



**PROGRESS,
PROSPECTS,
AND THE
PANTA TA ETHNE.**

***PRIORITY**

MISSION LEADERS CONFERENCE | LOUISVILLE, KY | SEPTEMBER 2024



ALL-IN-ONE **SOFTWARE** FOR MISSIONS



sitestacker.com

THANKS TO CAPINCROUSE



Valuable Insight
to Help You
Change Lives

With over 50 years of experience serving churches and nonprofit organizations, we provide tailored strategies to help your organization thrive in a changing world.



audits | reviews | tax | consulting | cybersecurity

DEI DONE RIGHT: CHRISTIAN MISSIONS WITHOUT CRITICAL THEORY

Dr. Neil Shenvi

Missio Nexus

Sept. 12-14, 2024

~~“Diversity,
Equity, and
Inclusion”~~

Outline

- What's going on in our culture?"
 - "The Great Awakening"
 - Connection to "DEI"
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward


Smithsonian NMAAHC

"Whiteness and white racialized identity refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups of are compared."

TALKING ABOUT RACE | NMAAHC

ASPECTS & ASSUMPTIONS OF WHITENESS & WHITE CULTURE IN THE UNITED STATES

White dominant culture, or **whiteness**, refers to the ways white people and their traditions, attitudes and ways of life have been normalized over time and are now considered standard practices in the United States. And since white people still hold most of the institutional power in America, we have all internalized some aspects of white culture — including people of color.




Rugged Individualism

- The individual is the primary unit
- Self-reliance
- Independence & autonomy highly valued + rewarded
- Individuals assumed to be in control of their environment, "You get what you deserve"

Family Structure

- The nuclear family: father, mother, 2.3 children is the ideal social unit
- Husband is breadwinner and head of household
- Wife is homemaker and subordinate to the husband
- Children should have own rooms, be independent



Emphasis on Scientific Method

- Objective, rational linear thinking
- Cause and effect relationships
- Quantitative emphasis

Black Lives Matter

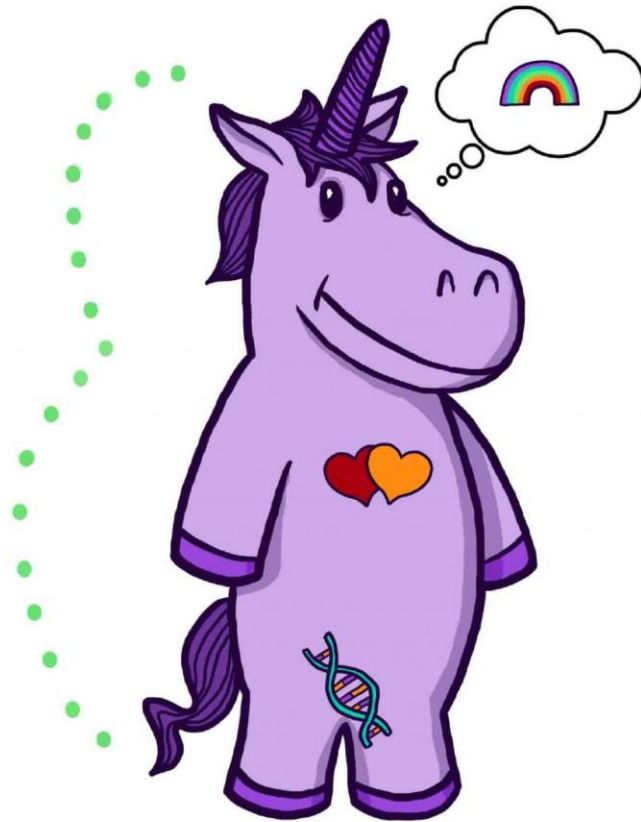
“We are self-reflexive and do the work required to dismantle cisgender privilege and uplift Black trans folk, especially Black trans women who continue to be disproportionately impacted by trans-antagonistic violence...

We foster a queer-affirming network. When we gather, we do so with the intention of freeing ourselves from the tight grip of heteronormative thinking, or rather, the belief that all in the world are heterosexual (unless s/he or they disclose otherwise).”



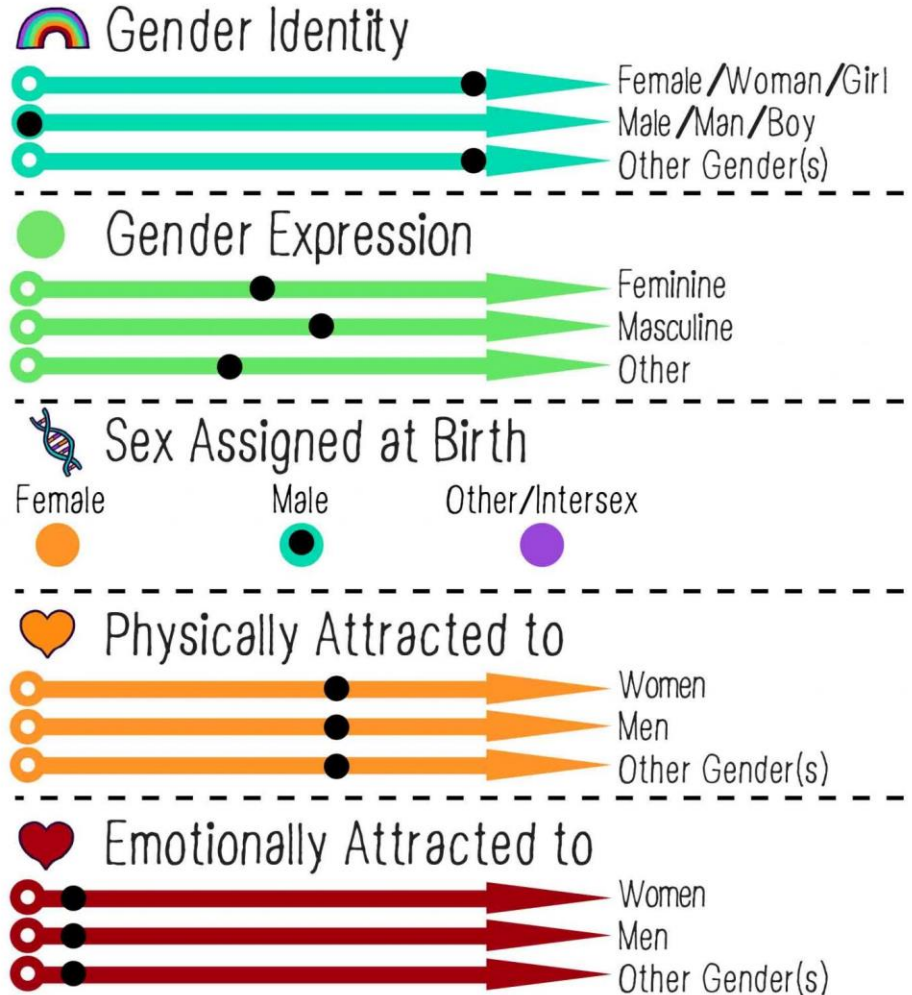
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



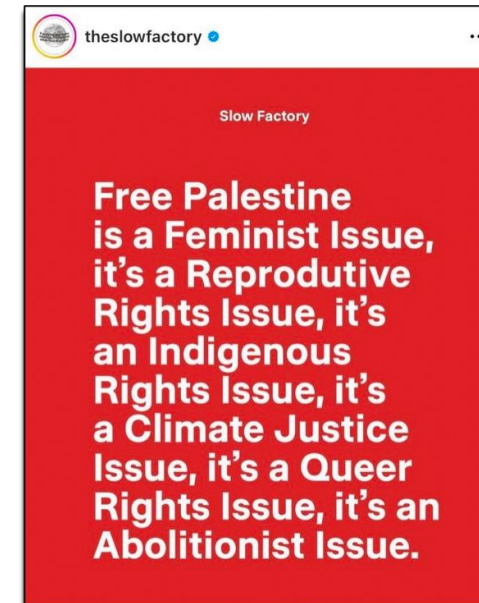
Queers for Palestine



BLACK LIVES MATTER GRASSROOTS STATEMENT IN SOLIDARITY WITH THE PALESTINIAN PEOPLE

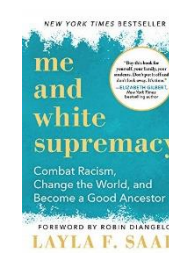
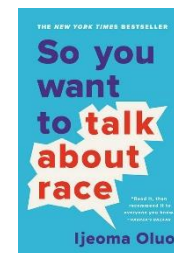
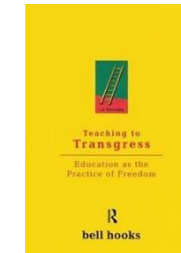
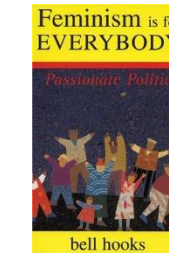
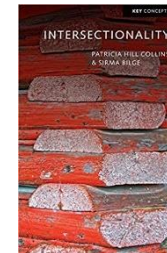
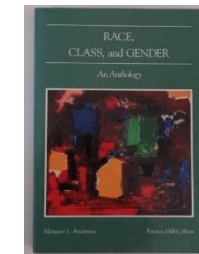
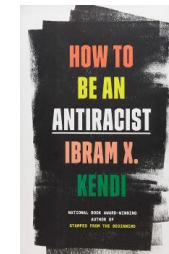
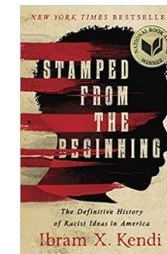
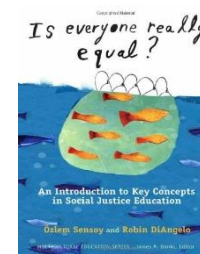
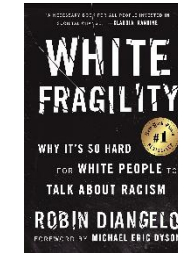
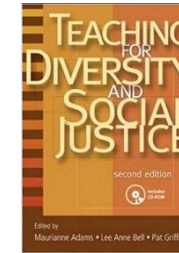
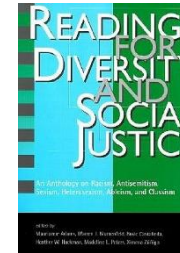


As the world is faced with deep questions about self-determination, as we all desire and pray for a world of peace,, we must stand unwaveringly on the side of the oppressed. When a people have been subject to decades of apartheid and unimaginable violence, their resistance must not be condemned, but understood as a desperate act of self-defense.



