



RESILIENT

Critical Understanding

Proverbs 2:1-15



Diversity Equity Inclusion

CELEBRATING US JUNE 2024

Pride Month

Pride Month is a time to **celebrate** the progress that has been made in the fight for LGBTQIA+ rights, to **reflect** on the challenges that still remain, and to **advocate creating** a more accepting and **inclusive world**.

Pride Month is celebrated each June to **honor the Stonewall Uprising on June 28th, 1969**, an event ignited by a New York City police raid on the Stonewall Inn, a gay club located in Greenwich Village. Angered by police harassment and social discrimination, the riots sparked six days of protests and **galvanized the gay rights movement**. America's first gay pride parade was held on the one-year anniversary of the riots.



Pride Month was first officially **recognized** by the US government in **1999**. This was the first time in U.S. history that a president had openly acknowledged and **celebrated the LGBTQIA+ community**.

Ways to be an Ally

Be respectful

- Use the terms, names and pronouns that people use to describe themselves. If you're not sure about someone's pronouns, ask them respectfully.
- Confront your own prejudices and unconscious bias.

Be a role model for kindness and inclusion

- Show people they can be authentic around you.
- Be open to learn, listen and educate yourself.

Support LGBTQIA+

- Stand in **solidarity** with the LGBTQIA+ individuals in your life.
- Follow LGBTQIA+ organizations and donate your time and energy as you're able.
- Support LGBTQIA+ media & small business owners.
- Attend a Pride parade or event.**

Juneteenth, recognized annually on June 19th, is a **commemoration** of the **end of slavery** in the United States after the Civil War. It has been celebrated by African Americans since the late 1800s.



Juneteenth is a day to **honor the courage and resilience** of enslaved people and their descendants who have faced discrimination and oppression for generations.

On June 17, 2021 **legislation** was signed making Juneteenth the **11th holiday** recognized by the federal government.

This day is a time to **celebrate the cultural contributions of African Americans**, from music and literature to science and technology and more.

World Oceans Day June 8th

- The ocean **covers 70%** of the planet
- Every 2nd breath we take comes from the ocean
- The ocean **feeds billions** of people
- The ocean hosts 80% of the world's biodiversity.



"Be kind whenever possible. It is always possible."

— Dalai Lama
Buddhist Advocate for Peace and Freedom

Flag Day June 14th

Did you know?

In 1958, 17-year-old **Robert G. Heft** designed the **50-star flag** as a school project to reflect Hawaii and Alaska joining the US.



Tips For Being A Better Ally

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Own your learning journey.

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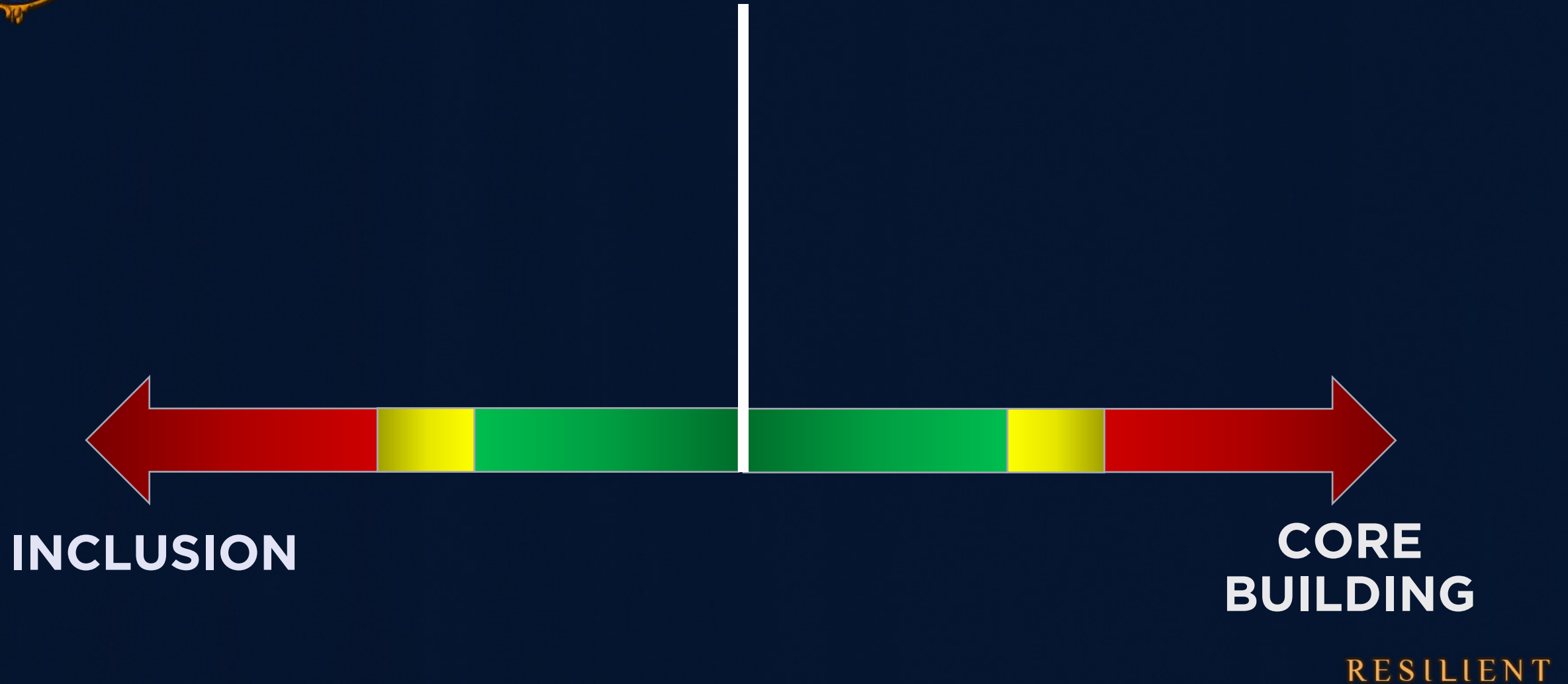


