

Diversity Aspirational Statement

As a community dedicated to excellence in liberal arts education and informed by principles of Christian faith, Presbyterian College welcomes the contributions of divergent voices as we seek to foster a deep, shared sense of purpose.

A diversity of human experiences and viewpoints in our learning community strengthens the educational experience of all members of the PC community. Therefore, we seek to promote diversity that respects and resonates with our core values, as expressed in such documents as the College's Mission Statement, the Covenant with the Presbyterian Church, and the Faculty Handbook's statement on academic freedom.

As the Mission Statement reminds us, "To help students attain a sense of dignity, self worth, and appreciation of other persons with diverse backgrounds," this vision statement is an effort to focus on our aspirations to form a diverse community, to create opportunities for expressing our differences, and to provide context for the actions we undertake in the name of diversity. As a learning community that aims "to help students develop moral and ethical commitments including service to others (Mission Statement)," we aspire to treat all humans with respect, honoring human dignity.

We also acknowledge that Presbyterian College has existed within a broader social and historical context in which access to education and employment has been, for certain social groups, unduly restricted. To help redress such injustice and to make our college community more inclusive and more representative of our society and world, we seek to promote the presence and voice of groups that have been historically marginalized because of such factors as race, ethnicity, national origin, gender, sexual orientation, socioeconomic class, faith tradition, age, and physical ability. We further recognize that the preceding list is incomplete, sometimes controversial, and subject to continuing review, in keeping with our College's dynamism and its already deep, productive diversity of viewpoints and backgrounds.

In this spirit, we envision Presbyterian College as a place where we, as a diverse student body, faculty, and staff:

- encourage contributions to the community by ensuring full representation and by honoring the experience of those groups that have endured unjust discrimination;
- seek intercultural and cross-cultural communication;
- cultivate in ourselves and in one another the courage, skill, and grace that are needed to discuss complex issues about which we may deeply disagree, including such matters as culturally significant difference and the continuing existence of discrimination in our society;
- talk with one another in a spirit of openness and thoughtful exploration.

Toward these ends, we will devote resources to:

- maintain and expand diversity in our curriculum, co-curricular programs, and supportive networks;
- attract, enroll, and retain an increased number of students with diverse backgrounds from the United States and abroad;
- recruit, hire, and retain an increased number of faculty and staff with diverse backgrounds from the United States and abroad;
- continue to analyze the changes in our society and to examine the scope of our diversity aspirations;
- assess our programs formally and continually check our progress in achieving the above goals.