Connection to DEI

- Mauriane Adams
 - *Readings for Diversity and Social Justice*
 - *Teaching for Diversity and Social Justice*
- Robin DiAngelo
 - *White Fragility*
 - *What Does it Meant to Be White?*
 - *Is Everybody Really Equal?*
- Ibram X. Kendi
 - *Stamped from the Beginning*
 - *How To Be An Antiracist*
- Patricia Hill Collins
 - *Race, Class, and Gender*
 - *Intersectionality*
 - *Intersectionality as Critical Social Theory*
- bell hooks
 - *Feminism is for Everybody*
 - *Teaching to Transgress*
- Ijeoma Oluo
 - *So You Want To Talk About Race?*
- Layla Saad
 - *Me And White Supremacy*



Connection to DEI: Walmart

2. ***Racism*** is defined as social and institutional power combined with race prejudice. It is a system of advantage for those considered white, and of oppression for those who are not considered white. It is a white supremacy system supported by an all-class collaboration called "white" created to end cross racial labor solidarity.

XI. Internalized racial oppression

1. Internalized racial inferiority among people of color is manifested in multiple ways that include, but are not limited to, internalized negative messages about self and other people of color, distancing, exaggerated visibility, and protection of white people.

- “White supremacy culture” includes “defensiveness”
“quantity over quality” “worship of the written word”
“paternalism” “binary (either/or) thinking”
“powerhoarding” “individualism” “objectivity” (pp. 44-52)

Connection to DEI: AT&T



Books

[White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo](#)

[Just Mercy: A Story of Justice and Redemption](#)

[White Awake: An Honest Look at What's Really Going On in America Today by Hill](#)

[Stamped from the Beginning: The Defiant History of Racist Ideas in America by Ibram X. Kendi](#)

Is COVID-19 Helping Fight Racism?

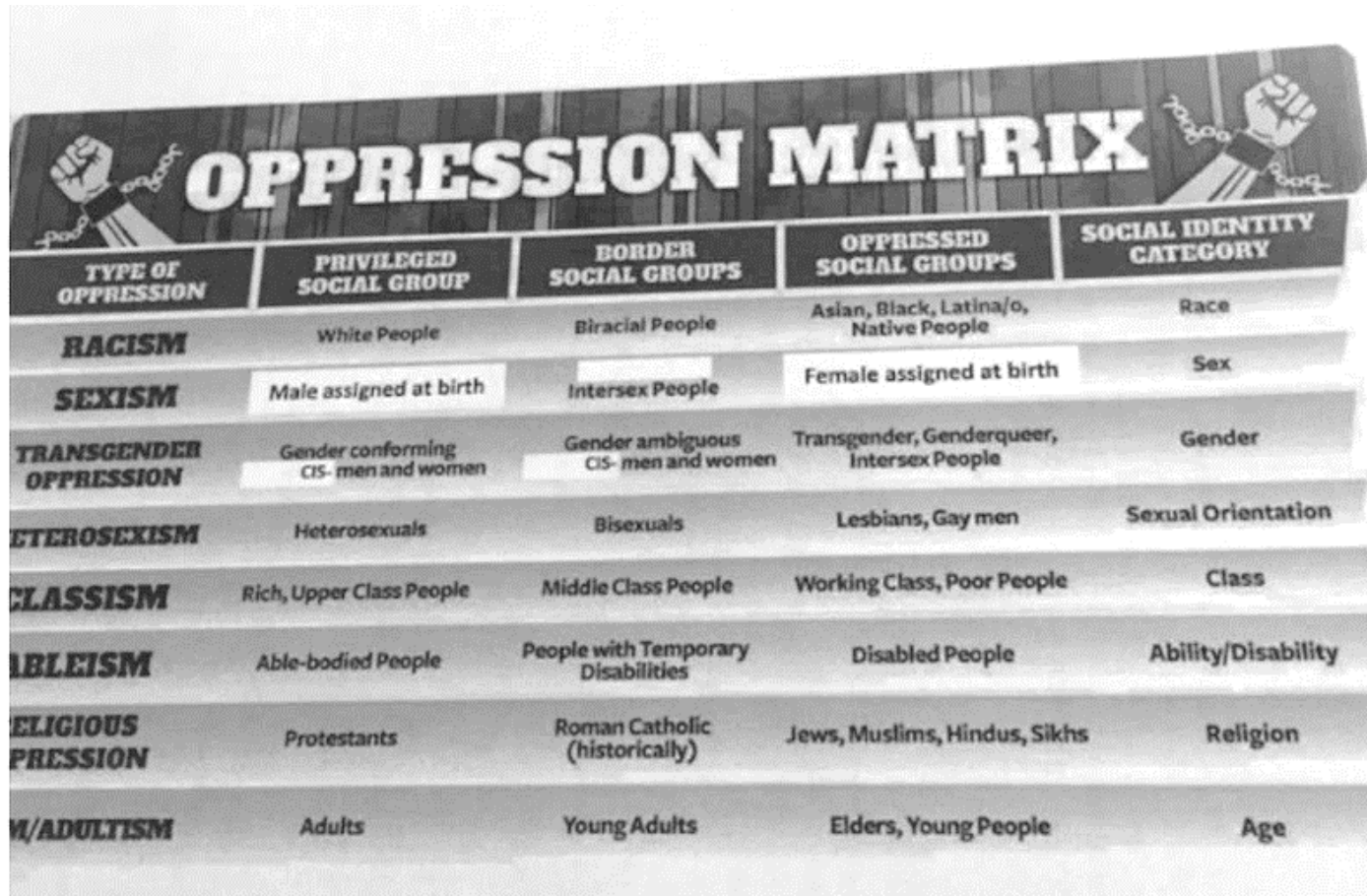
Korn Ferry's Andrés Tapia says the pandemic, as horrible as it has been, may be creating conditions that make people care more about racism.

Andrés Tapia is Korn Ferry's global diversity and inclusion strategist.

LISTEN

Breaking Green Ceilings Podcast amplifying the voices of environmentalists from historically underrepresented communities including Disabled, Queer, Trans, Black, Indigenous, People of Color and accomplices (episodes 1 hour)

