



# DIVERSITY EXECUTIVE SUMMARY OVERVIEW

Lancaster  
Bible College  
February 2021





## WHAT IS A DIVERSITY EXECUTIVE SUMMARY?

Every organization has “blind spots” that make equity, inclusion, and diversity goals hard to achieve. The Diversity Executive Summary reports your audit results, establishes your baseline, and identifies key areas for improvement. With this knowledge, your organization can eliminate the blind spots and bring your next steps into laser focus.

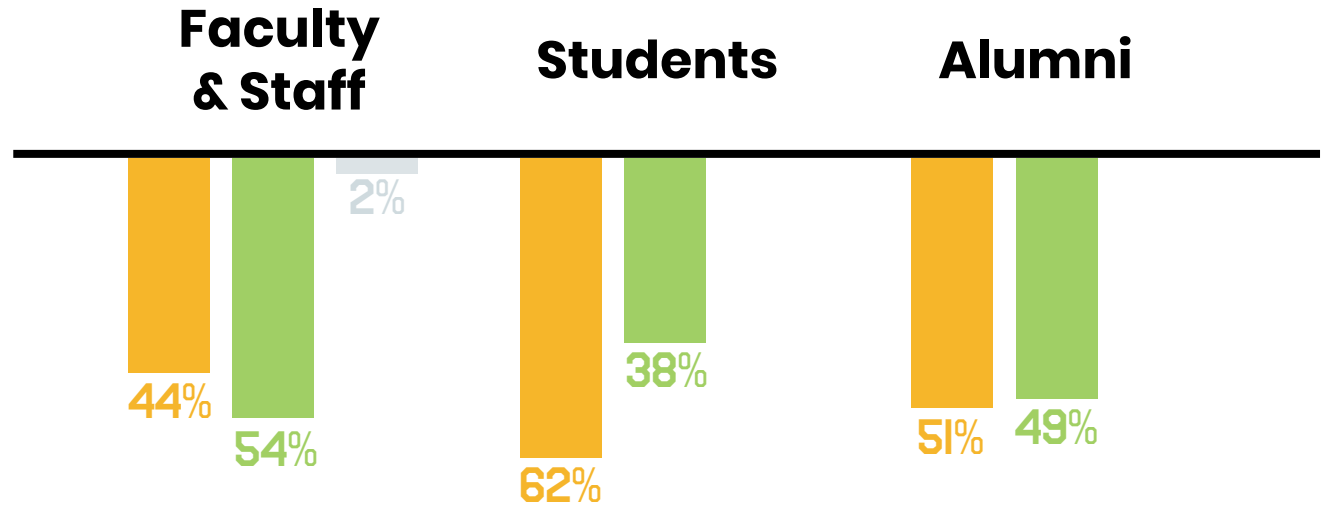
## HOW IS THIS SUMMARY HELPFUL?

- Amplifies the voices of staff and volunteers.
- Determines if the organization’s mission and values are being carried out.
- Reveals conflict related to race, culture, and gender.
- Examines the efficacy of existing initiatives.
- Uncovers the impact of current workforce demographics.
- Pinpoints the cultural factors needed for diversity and inclusion.

