

Has Critical Theory and postmodern ideas affected Liberty University's mission, practices, and campus life?

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Purpose
To analyze if LU has followed or implemented any CT or postmodern ideas or practices in our campus.

Analyze LU'S theology and behavior of the Office of Equity and Inclusion.

Analyze LU'S theology and behavior of the School of Divinity.

Analyze LU'S theology and behavior in students' and staff's handbooks of conduct, and university policies.

NO
We will glorify God and continue doing the good work.

YES
We will glorify God, repent, and fix it by asking and following God's guidance.

History of the Office of Equity and Inclusion Offices in American Universities

Unconstitutional to separate student's base on their skin color.

Hundreds of New Initiatives: Black Studies Program/Diversity offices/ and black cultural centers. Many questions their efficacy- such as Roy Wilkins (NAACP Executive Secretary and Director)

"Campus unrest in the 1990"

Women – Mills College

African American – Rutgers U.

Chicanos - UCLA

American Indian - MSU

Increase the scope, staff, and budget for DEI initiatives.

Brown v. Board of Education

Diversity Thursday- Feb. 23

Resurgence of Black student nationalism

George Floyd

1920

1965

1970

2000

2020

1954

1969

1980s

-1990

The New Negro Campus Movement

Black Campus Movement

Students Demanded Black Faculty

DEI's scope significantly increases

Begins with protests Hampton, Howard, and Tuskegee

"A program for black [people] cannot be run by people who have oppressed us." Admission programs for black students.

British rock band Led Zeppelin begin their last European tour

- Calvin Canton (Student from Stony Brook

TERMS

- Critical Theory
- Critical Race Theory
- Postmodernism
- Relation to DEI offices

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An iceberg meme where the tip above water is labeled 'CRITICAL RACE THEORY' and the much larger submerged part is labeled 'MARXISM'. The submerged part features a blue-tinted image of Karl Marx's face.

CRITICAL RACE THEORY

MARXISM

Differences

- Definition of the terms
- Origin of the DEI office in campus
- Some strategies are different.



One Spirit, One Body, One LU,,,

LU | ONE reinforces Liberty's mission of Training Champions for Christ. We do this through value-driven recruitment, growth-minded retention, and service-oriented community outreach. In addition, LU | ONE provides services for international students and students with disabilities.

SECULAR DEI AGENDA	LU ONE DIVISIONAL INTERESTS	SCRIPTURAL FOUNDATION
Rooted in Social Justice	Rooted in Scripture	2 Tim. 3:16-17
Black Lives Matter Movement	Imago Dei (Image of God)	Gen. 1:27
LGBTQIA+ Affinity Groups on campus	No LGBTQIA+ Affinity Groups	Gen. 1:27; Rom. 1; Psa. 1
Employee Resource Groups ¹	No Employee Resource Groups	
Engage in biased hiring practices	LU is committed to recruiting a well-qualified faculty & staff from every available ethnic group	Acts 17:26-27
Discriminatory "incentive-based" hiring practices		
Employment restrictions based on diversity statements	LU does not require agreement to diversity statements as prerequisite to hiring	Acts 15:9
Critical Race Theory	No promotion of Critical Race Theory	Gal. 3:27-29
Segregation of Dorms, Classes, & "Safe Spaces"	Biblical Inclusion	Eph. 2:14-16
Quotas: Students, Faculty, & Staff	No minority or ethnic group quotas	
Implicit Bias Training	Inclusive Excellence Training (CQ)	2 Tim. 2:15
Speech Codes (Pronouns)	No Speech Codes (Pronouns)	Isa. 5:20
Unscriptural "Unconscious Bias"	Underrepresented and Diverse Student Recruiting & Retention (Biblically Conscious)	Matt. 28:19-20
Adoption of Policies Specifically Favoring One Group	Accreditation Diversity Support for University Colleges	
All-Gender Restrooms	Single-Gender Restrooms	
	Fireside Chats ¹	James 1:19
	Pastoral Community Scholarship ²	Matt. 28:19-20
	Academic Fellowship	
	Scholarship Opportunities	Jn. 17:21-23
	Mentoring Program ³	Matt. 28:19-20
	"LU ONE" Program	Rev. 7:9
	Articles on Biblical Diversity	2 Tim. 4:2

¹**Fireside Chats** are conversations of faith and perseverance to inspire students as they hear and discuss personal stories with guest speakers like Dr. Connie Locklear, National Indian Education Board member and Lt. Col. Allen West, Former Congressman.

