



# RESILIENT

## Critical Critique

Colossians 2:8-10



# Diversity Equity Inclusion



# Review: Week 1 - Introduction

Two Tensions:

Unity ↔ Diversity

Inclusion ↔ Core Building



# Review: Week 2 - Explanation

What are the key ideas  
that DEI rests on?



# Four Key Principles of DEI Ideology

Neil Shenvi and Pat Sawyer

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



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1. **The Social Binary**
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Oppressor/Dominant

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Oppressed/Subordinate



# Four Key Principles of DEI Ideology

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1. The Social Binary
- 2. Hegemonic Power**
3. Lived Experience
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Oppressor/Dominant

Societal Norms

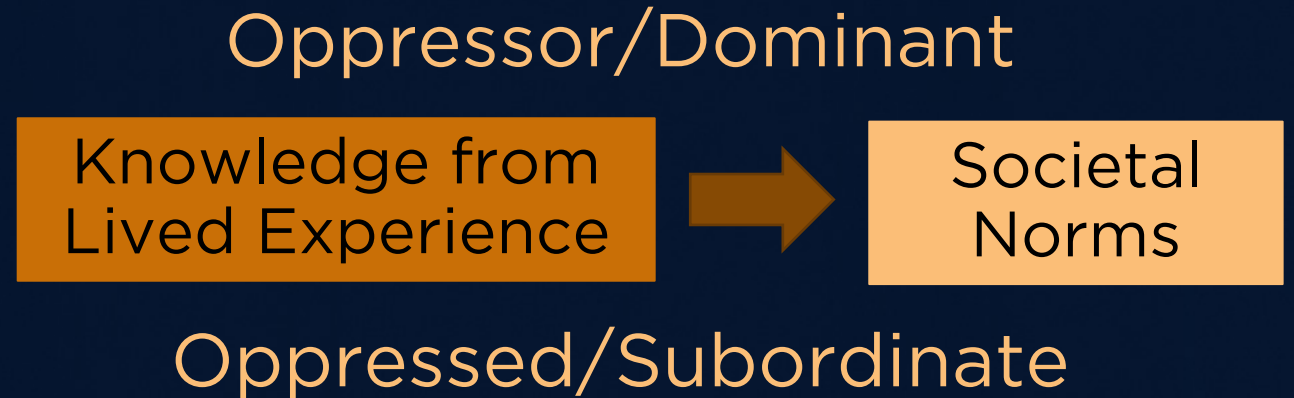
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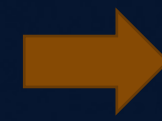
# Four Key Principles of DEI Ideology

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1. The Social Binary
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Oppressor/Dominant

Knowledge from  
Lived Experience



Societal  
Norms

Oppressed/Subordinate



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# Week 3: Assessment

Do DEI principles offer a positive contribution to our efforts to build a more just society?

Is it a mixed bag? Are there redeemable components combined with those we must reject? That is, do we eat the meat and spit out the bones?

Is this a helpful analytical tool for Christians to use in their pursuit of justice?



## Matthew 16:21-23

From that time Jesus began to show his disciples that he must go to Jerusalem and suffer many things from the elders and chief priests and scribes, and be killed, and on the third day be raised. And Peter took him aside and began to rebuke him, saying, “Far be it from you, Lord! This shall never happen to you.” But he turned and said to Peter, “Get behind me, Satan! You are a hindrance to me. For you are not setting your mind on the things of God, but on the things of man.”



## Colossians 2:8-10

See to it that no one takes you captive by philosophy and empty deceit, according to human tradition, according to the elemental spirits of the world, and not according to Christ. For in him the whole fullness of deity dwells bodily, and you have been filled in him, who is the head of all rule and authority.



# Kids Question Hint

Note each **Biblical Truth** that's listed.



# Positive Contributions



# Positive Contributions

Why describe the positive insights?

