

IN THE BEGINNING WAS DEI:

Infusion into a small stand-alone seminary library



A photograph of a library bookshelf filled with books. The image is overlaid with a dark, semi-transparent layer. The text "THE ENTRY POINT OF DIVERSITY, EQUITY, & INCLUSION INTO OUR LIBRARY IS THEOLOGICAL" is written in white, uppercase letters across the center. On the right side, there are several white diagonal lines. The bookshelf has wooden shelves and decorative purple scalloped paper dividers. A blue label with the letter "E" is visible on the middle shelf.

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.



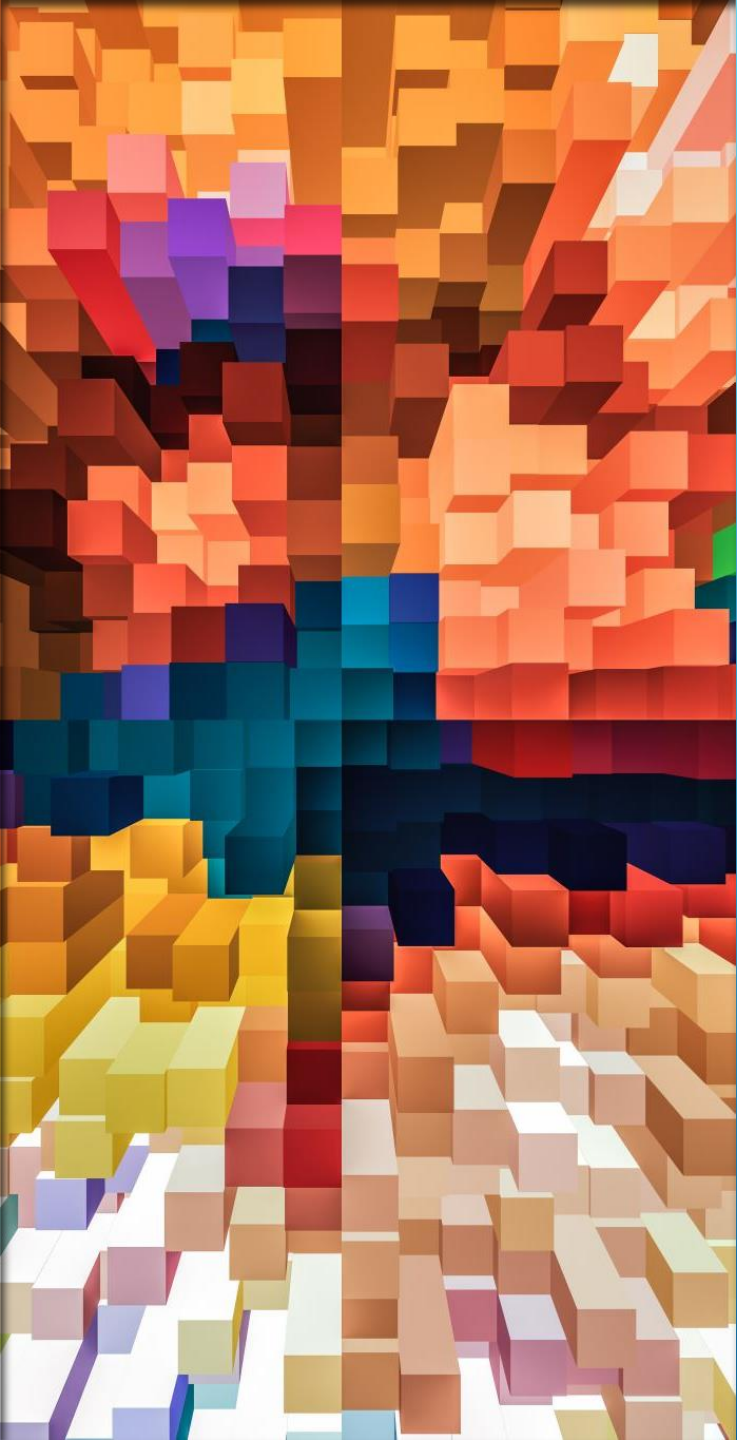
MODELS ---
Sustained
metaphors,
introduced and
used extensively
throughout
Scriptures and
society, e.g.,
God is king, or
God is father,
etc.



*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

Sallie, McFague. *The body of God: An ecological theology,* published by Fortress Press, 1993.



