

Diversity, Social Justice, and Pastoral Competence

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Saturday, April 29, 2017
8:30 a.m. – 9:45 a.m.



Workshop Objectives

1. Increase awareness around social identity.
2. Provide a framework in which to talk about the how diversity impacts our relating.
3. Reflect together upon the social identities that matter to us.
4. Reflect on ways to address issues of diversity within the role of chaplain.
5. Help each other learn something.

During this Workshop

- Participate and work
- Pay attention to what feelings arise in you
- Lean into your discomfort
- Suspend judgment (of self and others)
- Allow others to hold and express their opinions (even if different from yours). In other words, suspend your desire to change the other person.
- Hold your questions until later.

Introduction





NEW JERSEY

Newark
International
Airport



Goethals
Bridge



Bayonne
Bridge



STATEN
ISLAND

Outerbridge
Crossing



MANHATTAN

BROOKLYN

Verazzano
Bridge



QUEENS

La Guardia
Airport



John F. Kennedy
International
Airport



NASSAU

ATLANTIC OCEAN

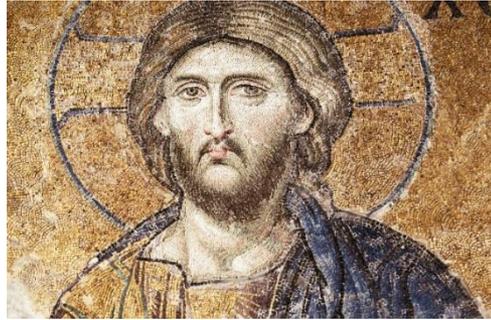
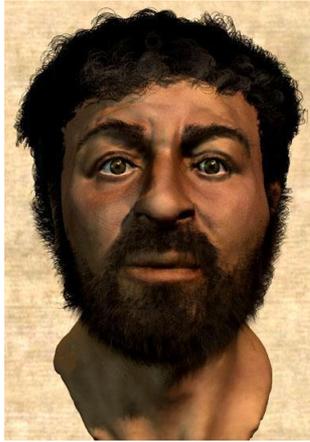


*“Is this not, rather, the fast that I choose:
releasing those bound unjustly,
untying the thongs of the yoke;
Setting free the oppressed,
breaking off every yoke?”*

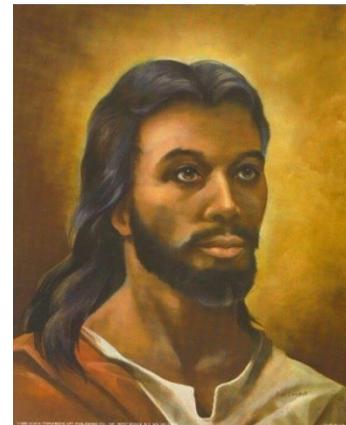
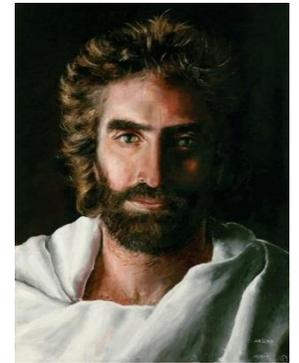
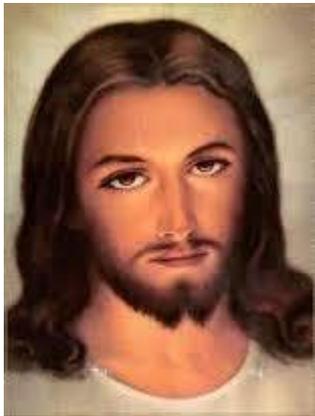
Is 58:6

*“I will draw near to you for judgment,
and I will be swift to bear witness
Against ...those who oppress the laborer of wages,
Oppress a widow or an orphan,
or turn aside a resident alien.”*