Tension #1

Unity \longleftrightarrow Diversity

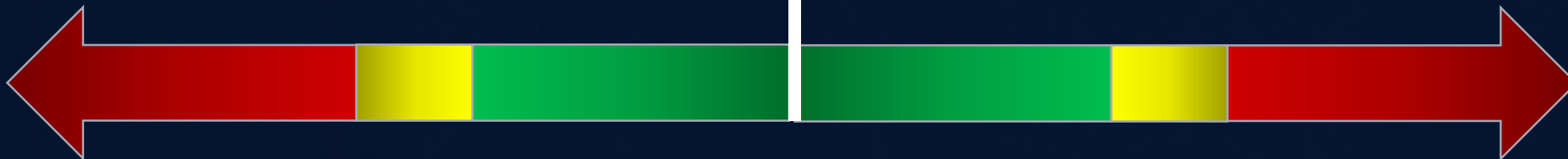


Tension #2





Tension #2



INCLUSION

**CORE
BUILDING**

RESILIENT



Diversity, Equity and Inclusion

Week 1: Explanation

Week 2: Assessment

Week 3: Application



Kids Question Hint

Write down any words that are in blue.



Why do we need to consider these ideas together?



Why do we need to consider these ideas together?

1. We are ambassadors of Christ, and ambassadors should understand the dominant ideology of their host country.



2 Corinthians 5:20a

²⁰ Therefore, we are ambassadors for Christ, God making his appeal through us.



Why do we need to consider these ideas together?

1. We are ambassadors of Christ, and ambassadors should understand the dominant ideology of their host country.
2. This ideology became dominant very quickly, and can be confusing, but we are called to consider thoughts and ideas and take them captive for Christ.



Yascha Mounk

The Identity Trap

“Over the course of the 2010s, the American view of identity took a dizzying turn. In the span of a decade, ideas that had once seemed unlikely to escape the ivory tower transmuted into a popular ideology with real influence in the mainstream. At the beginning of the decade, terms like ‘white privilege’ and ‘structural racism’ were barely recognizable outside rarefied intellectual circles.”



Regarding Race and Racism

- *New York Times* articles using the word “racist” increased by 700% between 2011 and 2019.
- Over the same period, the term increased by 1000% in *Washington Post* articles.



Regarding Gender and Sexual Identity

- May 2012: President Obama expresses his support for same-sex marriage.
- April 2015: Bruce Jenner publicly transitions to Caitlyn Jenner.
- June 2015: Obergefell v. Hodges led to the legal recognition of same-sex marriage in every state.



Yascha Mounk

The Identity Trap

“The changes to America’s elite culture that took place over the course of the past decade have been so rapid that they were virtually complete before most people even had a chance to understand their nature or their consequences.”



It can be confusing...

1. “Colorblindness” is seen as naïve or even destructive.
2. Segregation is often promoted.
3. Free speech is consistently challenged.