Connection to DEI: Middle School teacher training program

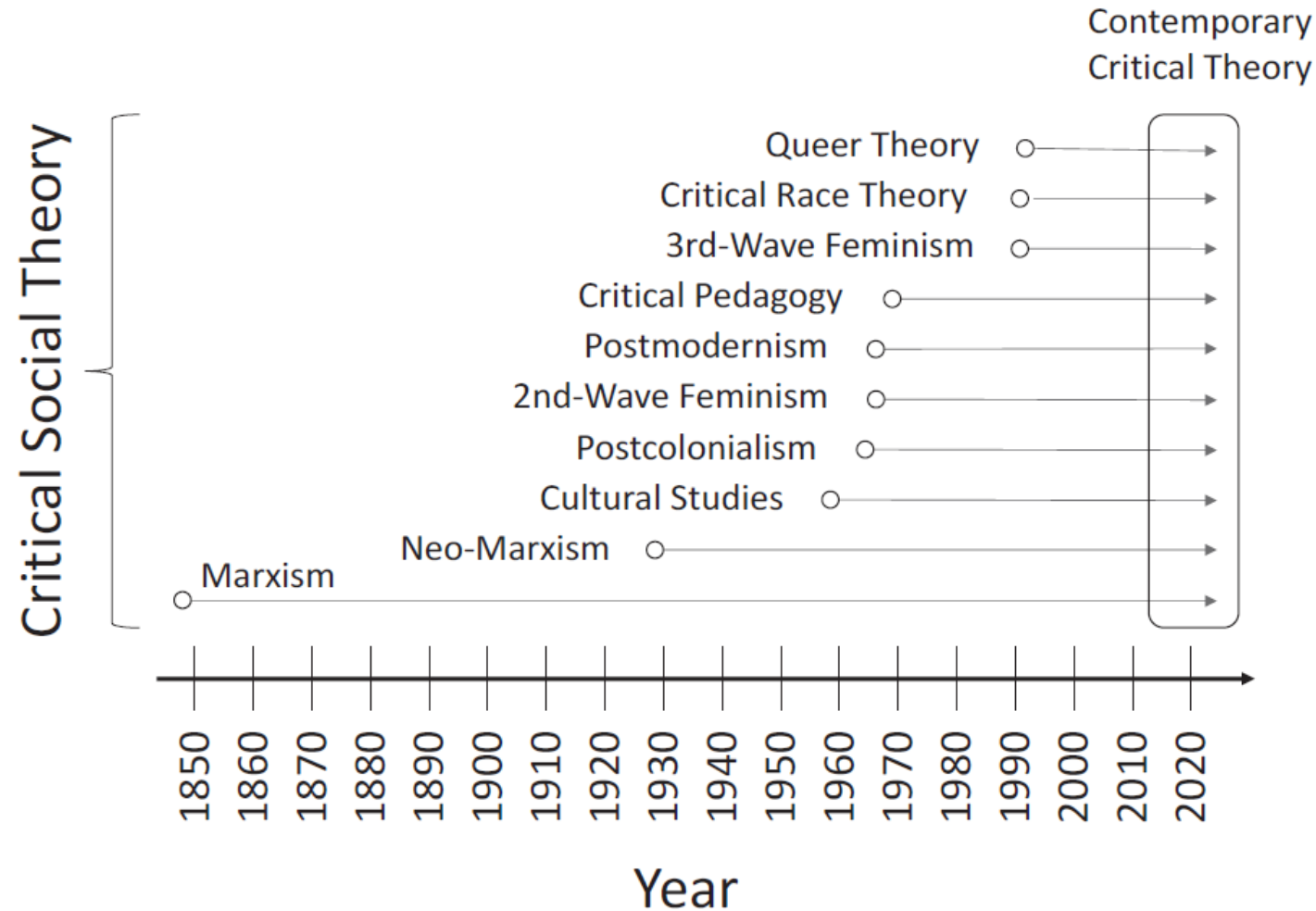


TYPE OF OPPRESSION	PRIVILEGED SOCIAL GROUP	BORDER SOCIAL GROUPS	OPPRESSED SOCIAL GROUPS	SOCIAL IDENTITY CATEGORY
RACISM	White People	Biracial People	Asian, Black, Latina/o, Native People	Race
SEXISM	Male assigned at birth	Intersex People	Female assigned at birth	Sex
TRANSGENDER OPPRESSION	Gender conforming CIS- men and women	Gender ambiguous CIS- men and women	Transgender, Genderqueer, Intersex People	Gender
ETEROSEXISM	Heterosexuals	Bisexuals	Lesbians, Gay men	Sexual Orientation
CLASSISM	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Class
ABLEISM	Able-bodied People	People with Temporary Disabilities	Disabled People	Ability/Disability
RELIGIOUS OPPRESSION	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus, Sikhs	Religion
YOUTH/ADULTISM	Adults	Young Adults	Elders, Young People	Age

Outline

- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
 - DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

The timeline of critical theory



The taxonomy of critical theory

“critical theory” = critical social theories

Neo-Marxism

**CULTURAL
STUDIES**

**Queer
Theory**

**CRITICAL
PEDAGOGY**

“Critical Theory”
= Frankfurt School



feminism

**GENDER
STUDIES**

**intro to
critical
race
theory**

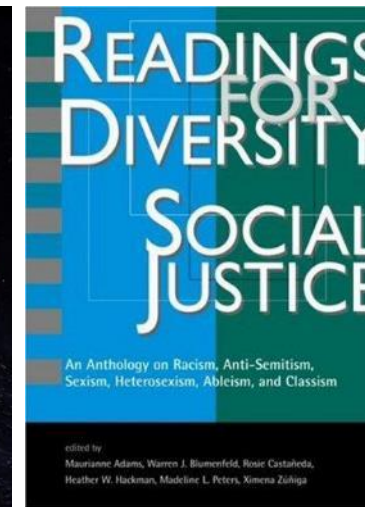
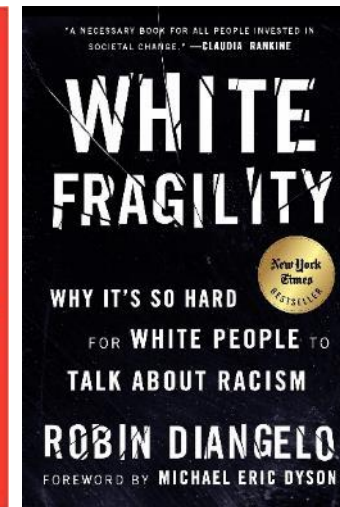
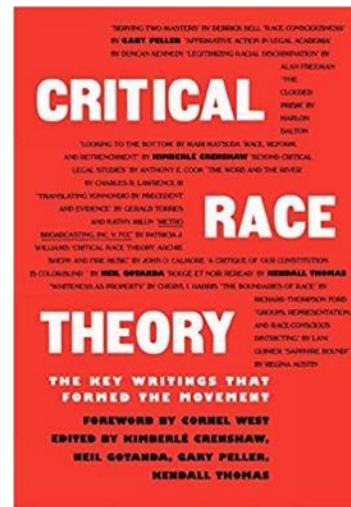
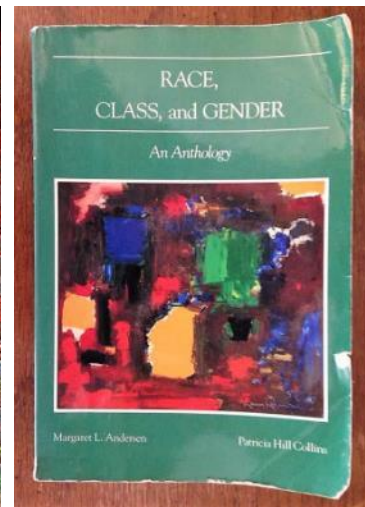
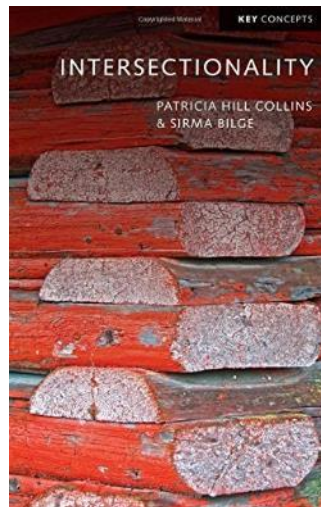
The central premises of contemporary critical theory

Premise I: Social binary

Premise II: Oppression through ideology

Premise III: Lived experience

Premise IV: Social justice



Outline

- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
 - DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

Idea #1: Society is divided into oppressed and oppressor groups

“For every social group, there is an opposite group... the primary groups that we name here are: race, class, gender, sexuality, ability status/exceptionality, religion, and nationality”

“*Oppression* describes a set of policies, practices, traditions, norms, definitions, and explanations (discourses), which function to systematically exploit one social group to the benefit of another social group. The group that benefits from this exploitation is termed the *dominant* (or agent) group, and the group that is exploited is termed the *minoritized* (or target) group.... **Sexism, racism, classism, ableism, and heterosexism are specific forms of oppression**” – Sensoy and DiAngelo, *Is Everyone Really Equal?* p. 44, 61



Premise #1: Society is divided into oppressed and oppressor groups

64

Is Everyone Really Equal?

Figure 5.1. Group Identities Across Relations of Power

Minoritized/Target Group	Oppression	Dominant/ Agent Group
Peoples of Color	Racism	White
Poor		
Working Class	Classism	Owning Class
Middle Class		
Women; Transgender; Genderqueer	Sexism	(cis)Men
Gays; Lesbians; Bisexuals; Two Spirit	Heterosexism	Heterosexuals
Muslims; Buddhists; Jews; Hindus; and other non-Christ- ian groups	Religious Oppression Anti-Semitism	Christians
People with Disabilities	Ableism	Able-bodied
Immigrants (perceived)	Nationalism	Citizens (perceived)
Indigenous Peoples	Colonialism	White Settlers

Outline

- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
 - DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

Premise #2: Oppression occurs through hegemonic power

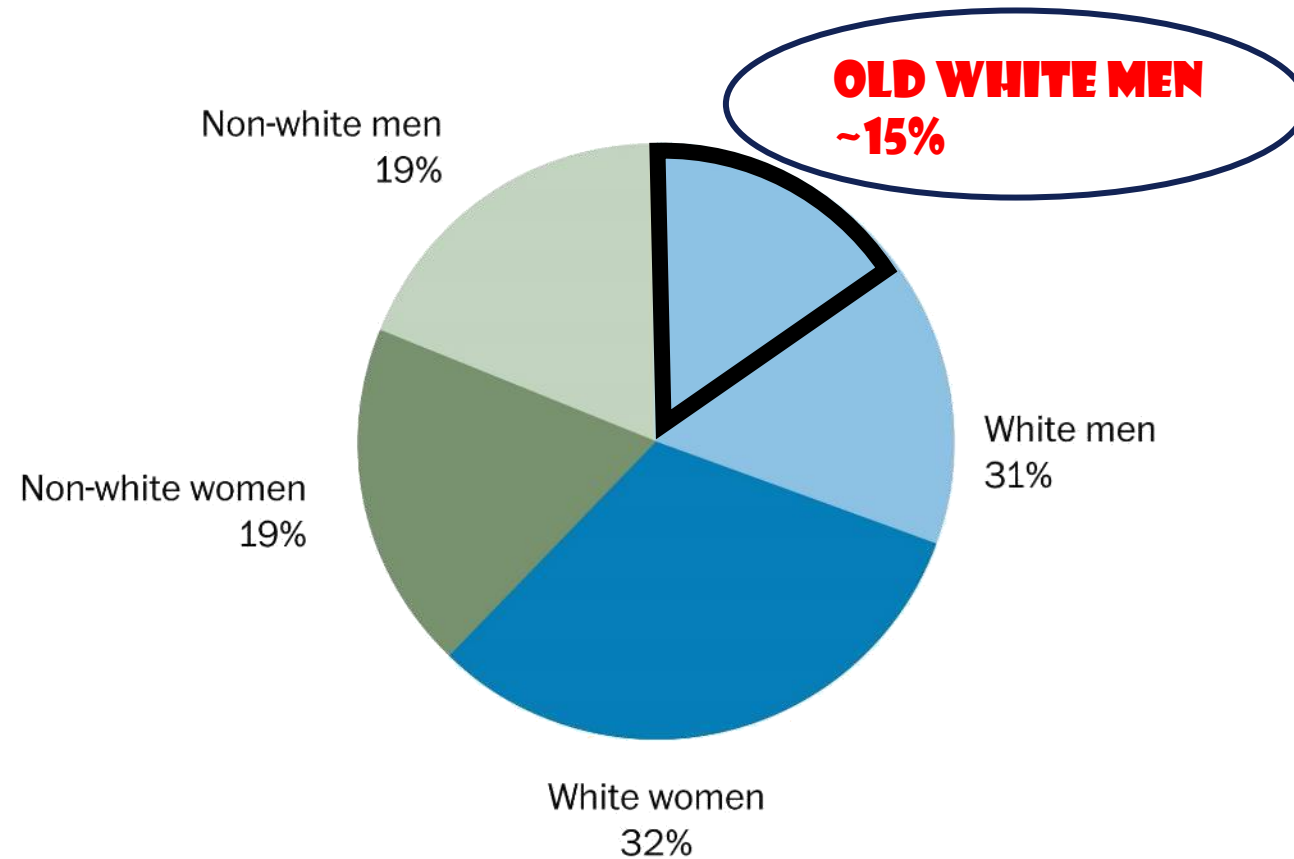
“*Hegemony* refers to the control of the ideology of society. **The dominant group maintains power by imposing their ideology on everyone**” - Sensoy and DiAngelo, *Is Everyone Really Equal?* p. 73



