



# **SeLD Inter-American Division**

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# **Catering for Diversity in you Institution**

**Who is at Your Table?**

# Outline

1. Mother's Philosophy
2. Biblical Framing
3. Arguments I Will Not Make
4. Biblical Imperative

# Mother's Philosophy

# Mom – Make Room in Your Life for The Other







# The Difference

Difference is not the issue, it's the way that difference is valued, that is the issue.

# Biblical Framing



## 2 Samuel 9

<sup>1</sup> One day David asked, “Is there anyone left of Saul’s family? If so, I’d like to show him some kindness in honor of Jonathan.”

<sup>9-10</sup> David then called in Ziba.....and told him, “Everything that belonged to Saul and his family, I’ve handed over to your master’s grandson.....Mephibosheth himself, your master’s grandson, from now on will take all his meals at my table.”

<sup>11-12</sup> “All that my master the king has ordered his servant,” answered Ziba, “your servant will surely do.”

And Mephibosheth ate at David’s table, just like one of the royal family.

Mephibosheth also had a small son named Mica. All who were part of Ziba’s household were now the servants of Mephibosheth.

<sup>13</sup> Mephibosheth lived in Jerusalem, taking all his meals at the king’s table. He was lame in both feet (*The Message*).

If you are comfortable then you  
are not learning – Brené Brown

Cognitive dissonance precedes  
learning

# Who is at your table?



# Our Tables.....

- **Cultural Tables** – Race Ethnicity Tribal
- **Intellectual Tables** – Smart Enough!
- **Political Tables** – Who vs What
- **Social Tables** – Social Class!
- **Theological Tables** – Holy Enough! Too Liberal! Too Conservative!

**YOU CAN'T TEACH WHAT YOU DON'T KNOW.  
AND YOU CAN'T LEAD WHERE YOU DON'T  
GO.**

**- JESSE JACKSON -**

# Arguments I Will Not Make



# The Performance Advantage

- Diversity, equity, inclusion, belonging has a performance advantage.
- The World Economic Forum (2020): Organizations leading in DEIB perform *better* on key performance metrics.
- They outperform in....
  - Profitability (+25-36%)
  - Innovation (+20%)
  - Risk Reduction (+30%)
  - Employee Retention.

# The Legal Liability Imperative

- The International Labor Organization has conventions to eliminate discrimination. The basis for legislation on equal treatment and opportunities in the workplace.
- Eliminating bias and discrimination is vital to minimizing the institution's legal disputes and reputational risks.
- Multinational organizations should consider the rights and entitlements given to employees across different locations by law when they operate in these different legal environments.
- Don't merely react to changes in national legislation, **act as active custodians of the interests of employees**, irrespective of location, **promoting greater fairness** in light of workplace technologies and practices.

# The Marketing Advantage

- Creating a diverse, equitable, inclusive, belonging environment offers a marketing advantage.
- When our churches' demographics resemble the national demographics, our institutions demographics resemble our churches demographics, then both our churches and our institutions are more appealing.
- Churches and universities that represent, include, and create belonging for diverse students will have an advantage in attracting this latest generational cohort.

# **A Biblical Imperative**

# God's Expectation....

There is neither Jew nor Gentile (**no distinction based on race/ethnicity**), neither slave nor free (**no distinction based on social class**), nor is there male and female(**no distinction based on gender**), for you are all one in Christ Jesus (**we have a shared Humanity**). (Gal 3:28)

# The Difference

Difference is not the issue, it's the way that difference is valued, that is the issue.

