



Building Bridges of Belonging

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SCRIPTURE

A reading from the Acts of the Apostles (2:1-11)

When the time for Pentecost was fulfilled, they were all in one place together. And suddenly there came from the sky a noise like a strong driving wind, and it filled the entire house in which they were. Then there appeared to them tongues as of fire, which parted and came to rest on each one of them. And they were all filled with the holy Spirit and began to speak in different tongues, as the Spirit enabled them to proclaim. Now there were devout Jews from every nation under heaven staying in Jerusalem. At this sound, they gathered in a large crowd, but they were confused because each one heard them speaking in his own language. They were astounded, and in amazement they asked, "Are not all these people who are speaking Galileans? Then how does each of us hear them in his own native language?"

The Word of the Lord.

All: Thanks be to God.

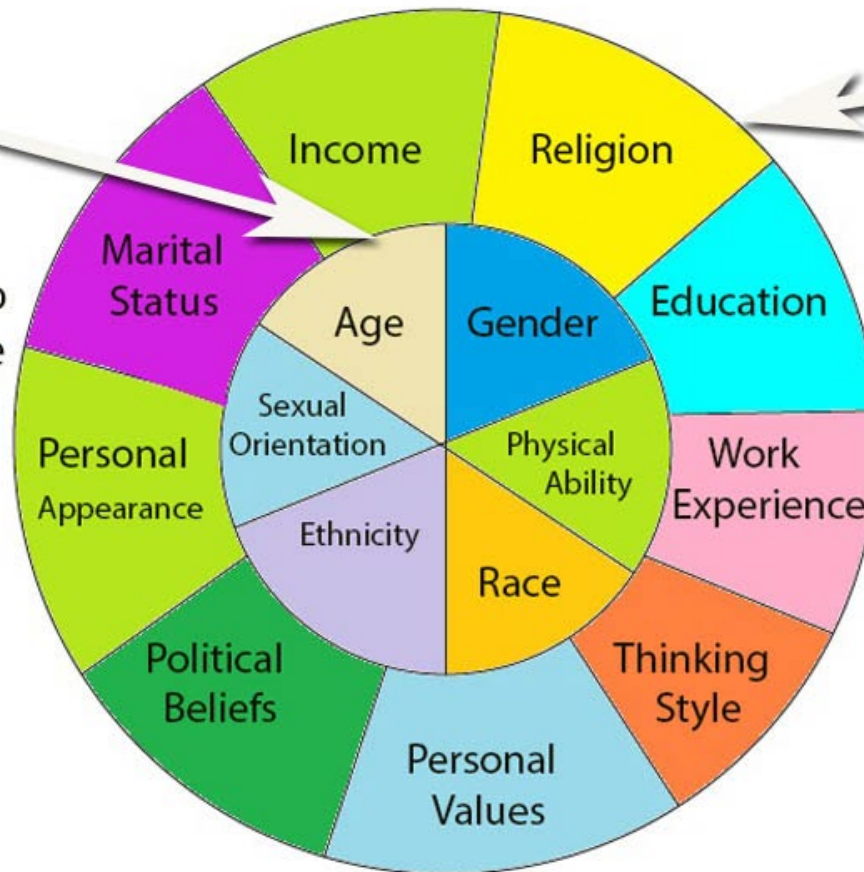


Adapted from: Implementing Diversity by Marilyn Loden. 1996. McGrawHill Publishing

Dimensions of Diversity

Inner Embedded Sphere

Which we have no control over as we are born with these aspects of diversity.



Outer Sphere

Which we have some control over and which may or may not change over time.

CULTURE / CULTURA

The learned behaviors,
values, and perceptions
of a particular group...

Los valores,
comportamientos, y
percepciones aprendidos
de un grupo particular...



CULTURE / CULTURA

...which are shared and transmitted through symbols and meanings and which shape an individual's identity.

...que son transmitidos y compartidos a través de símbolos y significados para la formación de la identidad personal.



