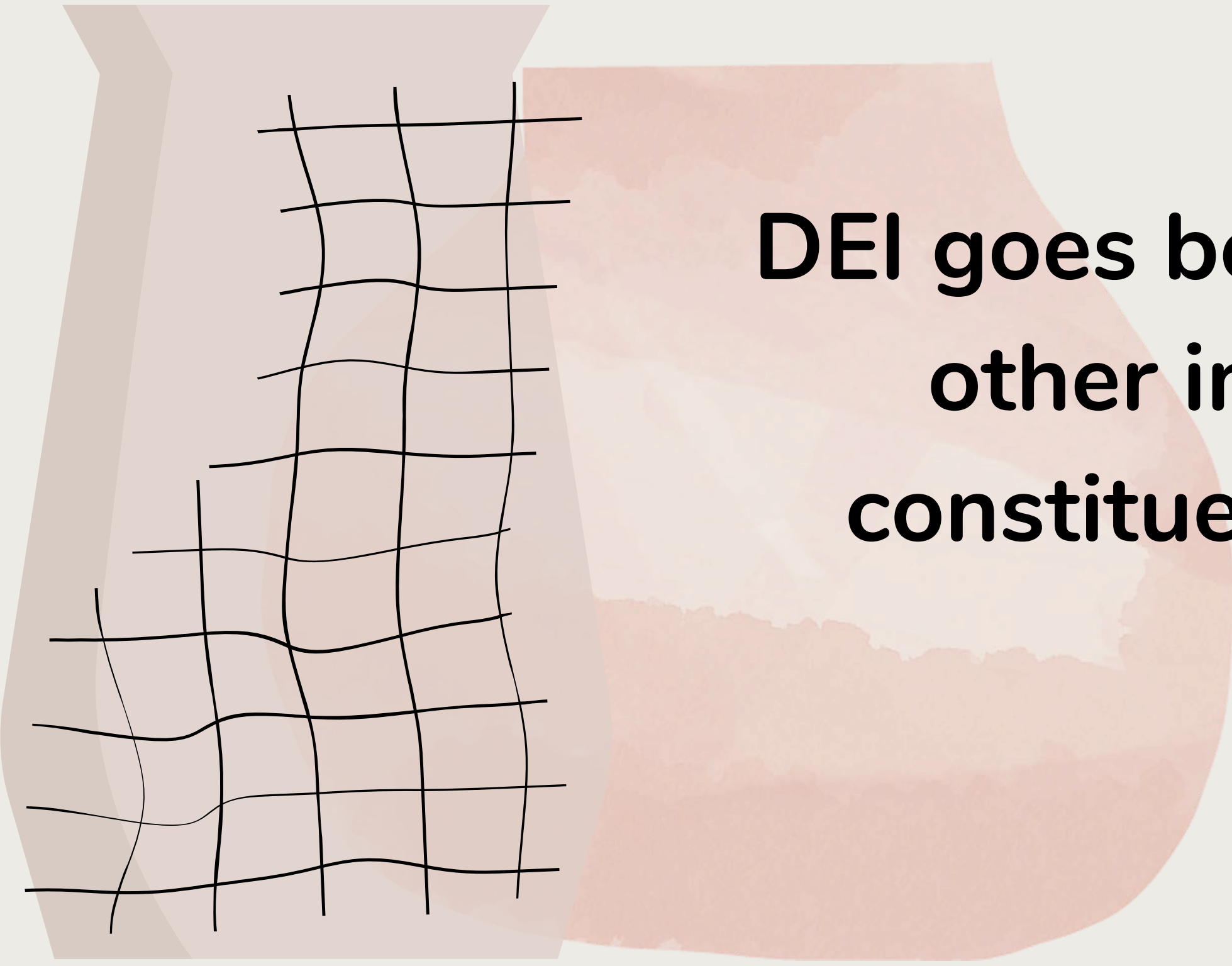


A Vibrant Table

Weaving DEI into our daily life

DANILIE C. HILERIO VILLANUEVA
PW CHURCHWIDE CATHERING
AUGUST 2024

**DEI stands for Diversity, Equality
and Inclusion as an acronym,
among so many others we use to
shorten our dialogues.**



