

# RISE

## CONCORDIA DIVERSITIES, EQUITY AND INCLUSION INITIATIVE



*As an American liberal arts college founded by immigrants, as a college of the church, Concordia will seek out, include, and honor a greater diversity of peoples and ideas, knowing that such action will change campus culture, ways of learning, and responsible engagement in the world.*

### **WE AFFIRM THAT SUCH A TRANSFORMATIVE CHANGE IS FUNDAMENTAL TO**

#### **OUR MISSION:**

Loving our neighbor in response to the liberating love of God

#### **OUR COMMUNITY:**

Thriving in an ethnically and religiously plural nation and world

#### **OUR LEARNING:**

Educating with intellectual excellence for democratic citizenship, sustainable well-being, and a just society.

*President William Craft, 2016 State of the College Address*



## EMERGING STATEMENT ON DIVERSITIES, EQUITY AND INCLUSION

Dedicated to becoming responsibly engaged with worlds familiar and unfamiliar, visible and less visible, Concordia embraces the diversity present on our campus and will act to increase and support diversity in all areas of campus life. Critical thinking grounded in the liberal arts compels us to participate in intentional dialogue and honest interactions about difference, power, and privilege. Our work for a more diverse Concordia cultivates a solidarity that affirms an abundance of identities, experiences and perspectives in order to imagine, test, affirm, and adapt new and existing possibilities for individual and communal thriving.

*Diversity Action Group, January 2017*

## BUILDING A MORE DIVERSE STUDENT BODY

Even as the college has doubled its population of students of color since the fall of 2009, Concordia aspires to a significantly more diverse student body. Recognizing the strength and benefit of cultural pluralism, the college aspires to enroll 20% of the student body from ethnically diverse and international populations.

### Diversity Student Endowed Scholarship

In 2016, two alumni who serve on Concordia's Board of Regents established a scholarship with the goals of encouraging students from diverse backgrounds to attend a quality liberal arts college and to increase the diversity of experiences represented on Concordia's campus. Eligible students include those with different backgrounds, including religion, sexual orientation and/or ethnicities.



## INTERRELIGIOUS LITERACY

In an increasingly pluralistic world, basic competency in religious diversity is crucial. Concordia's new interfaith studies minor promotes interreligious literacy with a practical aim of developing professionals who can responsibly engage the world as interfaith leaders.

**“No matter your major, you'll eventually be working in a religiously diverse workplace.”**

– Dr. Jacqueline Bussie, director of Concordia's Forum on Faith and Life and professor of religion

## SHAPING A VISION

To diversify our college, to practice inclusion that diversity requires, and to establish equity that inclusion calls for, we need to invest time, resources and communal courage if our work is to be genuinely pervasive and transformative.

This work has begun in the establishment of a standing council on diversity, the hiring of a chief diversity officer charged with college-wide guidance on these issues, and a diversity coordinator to provide direct services to students.

**“If you are not exposed to diversity, your education is incomplete. You can read textbooks about cultures, but until you experience it in some way, you only know generalizations. Education combats hatred.”**

– Helen Hill '19, Student Government Association Diversity Representative



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When you rise to support the Concordia Diversities, Equity and Inclusion Initiative, you champion the future of Concordia students from all backgrounds and assist in the goal of assuring that our campus is indeed a community where all are welcome.

Talk to one of our gift planners to discuss the ways you can invest in a future that a Concordia education makes possible.