- ▶ 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

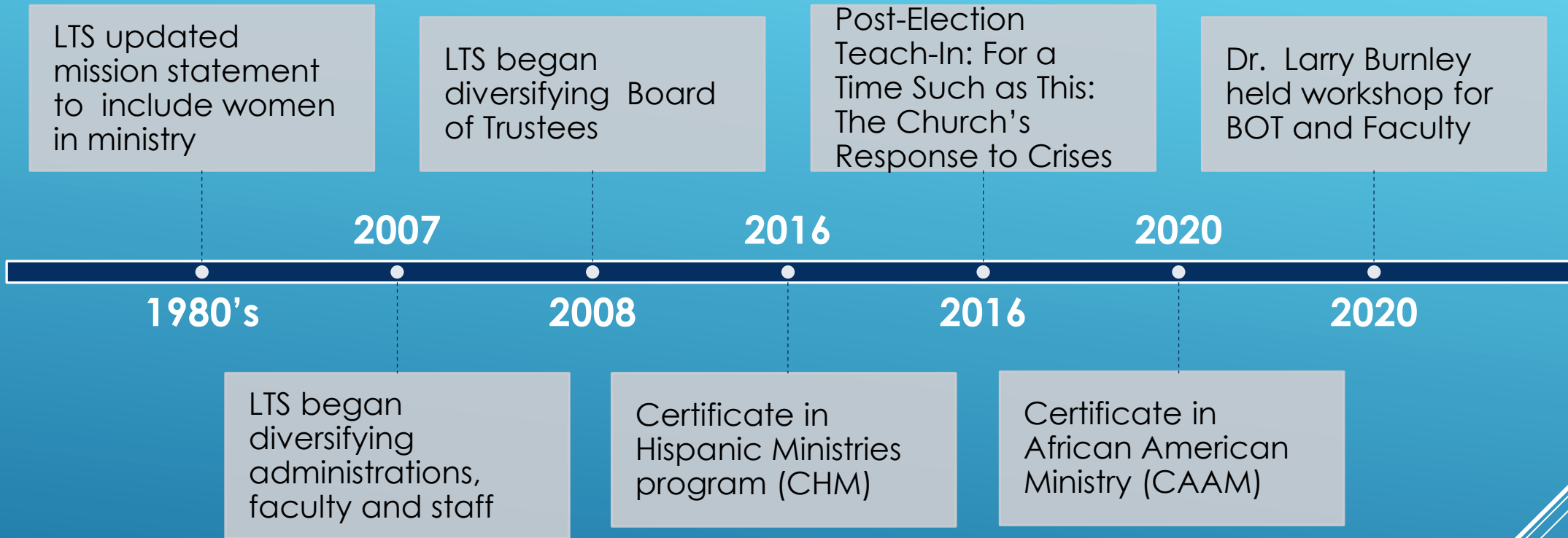
GOD REVELS IN DIVERSITY,
EQUITY, & INCLUSION

- 
- ▶ The Fall is the capacity to distort the unity and harmony in diversity
 - ▶ Human inventions are good when respectful of inter-relationship 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

2021 Pathways for Tomorrow Grant (PTG) with DEI Component

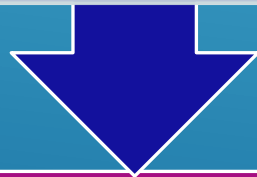


2021 DEI made first Strategic Plan Imperative

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

INFUSION
TIMELINE
CONTINUES...

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)



Online
Una semana
presencial
anual

Prepárate Se el líder que impacta hoy

**Certificado en Ministerios
Hispanos**

- Completamente en Español
- Dos años: Online y Presencial
- 12 Cursos: 16 competencias requeridas por los Discípulos ICDC
- Económico: cursos desde \$ 75
- Para Pastores y Líderes Laicos con llamado a servir

OBRA Hispana
lexington
THEOLOGICAL SEMINARY

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

Home - E-Resources - Databases for Alumni - The DTL & Atla Resources - References - Course Reserves - Research Tools -

Anti-Racism Resources - LTSONline Resources

Anti-Racism and Reconciliation

- [All God's Children : A Biblical Critique of Racism](#)
A century ago, many people used the Bible to defend racist beliefs and practices. Now, Steven McKenzie insists that the Bible's true message leads Christians away from the evils of racism and narrowness of bigotry to God's vision of humanity, free from racial division.
- [Anti-racist scholarship : an advocacy](#)
Offers discussion and examples of how white scholars can use anti-racist scholarship as part of the long-term civil rights struggle to create real equality in the United States.
- [Becoming an anti-racist church : journeying toward wholeness](#)
Christians addressing racism in American society must begin with a frank assessment of how race figures in the churches themselves, leading activist Joseph Barndt argues.
- [Change Agent Church in Black Lives Matter Times : Urgency for Action](#)