We are born into a culture

Nacimos en una cultura

- We are formed by our culture
- Where we are we bring our culture
- It is a core part of my identity



- Nuestra cultura nos moldea
- No se puede separar de quien soy
- No es accidental
- Es una parte esencial de mí

Individualist

- ✦ Individuals are defined by how he/she stands out from the group
- ✦ The individual is ultimately responsible for his or her life decisions.
- ✦ Family is the immediate or nuclear family.
- ✦ Loyalty to the larger group is contingent on how the group responds to the individual's needs & goals

Collectivist

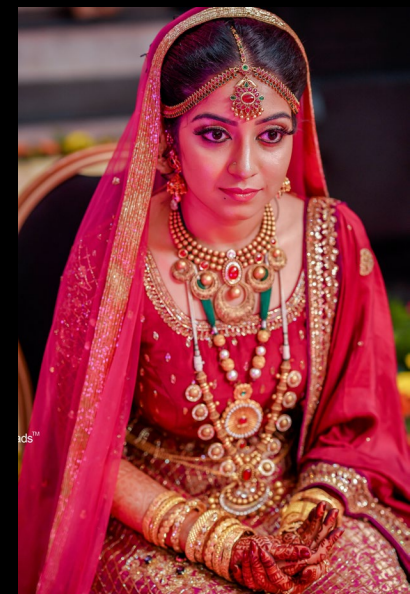
- ✦ The individual is defined by his or her position in the group
- ✦ The group or the elders may make major life decisions
- ✦ Family is the extended family.
- ✦ Loyalty to the group is the highest value...individual needs & goals are secondary

- como celebramos / **how we celebrate!**
- La comida que nos gusta / Foods we love
- When and How we eat

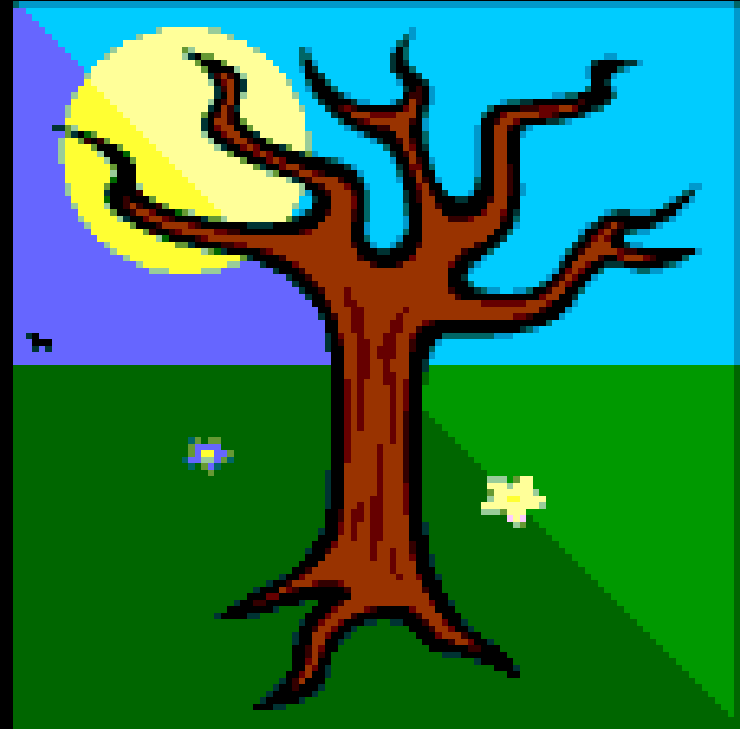
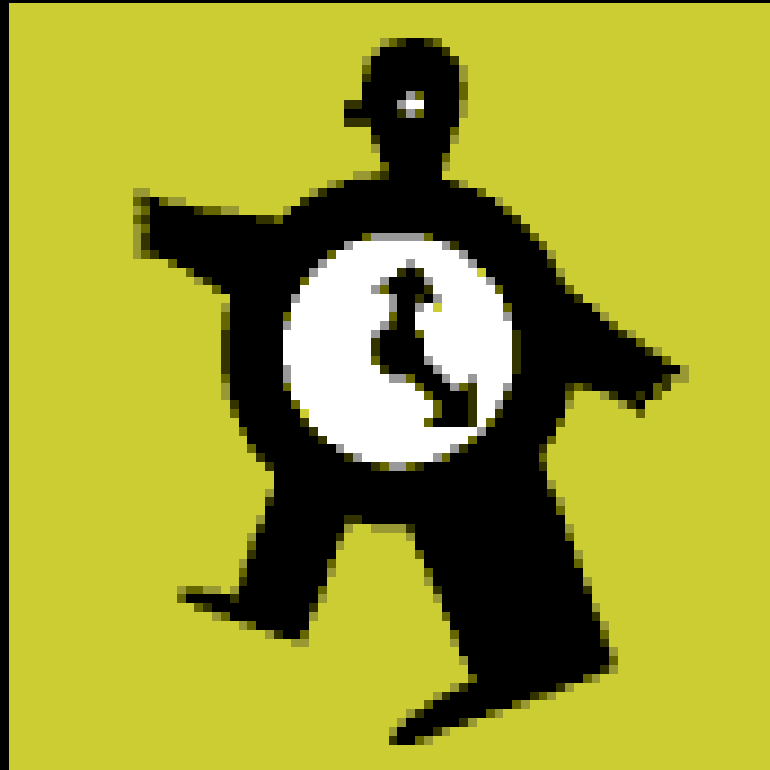


