

ACROSS OUR DIFFERENCES

Exploring what it means to be the diverse Body of Christ

Friday & Saturday, April 1-2 2016

the **Vineyard** church
Love God. Love people. Period.

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Loving Across Our Differences Schedule 2016

Friday, April 1

6:00 pm	Worship
6:30 pm	Introduction Jeff and Le Que Heidkamp
7:00 pm	Session I: Why Diversity Is Important In The Vineyard with Geno Olison

Saturday, April 2

9:00 am	Worship
9:20 am	Observations with Jeff and Le Que Heidkamp
9:30 am	Personal Story Mikosa Redetzke
9:45 am	Session II: Frames for Understanding Cultural Difference with Jeff and Le Que Heidkamp
10:15 am	Break
10:30 am	Session III: Why is Loving Across Differences so Hard? with Jeff and Le Que Heidkamp
11:30 am	Break
11:45 am	Session IV: The History of Race in America with Jeff and Le Que Heidkamp
12:30 pm	Panel: with the Heidkamps, Geno Olison, & Brenda Gatlin
1:00 pm	Ministry Time

Introduction

Our Objectives

1. That you would feel more motivated to deepen relationships with those who are different from you.
2. That you would feel more equipped to learn from those who are different from you.
3. That you would have some additional tools for moments when difference can be hard.
4. That you would be an advocate for diversity in your church and other settings.

An Emphasis On Racism

1. This is America, and the reality of our society is that we have a history of racism that leaves us with a legacy many people don't know about or don't talk about. We think it's important in trying to love across differences to make sure we address this.
2. If you're willing to navigate conversations about race, you can learn to navigate conversations about almost any other difference we have because the same principles and heart attitude applies in every other area of difference.
3. What do we mean by racism? We mean when a group uses its power to take advantage of a group with less power. This definition negates the idea of so-called "reverse racism", and downplays the question of "am I a racist?" or "is so and so a racist?"

Worksheets: Identity Formation

Values & Preferences

Answer each question by marking the number on the scale that most describes your position between the two answers. There is no right or wrong answer.

1. My identity lies within...

the individual 1 2 3 4 5 6 7 the family

2. I place reliance on...

others 1 2 3 4 5 6 7 self

3. I learn from... :: Aprendo de...

personal experience 1 2 3 4 5 6 7 the wisdom of others

4. I am motivated by the need to...

improve myself 1 2 3 4 5 6 7 be liked

5. I view other people's motives as...

suspicious 1 2 3 4 5 6 7 basically trustful

6. I define friendship as including...

many people 1 2 3 4 5 6 7 few people

7. In a social situation I feel that friendly aggression (teasing, one-upmanship, etc.)...

is acceptable and fun 1 2 3 4 5 6 7 embarrassing

8. I deal with conflict...

directly 1 2 3 4 5 6 7 indirectly through others

9. I approach activity with a concern for...

doing things together 1 2 3 4 5 6 7 being together

10. My usual pace of life is...

fast, busy 1 2 3 4 5 6 7 slow, relaxed

11. I solve problems by...

goal based analysis 1 2 3 4 5 6 7 past knowledge/experience

12. I define time in terms of the...

future 1 2 3 4 5 6 7 past

13. Nature is...

mystical and fateful 1 2 3 4 5 6 7 physical and knowledgeable

14. I feel ultimately that what is desired can be achieved...
 if one works hard 1 2 3 4 5 6 7 in very limited measure
-
15. Youth should...
 show deference to wiser elders 1 2 3 4 5 6 7 lead progress
-
16. Feelings should be...
 suppressed 1 2 3 4 5 6 7 freely expressed
-
17. Personal beliefs should...
 conform 1 2 3 4 5 6 7 be asserted
-
18. In your life direction you should...
 follow a self-determined course 1 2 3 4 5 6 7 do what is needed of you
-
19. Problem solving should be...
 deliberate and logical 1 2 3 4 5 6 7 instinctive and impulsive
-
20. Manual labor is good for...
 the lower classes 1 2 3 4 5 6 7 anyone
-
21. With regard to the family...
 other relationships can be just as important 1 2 3 4 5 6 7 there is a strong loyalty and priority
-
22. Authority is...
 resented and rebelled against 1 2 3 4 5 6 7 respected and valued
-
23. The style of communication preferred is...
 tactful, indirect 1 2 3 4 5 6 7 open, direct
-
24. For the underdog, there is a feeling of...
 empathy 1 2 3 4 5 6 7 scorn
-
25. Elders receive...
 respect 1 2 3 4 5 6 7 disregard
-

adapted from *Culture Centered Counseling and Interviewing Skills* by Paul Pedersen and Allen Ivey

Your Autobiography

Now do some reflecting on the influences on your life. Look at the following categories and try to fill in some thoughts on how these different realities of your life have shaped you.