“oppression also traditionally carries a strong connotation of conquest and colonial domination... New left social movements of the 1960s and 1970s, however, shifted the meaning of the concept of oppression. **In its new usage, oppression designates the disadvantage and injustice some people suffer not because a tyrannical power coerces them, but because of the everyday practices of a well-intentioned liberal society...** Oppression in this sense is structural, rather than the result of a few people’s choices or policies. Its causes are embedded in **unquestioned norms, habits, and symbols.**” – Iris Young, “Five Faces of Oppression,” *Readings for Diversity and Social Justice*, p. 36



Premise #2: Oppression occurs through hegemonic power



Outline

- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
 - DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

Premise #3: 'Lived experience' gives oppressed groups privileged access to truth

“The idea that objectivity is best reached only through rational thought is a specifically **Western and masculine way of thinking** – one that we will challenge throughout this book.” – Margaret L. Andersen and Patricia Hill Collins, “Reconstructing Knowledge,” in Anderson and Collins, *Race, Class, and Gender*, p. 4-5



Premise #3: 'Lived experience' gives oppressed groups privileged access to truth

Oppression and epistemology:

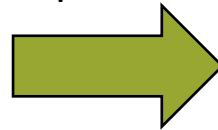


Privilege



Internalized oppression

Lived
experience



Liberatory consciousness

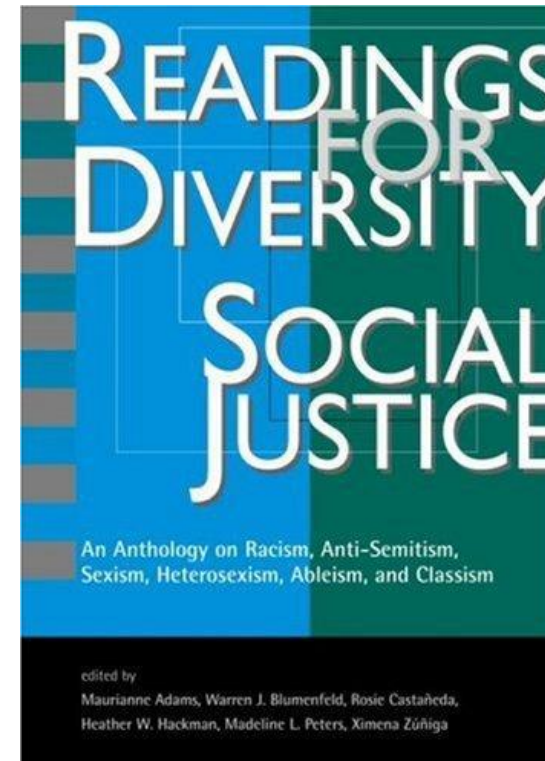
Outline

- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
 - DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

Premise #4: Social justice demands the liberation of oppressed groups

Definition of social justice:

“Prior to celebrating diversity, we must first eliminate intolerance. No matter what form it takes or who does it, we must all take action to stop intolerance when it happens. Working towards a celebration of diversity implies working for **social justice – the elimination of all forms of social oppression...** Social injustice takes many forms. It can be injustice based on a **person’s gender, race, ethnicity, religion, sexual orientation, physical or mental ability, or economic class.**” – Mary McClintock, “How to Interrupt Oppressive Behavior,” *Readings for Diversity and Social Justice*, p. 483



Outline

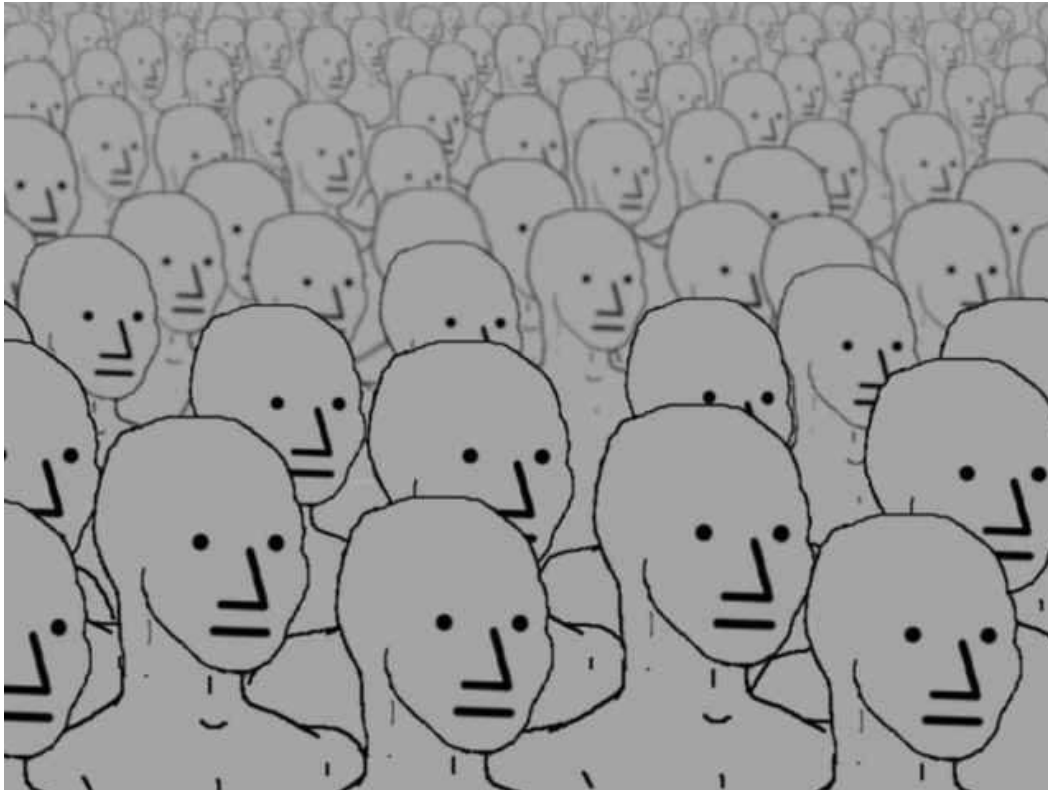
- What's going on in our culture?
- What is critical theory?
 - History
 - Premise 1: Social binary
 - Premise 2: Oppression through ideology
 - Premise 3: Lived experience
 - Premise 4: Social justice
- DEI Positives
- DEI Done Wrong
- Reclaiming Christianity community
- A way forward

Positives of “Diversity, Equity, and Inclusion”

- *Some* kinds of institutional diversity are good and should be encouraged
- Formal equality *does not* guarantee equality of opportunity
- Unequal treatment is *sometimes* fair
- Institutional culture can *sometimes* unfairly/unintentionally exclude or marginalize

Positives of “Diversity, Equity, and Inclusion”

Some kinds of institutional diversity are good and should be encouraged



Positives of “Diversity, Equity, and Inclusion”

Formal equality *does not* guarantee equality of opportunity



Positives of “Diversity, Equity, and Inclusion”

Unequal treatment is *sometimes* fair



Positives of “Diversity, Equity, and Inclusion”


Institutional culture can *sometimes* unfairly/unintentionally exclude or marginalize



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
 - Redefining oppression
 - Equalizing outcomes
 - Centering experience
- Reclaiming Christian community
- A way forward

Redefining Oppression

 Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Targeted Social Groups	Ism
Race	White People	Biracial People (White/Latino, Black, Asian)	Asian, Black, Latino, Native People	Racism
Sex	Bio Men	Transsexual, Intersex People	Bio Women	Sexism
Gender	Gender Conforming Bio Men And Women	Gender Ambiguous Bio Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Abled-Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Elders, Young People	Ageism/Adultism

Redefining Oppression

“We do not use traditional or popular meanings of oppression (such as a ruler’s tyrannical rule or a nation’s conquest and colonial domination of other peoples)... **Oppression is ‘structural’ and ‘systemic,’ and usually operates under the radar because it is part of an unequal society’s ‘unquestioned norms, habits, and symbols’; its ‘normal processes of everyday life’; and its ‘assumptions underlying institutional rules and the collective consequences of following those rules’**” – Adams et al. *Teaching for Diversity and Social Justice*, 247

“oppression is manifested through **racism, white privilege, and immigrant status; sexism, heterosexism, and transgender experiences; religious oppression and antisemitism; and classism, ableism, and ageism/adultism**...eradicating oppression ultimately requires **struggle against all its forms.**” *ibid*, 4-5



Redefining Oppression

“Antiracist policies cannot eliminate class racism without anticapitalism policies. Anticapitalism cannot eliminate class racism without antiracism.”