Culture is what we value...

- The beliefs we have about beauty, color, order, etc.



La Cultura es nuestro reloj interno / **our inner clock**



Culture is how we communicate and relate

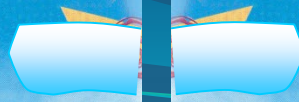
- The expressions we know
- How we speak
- When we speak





Iceberg Analogy for Culture

Edward T. Hall



COMPORTAMIENTOS

CREENCIAS

VALORES

SUPOSICIONES

HISTORIA
COLLECTIVA

TRADICIONES

MODOS DE
PENSAR

PERCEPCIONES

MITOS

BEHAVIORS

BELIEFS

VALUES

ASSUMPTIONS

COLLECTIVE
HISTORY

TRADITIONS

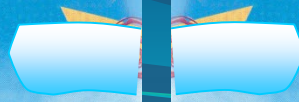
THOUGHT
PATTERNS

PERCEPTIONS

MYTHS

My Diversity

- **How do you identify your diversity? Give examples of your own diversity that are part of your identity.** *This can include any of the following “dimensions of diversity”: age, gender, physical characteristics & abilities, ethnicity, race, sexual orientations, marital status, political or religious beliefs, etc.*
- **What are the gifts of your diversity?**
- **What are the dimensions of your diversity that are difficult to talk about?**



COMPORTAMIENTOS

BEHAVIORS

CREENCIAS

BELIEFS

VALORES

VALUES

SUPOSICIONES

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HISTORIA
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MITOS

MYTHS



My Diversity

- **Reflect upon a time when you felt different. The difference could be your race, culture, color, gender, sexual orientation, language, etc.**
- **How did it feel? What did you do?**

Ethnocentrism

A room full of
mirrors



Stages of Intercultural

RESPECT

LOS ETAPAS DEL

RESPECTO

INTERCULTURAL

based on Milton and Janet Bennett's
Developmental Model of Intercultural
Sensitivity