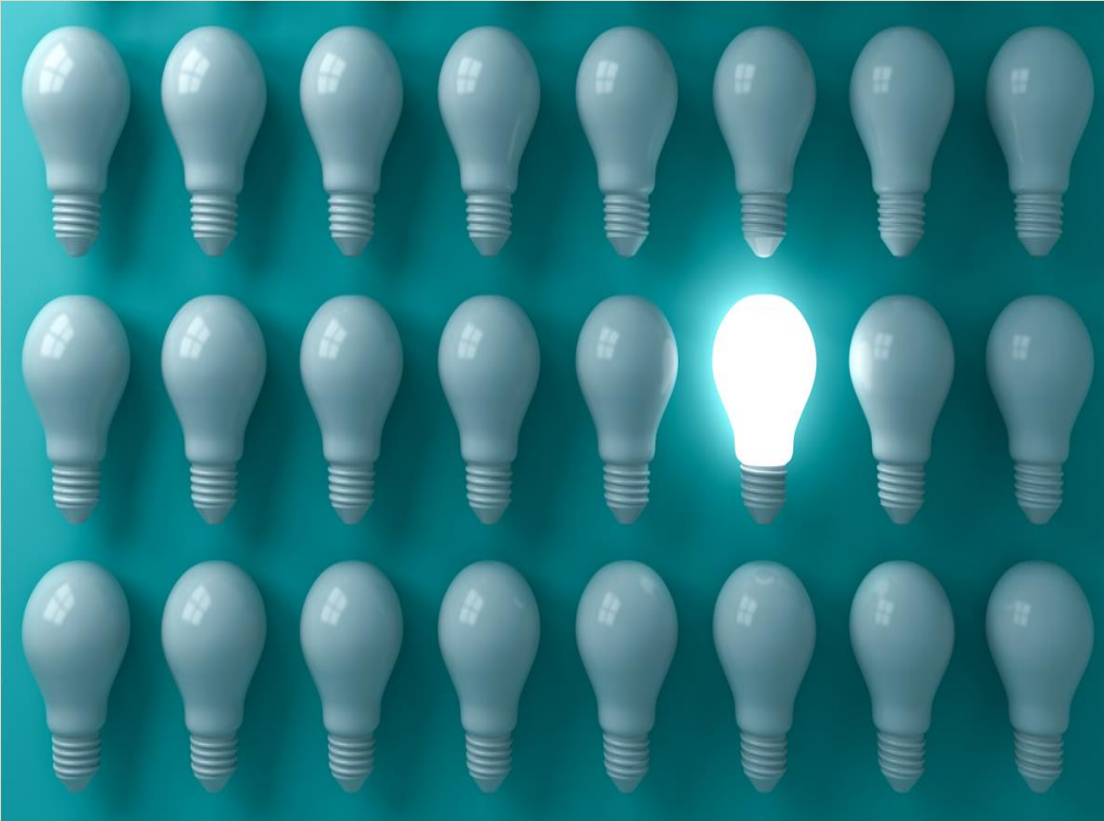


# Belonging....



In the absence of  
love & belonging  
there is always  
suffering (Brené  
Brown)

# Belonging....



To be able to say, yes,  
I am a part of  
something bigger, but  
I also will stand alone  
when I need to (Brené  
brown).

# Belonging....



Have we made church a place where we force people to fit in to a ‘false’ culture, and thus they no longer belong to themselves or are true to themselves?



# Community Rallies to Save Little Boy's Birthday After No One Shows Up





# The Difference

Difference is not the issue, it's the way that difference is valued, that is the issue.

# **At the Table of the Blue Angels**











# Tables you are called to redress...



Not everything that is  
faced can be changed,  
but nothing can be  
changed until it is faced

# At a Crossroads

## Paul (Gal. 2)

<sup>11</sup> Later, when Peter came to Antioch, I had a face-to-face confrontation with him....

<sup>12</sup> Here's the situation....**Peter regularly ate with the non-Jews.** But when that **conservative group** came from Jerusalem, he cautiously pulled back and put as much distance as he could manage between himself and his non-Jewish friends. That's how **fearful he was of the conservative Jewish clique** that's been pushing the **old system of circumcision.**

<sup>13</sup> Unfortunately, the **rest of the Jews in the Antioch church joined in that hypocrisy**....even Barnabas....

<sup>14</sup> But....they were not maintaining a steady, straight course according to the Message, I spoke up....: "If you, a Jew, live like a non-Jew when you're not being observed by the watchdogs from Jerusalem, what right do you have to require non-Jews to **conform to Jewish customs just to make a favorable impression on your old Jerusalem cronies?**"

## Peter (Acts 7)

<sup>1-3</sup> ....leaders and friends back in Jerusalem...heard that the non-Jewish **"outsiders"** were now "in."...some of his old associates, concerned about circumcision....: "What do you think you're doing rubbing shoulders with that crowd, eating what is prohibited and **ruining our good name?**"

<sup>4-6</sup> So Peter...., laid it out for them step-by-step:....

<sup>15-17</sup> ".....the **Holy Spirit fell on them just as he did on us** the first time. I remembered Jesus' words: 'John baptized with water; you will be baptized with the Holy Spirit.' So, I ask you: **If God gave the same exact gift to them as to us** when we believed in the Master Jesus Christ, **how could I object to God?**"

<sup>18</sup> ...."It's really happened! **God has broken through to the other** nations, opened them up to Life!"