“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” - Kendi



Redefining Oppression

“People are just beginning to have a glimpse of what **oppression based on age involves...** Children are ... being considered helpless, dependent, and cute - creatures to be cherished and taken care of... but not full human beings to be deeply respected... and trusted with significant power. They experience **10-15 years of unpaid labor and brainwashing in our current form of education.**”



Redefining Oppression

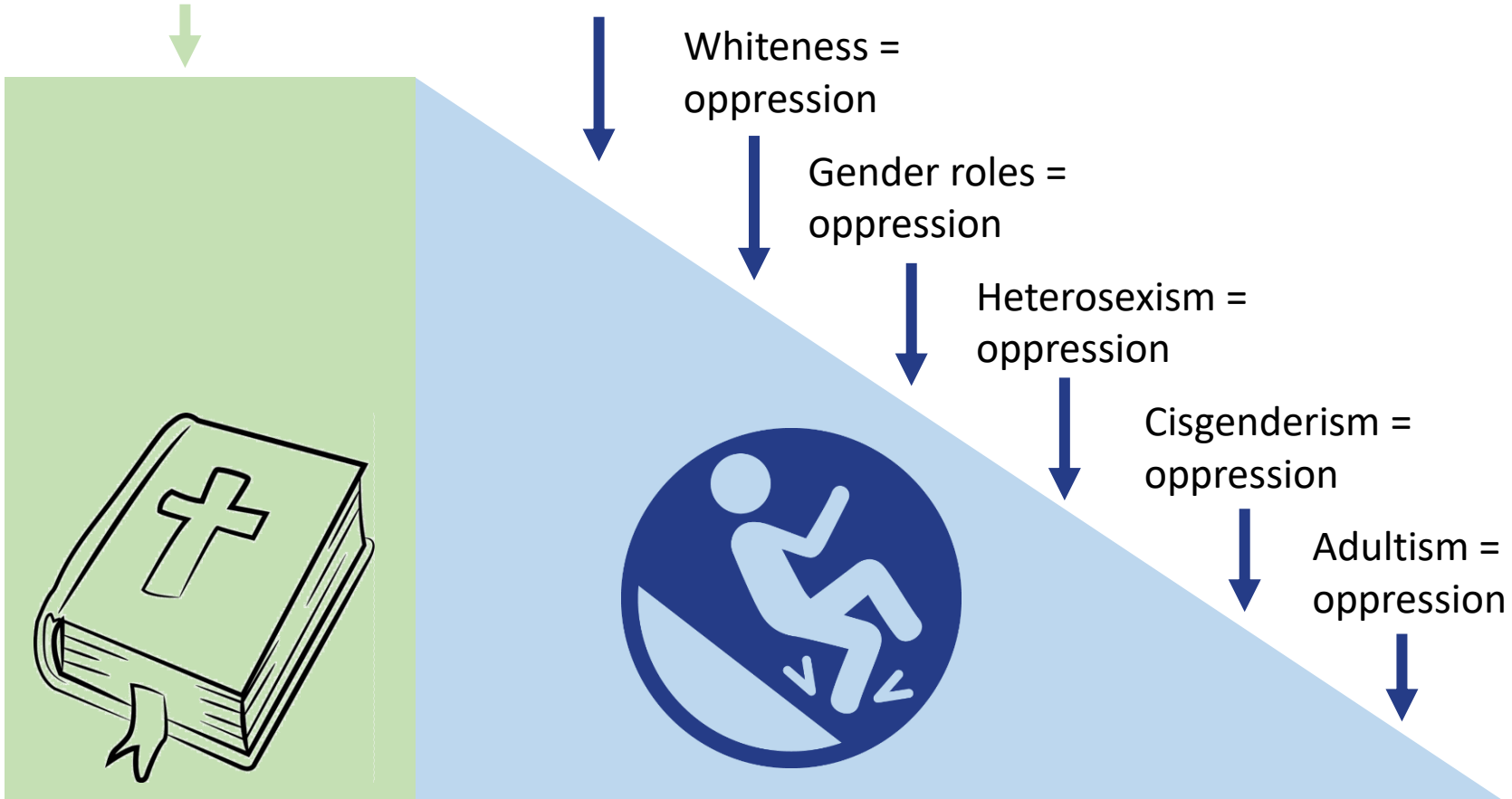
“the issue of intergenerational sex continues to be debated vigorously in many gay and lesbian communities. The protection of children is deemed by some to be ethically crucial to the development of gay identity, but **is dismissed by others as ‘erotic hysteria’** (Rubin, 1993:6). What is the status of different, and arbitrary, age-of-consent laws? **Do children have a sexuality and a right to sexual agency? Why is age –unlike, say, race or class– understood as a sexualized power-differential protected by law? Is it possible to eroticise children in an ethical way?** These are the questions commonly raised—and by no means yet resolved— in the controversy over intergenerational sex” – Jagose, *Queer Theory: An Introduction*, 70-71)



Redefining oppression

Oppression = Unjust, tyrannical treatment

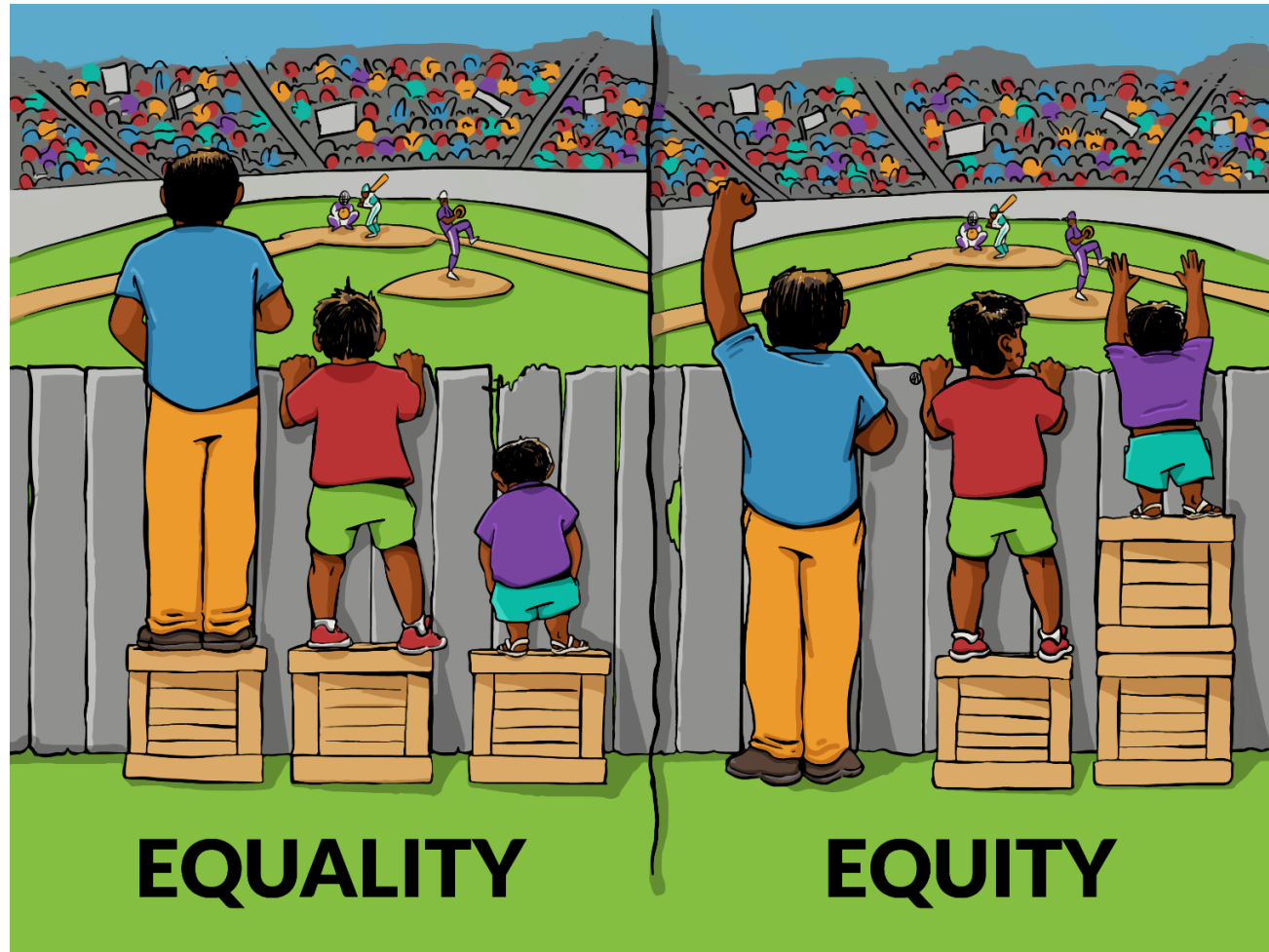
Oppression = Hegemonic norms



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
 - Redefining oppression
 - Equalizing outcomes
 - Centering experience
- Reclaiming Christian community
- A way forward

Equalizing outcomes



Interaction Institute for Social Change | Artist: Angus Maguire.