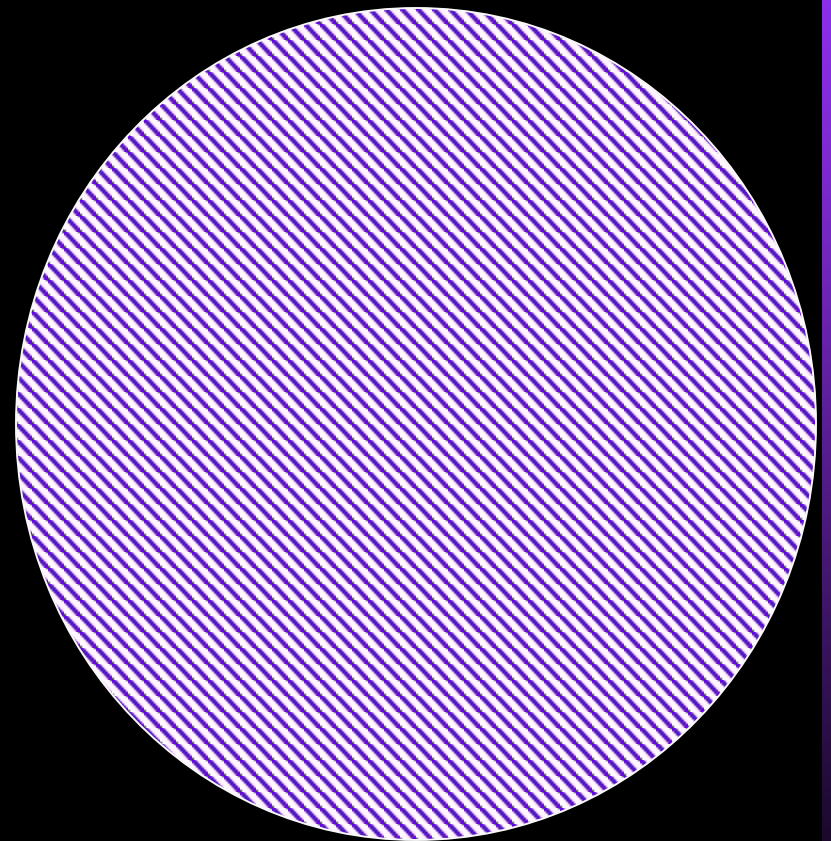
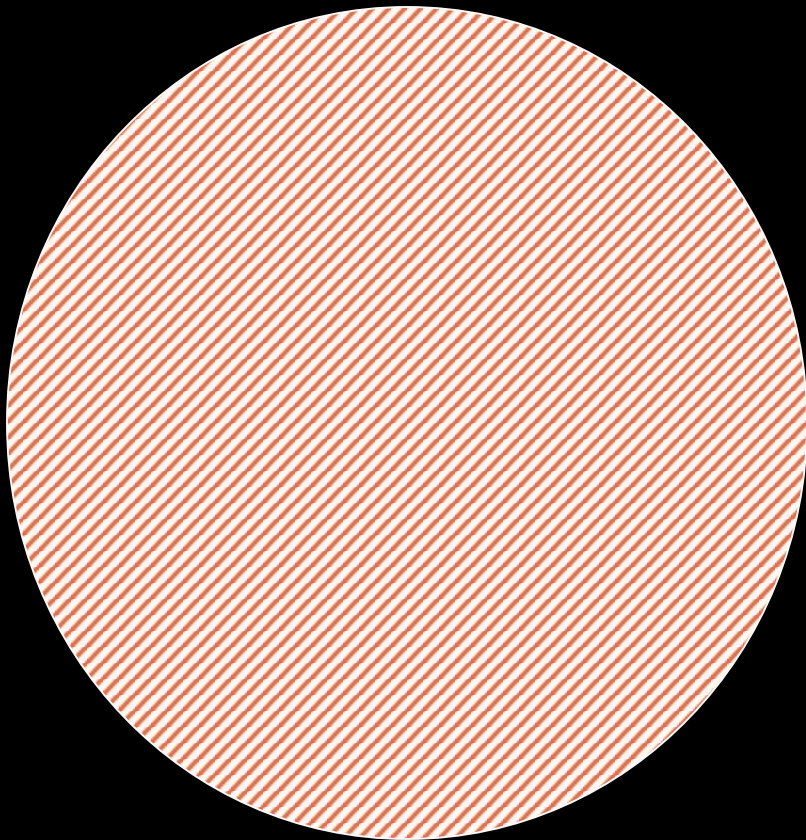
**Ethnocentric
stages**