²**Pastoral Community Scholarship** is available to eligible pastoral staff serving in congregations located in economically disadvantaged areas in Central Virginia covering full tuition for Bachelors through Doctorate.

³**Mentor Program** provides spiritual, emotional, and academic support for our scholarship students from the Freshman year through graduation, peer, staff, faculty, and alumni mentoring.

⁴**Employee Resource by Groups (ERGs)** seem harmless on the surface, providing a safe place for traditionally underrepresented employees to connect, discuss experiences, and provide the company with perspectives of members' unique needs. They continue to morph, expanding into areas such as gender, CRT, and LGBTQIA+ causes and affinity.

Revised 10.20.2023

BIBLICAL DIVERSITY

WHAT IS INCLUSION?

Inclusion exists when individuals are embraced as full members of the institution.

John 3:16-17 "For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life. For God did not send the Son into the world to judge the world, but that the world might be saved through Him."

Galatians 3:28 "There is neither Jew nor Greek, there is neither slave nor free man, there is neither male nor female; for you are all one in Christ Jesus."

WHAT IS DIVERSITY?

Liberty University defines diversity as people groups varying in ethnic makeup, cultural background, age, language, educational and professional experience, veteran and socioeconomic status. Our commitment to diversity is biblically founded; therefore, the university engages and supports diversity-related matters as they are defined by Scripture.

- Genesis 1:27 "God created man in His own image, in the image of God He created him; male and female He created them." Because all people are made in God's divine image, they possess full dignity and are worthy of respect.

WHAT IS EQUITY?

Equity is the process of being fair or impartial toward others. Equity does not ensure equal outcomes, but provides equal opportunity.

Acts 10:34 "...God is no respecter of persons..."

James 2:2-7 "For if a man comes into your assembly with a gold ring and dressed in fine clothes, and there also comes in a poor man in dirty clothes, and you pay special attention to the one who is wearing the fine clothes... have you not made distinctions among yourselves, and become judges with evil motives?..."

James 3:17 "But the wisdom that is from above is first pure, then peaceable, gentle, and easy to be intreated, full of mercy and good fruits, without partiality, and without hypocrisy."



Dr. Jerry Falwell's lapel pin read "Jesus First." It was a daily reminder of the priority of Christ in our lives, and the ONE hope to which we are called.



After this I looked and there were before me a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and in front of the Lamb.

- Revelation 7:9

"If saved people will be in heaven from every people group, we still have work to do... We must overcome our prejudice, racism and barriers to get the job done."

- Dr. Jerry Falwell

Similarities



University of Lynchburg' DEI Office	Liberty University' DEI Office
Started as an office for institutional change	Also started as an office for institutional change – Diverse faculty and staff.
It included multicultural services (include international services)	Included multicultural services (The office used to serve both minorities and international students).
The office is in the student union Building called Drysdale Student Center.	The office is in the student union building called Montview Student Union.
Name: Office of Equity and Inclusion	Name: Office of Equity and Inclusion (until a few days ago – now Office of Enrichment and opportunity).
The office used to be one of three: Multicultural services, Title IX, and Student development. But the OEI is now its own department– even though it still helps with others.	The DEI office is part of three other offices overseen by LU ONE: International Student center, Offices of Disability Accommodation Services, and Office of Enrichment and Opportunity.
The title of the person in charge is Vice President for Inclusive Excellence	The title of the person that oversees LU ONE is Vice President LU ONE
The Vice President is African American (The BCM had demanded that these offices should be run by African American staff).	The Vice President is African American.
The Vice President office is where the Executive leadership offices are. One must enter with a badge. VP's executive assistant came downstairs to take this writer to the office.	The Vice President office is where the Executive leadership offices are. One must enter with a badge. VP's executive assistant also came downstair to take this writer to the office.
The director for Diversity is a white male.	The director of the office of Diversity is a white female.
For Black History month some events included: Jazz events, museum trips, Black Student Association party and food.	For Black History Month some events included food, party (Nola Nights – Jazz). In the pass, museum trips as well. (Similar programs and strategies)
It is seen as help and support to minority students.	It is also seen as support and help to minority students (similar identification of underrepresented communities).