1. You probably don't understand a popular ideology if you cannot describe its appeal.
2. Fairly representing a viewpoint earns a certain amount of credibility and trust and allows for conversation.



# Positive Contributions

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# Positive Contributions

1. Many of us have been encouraged to become more familiar with our nation's racial history, and to consider how historical racism can have lingering effects.
2. Unjust systems do indeed exist, and it has been good for many of us to examine social power dynamics.
3. It has been healthy to recognize that a completely colorblind approach is not always helpful.
4. We have been encouraged to listen to people with different perspectives and backgrounds.



# The Dangers of DEI



# The Dangers of DEI

1. It is a comprehensive worldview.



# 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.”



# Ibram X. Kendi

## *How to Be Antiracist*

“To truly be antiracist is to be feminist. To truly be feminist is to be antiracist...We cannot be antiracist if we are homophobic or transphobic...To be queer antiracist is to understand the privileges of my cisgender, of my masculinity, of my heterosexuality, of their intersections.”



# Joseph R. Barndt

## *Becoming An Antiracist Church*

“Authentic anti-racism requires also authentic anti-sexism, anti-heterosexism, anti-classism, anti-nationalism, and so forth. An [antiracist] institution ... must be also working on similar institutional changes toward other socially oppressed groups.”





## 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.



# The Dangers of DEI

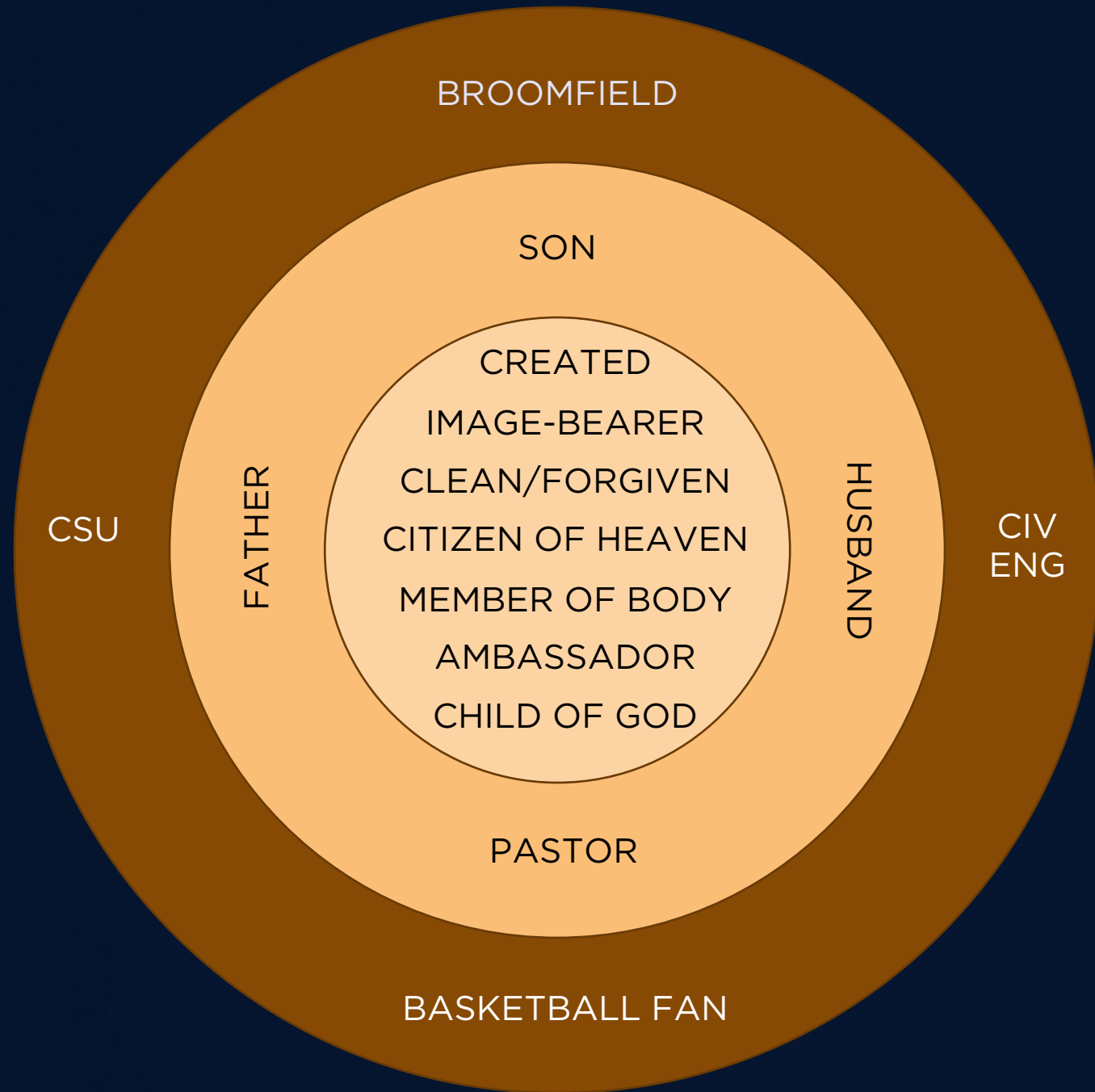
1. It is a comprehensive worldview.