# REC ASSESSMENT PARTICIPANTS: GENDER AND RACE

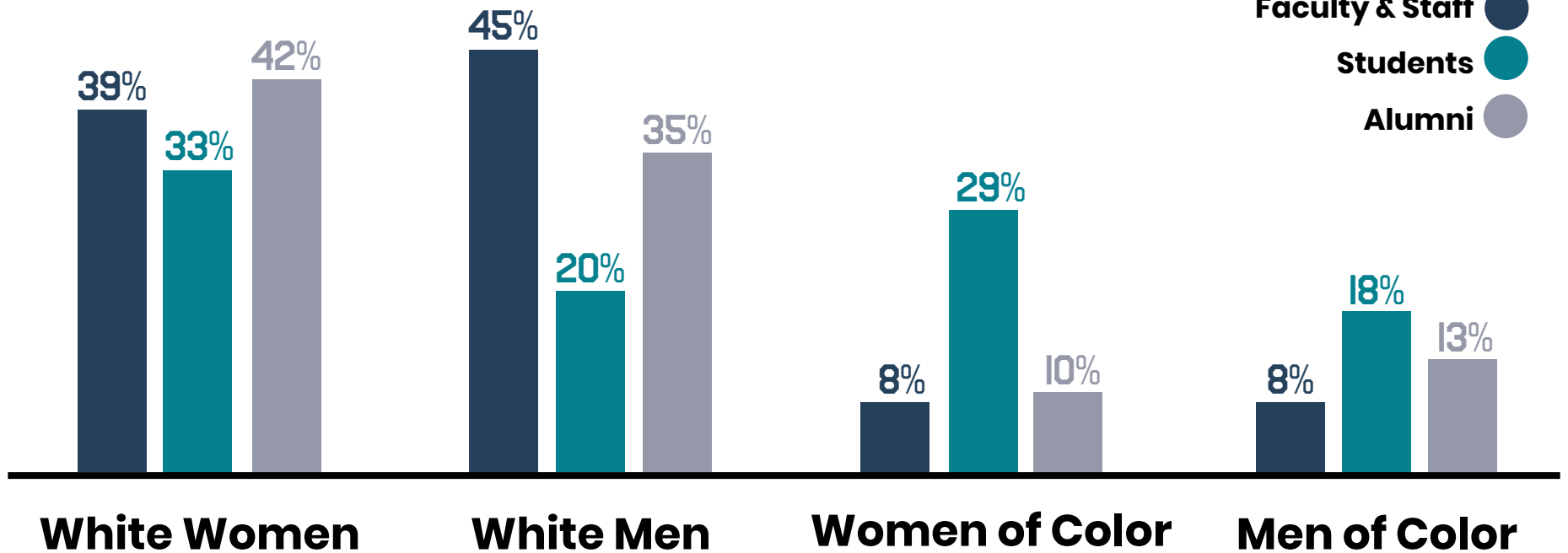
## GENDER

- Women
- Men
- Prefer Not To Report

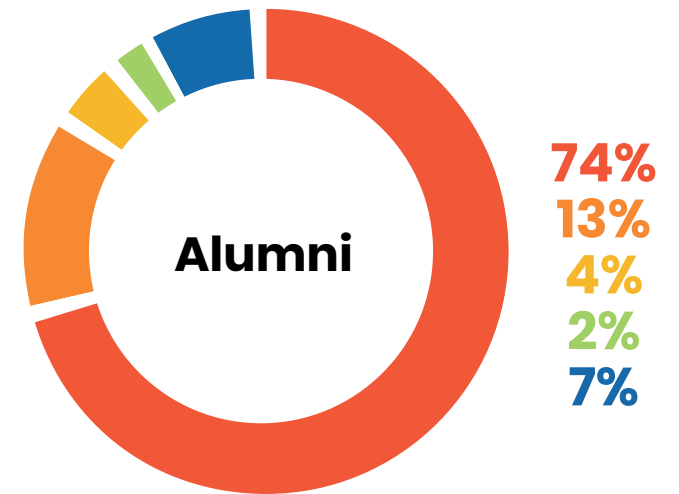
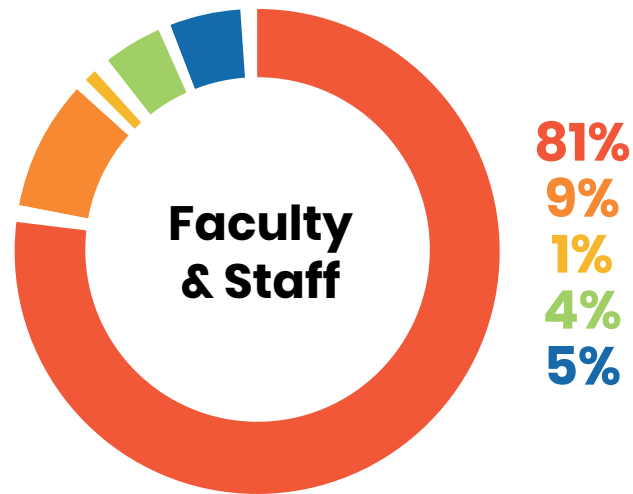


