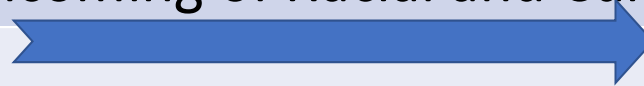


In what category would you place your church in terms of cultural sensitivity and cultural proficiency?

Continuum Towards Becoming a Culturally Proficient Church Tolerant/Welcoming of Racial and Cultural Differences

Differences Are Deficits



Differences Are Assets

Identifier **Excluding / Club Church** **Open/Awakening Church** **Redefining/Transformed Church**

Characteristics	Monocultural	Nondiscriminatory	Multicultural/Inclusive
Cultural Sensitivity	Denial of difference, Defense of Difference	Minimization of Difference, Acceptance of Difference	Adaptation to Difference, Integration of Difference
Competency	Cultural Destructiveness/ Incapacity	Cultural blindness/openness Seeks to eliminate dominance and oppression	Cultural Competence/Proficiency Considers diversity an asset

Social Grouping	Mono-Cultural	Nondiscriminatory	Multicultural/Transformed	Social Grouping	Mono-Cultural	Nondiscriminatory	Multicultural/Transformed
Ethnicity				Ethnicity			
Orientalion				Orientalion			
Ability				Ability			

Cultural Sensitivity

Cultural Proficiency

- Consider your church or local context. To what extent do you see prejudice or tolerance expressed towards persons of different ethnicity, orientation, or ability?
- Please note in the table: Normative, often, at times, rarely

	Tolerance	Prejudice	Bias
Ethnic Difference			
Orientation Difference			
Ability Difference			

Compare the preferences, attitudes and behaviors of persons in your church or local context in regard to persons of other ethnicities, orientations and abilities. Select two prominent social groups in your church or local context also for this comparison.

Social Group	Favoritism (high, lower)	Stereotypes (yes, no)	“Centrisms” (yes, no)	Discrimination (yes, no)	Exclusion (yes, no)	Marginalization (yes, no)	
Other Ethnicities							
Other Orientations							
Other Abilities							
Church social group							
Church social group							
What makes your primary social group distinctive or unique from other social groups?							

Social Hierarchies in Your Church

Social Group	High Privilege	Lower Privilege	Privilege Not Determined	Manifests/Reflects American Social Hierarchy	Not in this setting
Caucasians					
Asians					
Hispanics					
First Nations					
African Americans					
Africans					
LGBTQ+					
Differently Abled					

How I see myself as a person

(assimilated, separated, marginalized, integrated)



How I see myself in relation to others



How other persons see me

(assimilated, separated, marginalized, integrated)

(assimilated, separated, marginalized, integrated)

How I see persons not in my social group

(dominant, privileged, inferior, subordinate, intelligent, of lesser intelligence)



How I see myself in relation to others



How other persons see me

(Inferior? Superior? Equal? Powerful? Powerless?)

(Inferior, superior, equal, powerful, powerless)

Double Consciousness
(from Bell and Evans, 1981)

Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Targeted Social Groups	Ism
Face	White People	Biracial People (White/Latino, Black, Asian)	Asian, Black, Latino, Native People	Racism
Sex	Bio Men	Transsexual, Intersex People	Bio Women	Sexism
Gender	Gender Conforming Bio Men And Women	Gender Ambiguous Bio Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Abled-Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Elders, Young People	Ageism/Adultism

Continuum Towards Becoming a Culturally Proficient Church

Tolerant/Welcoming of Racial and Cultural Differences

Differences Are Deficits



Differences Are Assets

Identifier Excluding / Club Church Open/Awakening Church Redefining/Transformed Church

Characteristics	Monocultural	Nondiscriminatory	Multicultural/Inclusive
Intercultural Relations	Conflicted	Moving toward reconciliation	Reconciled
Perceptions	Incompatibility, scarcity, interference	Becoming aware of alternative possibilities	Constantly seek win-win solutions
Competency Level	Cultural Destructiveness/Incapacity	Cultural blindness/openness Seeks to eliminate dominance and oppression	Cultural Competence/Proficiency Considers diversity an asset
Social Group Relations	"Centrisms"/Negative Stereotypes/Idealized Prototypes	Stereotypes are less negative/prototypes less controlling	No negative stereotypes or prototypes that lessen other persons
Goals	Competitive	Seek compromise/collaborate	Collaborative
Culture Hierarchies	Dominance/Oppression maintain "status quo"	Open/accepting Flexible/status quo lessened	Multicultural Flexible boundaries/social group equity
Acculturation	Marginalization/	Separation/Assimilation	Two-way assimilation/Integration