



A Biblical View of Diversity

Video Notes

Discussion Questions

1. What stood out the most to you in this video?

2. God's Word commands us to love and treat everyone the same. Romans 2:11 tells us that *"God shows no partiality."* Paul says in Galatians 3:28, *"There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus"*. With our country and its people being divided more now than ever before, how have you as a business leader handled diversity?

3. Romans 15:5 says, *"May the God who gives endurance and encouragement give you the same attitude of mind toward each other that Christ Jesus had."* In business, we don't have to share the same opinion with everyone on every issue, but Jesus desires that we still love others the way He did. When others don't agree with you on business issues or share the same values, how do you handle those differences. What if it is a spiritual issue? Do you let it affect your relationship with them?

4. The supreme court recently struck down affirmative action in college admissions, declaring that race cannot be a factor, and forcing universities to look for new ways to achieve diversity among their student body. Some of this thought has spilled over to companies and their hiring practices. What practices should companies use when it comes to hiring? What should you do as a business leader in your company and especially if you have to do any hiring?

5. In the video, Ray talked about how “*blind spots and the heart*” are the roots of the problem with diversity, equity, and inclusion. In Revelation 7:9, John said, “*After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands.*” In the end, if people of all nations, all color and all languages will come together, what should a Christian business leader be doing now to address their blind spots and heart issues when it comes to DEI in the workplace?

Application

What steps can you take this week to help you have a biblical perspective about diversity in the workplace? Is there something you can do where you work that will help make a difference?

Going Deeper

This section is an extension of the above material and is designed for a deeper study/devotion on your own. Read the scripture below and take time to journal and put this content into practice to help shape your culture at work.

1. In John 17:20-23, Jesus prays for all believers and says: *“My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. I have given them the glory that you gave me, that they may be one as we are one — I in them and you in me — so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.”* If you have a blind spot or heart issue that keeps you from having a heart of unity that Jesus desires us to have, ask God to open your eyes and write down 2 steps you can take to begin making this change in your life and company.

2. James 2:1-5 says, *“My brothers, show no partiality as you hold the faith in our Lord Jesus Christ, the Lord of glory. For if a man wearing a gold ring and fine clothing comes into your assembly, and a poor man in shabby clothing also comes in, and if you pay attention to the one who wears the fine clothing and say, “You sit here in a good place,” while you say to the poor man, “You stand over there,” or, “Sit down at my feet,” have you not then made distinctions among yourselves and become judges with evil thoughts? Listen, my beloved brothers, has not God chosen those who are poor in the world to be rich in faith and heirs of the kingdom, which he has promised to those who love him?”* As you seek to integrate your faith into your business, it will require that you take on the heart of Jesus and see people the way He does. This requires intentionality on your part to seek out cultural diversity within your work and relationships. What steps are you willing to take to become more diverse in what you do?
