



Diversity, Equity, and Inclusion (DE&I) Statement

Statement of Purpose

The Principia community and the Cause of Christian Science are best served when we learn, live, and work with people who are different from us, who challenge us to be creative, solve problems, and think critically in diverse ways. The purpose of this statement is to formally recognize that diversity, equity, and inclusion, across multiple social identities, are valuable to our institution and the community it serves. It is a statement of institutional intent to hold and maintain certain values, policies, and practices. It is not, however, an assumption of shared individual beliefs. While every member of the Principia community must adhere to the institution's behavioral expectations as determined by this statement, each person is free to hold their own values. In the spirit of inclusion, it is important to respect individual freedom of thought and to create space for grace in our differing discourse and relationships.

It should also be understood that this statement is not an action plan; it is a guiding philosophy. Rooted in its purpose, however, is a promise for action – a promise to continually evaluate, revise, and create policies, systems, and environments that better align with diversity, equity, and inclusion values. These are living objectives, which have distinct plans for current and future application and action.

Diversity, Equity, and Inclusion Statement:

At Principia, we are guided and strengthened by a Christian Science foundation. As a community, we support values of universal love and the Golden Rule. We believe that love must be expressed intentionally, with strength, and through continuous action. We recognize and respect the humanity, experience, and identity of everyone. We dedicate ourselves individually and collectively to establishing inclusive and equitable educational, working, and living spaces where everyone belongs, matters, and is valued. We reject all bias and discrimination based on, but not limited to, one's race, ethnicity, gender identity/expression, sexual orientation, ability, age, education, religious and spiritual practice, political and viewpoint diversity, healthcare choices, nationality, and immigration, legal and socioeconomic status.

Adhering to the foundational principles below, we strive to create environments where Principia community members feel free to develop their full potential, bring their whole selves to campus, and engage local and global communities in more empathic and productive ways.

Core Principle One: Dignity

Recognizing the dignity and worth of each person as the "image of God" (Genesis 1:27).

At Principia, we recognize the Divine expressed in ourselves and others. We respect and value the kaleidoscope of identities present on campus. Through reflection, acceptance, language, and action, we commit to honoring, valuing, and learning from each other and our mosaic of cultures and lived experiences we are privileged to have throughout our community.



Core Principle Two: Compassion

“And we solemnly promise to watch, and pray for that Mind to be in us which was also in Christ Jesus; to do unto others as we would have them do unto us; and to be merciful, just, and pure” (Mary Baker Eddy, Science and Health with Key to the Scriptures, p. 497:24).

At Principia, we welcome all people and extend to them and ourselves the trust, respect, dignity, and compassion that belong to all of God’s children. We recognize our differences as strengths and understand the importance of both the intent and impact of our thoughts and actions. We will hold each other’s best interests in our hearts. With empathy, transparency, diligence, and bravery, we will strive to examine our own thinking and stop harmful thoughts, language, and actions against those who do not share our experiences and perspectives. We will seek out others’ needs and be understanding, responsive, and supportive. We will respect how others practice their spiritual and ethical growth.

Core Principle Three: Justice

“What does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God?” (Micah 6:8 NRSV)

At Principia, we firmly believe that opportunities to challenge and expand our perspectives exist everywhere on campus. We labor to acknowledge past and present inequities, and embark on reconciliation efforts, so that we may treasure and uphold equity and justice for all at Principia. As an interdependent community, we embrace the responsibility to express moral courage by addressing inequity, injustice, and exclusion. We expect ourselves and others to learn and recover from mistakes and seek to correct errors we have committed against others. We “renounce aggression, oppression, and the pride of power” (Science and Health, p. 451:5) because these actions interfere with our ability to create spaces where everyone may fully develop their personal and professional selves and strengthen their relationships with each other and God.