IN THE BEGINNING WAS DEI:

Infusion into a small stand-alone seminary library
THE ENTRY POINT OF DIVERSITY, EQUITY, & INCLUSION INTO OUR LIBRARY IS THEOLOGICAL
LENS FOR GOD-TALK IN SCRIPTURE

METAPHORS --- Something is something else. Anyone can make a metaphor based on their experience and context, e.g., God is friend, God is mother, the earth is God’s body, etc.

MODELS --- Sustained metaphors, introduced and used extensively throughout Scriptures and society, e.g., God is king, or God is father, etc.
Creation is God’s Body

- Creation is inspired by God, thus we experience God’s immanence and transcendence.
- The Imago Dei ("DEI") in all creation, thus life is interconnectedly relational.
- The universe is an organism of an eco-system, thus interdependence of life.
- Physical and spiritual are equally significant, necessary, and divine.

GOD REVELS IN DIVERSITY, EQUITY, & INCLUSION

- Creation is vibrant with colors, shapes, and kinds
- Creation emanates from one Source thus unity and harmony in diversity, all inter-connected and relational
- Destruction of the tower of babel to prevent hegemony
- God’s sacrificial love for the redemption of all creation
- Multiplicity of languages at Pentecost signifies God’s spirit
- Multitudes of nations worship God in the end
- The Fall is the capacity to distort the unity and harmony in diversity
- Human inventions are good when respectful of inter-relationality in Creation
- Some inventions have become exploitative of Creation
  - Global economic system that exploits Creation for unnecessary gain
  - A demystification system that explains the Incomprehensible leaving no room for Mystery or other models and metaphors for God
  - Philosophical and theological systems that denigrate certain bodies, thus sexism, racism, ageism, ableism, etc.

THE FALL: SIN OF SELF-INTEREST & GREED
SO WHAT DO WE DO?

- Support diversity, equity, and inclusion in our institution
- Include DEI in our library policy and funding
- Assist in our community to bring God’s will of well-being to the unwell in body and soul
- Promote and build solidarity with the underrepresented voices
- Inform ourselves by reading, watching, or listening to one of the resources in the handout or the annotated bibliography
DEI INFUSION INTO THE SEMINARY

- LTS updated mission statement to include women in ministry
- LTS began diversifying Board of Trustees
- Post-Election Teach-In: For a Time Such as This: The Church's Response to Crises
- Dr. Larry Burnley held workshop for BOT and Faculty
- LTS began diversifying administrations, faculty and staff
- Certificate in Hispanic Ministries program (CHM)
- Certificate in African American Ministry (CAAM)
- 1980's
- 2007
- 2008
- 2016
- 2020
2021 Pathways for Tomorrow Grant (PTG) with DEI Component

2021 DEI made first Strategic Plan Imperative

Goal 1: Diversify who we are, actively recruiting from underrepresented population

Goal 2: Diversify WHAT and HOW we teach

Goal 3: Promote an equitable and an inclusive environment, recognize benefit of varied perspectives, & tracking progress in DEI efforts

2022 Hired PTG Director, Dr. Jonathan Barns

Dr. Melanie Harris conducted a faculty workshop on DEI as well as a workshop for contingent faculty (with a post-workshop survey)

Dissemination of DEI pedagogy and subject bibliography which is shared here with permission from Dr. Barns

Ongoing directed book reading and discussion among faculty and staff
EFFECTS OF COVID & DEI STRATEGIC PLAN IMPERATIVE ON LIBRARY BUDGET & COLLECTION POLICY

- Request to use Covid emergency grant for appropriate library purchase
- Request to use DEI grant fund for appropriate resources
- Discussion with admin about post-grant fund for DEI collection and services
- Library policy is being revised to integrate DEI in collection and service managements
Diversity, Equity, Inclusion

From Theory into Praxis
Supporting an Online Institution

- 2010- Lexington Theological Seminary goes online
- eBooks
- Online Databases
CERTIFICATE IN HISPANIC MINISTRIES (CERTIFICADO EN MINISTERIOS HISPANOS)

- Certificate programs (for credit/not for credit)
- Certificate in Hispanic Ministries started in May 2016 with 42 enrollees
- Purchasing Course Materials for students
- Donations from the director of the program, Dr. Pablo Jimenez
- Adding a Physical Hispanic Books Section
- Online Spanish Resources: EBSCOHost Español, Digitalia Publishing (collection from DTL)
Resource Center on Aging

- LTS houses a Resource Center on Aging in cooperation with the Christian Church in Kentucky and the Christian Care Communities with the goal of:
  - Ministering to and with active older adults
  - Caring for frail older adults, allowing them to maintain their independence as long as possible
  - Strengthening the partnership of serving and caring for older adults among congregations in Kentucky
  - Developing the collection
Post-Election and BLM

• Teach-in on Jan 20, 2017
• 2020 and the Black Lives Movement
• Anti-Racism Resources Webpage
CERTIFICATE IN AFRICAN AMERICAN MINISTRY

- Expanding the program that created CHM to reach more communities
- Offered as a partnership between Lexington Theological Seminary, the Office of African American Clergy Leadership Development, and the National Convocation
- Theological, biblical, spiritual, and leadership training for pastoral leaders with a focus on the 21st century African American congregational context
Response to COVID-19

- Changes to course reserve curriculum
- Purchasing an A.D.A Compliant Scanner

COVID-19 Actions

- Increased all communication to students, faculty, and staff
- All on-campus events canceled, rescheduled, or held virtually
- All travel canceled
- Library & Offices closed to the public
- E-books & readings encouraged to minimize library staff need to handle books
- Faculty & Staff work remotely
- Additional Zoom licenses purchased for contingent faculty and students with projects
- Congregational and Mentor meetings move to virtual
- Community reminded that LTS policies allow for flexibility, extensions, and accommodations
- April - June, most courses default to Pass/Fail. May be extended by the dean
- June 2020 on-site intensives for LTS and CHM moved online, synchronous with Zoom
- 2020 LTS Commencement and CHM Graduation moved to virtual celebration, graduates
UPDATING OUR WEBSITE

https://lextheo.libguides.com/home
Spanish Translation: a struggle with a simple solution

Installed a Google Translate API/Widget embedded within site:

(https://developers.google.com/search/blog/2020/05/google-translates-website-translator)
FOR THE FUTURE

• Expanding DEI Resources
• Adding more accessibility options to the website
  • [https://www.ada.gov/resources/web-guidance/](https://www.ada.gov/resources/web-guidance/)
• Adding more accessibility options to our physical library space
Reference List


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Questions & Discussion

How are you incorporating DEI into your library and how has that process been?