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

Dr. Elizabeth Tamez Mendez





CBF 2020 General Assembly - Forming Bold Faith

Three Keys to Embrace the Gifts of Diversity, Equity, and Inclusion (DEI): Forming Bold Faith in Changing Times

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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

(Luke 6:31; Philippians 2:3; John 13:35; James 1:27; Micah 6:8. Matthew 28:19-20)

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/>

CBF: Dr. Emmanuel McCall Racial Justice and Leadership 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

Resource Library from Calvin Institute of Christian Worship

<https://worship.calvin.edu/resources/resource-library/anti-racism-in-the-renewing-of-christian-worship-2020>

Books:

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

Inclusion: Making Room for Grace | 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