**DEI goes beyond race to explore
other intersections where
constituents face exclusion.**

DEI TERMS

General Terms	Race and Ethnicity	Gender Identity	Functional Diversity	Socio-economic
Ageism	BIPOC	Gay	Ableism	Colonialism
Assimilation	Critical Race Theory	Gender	Accessibility	Cultural Appropriation
Belonging	Emotional Tax	Cisgender	Accommodation	Cultural Competence
Bias	Ethnocentrism	Heteronormativity	Disability	Cultural Humility
Classism	Ethnicity	Heterosexism	Neurodiversity	Empire religion
Diversity	Imposter Syndrome	Homophobia		Environmental justice
Equity	Indigenous	Lesbian		Marginalization (the margins)
Identity	Native	LGBTQIA+		Oppression
Inclusion (inclusive/inclusion)	Prejudice	Misgender		Power
Micro-affirmations	Race	Misogyny		Privilege
Microaggression	Undocumented	Non-binary		Settler colonialism
Intersectionality	White privilege	Sexual Orientation		Social Construct
Othering (other/othering)	Woke	Transgender		Underserved
Polarization		Transphobia		Underrepresented
Prophetic		Xenophobia		
Racism				
Radical welcome				
Sexism				
Tokenism				
Transformation				

CULTURAL PERCEPTION AND CONVERSATIONS



CULTURAL PERCEPTION AND CONVERSATIONS



PW BACKGROUND ON DEI





Racism


The PW Purpose guides us "to build an inclusive caring community of women." That's why Presbyterian Women has made a commitment to [racial equity](#). PW groups actively seek to build and live into God's [beloved community](#), where everyone's gifts are valued and difference is appreciated. They will raise awareness of the systems of privilege that favor some and exclude others. This commitment means that speaking out against and dismantling racism in the world is a natural outlet for PW's justice and peace work.

The Presbyterian Church (U.S.A.)'s [Office of Gender and Racial Justice](#) provides numerous resources for groups interested in dismantling racism, including workshops on cultural humility and power and privilege. Their suggestions and training for worship-based action can help PW groups or congregations start conversations about racial justice. Racial Equity and Women's Intercultural Ministries' [Facing Racism: A Vision of the Intercultural Community](#) is a free, six-session study guide about racism in relation to faith.

PW DEI ADVISORY GROUP



GATHERING HORIZONS MAGAZINE BIBLE STUDY RESOURCES BLOG SHOP CONNECT  0 [DONATE](#)

WHO WE ARE WHAT WE DO OUR IMPACT GIVING & FUNDING NEWS & EVENTS 

RACIAL EQUITY DIALOGUE

Racial Equity Dialogue

RACIAL EQUITY DIALOGUE

The purpose of the Racial Equity Dialogue (RED) teams in the Synods is to fulfill the PW purpose and (support the PCUSA Matthew 25 Initiative) by “building an inclusive, caring community” that “works for justice and peace” through the use of dialogue as a tool for building relationships among and between women from different racial ethnic groups and backgrounds.

The basic function of the PW Racial Equity Dialogue seeks to:

