violence in response to the Atlanta spa shooting that claimed the lives of eight Asian Americans. In addition, Dr. Kwok was appointed by Dean Love as a special advisor for strategic changes. In this work, she engaged faculty and staff concerns related to climate and culture and DEI areas of opportunity at Candler.



Dr. Deanna Womack
Associate Professor of
History of Religions
and Interfaith
Studies; Director of
the Master of
Religious Leadership
(MRL) Program



Dr. Kwok Pui Lan
Dean's Professor of
Systematic Theology;
Special Advisor to the
Dean for Strategic
Changes



Dr. Roger Nam
Professor of
Hebrew Bible



CLIMATE AND CULTURE

Candler's standing committee comprising faculty, staff, and student leadership is called the Community and Diversity Committee (CADC). This committee functions to serve as an advisory, legislative, consultative, communicative, facilitative, and responsive entity with oversight on the climate of community relations at Candler.



The CADC committee administered a microaggressions survey designed by Emory's Office of Institutional Research in consultation with a sub-group of CADC members in Spring 2021. The survey was a result of informal gatherings with students, staff, and faculty to gauge the nature and strength of microaggressions within the Candler community.

2021-2022 CADC Committee



*Dr. Jehu Hanciles, Chair
D.W. and Ruth Brooks
Professor of World
Christianity; Director of the
World Christianity Program.*



*Dr. Teresa Fry Brown
Associate Dean of
Academic Affairs; Bandy
Professor of Preaching*



*Dr. Alison Collis Greene
Associate Professor of
American Religious History;
Director of the Master of
Theological Studies
Program*



*Dr. Ellen Ott Marshall
Professor of Christian Ethics
and Conflict
Transformation; Director of
the Graduate Division of
Religion.*



*Tiffanie Mackie
MDiv Student
Representative*



*Rev. Allison Henderson-
Brooks
Assistant Dean of Students*



*Daniel Kasbohm
MDiv Student
Representative*



*Dr. Susan Reynolds
Assistant Professor of
Catholic Studies*

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 staff. Dean Love appointed Dr. Joanne Solis-Walker in January 2022 as a special advisor for DEI engagement for faculty and staff.



Dr. Joanne Solis-Walker
Associate Dean and
Professor in the Practice of
Leadership

The Office of Student Life also provides all of our incoming students with mandatory DEI training during orientation and again during their first year MDiv 505 courses.



NEXT STEPS

Candler School of Theology is making bold steps to continue to be an academic community of choice for theological education while leveraging Emory University's footprint in the rich cultural and civic history of Atlanta. Our future is bright as we missionally align with Emory's commitment to create, teach, preserve, and apply knowledge in the service to humanity and engage with the principles of **diversity, equity, inclusion** that lead to justice, transformation, and belonging for all of our stakeholders.



01 — La Mesa Academy for Theological Studies- A Pathways Initiative

La Mesa Academy for Theological Studies, a program at Candler led by Associate Dean and Professor in the Practice of Leadership Joanne Solis-Walker, co-leader of the Pathways project, will offer diplomas in pastoral leadership. With courses in both Spanish and English, La Mesa Academy will draw on institutional examples including the Asociación para la Educación Teológica Hispana (AETH) and Candler's existing United Methodist Course of Study program to serve students preparing to be lay pastors in mainline denominations and those preparing for ordained ministry in traditions that typically educate their clergy through certificate programs. This initiative directly aligns with Emory's Strategic Pillar Four.



02 — Hybrid MDiv Curriculum

In order to maintain our competitive edge, in Fall 2023 Candler will launch a hybrid MDiv Curriculum featuring a combination of online courses and epic intensive experiences around Emory, Atlanta, and the world.





ACKNOWLEDGEMENTS

We are grateful for the tireless efforts and indelible contributions of our faculty, staff, students, alumni stakeholders, and donors. Their commitment to Candler allows us to curate space for the continued growth and development of our students.

CONTACT

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