Student's Perspectives

Interview African American student

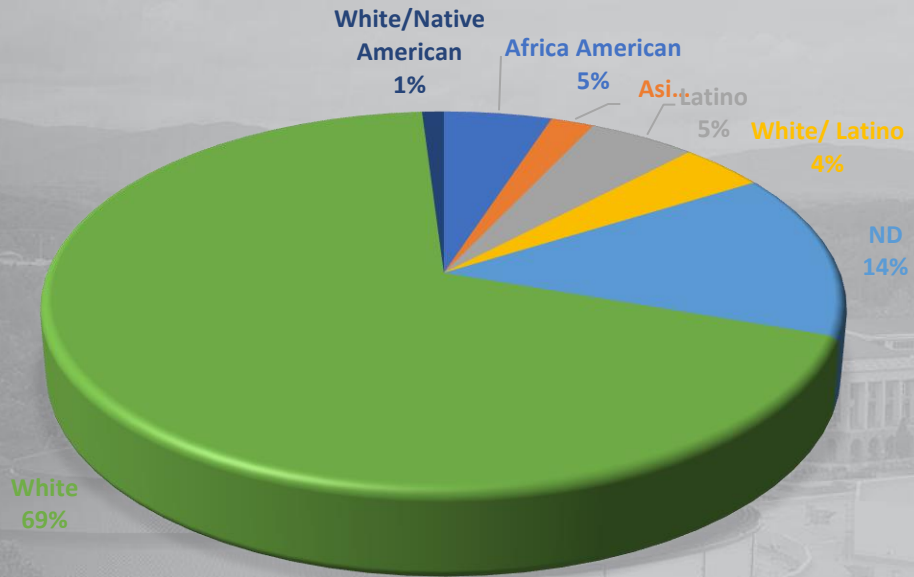
- Did not feel discriminated.
- She feels that is accepted, welcome, and that she belongs to the university.
- She considers that a problem is that many minorities do not want to go out of their comfort zone.
- She has heard of the DEI office, but not participate it.
- She said before coming her family and friends were concerned about her coming to LU.
- She sees it as an advocacy office.

Interview Caucasian student

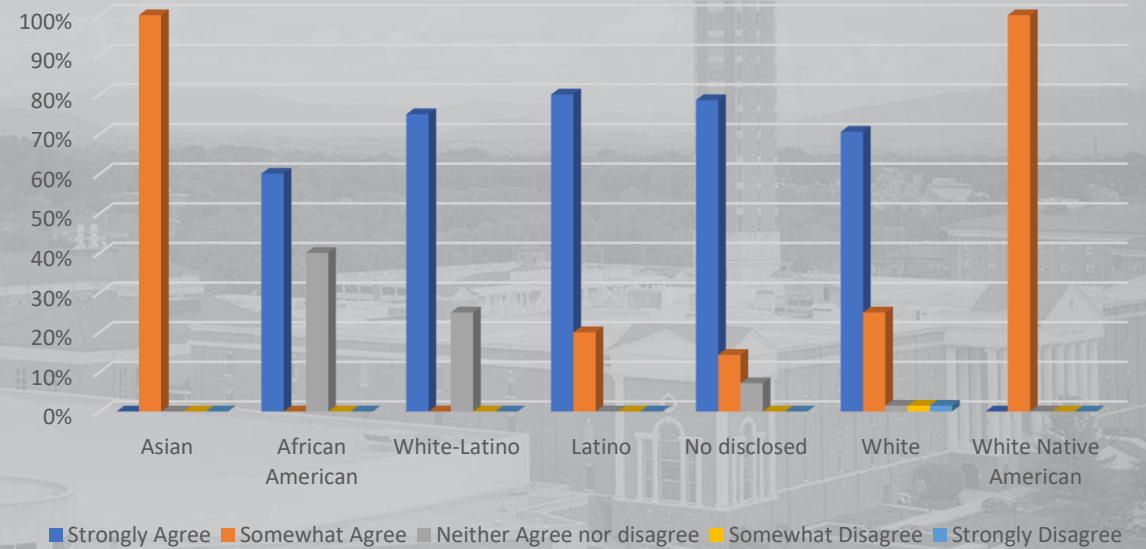
- “There are things I kept my mouth shut.”
- Sometimes he is the only white student.
- He said that Jesus should be more involved in the activities, and he said that it is important to talk about these things, but with a moderator.
- He has not seen Bible verses in the office.