**Biblical Truth:** Every thought must fit underneath God's thoughts.



# The Dangers of DEI

1. It is a comprehensive worldview.
2. It makes secondary identity characteristics primary.



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EVERYTHING  
ELSE

IDENTITY  
CHARACTERISTICS  
THAT HAVE LED TO  
FEELINGS OF  
EXCLUSION AND  
OPPRESSION

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## Philippians 3:7-9

But whatever gain I had, I counted as loss for the sake of Christ. Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ and be found in him, not having a righteousness of my own that comes from the law, but that which comes through faith in Christ, the righteousness from God that depends on faith...



# The Dangers of DEI

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2. It makes secondary identity characteristics primary.

**Biblical Truth:** The identity characteristics that God has given us for eternity are of greatest importance.



# The Dangers of DEI

1. It is a comprehensive worldview.
2. It makes secondary identity characteristics primary.
3. It emphasizes the subjective over the objective.





# Mari Matsuda

American Law Professor and Activist

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



**Donna Riley**

*Engineering and Social Justice*

“...getting beyond views of truth as objective and absolute is the most fundamental change we need in engineering education.”



# Richard Delgado and Jean Stefancic

*Critical Race Theory: An Introduction*

“Objective truth, like merit, does not exist.”



# 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.”



## Hebrews 4:12

For the word of God is living and active, sharper than any two-edged sword, piercing to the division of soul and of spirit, of joints and of marrow, and discerning the thoughts and intentions of the heart.



# The Dangers of DEI

1. It is a comprehensive worldview.
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3. It emphasizes the subjective over the objective.

**Biblical Truth:** Our feelings and experiences must defer to the objective truths written in God's Word.



# The Dangers of DEI

1. It is a comprehensive worldview.
2. It makes secondary identity characteristics primary.
3. It emphasizes the subjective over the objective.
4. Its default assumption is that societal norms are unjust.



# Elizabeth Conde-Frazier

## Claremont School of Theology

“Racism has built the epistemologies, worldviews, laws, and educational institutions of our times.”





# Ibram X. Kendi

“We have a hard time recognizing that racial discrimination is the sole cause of racial disparities in this country and in the world at large...When you truly believe that the racial groups are equal, then you also believe that racial disparities must be the result of racial discrimination.”



# Deuteronomy 5:16

Honor your father and your mother, as the LORD your God commanded you, that your days may be long, and that it may go well with you in the land that the LORD your God is giving you.



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**Biblical Truth:** Some standards, institutions, and norms are designed by God and objectively good.