PW DEI ADVISORY GROUP

01

**Recommend
short- and long-
term strategies.**

02

**Study/review
the patterns of
participation.**

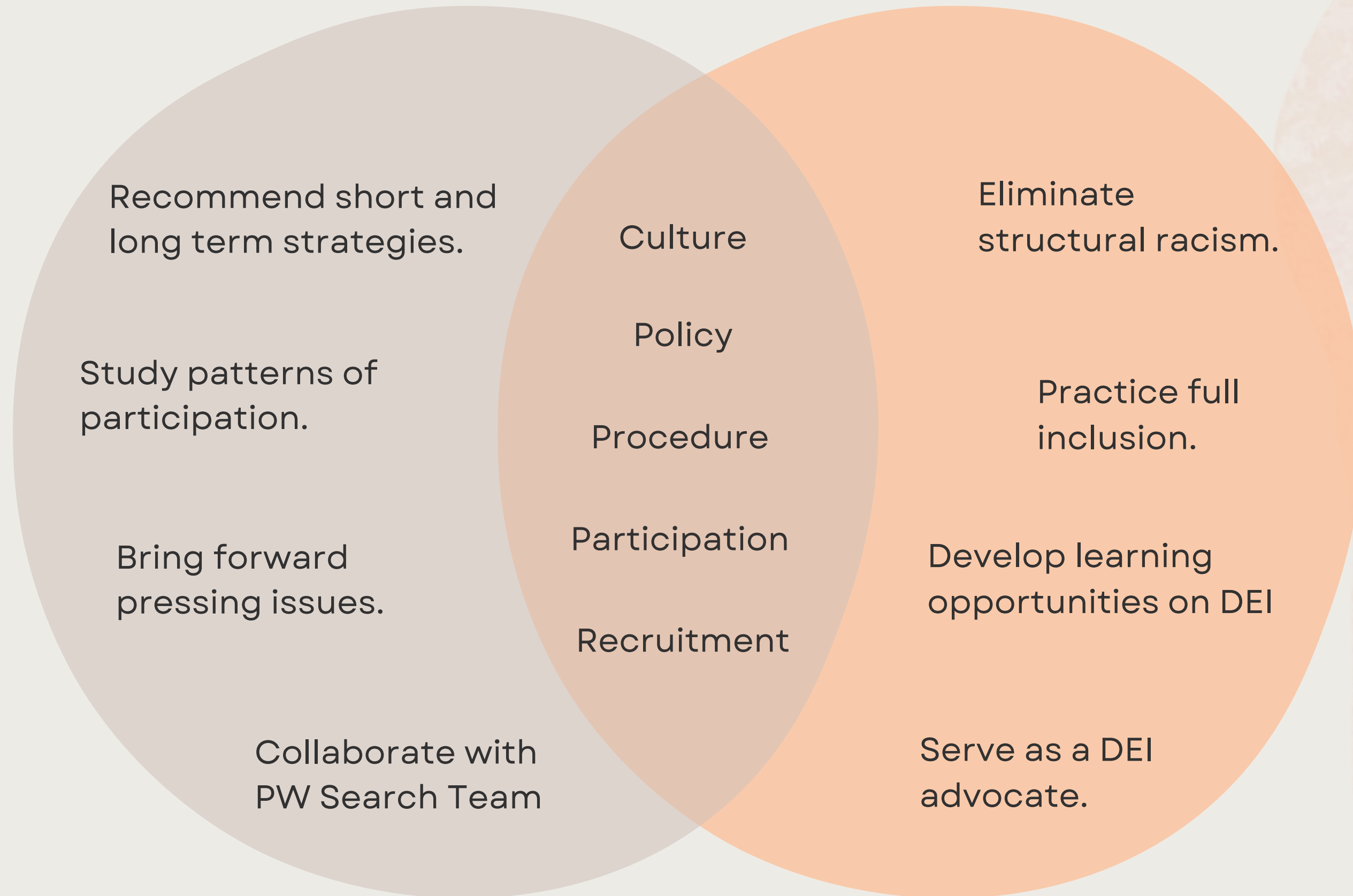
03

**Bring forward
immediate and
pressing issues.**

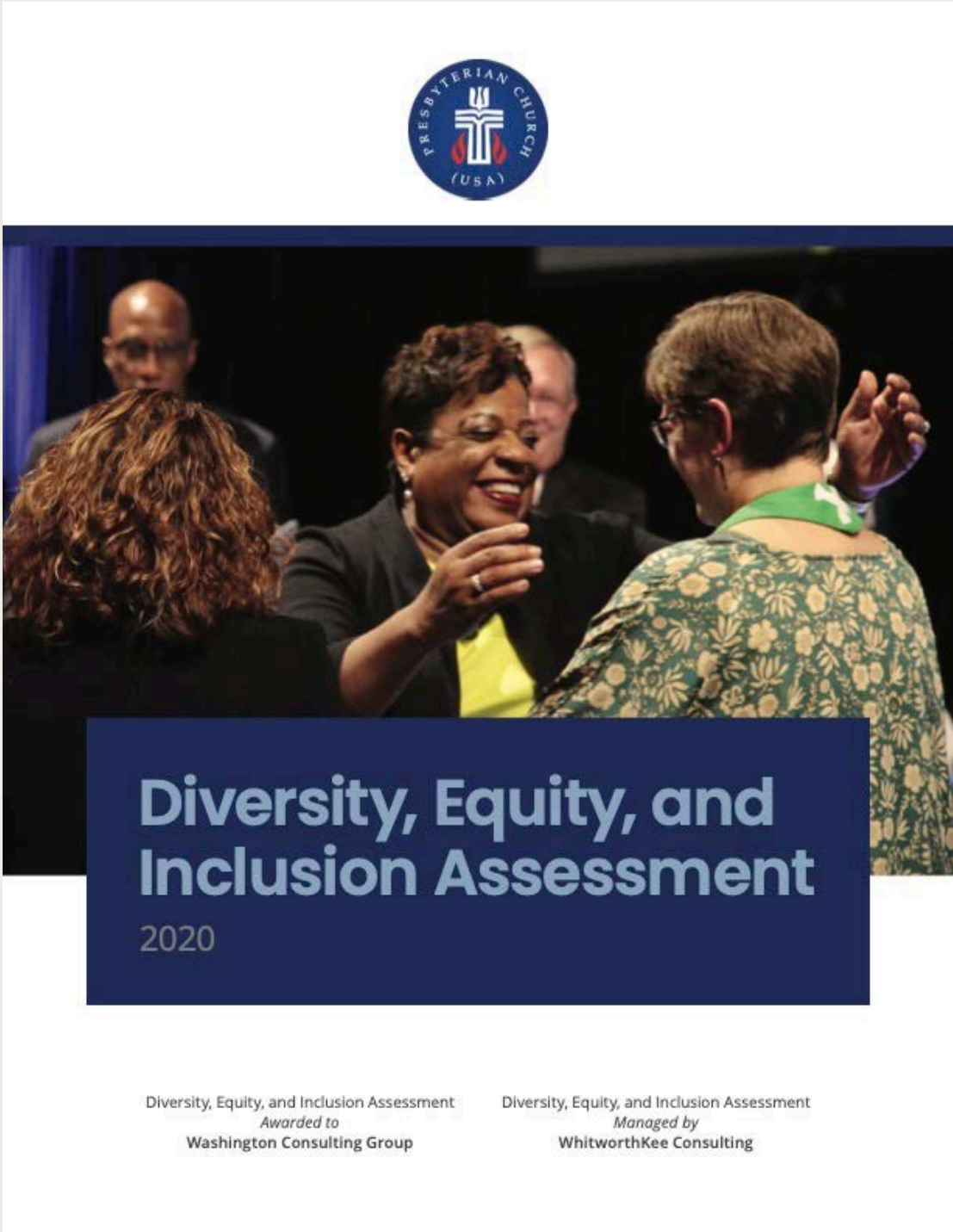
04

**Serve as an
advocate for the
representation
of women of
color.**

STRATEGY / EDUCATE



DIVERSE VOICE TABLE



DIVERSE VOICE TABLE

- Provided overview and recommendations to staff.
- Provided overview and recommendations to Personnel Committee of the Board of Directors.
- Training at each Board meeting that includes staff.
- Forming the DEI Advisory Group.



PCUSA DEI REPORT & PW

- Increase opportunities for more open discussions regarding race-related issues.
- Continue PW's work with the Racial Equity Committee.
- Be more proactive in engaging diverse writers, rather than waiting until the last moment to engage them.



DIVERSITY ISN'T INCLUSIVITY

WHAT PRESBYTERIANS BELIEVE



Diversity isn't inclusivity *Who is really in your inner group?*

SAMUEL SON

While there's been a lot of talk about diversity and inclusivity, the one conversation that is needed is how often diversity is mistaken for inclusivity. The two are not the same.

As Presbyterians, when looking for guidance to our questions, we turn to Scripture seeking answers in the life Jesus modeled. There we see how Jesus' entourage had a diversity of gender from the start, which is a good thing.

Matthew 27:55 tells us that "Many women were also there, looking on from a distance; they had followed Jesus from Galilee, ministering to him." But Scripture also shows that Jesus' inner circle was men only. Jesus' entourage looked like the most diverse gathering of any movement, but when it came to the core, it was your typical boys' club. This is diversity without inclusion.