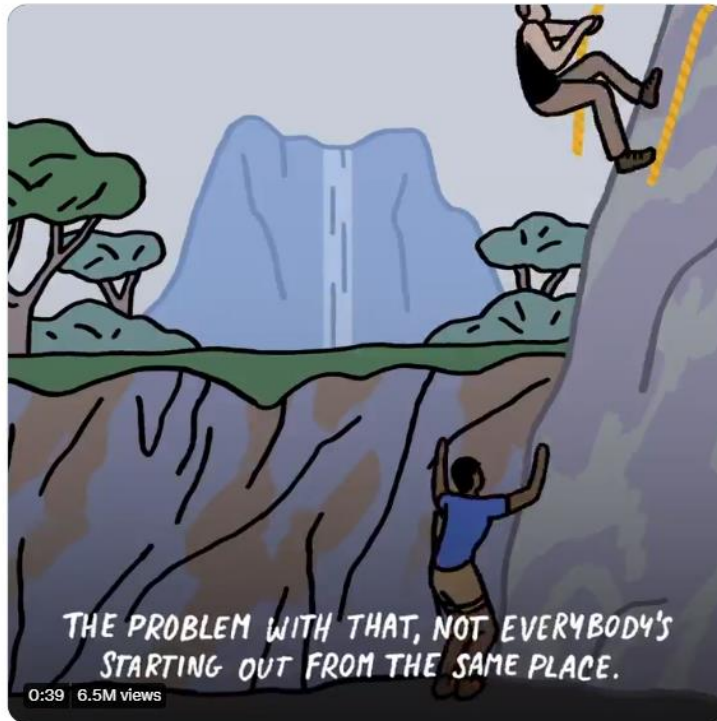
Equalizing outcomes



Kamala Harris
@KamalaHarris

United States government official

There's a big difference between equality and equity.



1:06 PM · Nov 1, 2020 · Twitter Media Studio

8,098 Retweets 14.1K Quote Tweets 42K Likes



Kamala Harris
@KamalaHarris

United States government official

There's a big difference between equality and equity.



1:06 PM · Nov 1, 2020 · Twitter Media Studio

8,098 Retweets 14.1K Quote Tweets 42K Likes

Equalizing outcomes

“racial discrimination is the sole cause of racial disparities in this country and in the world at large.” - Kendi, *Stamped from the Beginning*, p. 11

“When you truly believe that the racial groups are equal, then you also believe that racial disparities must be the result of racial discrimination” - Kendi, *Stamped from the Beginning*, p. 11

A racist policy is any measure that produces or sustains racial inequity between racial groups.... Racist policies have been described by other terms: **‘institutional racism,’ ‘structural racism,’ and ‘systemic racism.’** But those are vaguer terms than ‘racist policy’.... ‘Racist policy’ says exactly what the problem is and where the problem is... Racism itself is institutional, structural, and systemic” - Kendi, *How to Be an Antiracist*, p. 18



Equalizing outcomes

- Group disparities obscure individual variation
- Good and just systems produce disparities
- Not all policies to eliminate disparities are morally permissible
- Unintended consequences matter
- Pipeline problems should be considered

Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
 - Redefining oppression
 - Equalizing outcomes
 - Centering experience
- Reclaiming Christian community
- A way forward

Centering emotions/experience

“It is about race if a person of color thinks it is about race... whether or not someone is fallible is beside the point. We are, each and every one of us, a collection of our lived experiences...And **our experiences are valid.**” - Oluo



Centering emotions/experience

- Don't equate impact with intent...your words or behavior had a negative impact on those around you, and that's what matters. **Apologize and do better next time.**
- **Don't demand proof of a POC's lived experience or try to counter their narrative with the experience of another POC.**
- Do not chastise POCs (or dismiss their message) because they express their grief, fear, or anger in ways you deem "inappropriate." Understand that historically, we white people have silenced voices of dissent and lament with our cultural idol of "niceness." **Provide space for POCs to wail, cuss, or even yell at you.** Jesus didn't hold back when he saw hypocrisy and oppression; POCs shouldn't have to either.
- Don't get defensive when you are called out for any of the above. When a POC tells you that your words/tone/behavior are racist/oppressive/triggering, **you stop. Don't try to explain yourself (see #6.)**



Centering emotions/experience

- Our compassion must be grounded in truth
- Our emotions must be reformed to Scripture
- Our experiences are fallible

Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
 - Scripture over everything
 - Mission over diversity
 - Opportunity over equity
 - Agape over inclusion
 - Scripture over feelings
- A way forward

Scripture over diversity

“After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands, and crying out with a loud voice, ‘**Salvation belongs to our God who sits on the throne, and to the Lamb!**’” - Rev. 7:9-10

“Ethnic diversity is not virtuous in and of itself. **Hell is also a very diverse place.** . . . Unity is not virtuous in itself. Hell is also a very unified place.” – Shai Linne, *The New Reformation*, p. 20-21

Scripture over equity

“You shall do no injustice in court. **You shall not be partial to the poor or defer to the great**, but in righteousness shall you judge your neighbor.” – Lev. 15:19

“So Peter opened his mouth and said: “Truly I understand that **God shows no partiality**, but in every nation anyone who fears him and does what is right is acceptable to him.” – Acts 10:34-35

“My brothers and sisters, believers in our glorious Lord Jesus Christ **must not show favoritism**.” – James 2:1

Scripture over feelings

“The heart is deceitful above all things, and desperately sick; who can understand it?” – Jer. 17:9

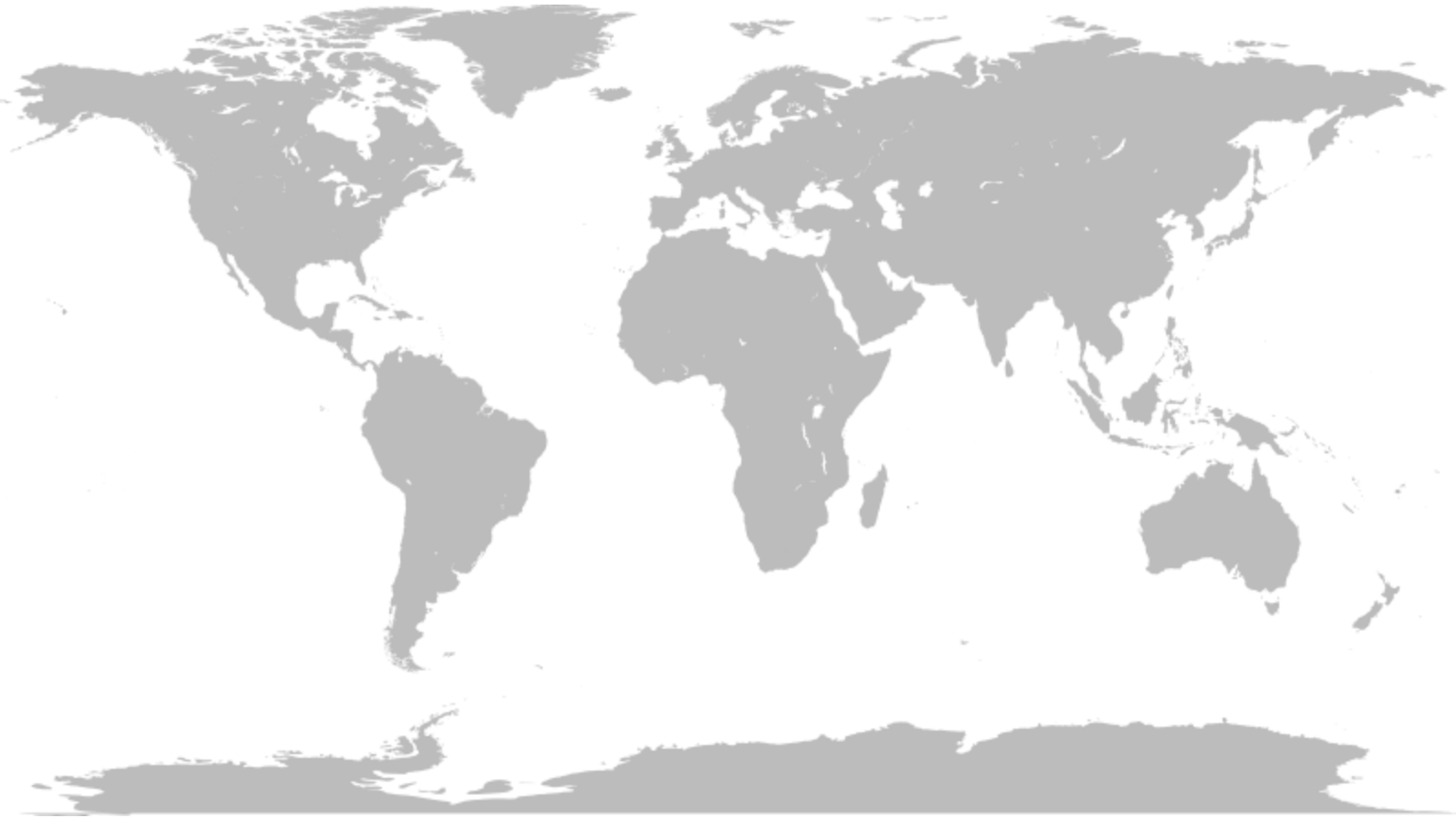
“There is a way that seems right to a man, but its end is the way to death.” – Prov. 14:12

“The one who states his case first seems right, until the other comes and examines him.” – Prov. 18:17

Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
 - Scripture over everything
 - Mission over diversity
 - Opportunity over equity
 - Agape over inclusion
 - Scripture over feelings
- A way forward