Students' Perspectives

ETHNICITY

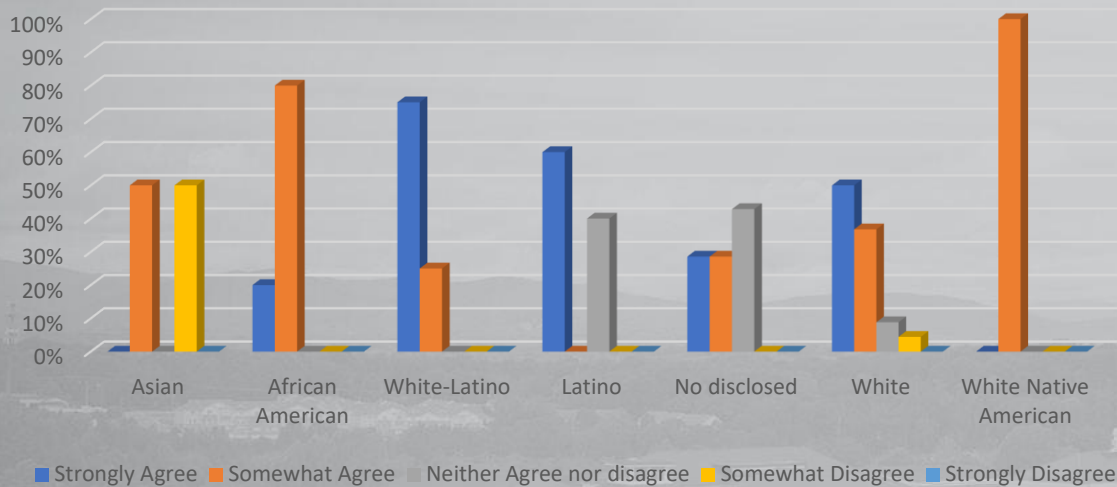


1. You feel included as a part of the Liberty University community.

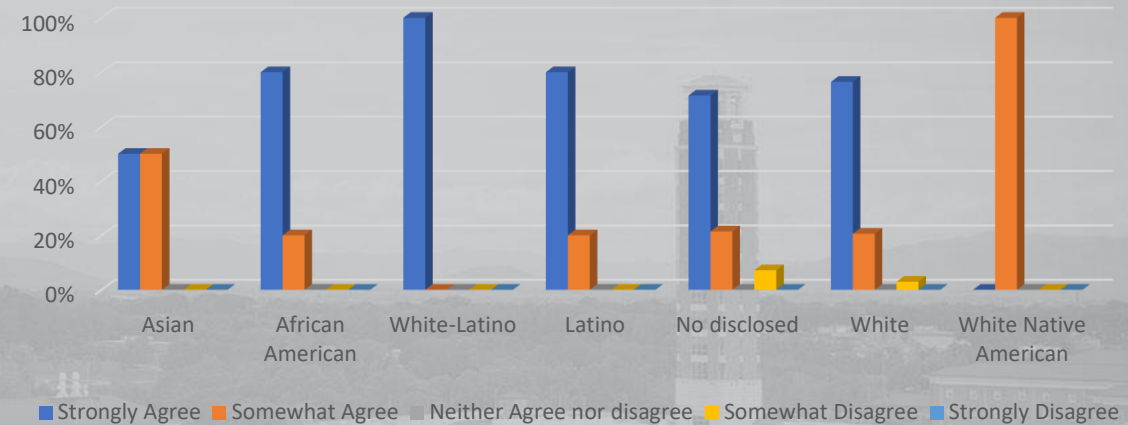


Students' Perspectives