Mal 3:5

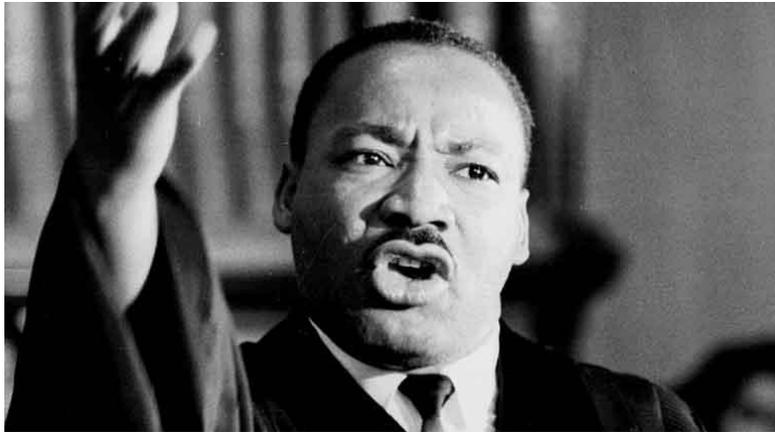


“I came that they might have life and have it to the fullest.”



"Make a career of humanity. Commit yourself to the noble struggle for equal rights. You will make a better person of yourself, a greater nation of your country, and a finer world to live in."

"I can see nothing more urgent than for America to work passionately and unrelentingly to get rid of the disease of racism."



- Dr. Martin Luther King, Jr.

The Rich Man and Lazarus

Luke 16:19-31

¹⁹ “There was a rich man who was dressed in purple and fine linen and lived in luxury every day. ²⁰ At his gate was laid a beggar named Lazarus, covered with sores ²¹ and longing to eat what fell from the rich man’s table. Even the dogs came and licked his sores.

²² “The time came when the beggar died and the angels carried him to Abraham’s side. The rich man also died and was buried. ²³ In Hades, where he was in torment, he looked up and saw Abraham far away, with Lazarus by his side. ²⁴ So he called to him, ‘Father Abraham, have pity on me and send Lazarus to dip the tip of his finger in water and cool my tongue, because I am in agony in this fire.’

²⁵ “But Abraham replied, ‘Son, remember that in your lifetime you received your good things, while Lazarus received bad things, but now he is comforted here and you are in agony. ²⁶ And besides all this, between us and you a great chasm has been set in place, so that those who want to go from here to you cannot, nor can anyone cross over from there to us.’

²⁷ “He answered, ‘Then I beg you, father, send Lazarus to my family, ²⁸ for I have five brothers. Let him warn them, so that they will not also come to this place of torment.’

²⁹ “Abraham replied, ‘They have Moses and the Prophets; let them listen to them.’

³⁰ “‘No, father Abraham,’ he said, ‘but if someone from the dead goes to them, they will repent.’

³¹ “He said to him, ‘If they do not listen to Moses and the Prophets, they will not be convinced even if someone rises from the dead.’”

Some Definitions:

Diversity

- Areas of human differences, e.g.: race, gender, ethnicity etc.
- Aspects of human experience, e.g.: ideas, attitudes, values etc.
- Elements of culture, e.g.: power, status, authority etc.

Power

The ability to control and use organizational and societal resources, sanctions, rules, laws and policies.

Misuse of Power

Wielding power that results in diminishment of life, freedom, justice, common good.

Using power in a way contrary to what was intended by the bestower of power.

Prejudice

- Favorable or unfavorable prejudgment of people based on their group membership.
- A preconceived, unfavorable suspicion, intolerance or hatred of another individual because of their group membership(s)

Understanding Prejudice

- The Implicit Association Test
- <http://www.understandingprejudice.org/iat/>

What Is Oppression?

Oppression = Prejudice x Misuse of Power

In what ways do we differ?

What is Social Identity?

Definition:

A group of people with common characteristics who are defined and set apart by socially constructed boundaries, such as race, gender, sexual orientation, age, class, spirituality, ability etc.