Birth Order
Gender
Generation
Personality and Temperament
Socio-Economic, Educational Experience
Life Experiences
Phase of Life
Spiritual Development
Culture
Language

Interacting With Others

Answer each question by filling in the circle to the appropriate response of Often (O), Sometimes (S) or Never (N). Please note that these questions are not related to how you *feel* about other from different ethnicities or nationalities, but rather are about actual life experience. These are not questions in which you will find yourself on a scale of expertise. You will note that these questions talks of interacting with others of a different ethnicity or nationality rather than other diverse groups because those are typically the most obvious differences. You can also use this assessment with other different groups of people in society.

- | | O | S | N |
|--|-----------------------|-----------------------|-----------------------|
| 1 Growing up, I interacted with children of other ethnicities and nationalities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2 I take classes with people of other ethnicities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3 I live near people of other ethnicities and nationalities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4 I work with people of other ethnicities and nationalities than my own. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5 I spend free time with people of other ethnicities than my own. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6 My family invited people of other ethnicities to our home. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7 People of other ethnicities often ask me questions about my background. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8 I read books from cultures and countries different from my own. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9 I watch movies about different cultures from my own. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10 I eat food from ethnicities and countries different from my own. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11 I get into fights with others about our ethnic and cultural differences. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12 I spend free time with people from a different social class than mine. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13 I visit other countries (excluding short term missions). | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14 I shop at ethnic food markets. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15 I eat at ethnic restaurants where I am the minority. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16 I eat with people from other ethnicities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17 I visit homes of people of different ethnicities and nationalities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18 I watch TV shows about people who are culturally or ethnically different than I am. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Session I: Why Diversity Is Important In The Vineyard

Key Text: Acts 10:1-16, 28, 34-36, Isaiah 11:6-9

We Are Slowly Becoming A Movement That Values Diversity!

Diversity Is A Little Hard To Place In The EDLD Progression

What Do We Do With Diversity In The Vineyard?

The Early Church Had Diversity Issues Too

Acts 10:1-16 What was their problem?

What did Peter learn from this experience?

God Gives Us Our Own Rooftop Experiences

Why Is Diversity Important In The Life Of The Local Church?

How Do We Create A Culture Of Diversity In Our Local Churches?

Isaiah 11:6-9 Let God Change You!

Be Welcoming & Not Just Open

Don't Just Make Exceptions

Session II:

Frames for Understanding Cultural Difference: Patty Lane

This is from a book called *A Beginner's Guide to Crossing Cultures: Making Friends in a Multicultural World* written from a Christian perspective by a woman who has worked extensively with people from other cultures. This is only one among many models of describing culture.

Misattribution

Interpreting someone else's actions based on my cultural assumptions ::

Five Frames For Understanding Cultures

Context: High Context vs. Low Context ::

Activity: Being vs. Doing ::

Leadership: Formal/Hierarchical vs. Informal/Egalitarian

Identity: Individual vs. Collective

Time: Limited vs. Abundant

Session III:

Why is Loving Across Differences so Hard?