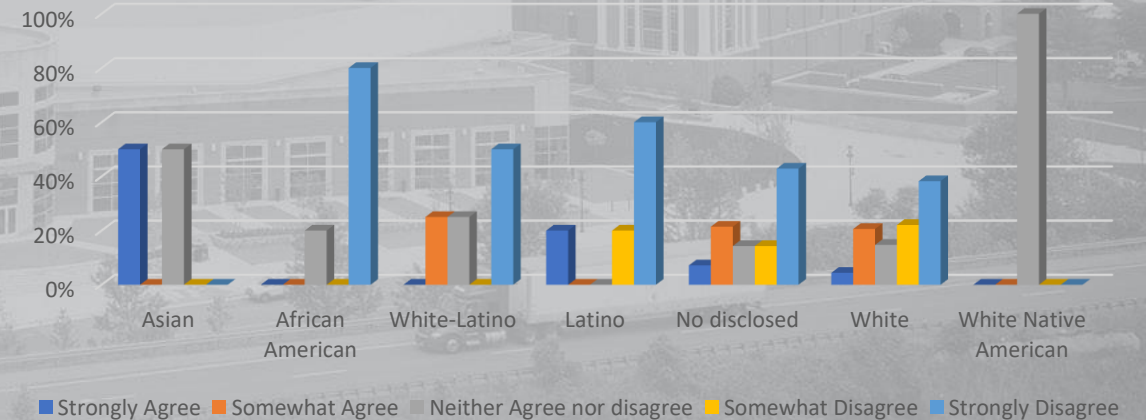
2. You feel represented on the campus by the administration.



3. You feel that you have the same opportunity to be part of the Liberty community and achieve academic success as other students.

