

Carson-Newman University

Diversity and Equity Statement

As faculty and staff, we pursue excellence in teaching, learning, research, and service by following Jesus' teachings in Matthew 22:37-39,

“Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’”

We recognize that diversity as a concept is multifaceted and encompasses many differences, including racial, ethnic, socio-economic status, disability, regional identity, and other factors. Equity, in partnership with this concept, means to consider these human differences to ensure fair treatment of everyone. To love God *and* love our neighbors as ourselves begins with the belief that “every person of every race possesses full dignity and is worthy of respect and Christian love.” (Baptist Faith & Message Sec. III) Therefore, we strive to build a community that reflects diversity and equity into all aspects of campus life. We affirm that God demonstrates his love towards us by sending Christ to a fallen world of people who, born into sin, have not always honored the image of God, the *Imago Dei*, in our neighbors. Jesus's sacrificial death has “destroyed the barrier, the dividing wall of hostility” (Ephesians 2:14) that hinders the coming of God's Beloved Community (Isaiah 11:1-9). Therefore, as reborn followers of Christ, we should all participate in the work of removing personal and societal barriers that promote violence, division, hate, bias, and intolerance. Here at Carson-Newman, we are committed to fostering a place for students, faculty, and staff that creates a sense of belonging within the campus community. We are committed to building and maintaining equitable spaces on campus, so that all students, faculty, staff, and neighbors can engage in our shared work with adequate support regardless of their physical and mental capabilities. We are committed to recruiting, employing, and retaining a dynamic and diverse Christian faculty and staff. In so doing, Carson-Newman is better equipped to fulfill our mission to help our students reach their full potential as educated citizens and worldwide servant leaders.