## RACE & GENDER

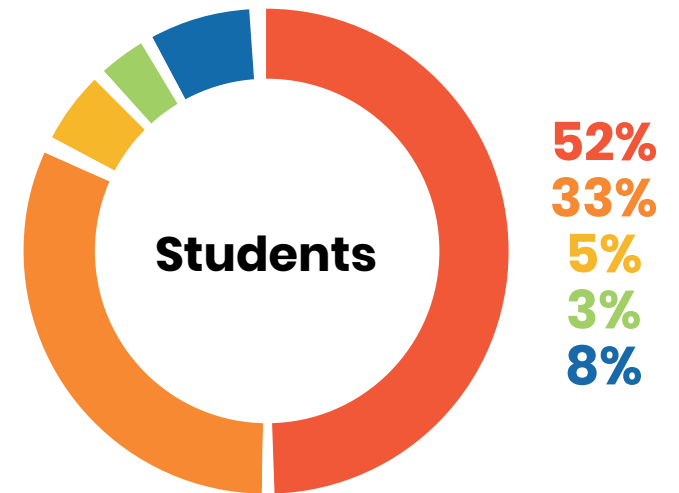
- Faculty & Staff
- Students
- Alumni



# REC ASSESSMENT PARTICIPANTS OVERVIEW:



**White, Caucasian**  
**Black, African-American**  
**Hispanic, Latinx, Mexican**  
**Asian, Asian-American**  
**Mixed Race, Multiethnic**  
**Prefer Not to Report**



## 5 MAIN TAKEAWAYS:



### **Improve Institutional Infrastructure**

The Institution lacks the infrastructure to develop and sustain Diversity and Belonging work.



### **Align the Three Campuses**

The art, culture, and music displayed doesn't reflect the diversity across the three campuses.



### **Build a Culture of Psychological Safety**

Minorities (BIPOC & Women) have a different experience on campus and in classes from the majority group.



### **Establish a Diversity and Belonging Framework**

Diversity and Belonging in the institution are new. The majority of faculty and staff agree moving in this direction - valuing Diversity and Belonging - is essential for the college.



### **Continue the Student-Focused Culture**

Students and Alumni felt like they belonged at LBC.



## KEY FINDINGS BASED ON RACE, ETHNICITY & GENDER:

### **Students are new to diverse environments.**

A common theme from traditional (white) students is that they express that LBC is the most diverse environment they've experienced.

### **There is a lack of gender diversity.**

Women (faculty, staff, students, & alumni) express that the lack of gender diversity impacts/impacted their experience at LBC.

### **Small changes go a long way.**

Students of color express the top three areas of improvement that would make a significant difference are in:

- The Classroom
- Chapel
- Social Activities



**We need a place to go to if there is a situation on campus that happens to make a female uncomfortable. The campus feels very male oriented right now.**

– Female Student

## KEY FINDINGS BASED ON STUDENTS

### **There is a positive culture of belonging.**

91% of current students felt like they belonged at LBC & 89% of the alumni felt like they belonged at LBC.

### **There is a lack of course diversity.**

71% of BIPOC students & 56% of BIPOC alumni agreed that courses in their department represented the lives, perceptions, and contributions of people that shared their race/ethnicity, compared with 95% of white students & 91% of white alumni.

### **Opportunities for cross-racial interactions.**

Students express a desire to grow in cross-racial interactions.

“my concern is that many of those who are being equipped for ministry do not have to take classes on intercultural studies or women’s studies, so they are ill prepared to minister to those groups of people and deal with their unique challenges.” – Alumni





## KEY FINDINGS BASED ON STAFF:

### **Diversity and belonging is essential.**

83% of faculty/staff went as far as to say LBC can't fulfill its mission unless it addresses diversity.