Systemic Racism

- [Black and Blue : the Origins and Consequences of Medical Racism](#)
"Black & Blue is the first systematic description of how American doctors think about racial differences and how this kind of thinking affects the treatment of their black patients. The standard studies of medical racism examine past medical abuses of black people and do not address the racially motivated thinking and behaviors of physicians practicing medicine today.
- [Conservatism and racism, and why in America they are the same](#)
Argues that conservatism has been hostile towards the aspirations of African Americans, tracing the roots of the ideology, the role of black conservatives, and the development of conservatism from the 1950s until the present day.
- [Culling the masses : the democratic origins of racist immigration policy in the Americas](#)
Culling the Masses questions the view that democracy and racism cannot coexist. Based on records from 22 countries 1790-2010, it offers a history of the rise and fall of racial selection in the Western Hemisphere....
- [The curse of Ham : race and slavery in early Judaism, Christianity, and Islam](#)
How old is prejudice against black people? Were the racist attitudes that fueled the Atlantic slave trade firmly in place 700 years before the European discovery of sub-Saharan Africa?
- [Encyclopedia of race and racism](#)
Examines the anthropological, sociological, historical, economic, and scientific theories of race and racism in the modern era. Delves into the historic origins of ideas of race and racism and explores their social and scientific consequences. Includes biographies of significant theorists, as well as political and social leaders and notorious racists.
- [The new Jim Crow : mass incarceration in the age of colorblindness](#)
This work argues that the War on Drugs and policies that deny convicted felons equal access to employment, housing, education, and public benefits create a permanent under caste based

A Library on Anti-racism

- [Anti-Racism Digital Library](#)
This Digital Library is curated by Dr. Arden Coleman, Assoc. Prof & Director of Lib Studies at Louisville Presbyterian Theological Seminary.

The Anti-racism Digital Library serves as a clearinghouse for information resource about people, groups, and projects who are building inclusive and caring communities. Anti-racism can be defined as some form of focused and sustained action, which includes inter-cultural, inter-faith, multi-lingual and inter-abled (i.e. differently abled) communities with the intent to change a system or an institutional policy, practice, or procedure which has racist effects.

Churches on Anti-Racism

- [Christian Church \(DOC\)](#)
A free-access website of the Christian Church (DOC) has this mission statement



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>

The screenshot shows the homepage of the Lexington Theological Seminary (LTS) Library website. The header features the seminary's name and logo on the left, and the library name 'LTS Library' on the right, accompanied by a search bar and a language selection dropdown. A navigation menu below the header includes links for Prospective Students, Current Students, Academics, Library, News & Events, Alumni & Friends, About LTS, and MLCI. A secondary navigation bar contains tabs for Home, E-Resources, Databases for Alumni, The DTL & Atla Resources, References, Course Reserves, and Research Tools. Below this are two more tabs: Anti-Racism Resources and LTSOnline Resources.

The main content area is divided into several sections:

- Search Libraries:** A list of links including 'LTS Library Catalog and Beyond', 'THE Digital Theological Library (The DTL)', and 'Search the Library Catalog Index for Books and Journals'.
- Search Individual Resources:** A link to 'Alexander Street Databases' with a descriptive paragraph about the database's content (millions of pages, audio tracks, videos, images, and playlists across various disciplines) and another link to 'All Electronic Resources'.
- Quick Search:** A search interface with tabs for 'Everything', 'Books', 'Journals', 'Articles', and 'Videos'. It includes a search box with a 'Keyword' dropdown, a 'Go' button, and a link to 'Advanced Search'. Below the search box is a note: 'Specify, use synonyms, combine terms, search a phrase'.
- Not Finding a Book: Request It for Purchase:** A section with a link to 'Click and make your book order request' and a paragraph explaining that requests are evaluated based on the library's acquisition policy and that users will be informed of the library's decision within two weeks.
- The Library is Currently Closed to the Public Until Further Notice:** A section with a highlighted message: 'The Library is closed to the public during the pandemic until further notice! We are, however, still serving our online students and faculty remotely. If you are a student or faculty with concerns, please reach out to us via email. We shall respond immediately!'. Below this, it states 'The seminary observes the following holidays:' followed by a list: 'New Year's Eve/Day', 'Martin Luther King's Birthday', and 'Good Friday/Easter Monday'.
- Quickest Way to Reach Us!** A section with text: 'Please email the Library Reference Desk for library assistance, or to make an appointment to use the collection if you are a scholar in the community. We will respond immediately!'.
- My Library Account:** A section with text: 'Log in, search catalog, create lists, place holds, see current checkouts and fines, and renew items' and a link to 'My Library Account'.
- Services:** A red button labeled 'Services'.

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>)



About Us ▾

Resources ▾

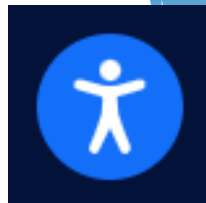
Services ▾

News | Publications ▾

Library Account

FOR THE FUTURE

- Expanding DEI Resources
- Adding more accessibility options to the website
 - <https://www.ada.gov/resources/web-guidance/>
- Adding more accessibility options to our physical library space





Reference List

Geiger, Lauren, Mastley, Carrie P., Thomas, Melanie, & Rangel, Eddie. "Academic Libraries and DEI initiatives: A quantitative study of employee satisfaction" (*The Journal of Academic Librarianship* 49 (2023) 102627.

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McGhee, Heather. *The Sum of Us : What Racism Costs Everyone and How We Can Prosper Together*. One World, 2021.

Sumney, Jerry L. *The Politics of Faith : The Bible, Government, and Public Policy*. Fortress Press, 2020.

Questions & Discussion

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