This precedence held (and continues to hold) captive the imagination and polity of church leadership as many denominations still prohibit women in leadership roles. The Presbyterian Church (U.S.A.) started ordaining women in 1956. Yet there is still inequality between the genders.

This past spring, while attending a Presbyterian church anniversary, a woman shared that when she joined the church in 1975, elder nominations started by filling the list with men's names. As a result, the woman never imagined herself sitting on session. She found herself subconsciously excluding herself from full participation in the community. This is how exclusion continues its existence without much

protest: Those excluded exclude themselves. After I graduated seminary, I only applied for Korean church positions. I didn't knock on white congregations' doors. The door doesn't have to be locked to keep people out.

As for Jesus and his inner circle of disciples being male, we shouldn't be "anachronistic" with our morality, judging ancestors by our standards. Jesus lived in a culture that was patriarchal. I lift Jesus and the Twelve because what they took for granted is exactly how we fail at inclusion. We don't explicitly exclude people, which is why it's hard to catch.

There's no denying that Jesus' followers created a group that was revolutionary for the time. You had poor fishermen whom no self-respecting rabbi would pick up as their disciples. You had a zealot with the privilege of education thrown in with a tax collector as well. You'd think a fight broke out every night at their campouts. This example of diversity was never seen. But that is how we excuse our exclusion, by pointing out the diversity already at our tables. We think we are already "inclusive," so we rationalize that those "others" who are not in are not in for good reason. Our iterations of exclusion are many and subtle.

As Presbyterians desiring greater inclusion, we will continuously need to question every policy and practice, asking, "Who is this excluding?" It's not just a question. It's a posture of repentance.

