“Tearing Down Walls and Building Bridges: Being the Body of Christ in Our Multicultural World”

A Presentation
Rev. Dr. Victor Aloyo, Jr.
Gracious God, as we gather in this place; as we listen to each other; as we listen to ourselves; as we speak, make us aware of your presence. Open our hearts, our minds, and our spirits that we might be inspired to learn, to move beyond the reality we have always known, to create new realities of equality and shared power for all your children. In Jesus' name we pray. Amen.

OPENING PRAYER
Gracious, loving God who makes and loves us, we thank you for this time together - for these your children who have given of themselves sharing their gifts and time, wisdom and insight to consider the evil of racism and how we might resist. Guide us, God on our journey a journey that will last our lifetime.
Session III

“IT’S NOT THE SAME ANYMORE”

- Current Realities
- Attitudinal Barriers
- Commitment to the Vision
- Key Imperatives in Embracing Diversity
A MULTICULTURAL WORLD
“IT'S NOT THE SAME ANYMORE”

• At the turn of the 19th century the world’s most developed and powerful nation was England.

• At the turn of the 20th century, the world’s super powers were Russia and the United States.

• The most populated country in the world is China with 2.1 billion people.

• India is not far behind with 1.8 billion people.

• The United States is a distant third with over 372 million people.
“IT’S NOT THE SAME ANYMORE”

• Within our lifetime, China will become the number one English speaking nation in the world.

• Today, the United States is the 2nd largest Spanish speaking nation in the world behind Mexico.

• In the next five minutes:
  
  60 babies will be born in the United States
  244 babies will be born in China
  351 babies will be born in India.
Session III

Key Imperatives in Embracing Diversity
Facing Resistance
Sources of Resistance
Embodying Mission
Visioning
Session III

Sources of Resistance

Denominational Programs and Strategies

The Education and Reward Systems

The Preference for Win-Lose Strategies

Fear of Losing Cultural Identity and Heritage
1. What reasons do people give to explain why they join your congregation?
2. What reasons do people give to explain why they leave your congregation to affiliate with another—especially if it is nearby?
3. When active members become inactive, what reasons do they give for the change in their participation?
Snapshot History of Diversity in Higher Education

Theological Dimensions

Academic Excellence

Social Justice

Institutional Vitality and Viability
EMBODYING MISSION

• Identify the places where various members of the congregation are engaged in some missional effort. Which practice of mission most influences their different efforts?
• List each activity that you identify in one of the columns below.

Mission Practices of . . .
Witness Service Transformation
Theological Dimensions
A Historical Perspective
A Demographic Perspective
Transformation

Adoration

Celebration

Confession

Visioning

Critiquing
This multicultural methodology is designed to change individuals and the interaction of individuals within the context of community; to help participants visualize dismantling racism as a process they can actively participate in.

Implementing a new vision in concrete terms — This is the point at which we are able to take the learning’s derived from social analysis and theological reflections and build strategic bridges for positive social change. We change policies and procedures; we share power; we cultivate new values; we reshape and remake institutions and systems where racial justice and equality are normative.

Personal transformation alone is not the answer. Personal transformation must result in changed behavior and changed institutions. If this does not happen, personal transformation has not taken place. Our ultimate hope is to create a community that is fair, just and sustainable.
Visioning is key in creating a more inclusive congregation and building bridges.

*Proverbs 29:18 (KJV)* — Where there is no vision, the people perish: but he that keepeth the law, happy is he.

Visioning is not about trading places; it is about imagining a church and a society free of the barriers that keep us from appreciating and living in the diversity of God’s creation and realizing our oneness in Jesus Christ. It is about creating a community where all can realize the full extent of their God given talents.
Directions:

Imagine that you have been invited to participate for one year in the life of another congregation. This congregation is similar to yours in terms of size. After participating fully in the life of this congregation, you believe it to be the most inclusive, welcoming, diverse congregation you can imagine.

Write down all the things that you experience about this congregation - the interactions among the people, the values, the physical environment, the philosophy of race, the worship life, the decision making process - anything at all that would indicate to you that this really is an inclusive, welcoming diverse congregation. Be as specific as you can.
Directions III:

Change the negative statements you just wrote down to positive statements. This is about transforming them not spin-doctoring them. For example, if you wrote: European men who died two centuries ago wrote all the music used in worship. You could make that statement positive by saying: The music used in worship comes from various times and traditions with great diversity among the composers.
Directions IV:

As a group, decide on 3 characteristics of an inclusive, welcoming, non-racist congregation. Only include items to which every one agrees. Be as specific as possible.

For example: Instead of saying "In this congregation, individuals reflect on their own racism" say "Each year, 10% of the parishioners in this congregation participate in a retreat addressing issues of racism."
“Doing a New Thing”

What If?
Guide us, God on our journey . . a journey of understanding of repentance of overcoming prejudices of dismantling oppressive systems of sharing power of revisiting life of reconstructing of building community. Guide us on our journey -

challenging us - sustaining us - drawing us ever on. In the name of Jesus Christ we pray, knowing that wherever our journey may lead you will go with us. Amen.