### **Opportunities to build psychological safety.**

A common theme expressed by faculty/staff is that there is a lack of psychological safety.

### **Professional development opportunities.**

Top training desired by staff:

- Exploring Diversity in a Changing World
- Fostering an Inclusive Environment
- Cross-Cultural Interaction



**I pray that in our efforts to grow in this area, we wouldn't consider the audit a job done. My hope is that this becomes a regular and cyclical reflection on whether we are faithfully living out our mission.**

– Faculty/Staff



# KEY FINDINGS BASED ON EXTERNAL PARTNERS:

## **Representation matters.**

Partners express how essential presentation of staff and facilitators are for students in the program.

LBC as a whole doesn't reflect the diversity of the surrounding communities.


## **Opportunities to establish key partnerships with BIPOC communities.**

External partners desire a stronger relationship with LBC.

## **Improving Professional Development Topics.**

According to External Partners, LBC Faculty/Staff Should Receive Training in These Areas:

- Courageous Conversations Around Race
- Biblical Frameworks on Diversity and Women in Leadership
- Culturally Inclusive Curriculum

A photograph of two Black women with curly hair, smiling and engaged in conversation. The woman on the left is wearing a black top, and the woman on the right is wearing a blue polka-dot top. They are sitting at a table, and the background is a warm, yellowish wall.

“There are people of color, who are theologians, and relevant course materials that need to be in the classroom.” – External Partner

## KEY FACTORS AND INDICATORS:

### Top 5 Key Indicators of Celebration

- 1. Trainers' Capacity**
- 2. Culture Toward Diversity, Belonging, and Equity**
- 3. Self-Awareness**
- 4. Diversity at All Levels**
- 5. Recruitment**



**There has been an emphasis on diversity in the last year with leadership.**

– Faculty/Staff



## KEY FACTORS AND INDICATORS:



**We need a safe environment to address conversations about race.**

– Faculty/Staff

## Top 5 Key Indicators of Improvement

1. A Mission and Vision for Diversity & Belonging
2. Framework Toward Monitoring Belonging and Diversity
3. Psychological Safety
4. Professional Development
5. Cross-Cultural Interactions

# ORGANIZATION DIVERSITY SWOT

The Organization's Diversity SWOT is created to point out what the organization is doing well, what is lacking, and take the most significant possible opportunities towards increasing equity, inclusion, and diversity. The tool should allow the organization to develop short-term and long-term strategies that will increase the organization's diversity capacity.



- 1. New administration's emphasis for diversity and belonging
- 2. Faculty and staff's belief in the importance of diversity and belonging for the institution
- 3. Students' desire to grow and improve in diversity and belonging

- 1. Lack of diversity and belonging in LBC's structure
- 2. Key partnerships in minority communities and churches
- 3. No point person to own the institution's advancement in diversity and belonging

- 1. Diversity around the campus in the 50-mile radius of Lancaster, Philadelphia, and Washington D.C. (Hispanic/Latinx, African American, and immigrants of color)
- 2. Reshaping external and internal perceptions of the institution to improve the values around diversity and belonging
- 3. Institution currently has diversity at the three-locations combined

- 1. Past history of the institution when it came to diversity (internal and external)
- 2. Fear of making mistakes
- 3. Uncomfortable with new changes

# ROADMAP

## Transparency at All Levels

Develop forums at all levels on key findings from the Diversity Executive Summary.



### Chief of Diversity Officer

Start the hiring process for a Chief of Diversity Officer (CDO).

### Integrating Language

Begin integrating, into the institutional and theological diversity statement, language that expresses that diversity and belonging are core values.



### Diversity and Belonging Strategic Plan

Begin and complete strategic plan for diversity process.

### Monitor and Track Progress

Continue communicating the process/progress



# THANK YOU

Cultured Enuf has enjoyed partnering with your institution in the diversity auditing process. It has been encouraging to see leadership take diversity seriously with assessment, valuation and desiring to equip your staff and volunteers with the correct tools to function and thrive in diverse settings.