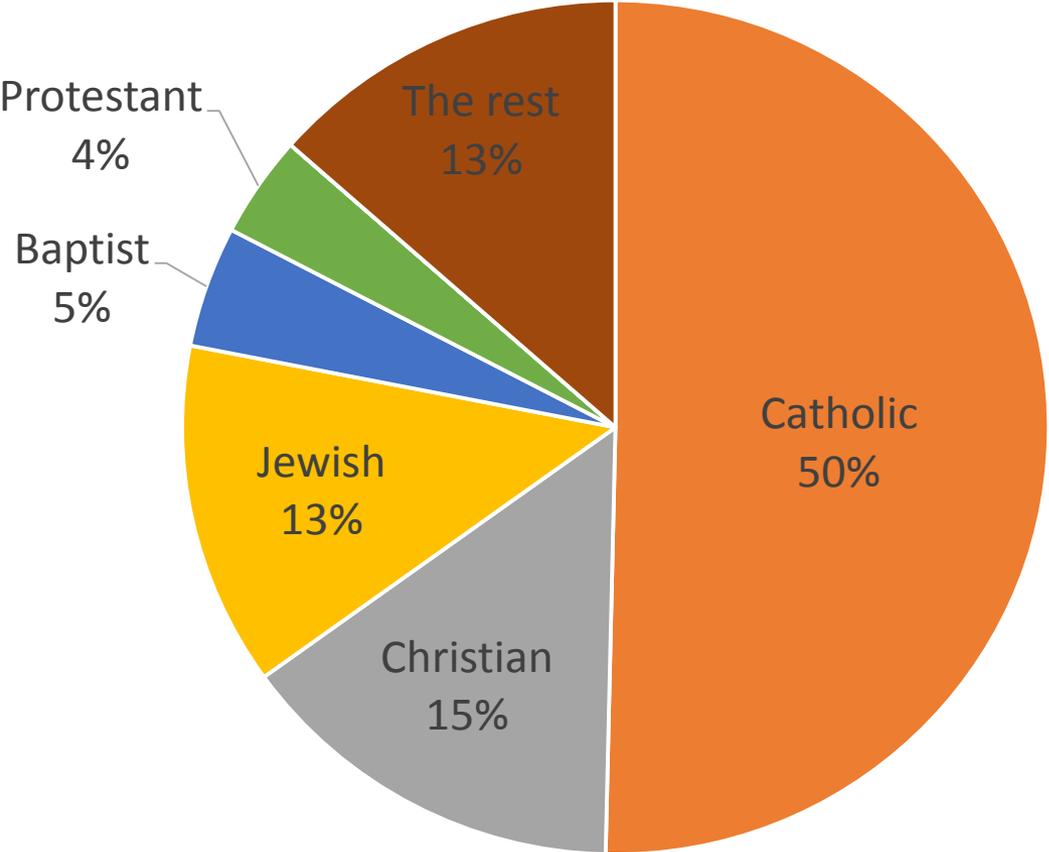
A dark blue background featuring a faint, light blue outline of a world map. The map shows the continents of North America, South America, Europe, Africa, and Asia. The text "Our World In Data" is centered over the map in a yellow, serif font.

Our World In Data

Collect Your Own Data

Hospital Patients

Top 5 Denominations



A History of Exclusion

Race

- Europeans colonize Native Indian Lands & kill native peoples
- Whites legalize slavery and enslave 10 M Africans
- Whites define slaves (blacks) as three-fifths of a person
- Whites deny citizenship and other rights to POC
- Whites lynch blacks
- Day laborers

Gender

- Men codify laws whereby husbands own wives
- Men deny women right to vote
- Women earn less \$ than men for same work
- Men deny women leadership positions
- God seen as male

Sexual Orientation

- Religious condemnation of same sex relationships
- Homosexuals banned from military and other employment opportunities
- Hate crimes against LGBTQ community

Eyes to See

What does it take to see these dynamics?

Common Reactions to the Data

Denial

Shock

Anger

Hurt

Fear

Judging

Relief

Joy

Guilt

Blame

Defending

Blaming

Projecting

Avoiding

Discrediting
the data or
person(s)
providing the
data

Some complicating aspects about us humans:

- We have the capacity to deny reality.
- We have the capacity to believe fiction.

The Dynamics of Oppression

- Isms often operate beneath our conscious awareness
- We often conceal our attitudes and biases from others - and even from ourselves
- Membership has its privileges.