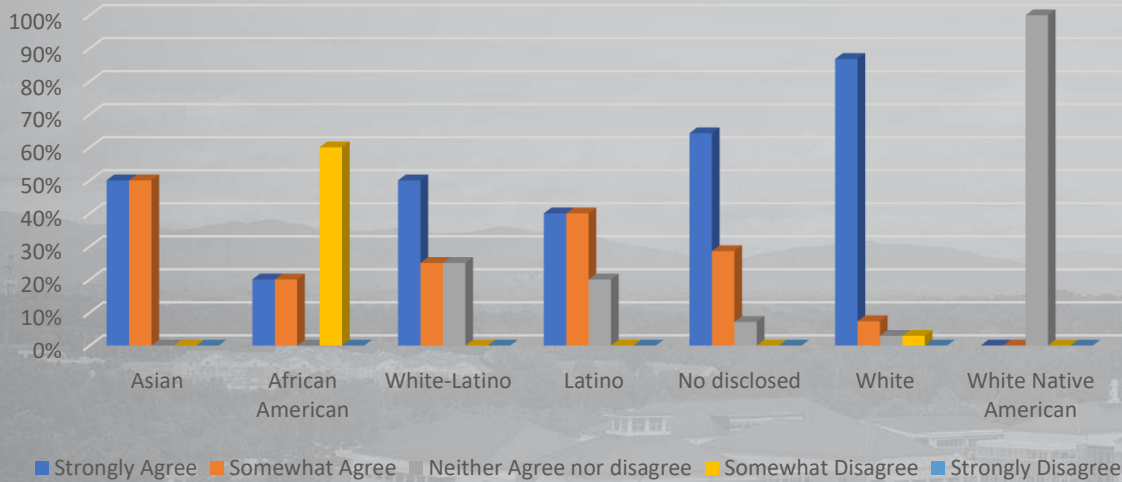


4. You have personally experienced or observed some form of discrimination on the Liberty campus.

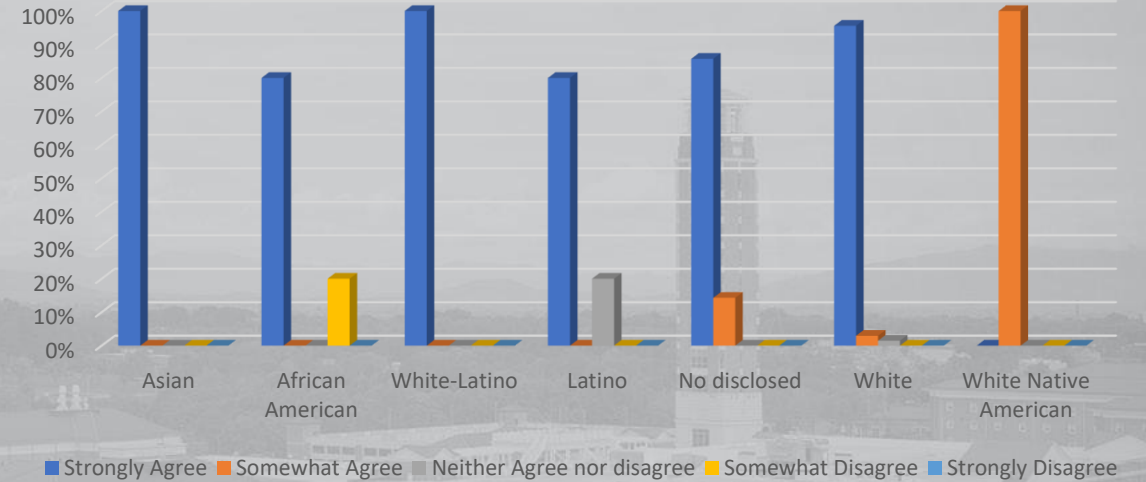


Students' Perspectives

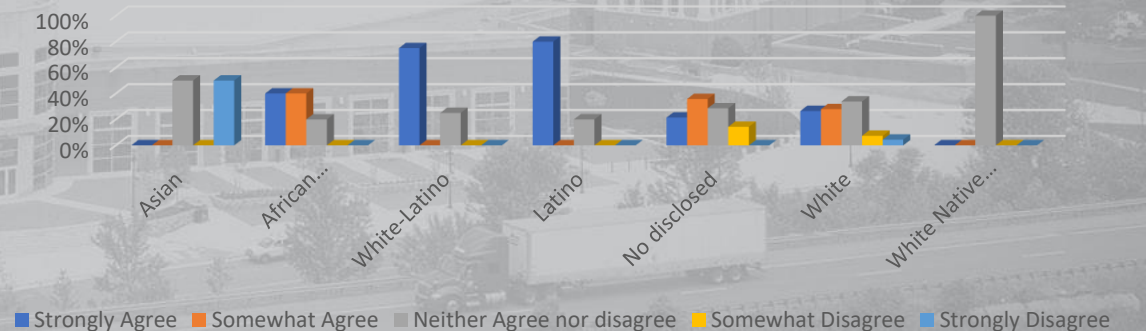
5. You feel that your ethnicity is fairly represented on the Liberty campus.