Samuel Son is the manager for diversity and reconciliation for the Presbyterian Mission Agency.

DIVERSITY ISN'T INCLUSIVITY

- Jesus inner circle was men only. Jesus' entourage looked like the most diverse gathering of any movement, but when it came to the core, it was your typical boys club. This is diversity without inclusion.
- The Presbyterian Church (U.S.A.) started ordaining women in 1956. Yet there is still inequality between the genders.



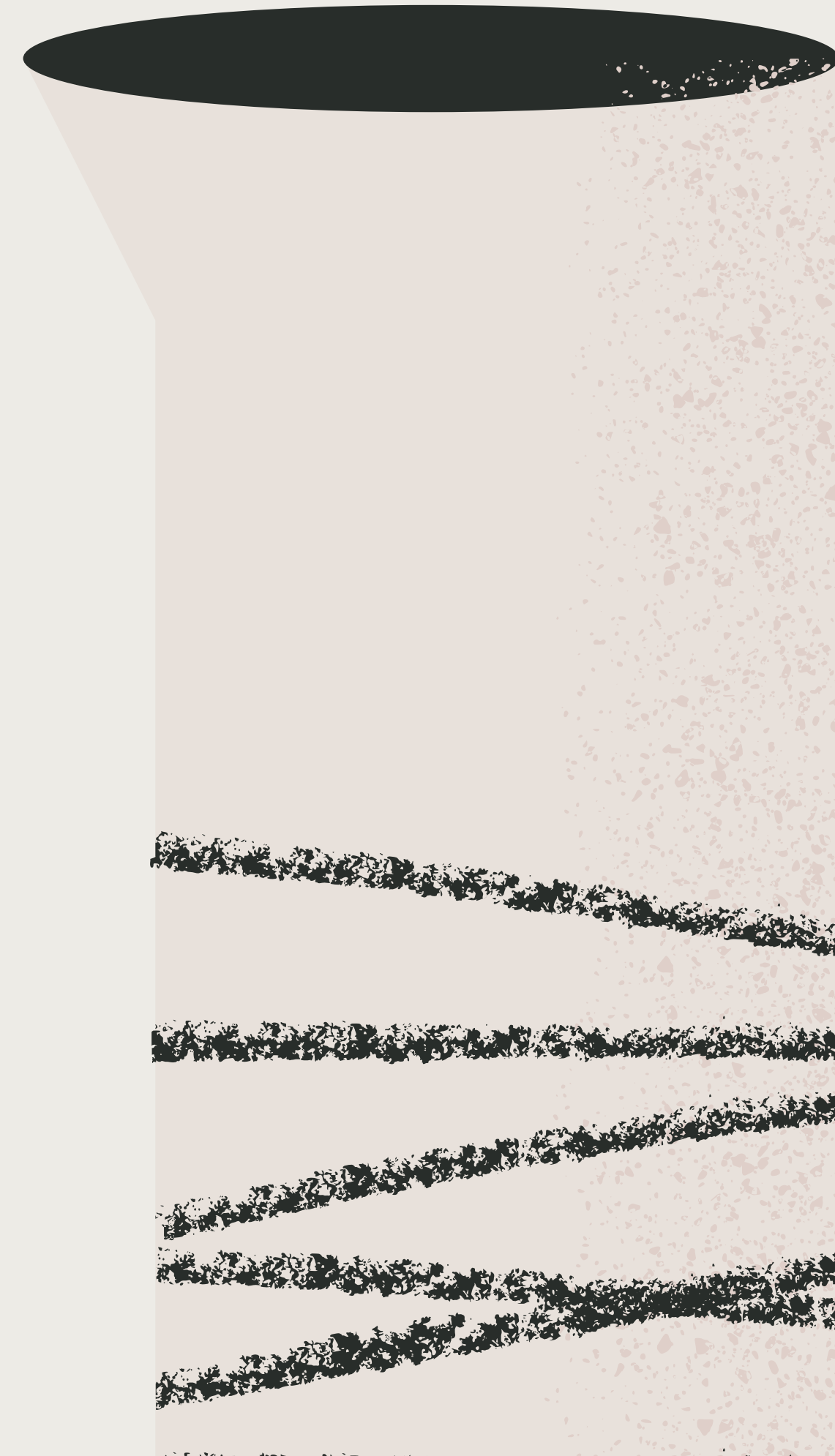
DIVERSITY ISN'T INCLUSIVITY

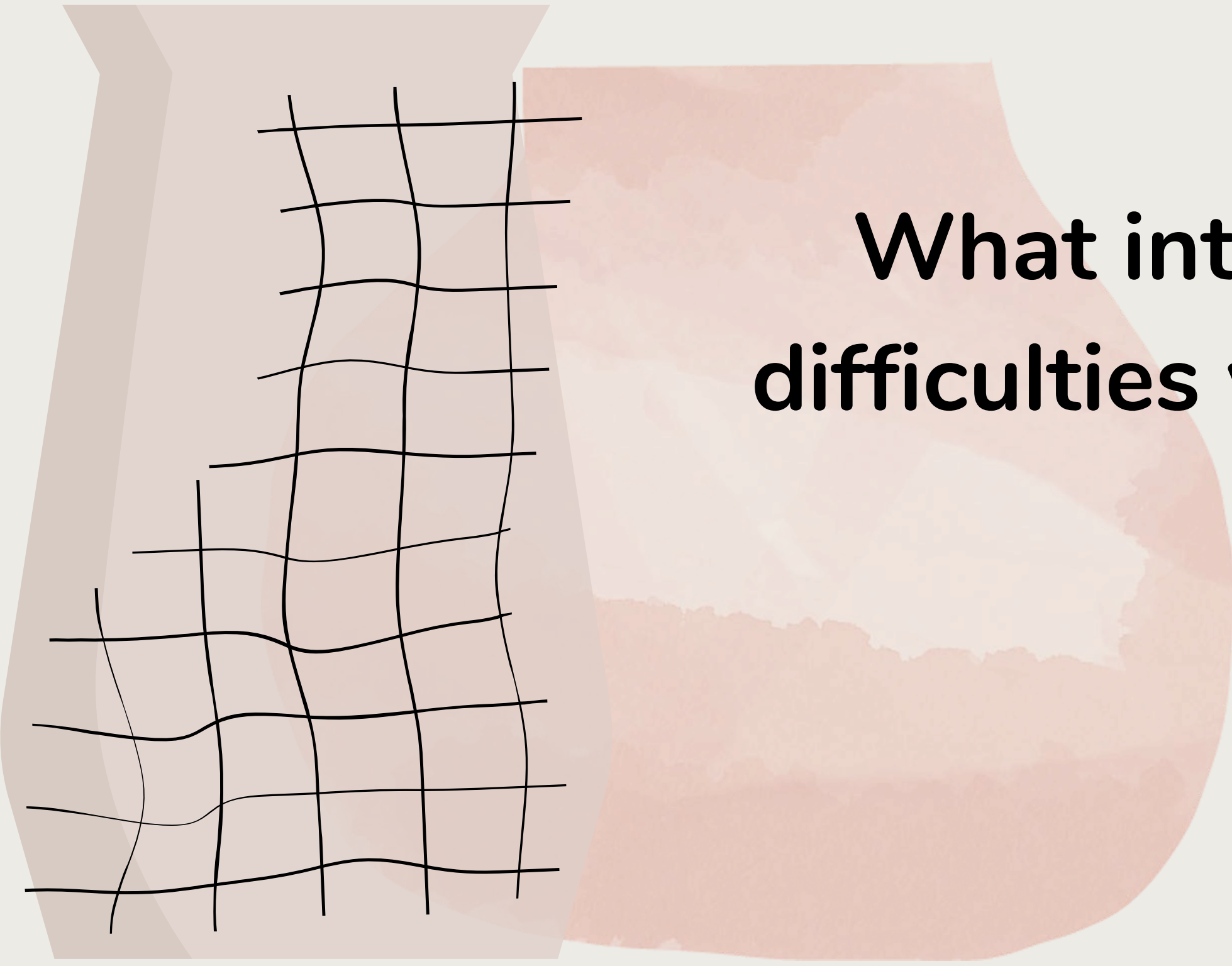
- We excuse our exclusion, by pointing out the diversity already at our tables. We think we are already "inclusive," so we rationalize that those "others" who are not in are not in for good reason. Our iterations of exclusion are many and subtle.



DIVERSITY ISN'T INCLUSIVITY

- We will continuously need to question every policy and practice, asking.
- "Who is this excluding?" Its not just a question. It's a posture of repentance.





**What internal practices and
difficulties we face in identifying
exclusion?**

Seeing DEI in terms of the **composition** of a group, the **reception** for ideas and suggestions, a **hassle free** work culture and opportunities for **change and growth**, answer the following survey.



A VIBRANT TABLE: WEAVING DEI INTO OUR DAILY LIFE



1. On a scale of 1 to 10, how diverse and inclusive do you think the church is?
2. Can you see yourself serving on the session, presbytery or synod?



