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## VISION

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Logia is a Logos Institute initiative which seeks to support women who are considering pursuing postgraduate Divinity education or who are already students or faculty at this level.

As a part of the Logos Institute, we are particularly interested in bringing the disciplines of philosophy, theology, and biblical studies into conversation. Logia's vision is to have more women's voices heard in these conversations. By supporting women's Divinity education and engaging them in interdisciplinary dialog, we will equip more qualified women to enter the service of the academy and the church.

Thus, supporting women pursuing postgraduate Divinity education is a means to Logia's primary end: *to encourage women's full participation in the academy and church according to each woman's convictions and conscience.*

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## WHY WE EXIST

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### TO ENCOURAGE WOMEN IN THE ACADEMY

Women and men deserve equal voice and equal standing within the academy; but women still face gender-related obstacles to entry, full inclusion, and advancement across the Divinity disciplines. Consequently, the excellence in these disciplines is diminished because half of the potential scholars are inhibited from contributing to these pursuits.

### TO ENCOURAGE WOMEN IN THE CHURCH

Historically, the Christian theological tradition has not fully recognized or valued the voices of women. Yet women's contributions to the church are just as valuable as men's. By having women involved in various levels of service, the church is able to be the body of Christ more completely when everyone is maximizing their gifts and callings.



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## WHAT CAN YOU DO?

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### IN YOUR CLASSROOM

- Include women scholars on your course syllabus (for a developing list of women Divinity scholars, see the Logia webpage).
- Invite women to guest lecture in your class.
- Mentor women students and new faculty.
- Encourage collaborative engagement in classroom discussion.
  - Q&A guidelines: Is this question about making me look good? Is this question about making the speaker/author look bad? Will my question benefit the majority of the class? Will my question further this discussion?
- Structure class-time to include small group discussions such as the think-pair-share technique. This helps students test their voice in a lower-stakes context before speaking in a larger group.

### AT YOUR INSTITUTION

- Conduct a survey of both students and faculty to assess your institutional gender climate.
- Review parental leave policies to examine if these support faculty who are parents (and ask them for their input).
- Seek to find budget to contribute to childcare costs of affected students and faculty.
- Set up breast-feeding sites and baby changing facilities with clear signage. This helps to communicate that having a family and an academic career are not mutually exclusive.
- Schedule meetings and seminars within the regular working day.
- Allow for flexible working hours where possible.
- Install glass windows on all office doors so that meetings can occur with privacy and transparency.

### IN YOUR OWN LIFE

- Foster perspective-taking and active listening of those with different gendered experiences.
  - Seek out friendships with those who do not share your gender or gendered experience.
  - Be an advocate when someone dismisses the need for full inclusion of women in the academy and church.
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