Typical **Intra**personal Dynamics

Members of the dominant (“in”) group:

1. Deny data.
2. Are unaware of oppression dynamics
3. Do mental gymnastics: We believe that we live in a meritocracy despite seeing evidence to the contrary.
4. Avoid acknowledging and confronting our privilege.
5. Fail to see how powerfully different the experience is for other groups, because the dominant membership is the norm.
6. Internalize superiority

Members of the targeted (“out) group:

1. React differently to events than the dominant group due to having direct experience of and sensitivity to injustice. e.g. OJ verdict.
2. Internalize inferiority

Typical **Inter**personal Dynamics

1. Difference in social identity creates additional barriers to trust & safety.
2. Members of the dominant group blame the victim
3. Members of the dominant group act entitled
4. Members of the dominant group project their evil onto members of the targeted groups

Typical Group Dynamics

1. Members of the targeted group have to work twice as hard (as good) to be seen with same level of competency as members of the dominant group.
2. Inaction perpetuates oppression
3. Negative judgments about members of the dominant group are seen as individual; Negative judgments about members of the targeted group are seen as reflective of entire targeted group.
4. Isms – The group favors members of the dominant group and disfavors members of the targeted group .
5. Members of the dominant group decide what is right/ethical/appropriate for all.
6. Members of the dominant group repeat what is said by members of the targeted group in order to make the words more accepted (e.g. woman at the well; testimony of members of the targeted group seen as less credible than that of members of the dominant group.

Pastoral Competence

Pastoral competence includes having an ability to:

- Understand group dynamics (ITP5).
- Be self-reflective (PIC1)
- Articulate ways in which one's feelings, attitudes, values, and assumptions affect professional practice (PIC2).
- Function in a manner that respects the physical, emotional, cultural, and spiritual boundaries of others (PIC4).
- Establish, deepen and conclude professional spiritual care relationships with sensitivity, openness, and respect (PPS1).
- Provide spiritual care that respects diversity and differences including, but not limited to culture, gender, sexual orientation and spiritual/religious practices (PPS3).
- Demonstrate skill in facilitating decision-making based on an understanding of culture/ethnicity, gender, race, age, educational background and theological values, religious heritage, behavioral sciences, networking, and systems thinking (OL4.1).

Pastoral Competence

In ACPE Standards, pastoral competence:

- Requires awareness and understanding of how persons, social conditions, systems, and structures affect their lives and the lives of others and how to address effectively these issues through their ministry (309.4).
- Requires that we recognize relational dynamics within group contexts (311.5).
- Means that we are able to initiate helping relationships within and across diverse populations (311.7).
- Means that we can provide pastoral ministry to diverse people, taking into consideration multiple elements of cultural and ethnic differences, social conditions, systems, and justice issues without imposing their own perspectives (312.2).

Questions?

Journal Exercise

Question 1

Reflect upon who you are. How do you self-identify according to these social identity categories?

Journal Exercise

Question 2

In your ministerial work, which social identities loom large or are significant for you?

Journal Exercise

Question 3

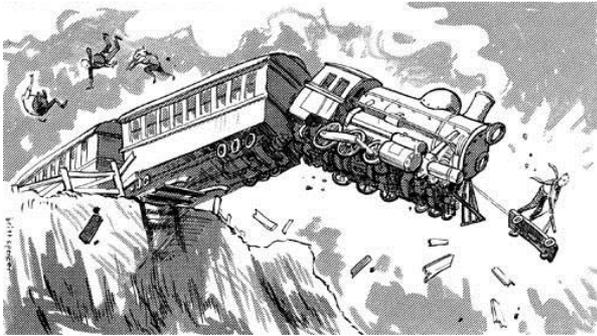
What do you want members of the “other” group to know about you?

Journal Exercise

Question 4

What do you need/want from people of the “other” group?

Conversations about Diversity and Social Justice



1. Judging
2. Extremes of denial or seeing it everywhere
3. Projecting
4. Expecting immediate change
5. Arrogance



1. Being curious
2. Listening to understand others' experience
3. Expressing feelings/thoughts directly
4. Suspending judgement
5. Humility

Share

The workshop in one sentence

We are not just individuals interacting, we have multiple group identities, each with a particular history, that bear upon our relating.