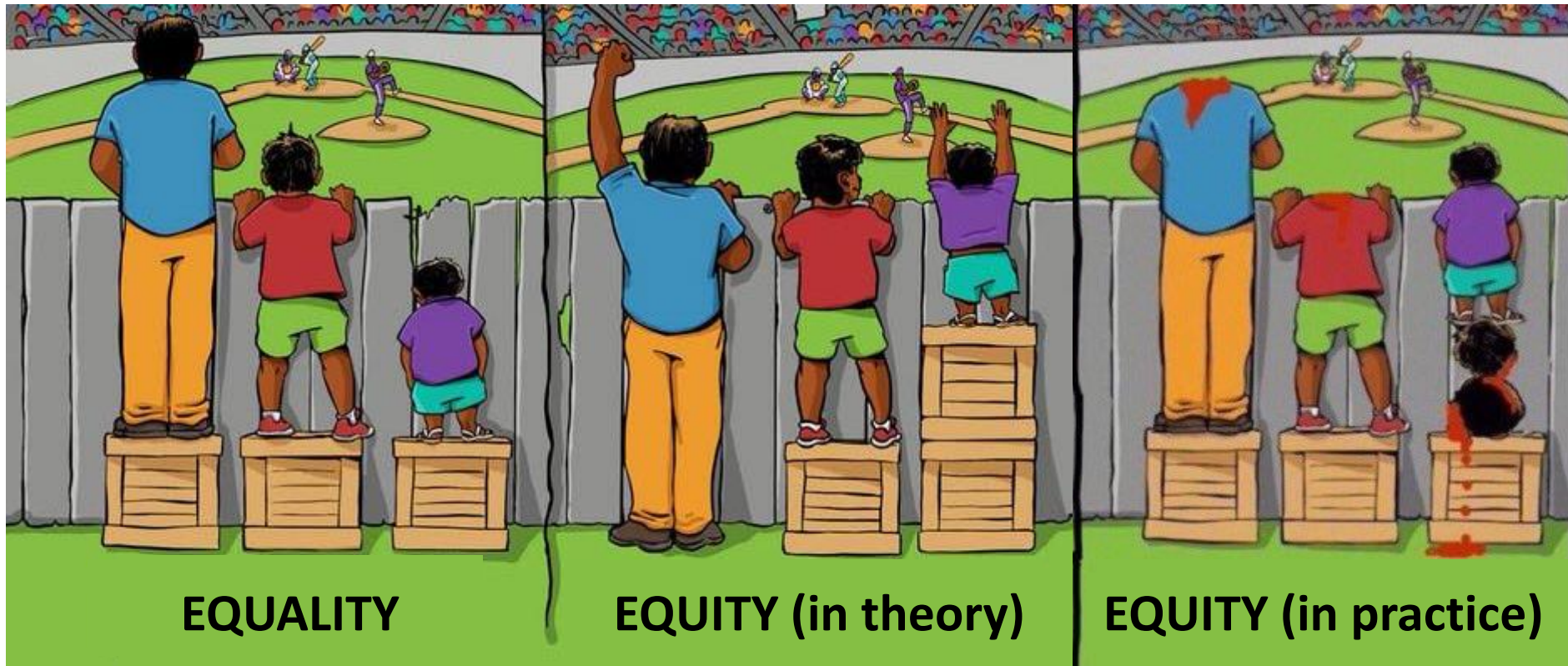
Mission over diversity



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
 - Scripture over everything
 - Mission over diversity
 - Opportunity over equity
 - Agape over inclusion
 - Scripture over feelings
- A way forward

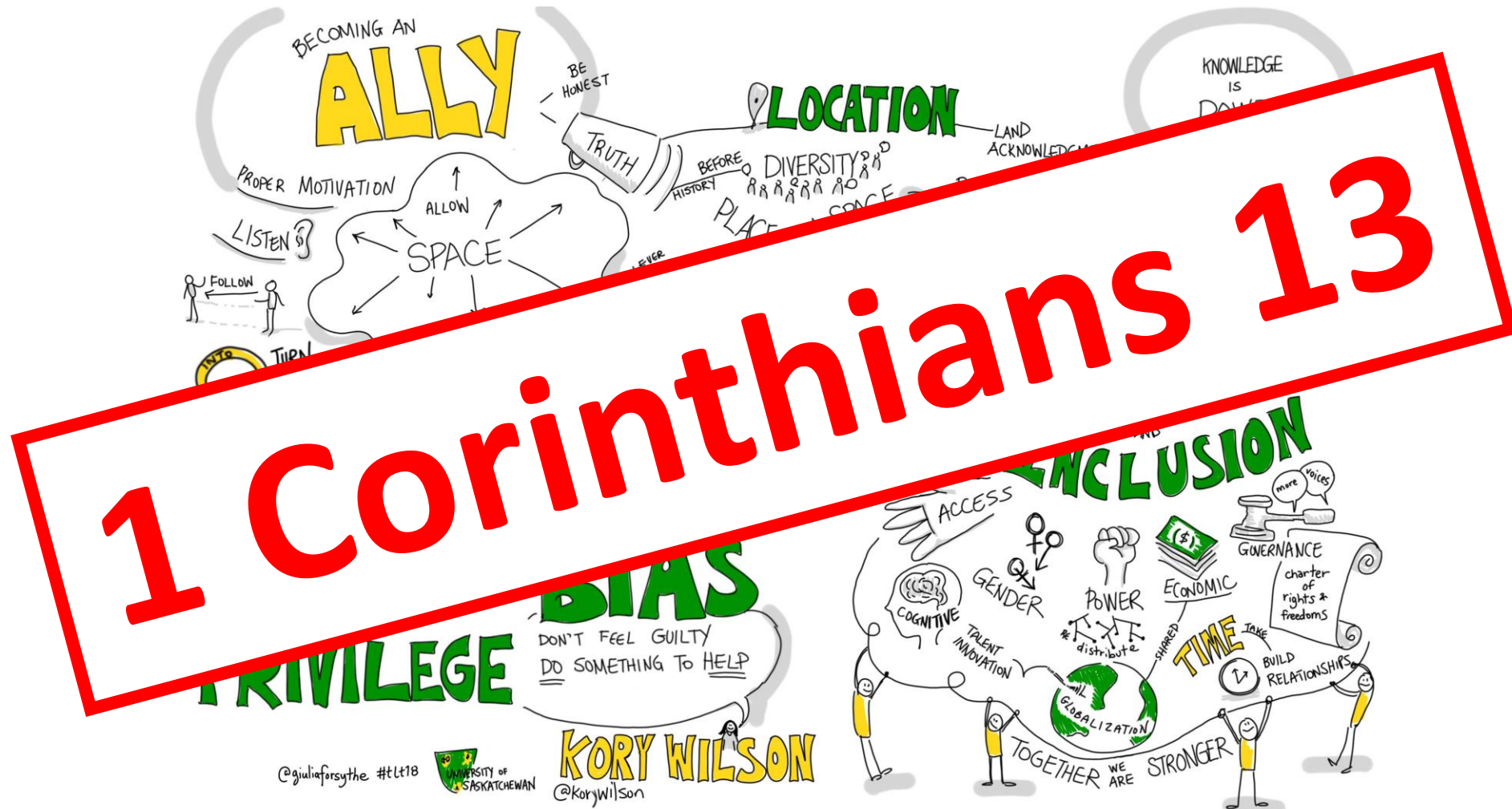
Opportunity over equity



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
 - Scripture over everything
 - Mission over diversity
 - Opportunity over equity
 - Agape over inclusion
 - Scripture over feelings
- A way forward

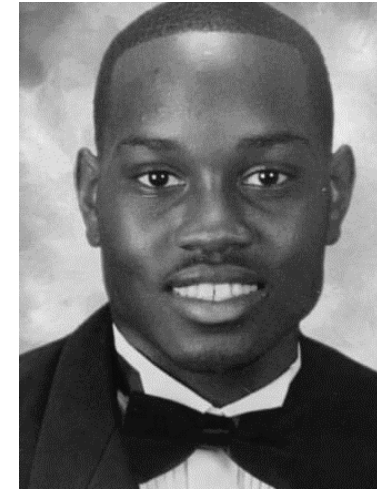
Agape over Inclusion



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
 - Scripture over everything
 - Mission over diversity
 - Opportunity over equity
 - Agape over inclusion
 - Scripture over feelings
- A way forward

Truth over Feelings



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
- A way forward
 - Mutual accountability
 - Broad reading
 - Unity in Christ

Mutual accountability

- Active listening – rephrase their arguments in your own words in a way they'd affirm
- Shared responsibility – speak to others the way you'd want to be spoken to
- Build consensus:
 - “Define the racial problem”
 - “Identify what we have in common”
 - “Recognize our cultural or racial differences”
 - “Create solutions that answer the concerns of the racial outgroup”
 - “Find a compromise solution that works best for all”

Example: Racial representation

A small Bible college has a student body that is 80% white and a faculty that is 90% white. A number of Black students have expressed dissatisfaction at the lack of Black representation. In response, the administration has committed to creating a student body that is 30% non-White and a faculty that is 20% non-White by 2025. A group of anonymous students and parents has written an open letter protesting the adoption of “Critical Race Theory” by the college.



The “Progressive” Perspective

- The Bible college was founded by whites trying to avoid school integration
- Blacks were explicitly prohibited from attending
- Given its history, Blacks are uncomfortable applying to the college
- POC on campus feel culturally isolated
- Students and faculty were largely silent after the murders of Ahmaud Arbery and George Floyd



The “Conservative” Perspective

- No current policies discriminate against Blacks
- Racial preferences in admission or hiring are a form of partiality, which the Bible forbids
- The college draws heavily from the local county, which is 75% white
- Student protests repeatedly promoted the Black Lives Matter organization



