

COMMITMENT TO DIVERSITY

The mission of Wesley Theological Seminary is to prepare persons for Christian ministry, to foster theological scholarship, and to provide leadership on issues facing the church and the world. Our aim is to nourish a critical understanding of Christian faith, cultivate disciplined spiritual lives, and promote a just and compassionate engagement in the mission of the church to the world.

Wesley is a representative community of persons in the church, accountable, as all Christian communities are, to the intention of God that all may be one. Wesley affirms its identity as a community that intentionally seeks to include persons of both sexes and various national and ethnic backgrounds, ages, and special conditions as Board members, administrators, faculty, staff, and students. Wesley's Commitment to Diversity is to be lived out in our admission of students; hiring of faculty, staff and administration; and selection of members of the Board of Governors (Board); and in our life together as a community.

Wesley Theological Seminary is an equal opportunity employer and does not discriminate on the basis of race, gender, sexual orientation, religion, marital status, political belief, national origin, physical and mental disabilities, age, or any other human condition. The Seminary is also an equal opportunity educational environment. No person who meets our admission requirements will be denied admission or be subjected to discrimination in recruitment or educational policies, scholarship and loan programs, or other Seminary administered programs on the basis of age, gender, race, ethnicity, sexual orientation, national origin, disability or any other category protected by law.¹ We are working toward the realization of a barrier-free environment with adequate facilities and assistance for persons with disabilities.

As reflected in this Commitment to Diversity policy, Wesley seeks to provide an institutional environment where all persons may pursue their studies, careers, duties, and activities in an atmosphere free of threat of unwelcome and unwanted sexual actions. Wesley strongly condemns sexual offenses, and does not tolerate sexual offenses. In compliance with Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C., &1681 et seq, Wesley has procedures in place intended to prevent sexual harassment and sexual violence and intended to prevent sexual discrimination, and has designated a Title IX Coordinator to provide oversight in investigating issues concerning sexual harassment and sexual assault. Wesley will respond promptly, fairly, and decisively to all reports of sexual assault. Members of the community accused of sexual assault will be subject to the process set forth in Wesley's *disciplinary procedures* when the alleged incident has occurred on-campus or when the incident has occurred off campus and materially affects the learning environment or operations of the seminary.

¹ A "person with a disability" includes "any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities; (2) has a record of such an impairment, or (3) is regarded as having such an impairment." *Section 504 of the Rehabilitation Act of 1973.*

Wesley Theological Seminary is compliant with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) as amended in 1998, which requires all post-secondary institutions to publish and distribute certain information regarding campus crimes, including reports of campus sexual assault, sexual assault policies, and *security programming* to all current students, employees, and to any applicant who so requests.

I. INSTITUTIONAL OVERSIGHT OF WESLEY'S COMMITMENT TO DIVERSITY

To support Wesley's commitment to diversity, a Diversity Committee will be established and will be accountable to Wesley's Board of Governors.

A. Diversity Committee

1. Composition

The Diversity Committee shall be comprised of the following persons of Wesley Theological Seminary:

One faculty member appointed by the faculty;

One staff member appointed by the staff;

One member appointed by and from the Board;

One member of the administration appointed by the administration. If this is not the personnel officer, the personnel officer shall serve ex-officio;

One member of the student body appointed by the Student Council;

Wesley's Diversity Officer, if that person is not already a member of the Diversity Committee;

The Diversity Committee shall include at least one person of color, at least one who is not a person of color, at least one man and one woman. If at any time the committee does not meet this requirement, the president shall appoint an additional member or members to remedy the deficiency. The additional member(s) shall serve for one year and may be reappointed by the president if the deficiency continues.

In odd-numbered years, the Board, faculty, and student body representatives shall be selected for a term of two years. In even-numbered years the staff and administration representatives shall be selected for a term of two years. Members may serve no more than

3 consecutive terms.

By April 15th of each school year, the members shall choose their own chairperson, from among themselves, for the upcoming school year. If a chairperson is not chosen by September 1 of any year, the president shall appoint a chairperson.