2 Corinthians 10:5

We destroy arguments and every lofty opinion raised against the knowledge of God, and take every thought captive to obey Christ.



Why do we need to consider these ideas together?

3. Unity is especially important to God, and we should analyze anything that could potentially challenge unity.



Philippians 2:1-2

So if there is any encouragement in Christ, any comfort from love, any participation in the Spirit, any affection and sympathy, complete my joy by being of the same mind, having the same love, being in full accord and of one mind.



Why do we need to consider these ideas together?

3. Unity is especially important to God, and we should analyze anything that could potentially challenge unity.
4. Ideas like diversity, equity, oppression and justice are very biblical categories, and we need to understand what they are and how to pursue them.



Micah 6:8

He has told you, O man, what is good;
and what does the LORD require of you
but to do justice, and to love kindness,
and to walk humbly with your God?

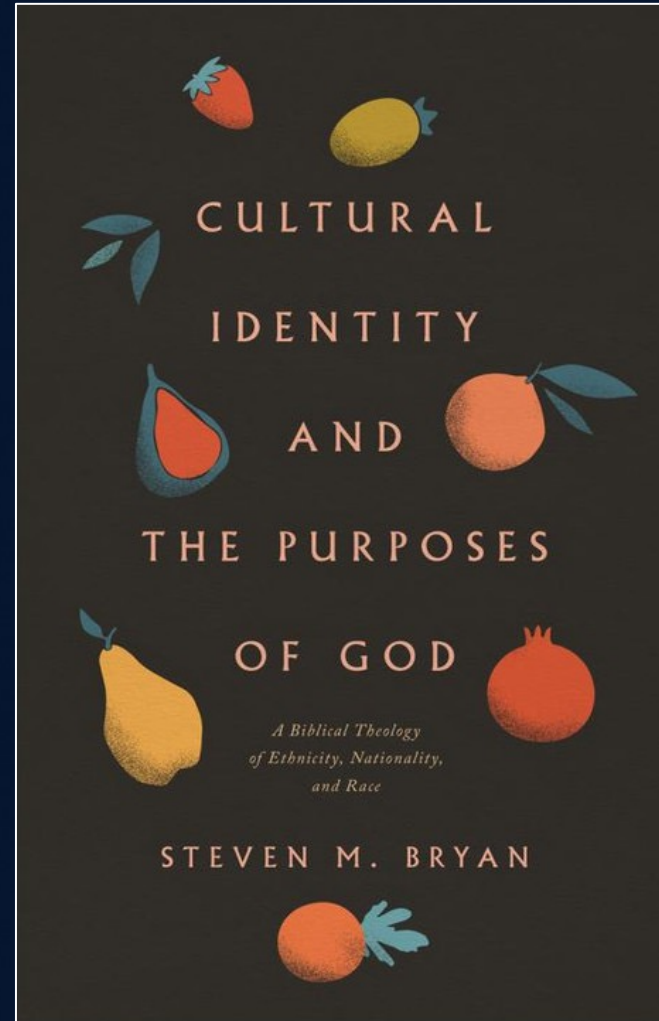


Foreword by Carl R. Trueman

Critical Dilemma

The Rise of Critical Theories
and Social Justice Ideology—
Implications for the Church and Society

Neil Shenvi and Pat Sawyer



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Four Key Principles of DEI Ideology

Neil Shenvi and Pat Sawyer

1. The Social Binary
2. Hegemonic Power
3. Lived Experience
4. Social Justice



1. The Social Binary

Society is divided into oppressed and oppressor groups along the lines of a variety of identity markers including race, class, gender, sexuality, physical ability, and so on.



1. The Social Binary

Oppressor/Dominant

Oppressed/Subordinate



1. The Social Binary

Oppressor/Dominant

Oppressed/Subordinate

1. An understanding of how power dynamics affect different identity groups is important.



1. The Social Binary

Oppressor/Dominant

Oppressed/Subordinate

1. An understanding of how power dynamics affect different identity groups is important.
2. The dominant group often has unearned advantages or privilege.

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Own your learning journey.

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1. The Social Binary

Oppressor/Dominant

Oppressed/Subordinate

1. An understanding of how power dynamics affect different identity groups is important.
2. The dominant group often has unearned advantages or privilege.
3. Intersectionality describes the possibility of belonging to multiple oppressed groups.



Suzanne Pharr

American Author and Social Justice Advocate

“It is virtually impossible to view one oppression, such as sexism or homophobia, in isolation because they are all connected: sexism, racism, homophobia, classism, ableism, anti-Semitism, ageism...To eliminate one oppression successfully, a movement has to include work to eliminate them all or else success will always be limited and incomplete.”