# The Difference

Difference is not the issue, it's the way that difference is valued, that is the issue.



# Implicit Bias

Our identities/backgrounds influence our thoughts and beliefs about individuals and groups. These **unconscious associations** are known as ***implicit biases***. These biases influence how we **interact** with, **evaluate**, or **judge** others (Deady, 2020).

# Intent vs. Impact

- Peter, an apostle who was...
  - Filled with the Holy Spirit
  - Acted with bigotry (*Implicit Bias*)
  - A good person.
- Who tells this story through the lens of Cornelius?
- When have you heard this sermon:
  - Lessons from Peter who Acted with *Bigotry*
- What does restorative justice look like for Peter?
- What does restorative justice look like for Cornelius?

# The Stranger

Rudyard Kipling

The Stranger within my gate,  
He may be true or kind,  
But he does not talk my talk—  
I cannot feel his mind.  
I see the face and the eyes and the mouth,  
But not the soul behind.

The men of my own stock,  
They may do ill or well,  
But they tell the lies I am wanted to,  
They are used to the lies I tell;  
And we do not need interpreters  
When we go to buy or sell.

# The Stranger

Rudyard Kipling

The Stranger within my gates,  
He may be evil or good,  
But I cannot tell what powers control—  
What reasons sway his mood;  
Nor when the Gods of his far-off land  
Shall repossess his blood.

The men of my own stock,  
Bitter bad they may be,  
But, at least, they hear the things I hear,  
And see the things I see;  
And whatever I think of them and their likes  
They think of the likes of me.