6. You feel that your ethnicity is welcomed and accepted on the Liberty campus.

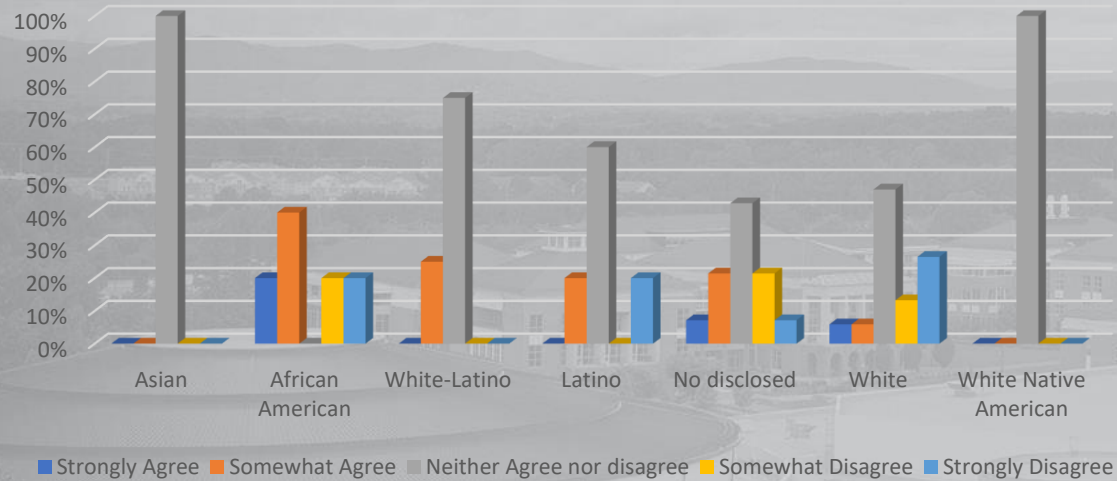


7. You are aware of the various services provided by the Office of Equity and Inclusion at Liberty.

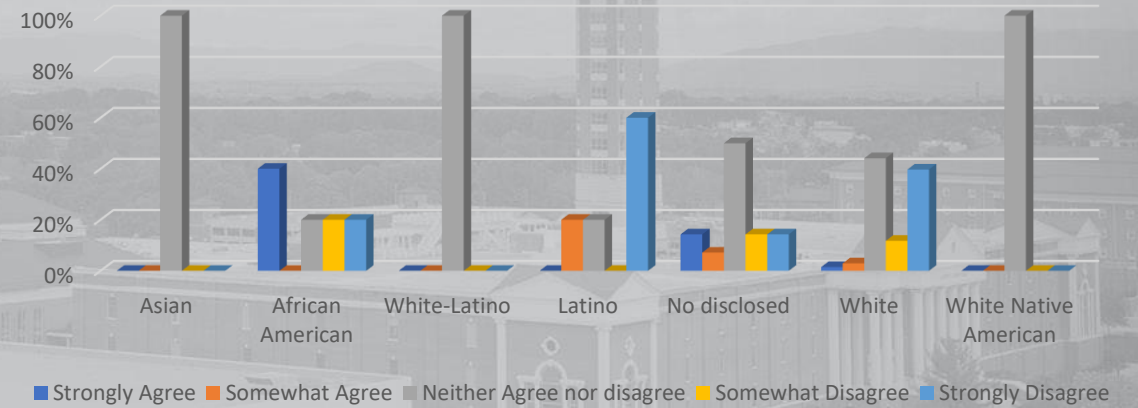


Students' Perspectives

8. The Office of Equity and Inclusion has personally impacted your experience as a student at Liberty.



9. The Liberty Office of Equity and Inclusion has directly helped you overcome a barrier that was preventing you from feeling welcomed or included in the Liberty community.



Conclusion

Even though LU's DEI office mission uses Biblical wording and verses to define its terms, mission, purpose, and practices, it is possible to identify certain CR trends in the practice and definition of LU's DEI office – now called Office of Enrichment and Opportunity.



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“And the Lord your God will circumcise and the heart of your offspring, so that you will love the LORD your God with all your heart and with all your soul, that you may live.”

- Deuteronomy 30:6, “

“The idea that evangelicals can adopt the analysis of contemporary critical theory concerning race and sex, but not for sexuality, gender identity, or religion is naïve—at best.”