2. Hegemonic Power

Societal norms that allow for the dominant class to maintain power over the subordinate class.



2. Hegemonic Power

Oppressor/Dominant

Oppressed/Subordinate



2. Hegemonic Power

Oppressor/Dominant

Values / Customs / Standards / Knowledge

Oppressed/Subordinate



2. Hegemonic Power

Oppressor/Dominant

Values / Customs / Standards / Knowledge

Oppressed/Subordinate

1. Racism is no longer defined in the traditional way.



2. Hegemonic Power

Oppressor/Dominant

Values / Customs / Standards / Knowledge

Oppressed/Subordinate

1. Racism is no longer defined in the traditional way.
2. Because racism is seen to be structural in nature, it permeates nearly everything.



Derrick Bell

Law Professor and “Godfather” of Critical Race Theory

“...racism is an integral, permanent, and indestructible component of this society...racism lies at the center, not the periphery; in the permanent, not in the fleeting; in the real lives of black and white people, not in the sentimental caverns of the mind.”



2. Hegemonic Power

Oppressor/Dominant

Values / Customs / Standards / Knowledge

Oppressed/Subordinate

3. To overcome oppression, societal norms that support the hegemony must be dismantled (or proved arbitrary).



Mari Matsuda

American Law Professor and Activist

“[Critical Race Theory] expresses skepticism toward dominant legal claims of neutrality, objectivity, color blindness, and meritocracy.”



2. Hegemonic Power

Oppressor/Dominant

Values / Customs / Standards / Knowledge

Oppressed/Subordinate

3. To overcome oppression, societal norms that support the hegemony must be dismantled (or proved arbitrary).
4. The subordinate group is dominated “by consent.”



3. Lived Experience

The idea that oppressed people have innate authority and special access to truths about their oppression due to their experiences.



3. Lived Experience

Oppressor/Dominant

Values / Customs / Standards / Knowledge

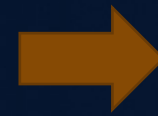
Oppressed/Subordinate



3. Lived Experience

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Values / Customs /
Standards / Knowledge

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3. Lived Experience

Oppressor/Dominant

Knowledge Produced through
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Values / Customs /
Standards / Knowledge

Oppressed/Subordinate

1. Experiences reveal systems of oppression so that they can be removed.



3. Lived Experience

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Values / Customs /
Standards / Knowledge

Oppressed/Subordinate

1. Experiences reveal systems of oppression so that they can be removed.
2. There is skepticism that members of different identity groups can truly understand each other.



3. Lived Experience

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Values / Customs /
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Oppressed/Subordinate

3. Great authority is given to the experiences of the oppressed.



3. Lived Experience

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Values / Customs /
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Oppressed/Subordinate

3. Great authority is given to the experiences of the oppressed.
4. An emphasis is placed on alternative ways of knowing based on intuition, emotion and storytelling.



Charles Lawrence

Law Professor most recently at the University of Hawaii

“We must learn to trust our own senses, feelings, and experiences and give them authority, even (or especially) in the face of dominant accounts of social reality that claim universality.”

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4. Social Justice

Action taken to eliminate structural oppression in order to liberate oppressed groups.



4. Social Justice

Oppressor/Dominant

Knowledge Produced through
Lived Experience

Oppressed/Subordinate



4. Social Justice

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Oppressed/Subordinate

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4. Social Justice

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Oppressed/Subordinate

1. The goal is equity (equal outcome) rather than mere equality (equal opportunity).



4. Social Justice

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Oppressed/Subordinate

1. The goal is equity (equal outcome) rather than mere equality (equal opportunity).
2. This may require unequal treatment of groups.



4. Social Justice

Oppressor/Dominant

Knowledge Produced through
Lived Experience



Oppressed/Subordinate

1. The goal is equity (equal outcome) rather than merely equality (equal opportunity).
2. This may require unequal treatment of groups.
3. Intentional action is necessary.



Ibrahim X. Kendi

How To Be An Antiracist

“What’s the problem with being ‘not racist’? It is a claim that signifies neutrality. ‘I am not racist, but neither am I aggressively against racism.’ But there is no neutrality in the racism struggle. The opposite of ‘racist’ isn’t ‘not racist.’ It is ‘antiracist.’”

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Kids Question



What were the **key words** today?



What were the key words today?

1. Ambassadors
2. Justice
3. One mind
4. Obey Christ



Proverbs 2:1-15

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