**LOS ESTADOS
ETNOCÉNTRICOS**

DENIAL

NEGACIÓN

AISLAMIENTO / ISOLATION



**No tengo una cultura,
soy Americano**

**I don't have a
culture,
I am an American.**

**When people
come to
America, they
should become
an American...**

**Cuando la
gente viene a
los EUA, tienen
que ser
Americanos...**

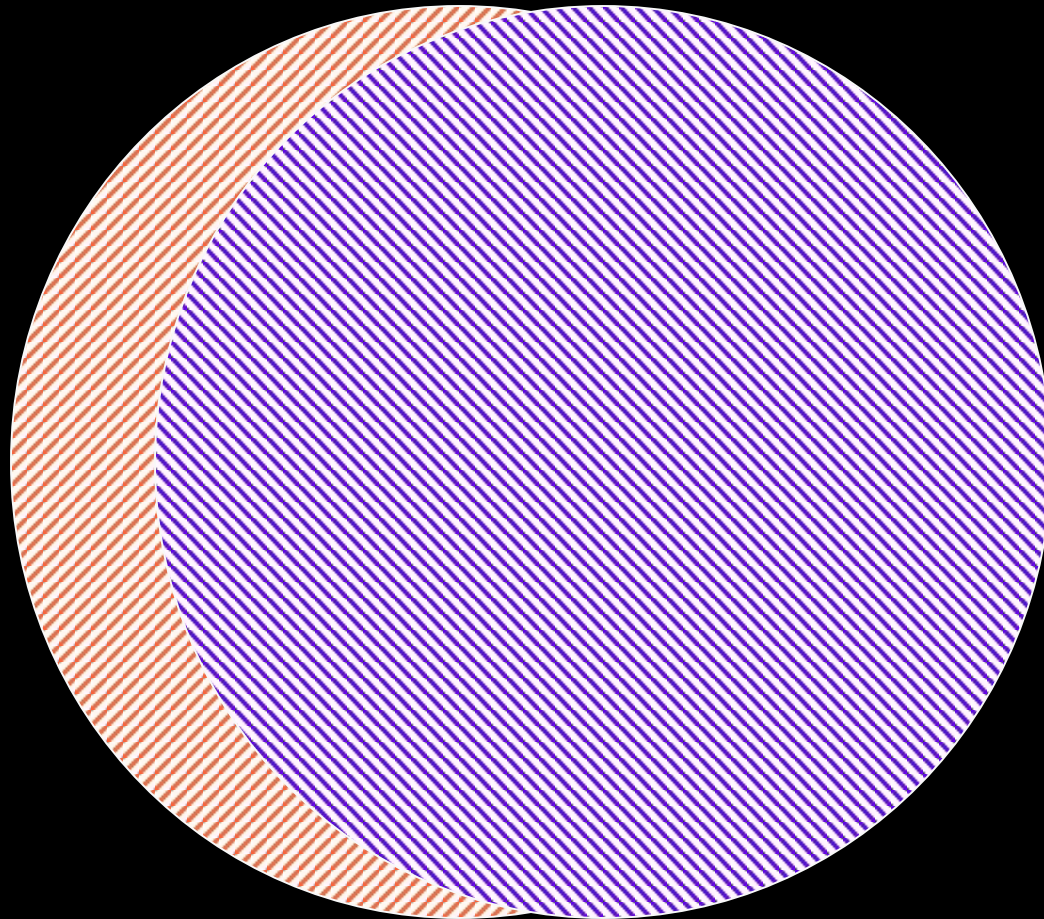


**... leaving
behind their
culture and
their language.**

**...dejando
cultura e
idioma atrás .**



ASIMILACION / ASSIMILATION



**Difference is confined to
broad categories**

**Las diferencias
se limitan a
grandes categorías**

Stereotypes

Una idea
incompleta
o
deformada
en nuestra
cabeza



DEFENSE

DEFENSA

**You are different =
you are bad**

**Tu eres diferente;
por lo tanto, eres
malo/a.**

**It's okay for you to be
different, but I am better.**

Está bien que eres

Diferente, pero yo

soy mejor.

**I am different; therefore I
am bad and you are good.**

**Soy diferente, por lo
tanto, soy malo/a
y tu eres bueno/a**

**If I leave
my culture and my
language behind,
maybe they will
accept me.**

**Si dejo mi cultura y
mi idioma atrás,
quizás así me
aceptan .**



**If you don't include like I
do then you are bad.**

**Si no incluyes a
todos como yo lo
hago, eres malo/a**

MINIMIZATION

DISMINUCIÓN

**I know that there are
differences, but they are
not important.**

**Sé que hay
diferencias, pero
no son importantes**

When and How to Respond to Microaggressions

by Ella F. Washington,
Alison Hall Birch,
and Laura Morgan Roberts
July 03, 2020

Microaggressions – initial definition

- Microaggressions are defined as verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative racial slights and insults to the target person or group.