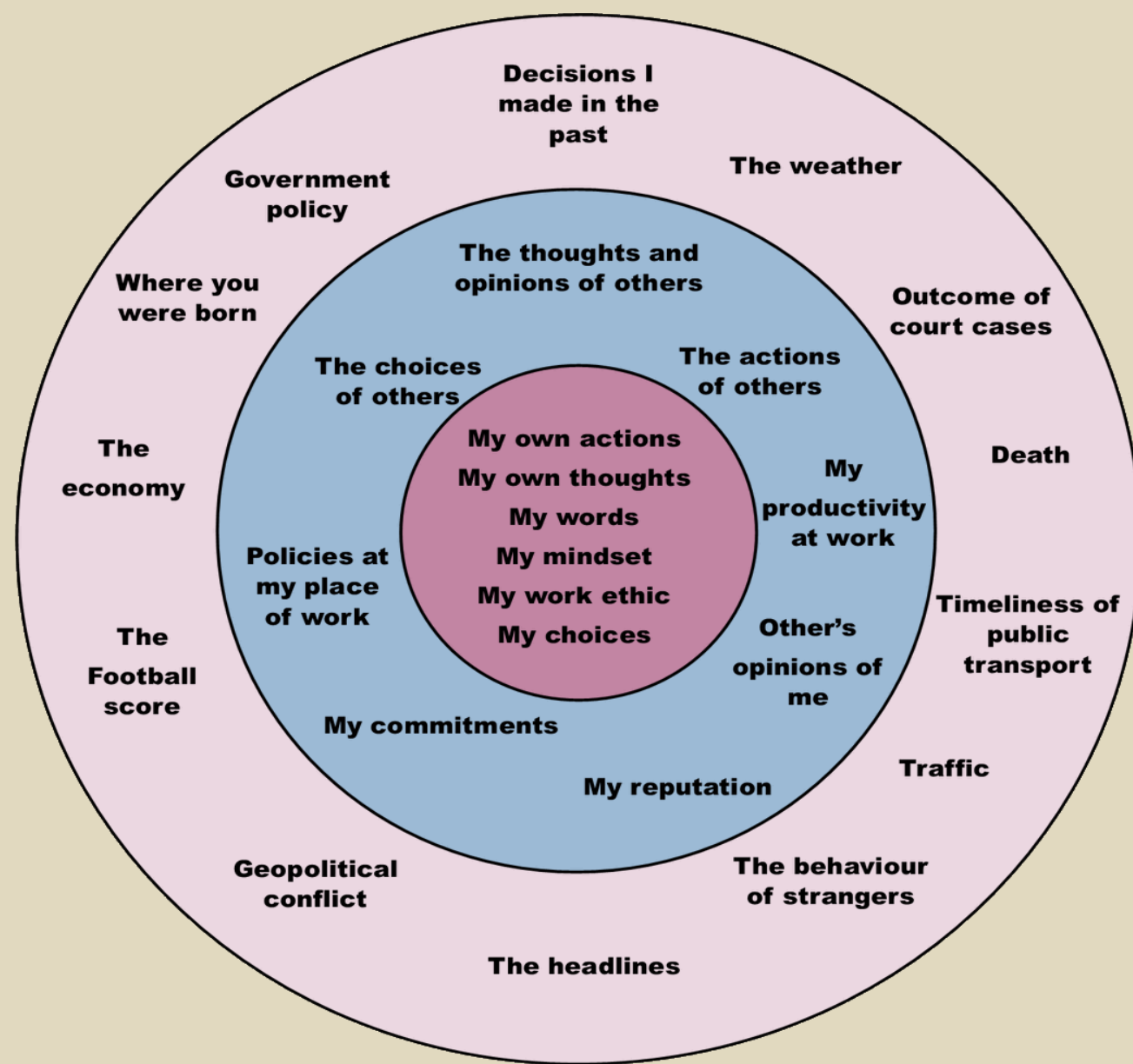
# The Stranger

Rudyard Kipling

This was my father's belief  
And this is also mine:  
Let the corn be all one sheaf—  
And the grapes be all one vine,  
Ere our children's teeth are set on edge  
By bitter bread and wine.

# Tables you are called to redress...

- A proper **wife** should be as obedient as a slave. *Aristotle*
- The **female** is a female by virtue of a certain lack of qualities – a natural defectiveness. *Aristotle*
- There is only one condition in which we can imagine managers not needing **subordinates**, and masters not needing **slaves**. This condition would be that each (inanimate) instrument could do its own work. *Aristotle*
- When the looms spin by themselves, we'll have no need for **slaves**. *Aristotle*
- **Slavery** was a natural thing and human beings came in two types - slaves and non-slaves. *Aristotle*
- **Poverty** doesn't come because of the decrease of wealth but because of the increase of desires. *Plato*



**Inner circle: Circle of Control**  
**Middle circle: Circle of Influence**  
**Outer circle: Circle of Concern**



# Belonging....



In the absence of  
love & belonging  
there is always  
suffering (Brené  
Brown)

# Tables you are called to redress...

- 27 percent of Americans believe people are **poor** because they **are lazy**, not due to economic circumstances. ***CBS News***
- 43 percent of Americans believe people living in poverty can always find a job if they ***really*** want to work. ***CBS News***

# God's Response....



Whatever may be the nation, kindred, or tongue, whether a [human] man is white or black, he still bears the image of God...viewed from the fact that he is the purchase of the blood of Christ. To show contempt for, to manifest hatred toward any nation, is to reveal the characteristic of Satan. ***Signs of the Times, November 20, 1893***

**Do not be daunted  
by the enormity of  
the world's grief.**

**Do justly, now.**

**Love mercy, now.**

**Walk humbly, now.**

**You are not  
obligated to  
complete the work,  
but neither are you  
free to abandon it.-  
Rabbi Tarfon**

Andrews  
University



# God invites us to sit at His table!

- Reconciliation Table – He makes us Right
- Relational Table – He makes us Belong
- Theological Table – He Loves us (It is not about being Right – It is about being Loved)
- Community Table – He gives us Fellowship
- Inclusion Table – He makes us a part of the Whole
- Welcoming Table – He takes away our Shame – there is no shame at the Table of My Lord!
- Banquet Table – He provides for our Needs
- Salvific Table – He makes us Whole

# Belonging....



In the absence of  
love & belonging  
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A photograph of two dogs in a grassy field. A large golden retriever stands on the right, looking up and to the left with its mouth open. A small white dog with brown ears stands to its left, looking directly at the camera. The background is a blurred green field with trees.

How deep  
is the mud?

Depends on  
who you ask.

We all go through the  
same stuff differently.



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# Conclusion

**I am because you are! Because you are, I am!**

No man (*sic*) is an island entire of itself; every man (*sic*) is a piece of the [whole] continent, a part of the [body] main; if a [speck] clod be washed away by the sea, [you] Europe [are] is the less, as well as if a [all humanity] promontory were, as well as any manner of thy friends or of thine own were; any man's (*sic*) death diminishes me, because I am involved in mankind. And therefore, never send to know for whom the bell tolls; it tolls for thee.



Andrews  University

Seek Knowledge. Affirm Faith. Change the World.