

DESIGN PRINCIPLES

Toward Antiracist Formation at Princeton Theological Seminary



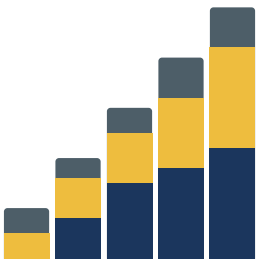
THEOLOGICALLY-GROUNDED ANTIRACIST PRAXIS

We commit to the ongoing formation of our students in a theological framework of Christian Discipleship, honoring and learning from theologies that are birthed from lived experiences of oppression, following the mission of Jesus found in Matthew 4:17-19. Princeton Seminary continues to commit to creating the most excellent teaching context possible. The faculty teach and research in ways that are antiracist and invest in those who want to learn to teach or research into a new context. Administrators who recruit and promote digital, online, and in-person events make sure that multiple voices are represented.



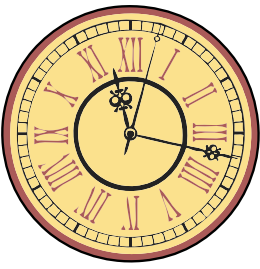
ACTIONS & ACCOUNTABILITY

Princeton Seminary will continue to promote antiracism as a core value for our covenant community by critically evaluating its structures and policies. We will examine the current field of antiracism with a lens on research and innovation, policy, dialogue, and community engagement as we align with all of our commitments. We resolve to promote individual and institutional accountability for combatting racism while analyzing our effectiveness and promoting best practices.



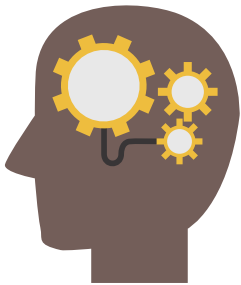
EXPECTATIONS OF GROWTH FOR ALL THAT IS NOT AT THE EXPENSE OF PEOPLE OF COLOR

The centering principle of Princeton Seminary's training and growth efforts is around the wants and needs of the faculty, staff, and People of Color. We commit to ensuring that our action plans and healing processes do not come at the expense of People of Color, recognizing that the majority of this work should fall primarily on members of the dominant culture. Baseline proficiency around issues of anti-discrimination is expected for all members of the community as a part of their regular responsibilities.



LEARNING FROM HISTORY

Princeton Seminary values the learning that comes from the experiences of the members of our seminary community, especially our alumni and those who are People of Color. We commit to engaging these histories and stories (our own and others) with empathy and through the critical lens of antiracist principles. We commit ourselves to change rather than to repeat oppressive racist structures.



DEVELOPING & INTEGRATING LIFELONG ANTIRACIST CRITICAL SKILLS

Princeton Seminary is committed to constant reformation of its historical racism. Through an analysis of institutional power, the seminary and all its constituency together will continually identify and unpack systems of oppression present within the seminary culture. As a covenant community, we will integrate and engage in power analysis and equip leaders with the ability to critically challenge one another considering antiracist principles at the seminary, in field placements, and in community life.