Microaggressions

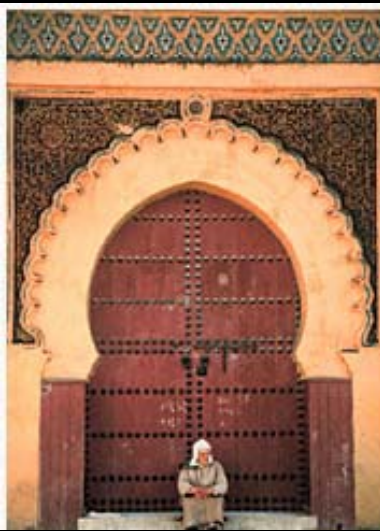


inclusion

The stages of "inclusion"
of cultural diversity



Un cuarto lleno de puertas



ACCEPTANCE



ACEPTACIÓN

**Difference is accepted and
respected in both behavior
and value.**

**Las diferencias son
aceptadas y respetadas**

ADAPTATION

ADAPTACIÓN



**Difference is included in
my world view.**

**Se puede incluir las
Diferencias en mi
punto de vista**

**Learning to be more empathetic
& practicing compassion**

**Aprender a ser
más empático/a
y practicar la compasión**

**Learning to do
contextual evaluation.**

**Aprender a evaluar dentro
de la situación particular
“contextualizar”**

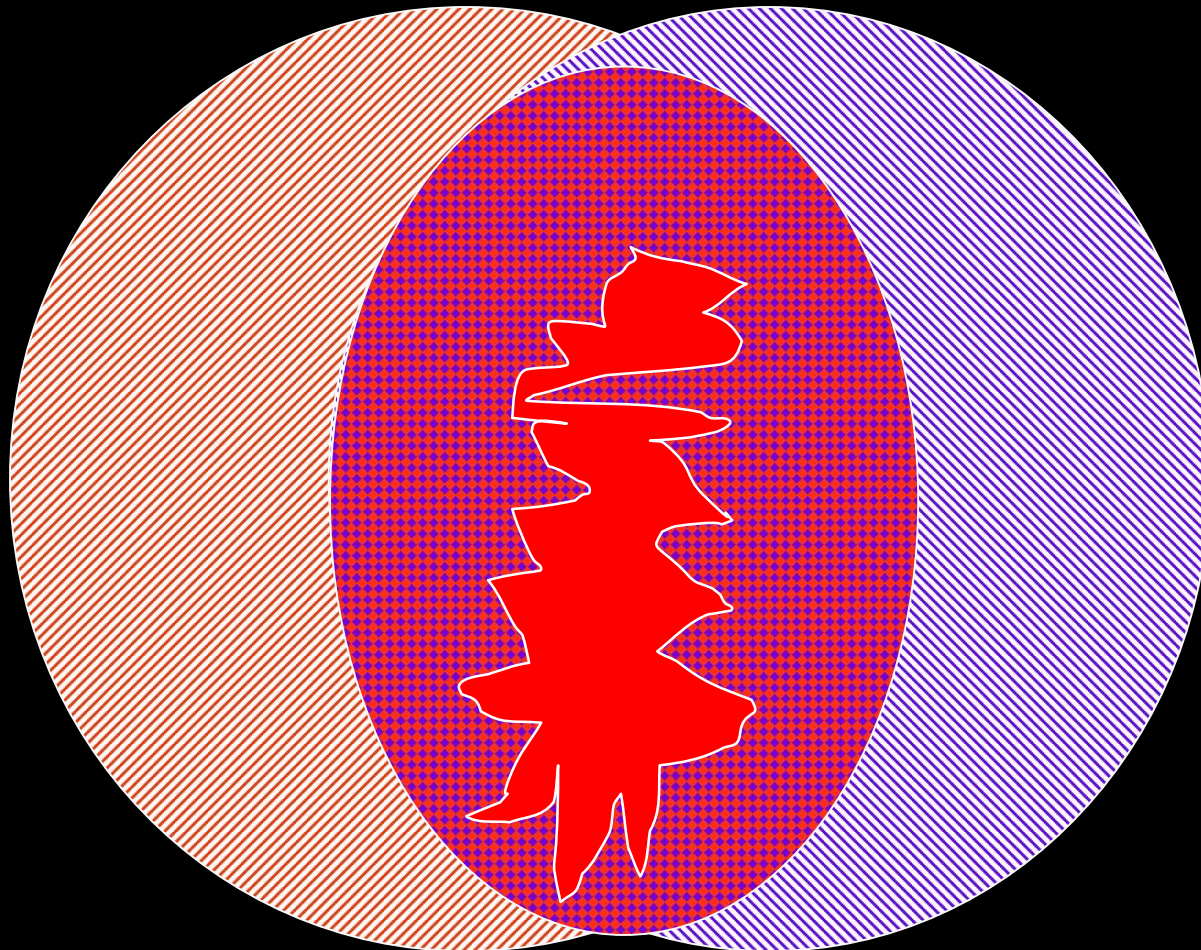
**Commitment to
Diversity & Inclusion**

**Hacer un
compromiso a la