3 American Myths

Equality

Individualism

Meritocracy

3 Levels Of Conversation

Level One: What Happened

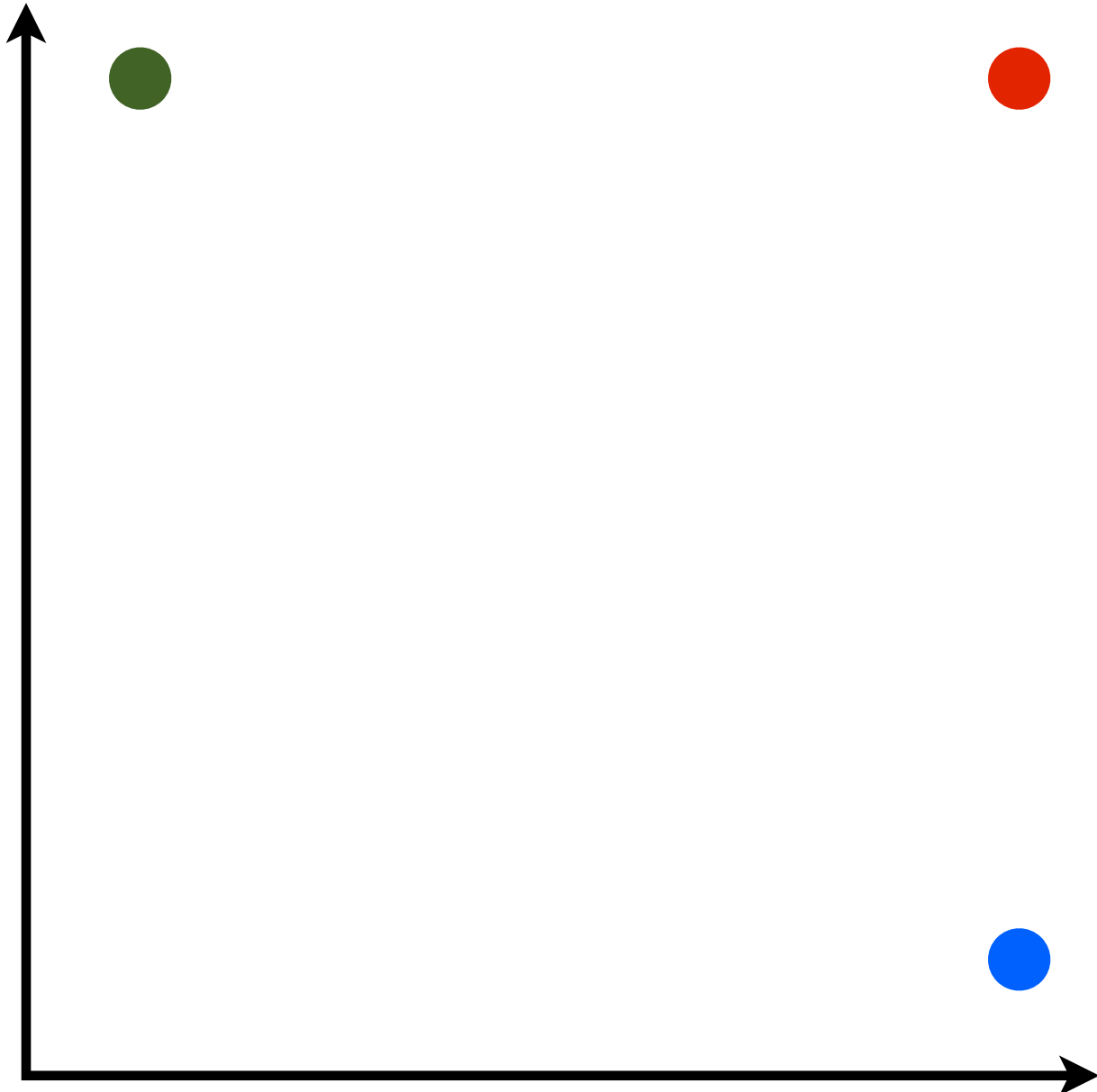
Level Two: Emotions

Level Three: Identity

Identity Formation

Each of us forms a sense of identity based on how we are like or not like someone else, both as individuals as well as with groups. Look back at the worksheets you completed and recall for yourself how your sense of identity has been shaped in these areas of life as you've seen how you are like or not like the people around you. Remember that some of these areas you are more sensitized to than others.

This diagram has been adapted from other teachings on assimilation and identity teachings from InterVarsity Christian Fellowship.



Activity: “Privilege Walk”

Many people who have been born with advantages in life don’t necessarily realize that they have those advantages—they’re unseen. This exercise is designed to help people see that there is great disparity in opportunities, many of these things being outside of our immediate control. This exercise is often done with everyone standing at a “starting line” and then walking forward or stepping back as statements are read. For the sake of time, we’ll go through these statements and “score” ourselves first.

Take a minute to read each statement, then in the box give yourself a zero (0) if that statement is not true for you at all, a one (1) if that statement is true for you or you’ve never even thought about that (it’s the same thing!), and if that’s partially true for you, give yourself a half a point. At the end of the list, add up your “score.”

1	I was born in the United States.	
2	At least one of my parents/caregivers attended college.	
3	I grew up in a home where my parent worked standard business hours.	
4	I grew up in a home with two parents.	
5	I grew up in a home where food stamps were never used.	
6	My home growing up had over fifty books in it.	
7	I grew up seeing government figures who looked like me.	
8	When I was young, my family could rent or purchase housing in an area they could afford and wanted to live in.	
9	I didn’t wonder growing up if my neighbors would be pleasant to my parents or my family.	
10	I grew up with a computer in my home.	
11	I regularly had teachers of my race throughout my childhood.	
12	I can work mostly with other people of my race most of the time.	
13	In the supermarket, I can easily find the staple foods which fit my cultural traditions and not within the “ethnic” aisle.	
14	I can swear or dress in second hand clothes without thinking twice about whether or not people attribute these choices to bad morals or poverty.	

15	The magazines, posters and picture books displayed in stores regularly feature people of my race.	
16	If I should need to move, I can be pretty sure of renting or buying a house in any area that I can afford and where I want to live.	
17	It doesn't cross my mind to wonder if my neighbors will be nice or pleasant to me wherever I choose to live.	
18	I can go shopping alone most of the time and don't think twice about being followed or harassed.	
19	I can turn on the television or open to the front page of the paper and see people of my race widely represented.	
20	When I am told about my national heritage and history, I am mostly shown and told about the contribution of people who look like me.	
21	When I use checks or credit cards, I don't consider if my skin color will work against the appearance of my financial stability.	
22	I went to grade school with children that spoke my language and looked like me.	
23	If I address a powerful male group, I don't weigh how my words will reflect on people who look like me.	
24	I can do well in a challenging situation without being called a credit to my background or race.	
25	I am not asked to speak for the people of my ethnic group or gender.	
26	When I go or have gone to speak with a supervisor, I mostly speak to someone of my race.	
27	When I go to speak with a co-worker, I mostly speak with someone of my race or gender.	
28	I can talk with my mouth full and not have people put this down to my skin color or economic status.	
29	I can bring up conversation about racism or sexism without seeming self-seeking or self-interested.	
30	If I have low influence as a leader, I don't really wonder if it's because of my race or my gender working against me.	
31	I am white.	