

## **St. Luke's Statement on Diversity, Equity, and Inclusion**

*Peter said, "I really am learning that God doesn't show partiality to one group of people over another. Rather, in every nation, whoever worships him and does what is right is acceptable to him..." - Acts 10:34-35*

*The work of diversity, equity, and inclusion (DEI) is directly connected to [St. Luke's 2020+ Vision](#) and specifically our "Reconciling Love" pillar.*

St. Luke's is called to the complex work of reconciling the past and challenging the status quo to establish a truly equitable and inclusive community of faith for all God's children. At St. Luke's, we believe that love, grace and the equity of a place at the table of Jesus Christ is afforded to EVERYONE regardless of race, ethnicity, gender, ability, sexual orientation, gender identity, national origin, or socio-economic status. We believe every person is created in God's image and we affirm the infinite sacred worth of ALL God's children.

We are all responsible for what happens next, so we commit to live out St. Luke's core values of acceptance, hospitality, community, discipleship, and service through a lens of equity and justice for ALL people, including our LGBTQ+ siblings in Christ and those who have been marginalized by the church. St. Luke's also recognizes the continued injustice and inequity experienced by those who are Black, Indigenous, and People of Color. [St. Luke's Vision for Racial Equity](#) encourages building relationship bridges that lead to dialogue around equity, inclusion, and justice.

The believers of St. Luke's strive to uphold the United Methodist Baptismal Vows that call us to:

- Renounce the spiritual forces of wickedness
- Reject the evil powers of this world
- Accept the freedom and power God gives us to resist evil, injustice, and oppression in whatever forms they present themselves

- Confess Jesus Christ as our Savior, put our whole trust in his grace, and promise to serve him as our Lord, in union with the Church which Christ has opened to people of all ages, nations, and races.

In 2016, St. Luke's formed the Committee on Inclusiveness (newly renamed the Committee on Diversity, Equity, and Inclusion). This group, made up of elected leaders, works to ensure St. Luke's core values of acceptance, hospitality, and community are visible across all ministry areas. In continuing the work of justice and reconciliation within the congregation and community, St. Luke's seeks to be a more diverse, equitable, and inclusive church by:

1. Establishing core-values based commitment of behavior for St. Luke's elected leaders, staff, and ministry leaders
2. Ensuring all St. Luke's leaders and staff receive regular (DEI) theological grounding and scriptural understanding
3. Regularly reviewing St. Luke's policies and procedures to remove barriers or biases that prevent equity and inclusion
4. Partnering with DEI experts to develop theological education, spiritual formation curriculum, awareness, and advocacy opportunities for St. Lukers and community partners
5. Creating a culture that continually seeks out DEI discussions
6. Providing training and tools to help St. Lukers advocate for a more equitable community and world that reflects the Kingdom of God

[To learn more about St. Luke's commitment to diversity, equity, and inclusion and to get involved, please contact the church.](#)

- Approved by St. Luke's Church Council on October 6, 2020

**St. Luke's**  
**Diversity, Equity, and Inclusion**  
**Definitions and Beliefs**

**Diversity** *is the representation of all identities (race, ethnicity, gender, ability, sexual orientation, gender identity, national origin, socio-economic status, etc.). St. Luke's believes in proactively engaging, understanding, and drawing on a variety of perspectives by finding value in our differences and building Christ-centered community.*

**Equity** *is applying fair and just treatment as well as offering opportunities and resources in a way that one's identity does not predict the outcome of full and equal participation and access to systems and information. St. Luke's believes equity is only possible in an environment built on respect and dignity.*

**Inclusion** *is intentionally creating a fair, welcoming, and respectful environment through a culture of seeking the equitable contribution and participation of all people. St. Luke's believes every person is a child of God with infinite sacred worth and that each person's voice holds value.*