diversidad e inclusion**

INTEGRATION

INTEGRACIÓN

INTEGRACION / INTEGRATION



**Difference is integrated in
my identity.**

**Se puede integrar las
diferencias en mi
identidad.**

**Living an authentic spirituality
for intercultural living and
mission**

**Vivir una espiritualidad
auténtica para la vida y misión
intercultural**

"Identity, Call, Mission, & Vision"

COMMUNAL IDENTITY

- Incarnational Spirituality
- Relational way of being and living
 - Mutuality
- Co-creators / Collaborators
 - Unity in Diversity
 - Interculturality

ENCUENTRO & ACCOMPANIMENT

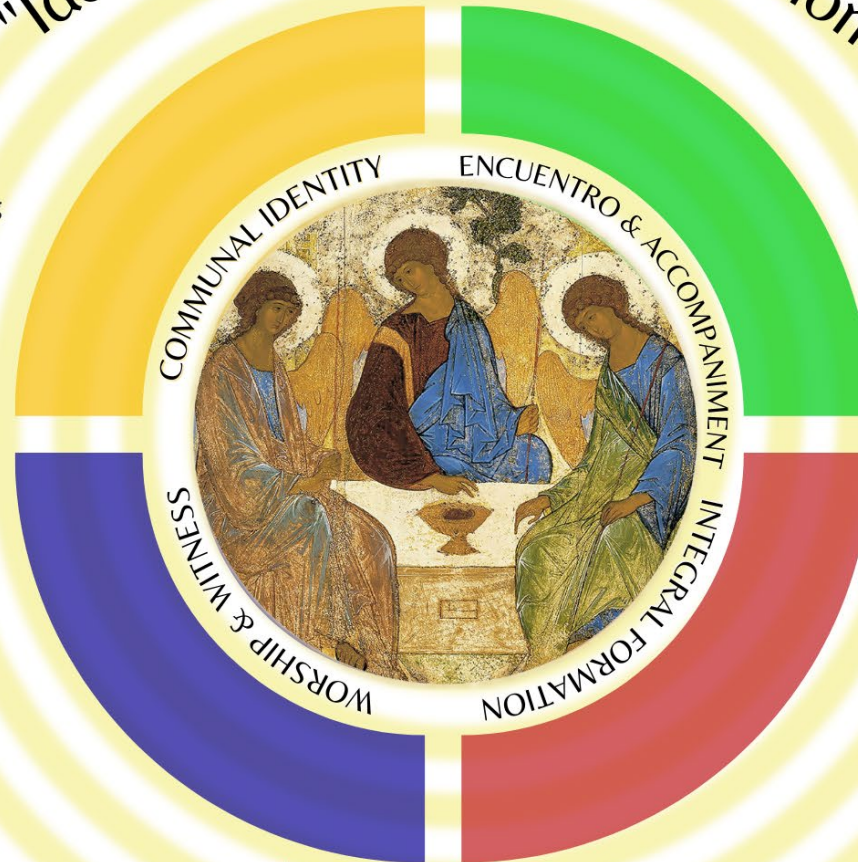
- Human Dignity
- Humanizing Spaces
- Inclusion & Belonging
- Everyone has voice
- Present to Needs
- Outreach (*en salida*)
- Structures for Synodality

