



**LOGIA**  
You can be what you can see.

## VISION

Logia International is an organisation that seeks to support women in your institution (whether academic, ecclesial, or both) who are considering pursuing postgraduate divinity education or who are already students or faculty at this level.

Birthing out of the Logos Institute and St Mary's College in St Andrews, 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.

## WHY WE EXIST

### 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?

## IN YOUR CLASSROOM

- Include women scholars on your course syllabus (for a developing list of women scholars in divinity, see the Logia Scholar Database tab on our website).
- Invite women to guest lecture in your class (if you don't know of any, also see the Scholar database to find women near you).
- Mentor women students and new faculty.
- Give space in class to talk about gendered language for God and how this has affected women specifically.
- 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 climate as it relates to women's experience (a sample survey is available on the Logia website).
- 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.
- Formally become a Logia Global Partner (see our website) wherein your institution will commit to highlight the excellence of women faculty, staff and students; and develop the excellence of women faculty, staff and students within your institution.

## IN YOUR OWN LIFE

- Foster perspective-taking and active listening of those with different gendered experiences (this might include reading the Logia blog from our website, 'Blogia').
- Refer to women by their titles 'Dr.', 'Professor', especially when introducing them or in formal correspondence.
- Seek out friendships with those who do not share your gendered experience.
- Be an advocate when someone dismisses the need for full inclusion of women in the academy and church.