- Neil Shanvi

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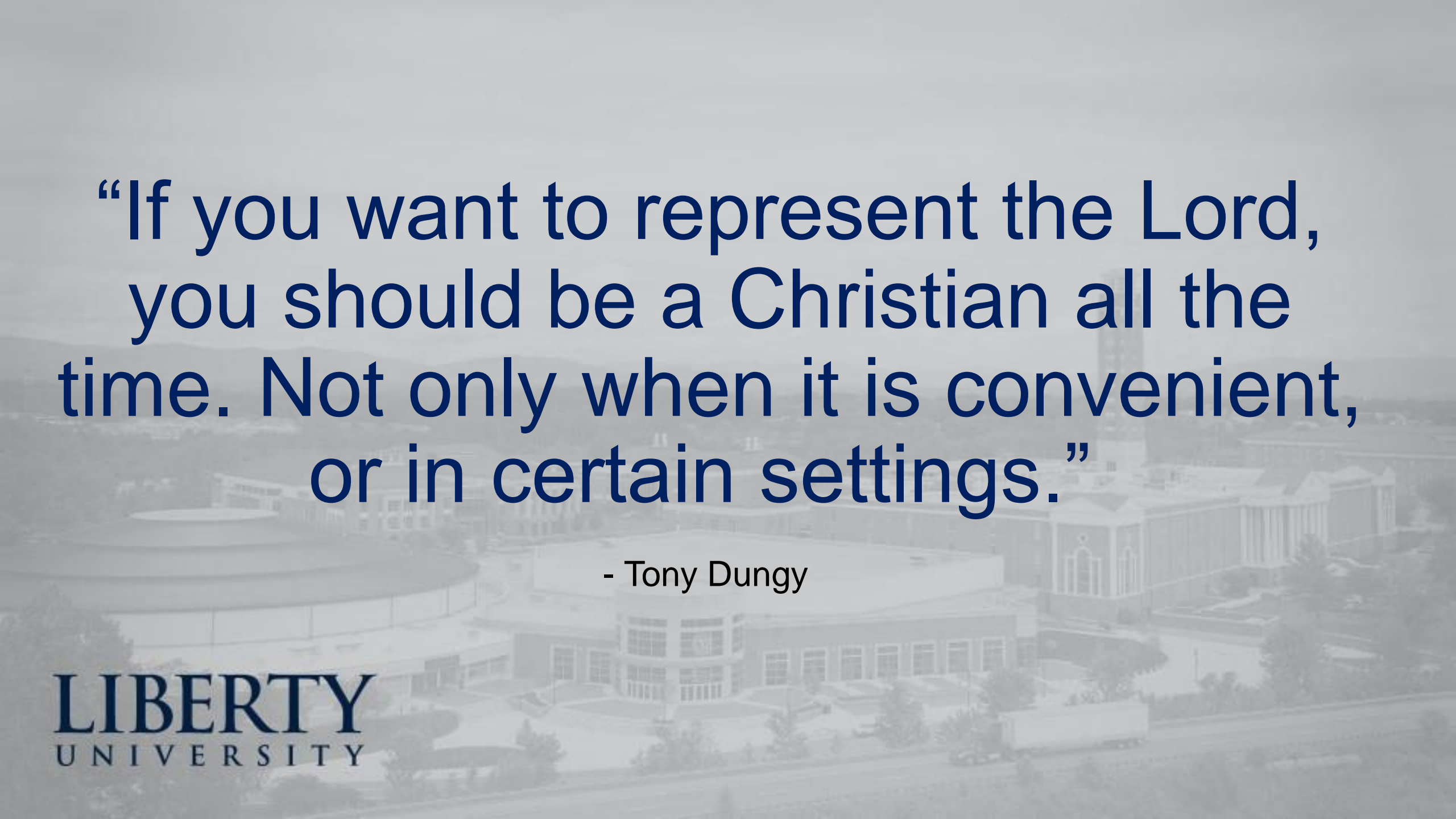


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Christian University, Azusa Pacific, Lifts Ban on LGBTQ Relationships - Again

EMILY JONES

Christian Broadcasting Network. <https://www2.cbn.com/news/us/christian-university-azusa-pacific-lifts-ban-lgbtq-relationships-again>

An aerial photograph of the Liberty University campus, showing various buildings, a large circular arena, and surrounding greenery. The image is faded to serve as a background for the text.

**“If you want to represent the Lord,
you should be a Christian all the
time. Not only when it is convenient,
or in certain settings.”**

- Tony Dungy

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An aerial photograph of the Liberty University campus, showing various buildings, a large circular arena, and a prominent tower. The image is faded and serves as a background for the text.

Questions?

Thank you!

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