WORSHIP & WITNESS

- Vibrant Worship
- Community-building
- Courageous Witness
 - Equity & Justice
- Stewardship & Sustainability

INTEGRAL FORMATION

- Human Formation
- Spiritual / Faith Formation
- Intellectual Formation
- Service & Leadership
- Community engaged learning
- Local & Global Citizenship



**UNIVERSITY OF THE
INCARNATE WORD.**

UNIVERSITY MISSION
and MINISTRY

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The Word becomes Incarnate when:

- We dedicate time & energy to BE present to each other...
- Respecting the start & end times
- Relaxing and centering in the NOW
- Committing to active listening and allowing for silence
- Letting go of set outcomes and honoring the process



The Word becomes Incarnate when:

- We feel valued...
- When we are welcomed as a gift
- When we are safe to be ourselves
- When we treat others with profound respect



The Word becomes Incarnate when:

- We share truthfully...
- Speaking for ourselves, using “I” statements
- Letting go of the need to debate or convince
- Aware of our perceptions & assumptions
- Honoring feelings & vulnerability

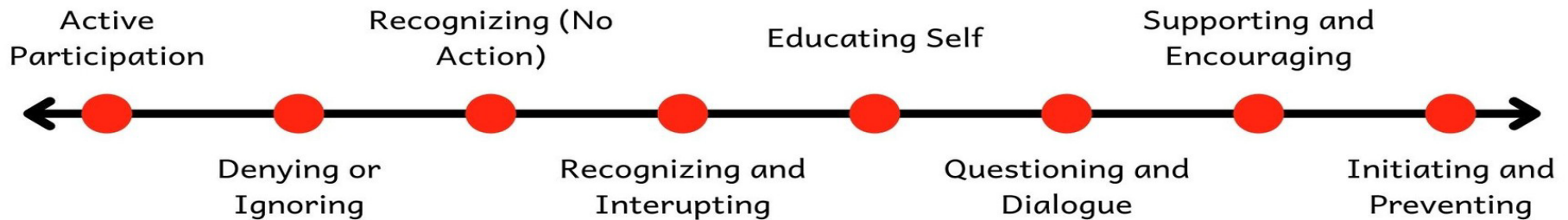


The Word becomes Incarnate when:

- We can trust each other...
- To be compassionate
- To bravely engage in difficult conversations
- To respect each other even when we disagree
- To be nonviolent in words & deeds
- To honor boundaries & confidentiality



ACTION CONTINUUM



- **Actively Participating** through: initiating policies/ legislation that keeps certain groups without power, access, or rights; creates a hostile environment through verbal and physical abuse; isolates individuals of certain groups; tells jokes that put down targeted groups.
- **Denying or ignoring** through: inaction; apathy; unwillingness or inability to understand
- **Recognizing but no action** through: endless talking about it; delegating the issue to others- "its being dealt with..."; collusion; the desire to act but a lack of knowledge keeps one paralyzed
- **Educating and interrupting** through: taking small steps to change; reflecting on action and preparing for more; this is a transitional stage where one begins to pay the price and one must decide whether to continue or not
- **Educating self** through: critical reflection; continued action that leads to personal conversion;
- **Questioning and Dialoguing** through: educating others; supporting others who are taking risks for social change; engaging individuals and groups in dialogue
- **Supporting and encouraging** through: engaging and/or supporting interventions and actions that address prejudice and racism
- **Initiating and preventing** through: actions that actively anticipate and identify discriminatory institutional practice and individual actions; building institutional consensus that reflects diverse/multicultural views/reality

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06-20-23