3. Have you observed micro-aggressions at the synod or presbytery level?

4. Are members with diverse backgrounds encouraged to voice their opinions?



5. Did you feel comfortable sharing your ideas in team meetings and discussions (bible study, PW synod or presbytery gatherings, others?)



HOW EASY IS DEI?

226TH GENERAL ASSEMBLY (2024)

Ordination Committee wrestles with systemic changes to the theology and practice of ordination

*Recommendations include accelerated review of the preparation for
ministry process*

Emily Enders Odom | General Assembly News - June 26, 2024

LOUISVILLE

HOW EASY IS DEI?

[Home](#) › Unification Commission introduces its culture consultant

Unification Commission introduces its culture consultant

Communication May 18, 2024

Select Language ▼

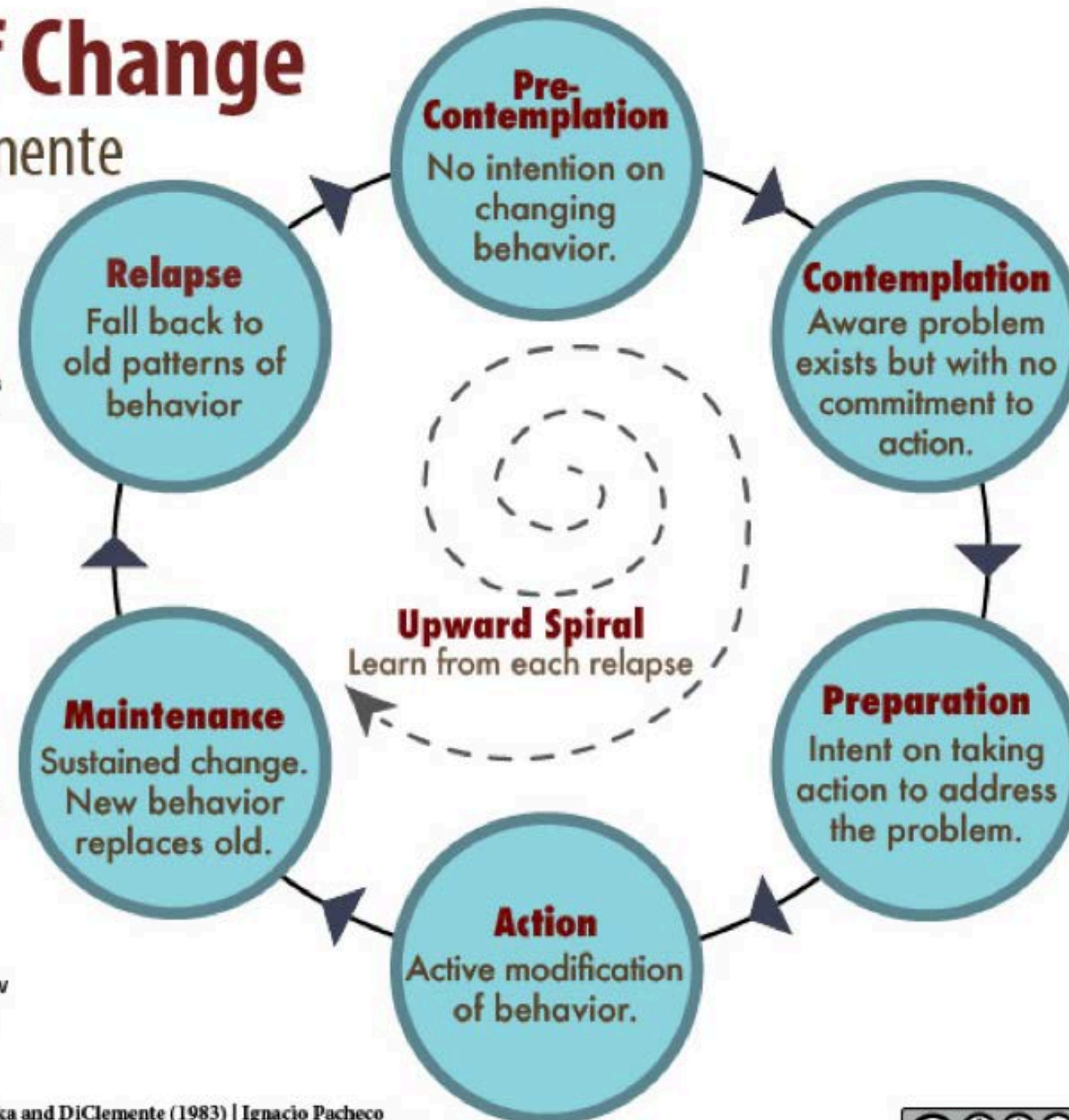
Powered by  Translate

Kelly Beeland has worked with organizations small and large, including the Transportation Security Administration and NASA

HOW EASY IS DEI?

