THREE KEYS TO EMBRACE THE GIFTS OF DIVERSITY, EQUITY, AND INCLUSION (DEI): FORMING BOLD FAITH IN CHANGING TIMES

Dr. Elizabeth Tamez Mendez
Premise: This conversation invites us to examine our personal and congregational commitment to Diversity, Equity, and Inclusion (DEI). We explore 3 keys towards putting our faith in action in becoming a more inclusive community of diverse individuals with equality of voice.

Three Keys to Embrace the Gifts of Diversity, Equity, and Inclusion:

1 - Ideologies: Confront Challenges Towards Unity

(Blind spots)

2 - Values & Mission: Discern Biblical / Theological Foundations


3 - Faith in Action: Implement Pathways and Practical Steps

(Learn to listen; Listen to learn)

Useful Definitions:

- **Bold**: (of a person, action, or idea) showing ability to take risks; confident and courageous [Oxford Dictionary]
- **Diversity**: not homogeneous. An array of identities and differences present (race, ethnicity, socioeconomic, cultural, gender, gender-identity, age, worldview, communication styles, etc.). Not just for the sake of visual diversity, rather as a proactive way of engaging, understanding, serving, and drawing from a variety of perspectives.
- **Inclusion**: a culture of belonging. Actively/intentionally inviting the contribution and participation of all people.
- **Equity**: a culture of empowerment. Justice. Ensuring equality of opportunity and treatment for all. Fair access to resources. Balancing of voice and power. [DEI adapted from fordfoundation.org]

Resources:

Explore Your Community, review Census data  [https://data.census.gov/cedsci/](https://data.census.gov/cedsci/)

CBF: Dr. Emmanuel McCall Racial Justice and Leadership Initiative  [https://cbf.net/mccall-initiative](https://cbf.net/mccall-initiative)

Article: Reaching the Next Generation – Ministry to Culturally and Ethnically Diverse Youth and Young Adults  [https://issuu.com/austinseminary/docs/communitas_2015i/14](https://issuu.com/austinseminary/docs/communitas_2015i/14)


Books:

*The Wolf Shall Dwell with the Lamb: A Spirituality for Leadership in a Multicultural Community* | Eric H. F. Law | Chalice Press


*Many Colors: Cultural Intelligence for a Changing Church* | Soong-Chan Rah | Moody Publishers

*Unsettling Truths: The Ongoing, Dehumanizing Legacy of the Doctrine of Discovery* | Mark Charles & Soong-Chan Rah | IVP Books

*The Next Evangelicalism: Freeing the Church from Western Cultural Captivity* | Soong-Chan Rah | IVP Books