# The Dangers of DEI

1. It is a comprehensive worldview.
2. It makes secondary identity characteristics primary.
3. It emphasizes the subjective over the objective.
4. Its default assumption is that societal norms are unjust.
5. It often produces disorder and division.



# Disorder and Division

1. Institutions often struggle to maintain standards of excellence and organizational health when immersed in these ideas.



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2. These ideas produce suspicion, leading to the assumption that racism and oppression are everywhere.



# Conor Barnes

## Former Activist

“Activists anxiously pore over interactions, looking for ways in which the mundane conceals domination. To see every interaction as containing hidden violence is to become a permanent victim, because if all you are is a nail, everything looks like a hammer.”



# Disorder and Division

1. Institutions often struggle to maintain standards of excellence and organizational health when immersed in these ideas.
2. These ideas produce suspicion, leading to the assumption that racism and oppression are everywhere.
3. These ideas also also assume that our ability to understand each other is limited.





# Janetta Johnson

## Transgender Rights Activist

“Don’t come to me, because you will never understand my perspective.”



# Disorder and Division

1. Institutions often struggle to maintain standards of excellence and organizational health when immersed in these ideas.
2. These ideas produce suspicion, leading to the assumption that racism and oppression are everywhere.
3. They also assume that our ability to understand each other is limited.
4. Encouraging the majority race to focus on their racial identity may actually intensify a sense of superiority.



# Yascha Mounk

## *The Identity Trap*

“At the same time, social psychology also suggests that it is very rare for people to act against the interests of what they regard as the most salient group to which they belong. If they primarily conceive of themselves in terms of an ethnically inclusive marker of collective identity, many Americans who happen to be white might come to stand in genuine solidarity with people who are not.”



# Yascha Mounk

## *The Identity Trap*

“But they are far less likely to do so if they come to think that their whiteness is their most important attribute ... white Americans are more, not less, likely to engage in out-group discrimination against ‘people of color’ if they are primed to think of belonging to a group defined by the color of their skin as their primary identity.”



# Emphasizing Universal Qualities Cultivates Unity

[The tongue] is a restless evil, full of deadly poison. With it we bless our Lord and Father, and with it we curse people who are made in the likeness of God. (James 3:8b-9)



## James 3:13-18

Who is wise and understanding among you? By his good conduct let him show his works in the meekness of wisdom. But if you have bitter jealousy and selfish ambition in your hearts, do not boast and be false to the truth. This is not the wisdom that comes down from above, but is earthly, unspiritual, demonic.



## James 3:13-18

For where jealousy and selfish ambition exist, there will be disorder and every vile practice. But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere. And a harvest of righteousness is sown in peace by those who make peace.



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**Biblical Truth:** God's wisdom results in peace, gentleness, reasonableness, mercy, impartiality, and righteousness.





# The Dangers of DEI

1. It is a comprehensive worldview.
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3. It emphasizes the subjective over the objective.
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5. It often produces disorder and division.
6. It presents an alternative, works-based gospel.



# 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.”



# Richard Day

Sociology Professor at Queen's University

“... we can never allow ourselves to think that we are ‘done,’ that we have identified all of the sites, structures, and processes of oppression ‘out there’ or ‘in here,’ inside our own individual and group identities.”



## Matthew 11:28-30

“Come to me, all who labor and are heavy laden, and I will give you rest. Take my yoke upon you, and learn from me, for I am gentle and lowly in heart, and you will find rest for your souls. For my yoke is easy, and my burden is light.”



## Romans 8:1-2

There is therefore now no condemnation for those who are in Christ Jesus. For the law of the Spirit of life has set you free in Christ Jesus from the law of sin and death.



## Romans 15:13

May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope.



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6. It presents an alternative, works-based gospel.

**Biblical Truth:** The gospel offers rest, freedom and hope.



# Kids Question





# Kids Question

What is one thing that God's wisdom gives us?



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