



Diversity, Equity, Inclusion // Understanding Theory and Practice

DEI // Opening Reflection - Gospel Reflection

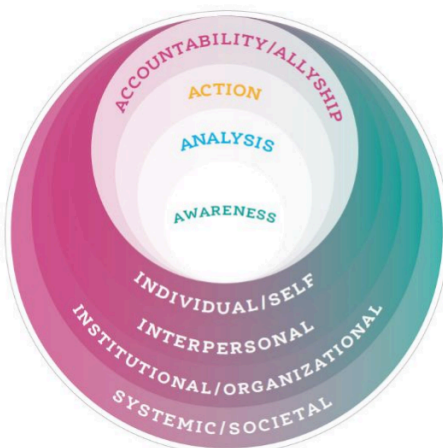
The Woman Caught in Adultery (John 8: 1-11)

Then each of them went home, while Jesus went to the Mount of Olives. Early in the morning, he came again to the temple. All the people came to him and he sat down and began to teach them. The scribes and the Pharisees brought a woman who had been caught in adultery; and making her stand before all of them, they said to him, “Teacher, this woman was caught in the very act of committing adultery. Now in the law Moses commanded us to stone such women. Now what do you say?” They said this to test him, so that they might have some charge to bring against him. Jesus bent down and wrote with his finger on the ground. When they kept on questioning him, he straightened up and said to them, “Let anyone among you who is without sin be the first to throw a stone at her.” And once again he bent down and wrote on the ground. When they heard it, they went away, one by one, beginning with the elders; and Jesus was left alone with the woman standing before him. Jesus straightened up and said to her, “Woman, where are they? Has no one condemned you?” She said, “No one, sir.” And Jesus said, “Neither do I condemn you. Go your way, and from now on do not sin again.”

How does Jesus actively critique, confront or disrupt oppression in this passage?

What can we as Christians learn from Jesus's words and actions as we continue to strive for more inclusive and equitable communities? What responsibility do we have in confronting oppressive systems?

Our Anchor // Anti-Oppression & Liberatory Consciousness



Anti-Oppression

("battle")

Actively critiquing, confronting, and disrupting oppression in any form (e.g. racism, classism, sexism, heterosexism, ableism, etc.)

Liberatory Consciousness

("build")

Imagining the world anew, and taking action accordingly. Being fully aware and intentional, and without giving in to despair or hopelessness.



DEI // Turning Reflection Into Sustained Action

"A liberatory consciousness enables humans to maintain an awareness of the dynamics of oppression characterizing society without giving in to despair and hopelessness about that condition, to maintain awareness of the role played by each individual in the maintenance of the system without blaming them for the roles they play, and at the same time practice intentionality about changing the systems of oppression." - Dr. Barbara Love

Read the quote and reflect. How does this quote apply to you as an individual? How does it apply to schools? Institutions? Society?

Liberatory Consciousness // A Practical Tool for Change

Full Text: [Liberatory Consciousness](#) by Dr. Barbara Love

AWARENESS // "...developing the capacity to notice...making the decision to live our lives from a waking position..."

Notice behaviors, thoughts, inequalities, systems, outcomes, etc.

ANALYSIS // "...not only notice, but think and theorize...develop your own explanation for what is happening and why..."

Ask yourself critical questions and spend time thinking.

ACTION // "...there can be no division between those who think and those who put thinking into action..."

Decide what needs to be done and see to it that action is taken.

ACCOUNTABILITY // "...working in connection and collaboration with each other, we can make progress..."

Put accountability systems in place and prioritize equity work.

Conscious Leadership // Applying the Learning

For each scenario below, respond to the following prompts with your small group. Be ready to share.

AWARENESS // Beyond surface level events, what is going on here? What identities and roles are colliding? Who has power in this situation?

ANALYSIS // What is at stake for those with the least/most power in each of these scenarios? Why is this situation occurring? Does this situation point to deeper, systemic problems that extend beyond this one instance?



ACTION // What equity- and justice-aligned actions can be taken here to make the situation right? Who should take those actions? What responses should the actors be prepared for?

ACCOUNTABILITY // How can the positive changes brought about by the thoughtful actions you've decided to take be sustained and systematized? What communication and learning needs to take place for this to happen?

Liberatory Consciousness // Scenario Practice

Scenario #1 // Racial Disparity in Honors Courses

You are an administrator in grades 6-12 and you notice that the students in your advanced courses are disproportionately white. Many parents, teachers, and students have noticed and raised questions about this inequity.

Resource: [The Race Gap in High School Honors Classes \(*The Atlantic*\)](#)

Scenario #2 // Diversity in Elementary School Literature

You recently conducted a diversity audit of the literature available in your elementary classrooms. You know that research demonstrates the benefits to students of racial, gender, ability, class (etc) diversity in literature, but you find that most of the books currently in the curriculum feature white, able-bodied protagonists from middle class backgrounds (with most being boys).

Resource: [Teachers Push for Books with More Diversity, Fewer Stereotypes \(*EdWeek*\)](#)

Scenario #3 // Organization/Corporate Leadership Example

You're trying to diversify your staff by recruiting more people of color to the organization, and to leadership positions specifically. Your current staff is 80% white and you have different folks of color on the team, however none hold leadership positions. After hosting two recruitment events and extensive networking, you still don't have a pool of applications of color. The staff of color you do have are demanding change in real time and want to see leadership reflect the diverse community you serve.

Resource: [What Companies and Candidates Need to Know about Hiring for Diversity](#)

Scenario #4 // Personal, Real-life Challenge

Consider experiences in your own leadership that have brought forth challenges around identity and equity. Have one member share a challenge and its context in detail. Then, work through the Awareness-Analysis-Action-Accountability prompts for that person's scenario.