2. Duties

Select a chair who will preside at all meetings and call meetings of the Diversity Committee in consultation with the Diversity Officer;

Nominate a Diversity Officer;

Act as an Advisory Board to and assist the Diversity Officer;

Ensure that the Wesley Community is educated and informed on issues of diversity by encouraging and helping to facilitate awareness activities and opportunities;

Report annually through the Diversity Officer to the appropriate committee of the Board all significant matters related to the Diversity Committee;

If deemed necessary, recommend to the Board changes to this policy statement;

Serve as the formal grievance committee for grievances arising under the Commitment to Diversity;

Develop procedures to implement Wesley's Commitment to Diversity;

Monitor Wesley's recruitment, application, admission, and selection procedures to assure that these procedures support Wesley's Commitment to Diversity; if the Committee has concerns about any of these procedures or their effect on the Wesley community, concerns should be taken up with the person(s) responsible for the area of concern and reported to the president;

Provide general oversight for diversity issues at Wesley;

Action of the Committee shall be in keeping with the objectives of Wesley's Commitment to Diversity.

B. Diversity Officer

1. Qualifications

A Diversity Officer shall be nominated by the Diversity Committee by April 15th of each year and confirmed by the president. The person chosen shall be a person whose role in the community is perceived to exhibit integrity, sensitivity and leadership. The Officer shall be chosen from among the regular staff or from the faculty, but shall not be a person who is a member of the Administrative Council or the Board. The term of office shall be one year. A person may serve no more than three consecutive years.

2. Duties

The Diversity Officer shall:

Coordinate the activities of the Diversity Committee;

Manage the logistics for all meetings of the Diversity Committee in consultation with the chair and be responsible for disseminating information to the Diversity Committee members;

Receive diversity grievances and pursue appropriate action;

On behalf of the Diversity Committee, report annually to the appropriate committee of the Board all significant matters related to the Diversity Committee. Because the president of Wesley is responsible finally to the Board of Governors for the administration of the policies of the Board, the Diversity Officer shall be accountable to the president for the prudent administration of the office.

C. Responsibilities and Involvement of the Administration

1. Notify the Diversity Committee of upcoming administration, faculty and staff retirements and vacancies.
2. Disseminate this policy statement to all board members, administrators, faculty, staff, and students. Include this policy statement in all policy manuals (faculty, staff and student);
3. Support activities that educate the Wesley community about diversity issues;
4. Foster a harassment-free work place and educational environment (see Appendix);

5. Advise all employees and students of Wesley's commitment to a campus free of harassment of any sort, including racial or sexual harassment or harassment based on age, ethnicity, sexual orientation or disability.

D. Recruitment, Selection and Advancement Procedures

Wesley's recruitment efforts for all administration, faculty and staff positions and student candidates are intended to ensure that educational and employment opportunities are known to a diversified pool of potential applicants.

The recruitment and selection procedures for Board, administration, faculty, and staff openings shall be in accordance with Wesley's Commitment to Diversity.

Promotion procedures shall reflect the spirit and intent of Wesley's Commitment to Diversity.

The Diversity Officer shall be kept informed throughout the entire recruitment process for hiring administrative personnel, staff and faculty. (S)he shall have the opportunity, prior to the actual hiring, to review the process and comment regarding the adequacy of the process.

F. Evaluation

This policy statement will be kept under continuing review by the Diversity Officer.

To assess the effectiveness of Wesley's Commitment to Diversity, the Diversity Officer should ensure that

1. Evidence of a failure of a supervisory or management official or admissions officer to adhere to Wesley's Commitment to Diversity is reviewed by the Diversity Committee, and if deemed necessary reported to the appropriate Seminary officer, the president, or the appropriate committee of the Board;
2. The Diversity Committee assesses the adequacy of this policy statement in supporting diversity at Wesley and if deemed necessary recommends revisions to this policy statement to the Board.