The Cycle of Change Prochaska & DiClemente

- **Precontemplation:** A logical starting point for the model, where there is no intention of changing behavior; the person may be unaware that a problem exists
- **Contemplation:** The person becomes aware that there is a problem, but has made no commitment to change
- **Preparation:** The person is intent on taking action to correct the problem; usually requires buy-in from the client (i.e. the client is convinced that the change is good) and increased self-efficacy (i.e. the client believes s/he can make change)
- **Action:** The person is in active modification of behavior
- **Maintenance:** Sustained change occurs and new behavior(s) replaces old ones. Per this model, this stage is also transitional
- **Relapse:** The person falls back into old patterns of behavior
- **Upward Spiral:** Each time a person goes through the cycle, they learn from each relapse and (hopefully) grow stronger so that relapse is shorter or less devastating.



The Cycle of Change
Adapted from a work by Prochaska and DiClemente (1983) | Ignacio Pacheco
This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivs 3.0 Unported License.
Permissions beyond the scope of this license may be available at socialworktech.com/about
Version 3.4 Updated 09 September 2018



People have thought that in the Hebrew language image denotes the shape and configuration of a thing. For they thought that God has a man's form, I mean his shape and configuration.



The pure doctrine of the corporeality of God was a necessary consequence to be accepted by them. They accordingly believed in it and deemed that if they abandoned this belief, they would give the lie to the biblical text.



A VIBRANT TABLE: WEAVING DEI INTO OUR DAILY LIFE

That they would even make the deity to be nothing at all unless they thought that God was a body provided with a face and a hand, like them in shape and configuration.

THE GUIDE FOR THE PERPLEXED BY MOSES
MAIMONIDES



A VIBRANT TABLE: WEAVING DEI INTO OUR DAILY LIFE



HOW TO FOSTER DEI?

AGAPE	Practice unconditional love as a manner to treat each other with dignity and respect towards ideas, procedures and recommendations
DISCERN	Listen to discern. It is important to have a listening ear in each meeting. Our intention must be listening to understand.
SHARE	Convey ideas, challenges and feelings with a genuine and God-spirited nature toward the development of our goals.
BE REFORMED	Faith is constantly seeking understanding. Practice being inclusive as we approach work based on the basic function of DEI.
STEWARDS OF TIME	There is a “a time to every purpose”. Look forward on setting time for purposeful dialogues and group-work.

HOW TO FOSTER DEI?

TRUTHFUL	Avoid hidden agenda. Be as simple and transparent as possible, to enhance participation and dialogue in all meetings.
INCLUSIVE	Limit the possibility of domination by any participant or small group. Manage with courtesy, respect and grace discussions where participants bring deeply held convictions.
CONSENSUS	Strive to explore creative alternatives, providing orderly deliberations, timely decisions and going forward when most are agreed.
COLLECTIVE	Present perspectives in a way that promotes mutual discussion and resolution. Provide support to each other, knowing it's okay to not know the right answer and to admit it.
HUMILITY	Practice and experience humility- to strengthen the capacity of fellowship and to engage in common witness and service.



LET US PRAY

CLOSING PRAYER

Almighty God give us the ability to love as Christ loved. Give us the ability to understand as Christ understood us. Let us recognize the fullness of our diversity, that together we form a beautiful landscape. Allow us to recognize that our strengths and weaknesses are the ideal pieces to coexist in the world that you have bequeathed to us. Let us recognize that only in inclusiveness are we complete. In the name of our Savior, Christ Jesus we pray. **AMEN.**



CLOSING PRAYER

May the God who created a world of diversity and vibrancy,
Go with us as we embrace life in all its fullness.

May the Son who teaches us to care for stranger and
foreigners,

Go with us as we try to be good neighbors in our
communities.

May the Spirit who breaks down our barriers and celebrates
community,

Go with us as we find the courage to create a place of
welcome for all.

(From Crumbs of Hope: Prayers from the City, by Clare McBeath
and Tim Presswood, Methodist Publishing House, 2006)



A Vibrant Table

Weaving DEI into our daily life

Let's have a conversation on how to embrace belonging at the table. We will contemplate inner circle practices and the difficulties on identifying exclusion. Together we will review the underlying ideas behind DEI and why creating inclusive spaces are a needed goal and challenge all at the same time. Let's weave different colors of diversity, equality and inclusion into our daily life! Let us come near the plenitude of God.

DANILIE C. HILERIO VILLANUEVA
PW CHURCHWIDE CATHERING
AUGUST 2024