THE Biblical Solution

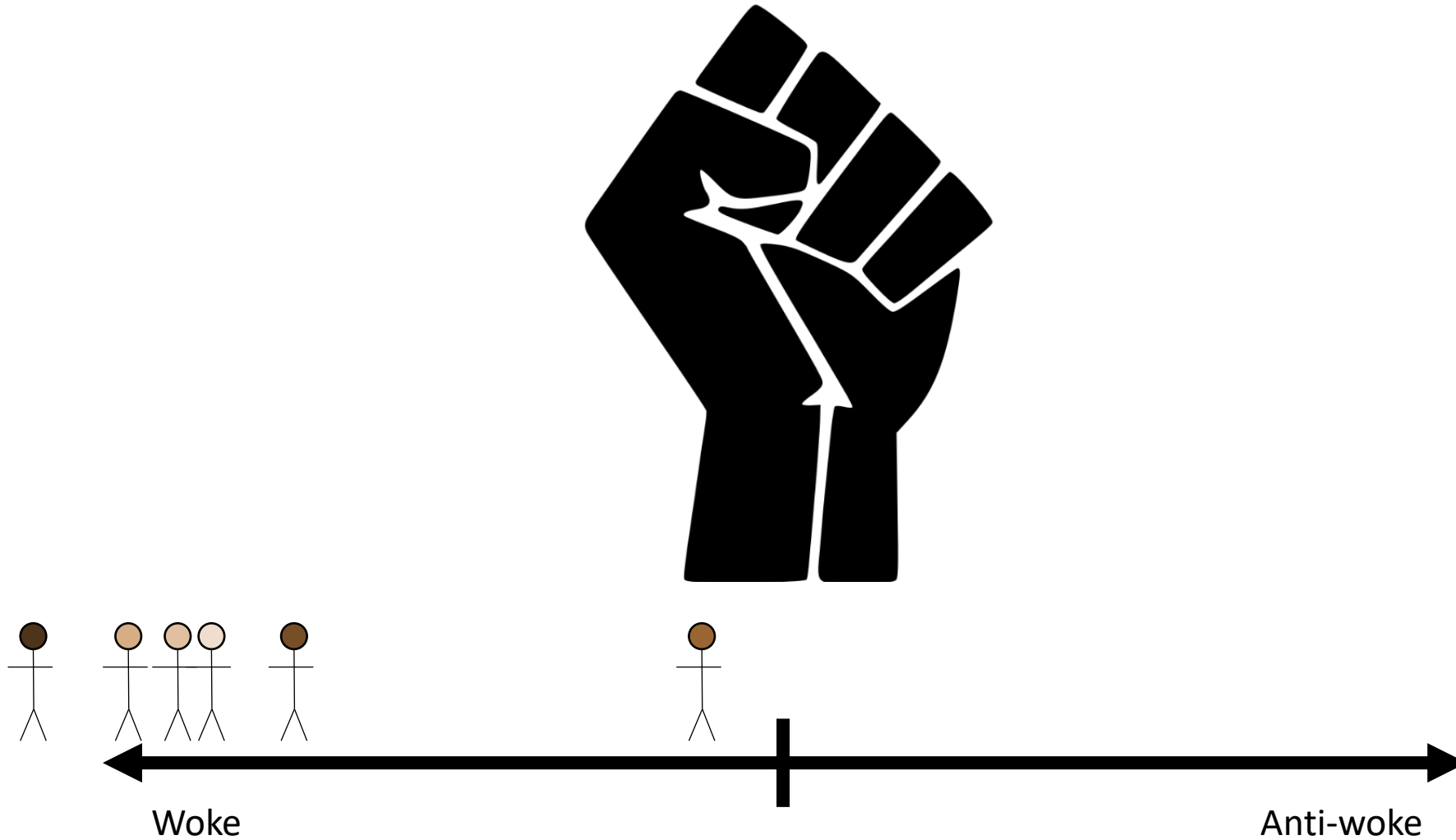


Potential Compromises

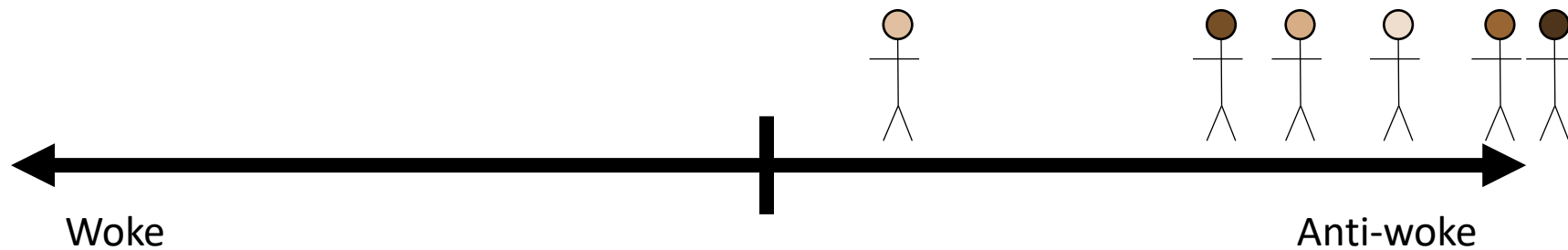
- Creation of **multi-perspective** council on race
- Active recruitment of Black students
- Partnership with local schools/communities
- Culture as one aspect of qualification
- Removal of percentages in favor of procedures
- Series of talks on race and biblical theology
- School-wide recognition of college's racial history



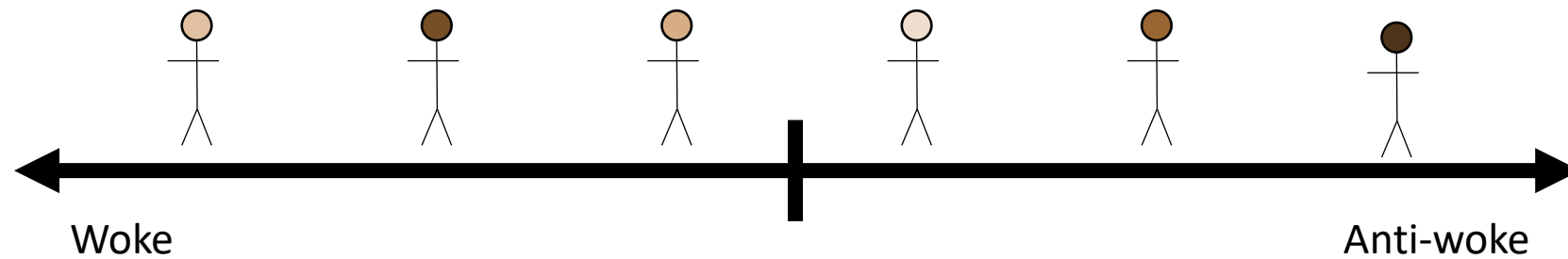
Wokeham University Panel on Race



American Freedom College Panel on Race



Missio Nexus Panel on Race



Potential Compromises

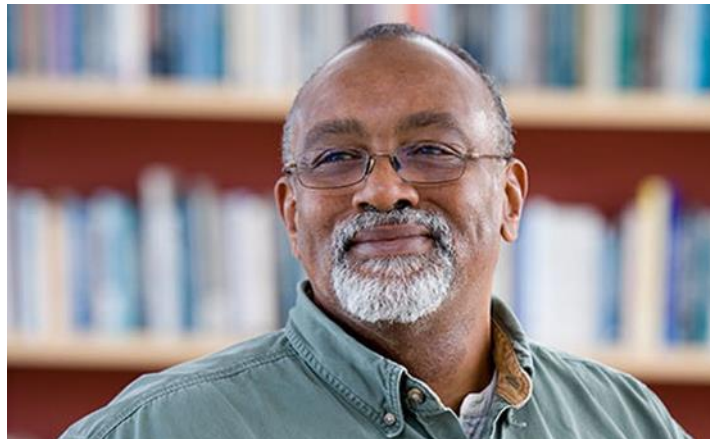
- Creation of **multi-perspective** council on race
- Active recruitment of Black students
- Partnership with local schools/communities
- Culture as one aspect of qualification
- Removal of percentages in favor of procedures
- Series of talks on race and biblical theology
- School-wide recognition of college's racial history



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
- A way forward
 - Mutual accountability
 - Broad reading
 - Unity in Christ

Read broadly



Outline

- What's going on in our culture?
- What is critical theory?
- DEI Done Wrong
- Reclaiming Christian community
- A way forward
 - Mutual accountability
 - Broad reading
 - Unity in Christ

Unity in Christ

“I, as a Black, dreaded, hip-hop head from West Philly, have fundamentally more in common with a White coal miner from the mountains for West Virginia, a White stay-at-home mom from South Dakota, or an aging Chinese-American doctor from the Bay Area –if they are Christians– than I have with my Black, hip-hop head cousin from South Philly who doesn’t know Christ! **This is the glory and beauty of the new humanity**” – Linne, *The New Reformation*, p. 191



Acknowledgements

Dr. Christina Shenvi



- shenviapologetics.com/slides/
- criticaldilemma.com/
- Twitter @NeilShenvi

Dr. Pat Sawyer

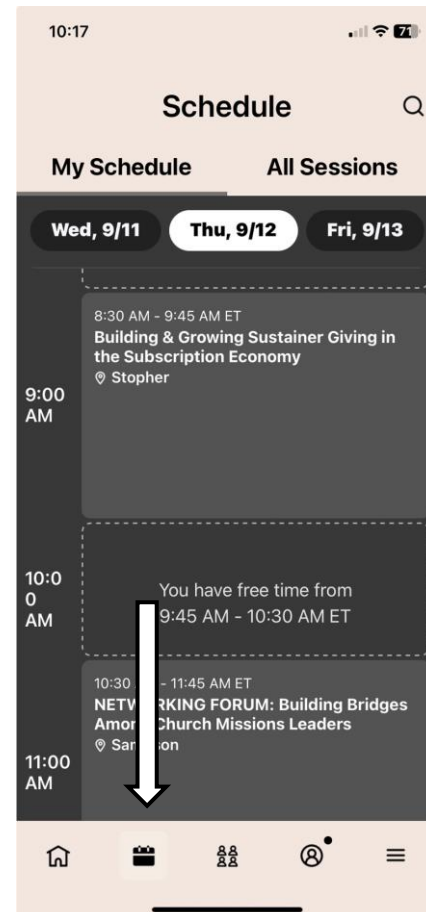


YOUR INPUT MATTERS!

Please take a moment to complete the workshop survey in the conference app.

To access the survey, the workshop must be Included in your schedule.

To add to your schedule, click on the schedule icon at the bottom of your screen.



Next, find your workshop and click on the + to add it to your schedule.

Once added, click on the workshop title to see the workshops details including the survey.

