

**Intercultural Church
From diversity to inclusion**

11 May 2018


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Church Models (A.M Brazal)

- **Single Culture - Based on ecclesiology of one parish, one community**
 - Monocultural hosts
 - All are one in Christ (Pauline vision of neither Greek or Jew)
 - Melting Pot
 - Early church – Hebraic and Hellenistic Jewish Christians
 - Discourage specific focus on ethnic ministries
 - Monocultural migrant church
 - Single ethnic group
 - Mainly immigrants – in their language
 - Migration both economic and social and cultural
 - (1 Peter 2:11) Alien and exile




- **Multiple Cultures – community of communities**
 - **Multiculturalist**
 - Culture is a total way of living shared homogenously – crafted by a distant past, passed on to generations with minor changes
 - Encourages ethnic distinctions by facilitating each group of migrants to express their faith in their culture and co-exist together
 - Under own leadership and pastor, gathering once a while for special occasions but remain autonomy
 - Salad bowl analogy
 - Similar to early house churches





• Intercultural model

- Takes multicultural church one step further to promote meaningful interaction between various cultural groups towards meaningful interaction.
- Presupposes culture is dynamic, heterogenous and negotiated within a field of power relations
- The “third space”
- Entire church is the believers’ sustained practice of mutual co-operation and practice.
- Helpful to identify non-negotiables eg. Gender equity
- Motifs : Pentecost, Pilgrims on a Journey and Trinity



Interculturality

- Understood to be the creation of spaces for interactions amongst diverse cultures,
- Is the call for mutual listening and dialogue and consequent transformation in the view of the other.
- Helps people appreciate better the richness of cultures, their own and others, leading to the enrichment of the Christian faith
- Is more than respecting diversity



Multicultural

- Relating to or containing several cultural or ethnic groups within a society or community.
- Where people stand alongside one another, but each cultural group is isolated from one another.
 - Polite social interaction takes place mainly during celebrations focus on food, folk and festivities.
 - Interaction is a superficial exchange between cultural groups, only one culture is driven to learn and understand.



Cross Cultural

- Different cultures or comparison between them.
- Where people reach across cultural boundaries, build relationships, share, listen, learn and are open to change.
 - Usually requires specific drivers like business, church, community building events – work is a great place to cross cultures.
 - Differences are understood and acknowledged, and can bring to individual change, but not collective transformation.




Intercultural

- Taking place between cultures
- Relations are deeper than multicultural or cross-cultural relations, and no one is usually left unchanged.
- People from different cultural groups have a mutual interest to interact with one another, learn and grow together whilst relationships are shaped and moulded from each others experiences.
- The focus is relationship building – not individual gain and learning from one another. Addresses the power imbalances



What does this mean for your church and communities you are in?



Culture Matters: www.thirdculture.co.nz

NOT BETTER
or
WORSE
just DIFFERENT



INTERCULTURAL COMMUNICATION
INTERACTION BETWEEN MEMBERS OF DIFFERENT CULTURES

COCK A DOODLE DOO BAAH

INTERCULTURAL COMPETENCE
KNOWING HOW TO INTERACT WITH MEMBERS OF DIFFERENT CULTURES

BAAHpp

INTERCULTURAL DIALOGUE
DELIBERATE ATTEMPT TO UNDERSTAND A MEMBER OF A DIFFERENT CULTURE

WHAT'S IT ACTUALLY LIKE TO SLEEP IN?



Culture is...



What is CULTURE?

- It is human's attempt to understand the world around us.
- It is programming that shapes who we are and who we are becoming.
- It is a social system that is shaped by the individual and that also has capacity to shape the individual.
- It is the presence of God, the image of God, the mission of God found in the human spirit, soul and social system.


Many Colours,
Cultural Intelligence for a Changing Church
Soong-Chang Rah



What is Culture? Part 2

Culture is the acquired learning of a group that gives its members a sense of who they are, of belonging, of how they should behave, and of what they should be doing; culture makes that group recognizably different from other groups.

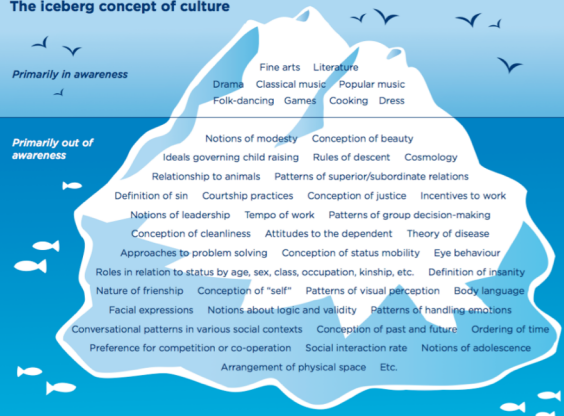
Alan Cornes



Culture is... so much more than ethnicity and nationality



The Iceberg concept of culture




Primarily in awareness


- Fine arts Literature
- Drama Classical music Popular music
- Folk-dancing Games Cooking Dress

Primarily out of awareness

- Notions of modesty Conception of beauty
- Ideals governing child raising Rules of descent Cosmology
- Relationship to animals Patterns of superior/subordinate relations
- Definition of sin Courtship practices Conception of justice Incentives to work
- Notions of leadership Tempo of work Patterns of group decision-making
- Conception of cleanliness Attitudes to the dependent Theory of disease
- Approaches to problem solving Conception of status mobility Eye behaviour
- Roles in relation to status by age, sex, class, occupation, kinship, etc. Definition of insanity
- Nature of friendship Conception of "self" Patterns of visual perception Body language
- Facial expressions Notions about logic and validity Patterns of handling emotions
- Conversational patterns in various social contexts Conception of past and future Ordering of time
- Preference for competition or co-operation Social interaction rate Notions of adolescence
- Arrangement of physical space Etc.




- Individual Culture** – Unique, but predictably different
Inherited & Learned: Personal Experiences
- Social Culture** – We all belong to several at once
Generations, Genders, Professions, Company
Learned: Collective by Group
- Human Race Culture**
Inherited: Common to all mankind



Diversity, Inclusion and Belonging


- **Diversity** – what is visible
- **Inclusion** – embracing what is different
- **Belonging** – where everyone can be themselves and participate as who they are

Behaviour

Beliefs/Values

World view




Organizational Dimensions
Functional Level
Classification

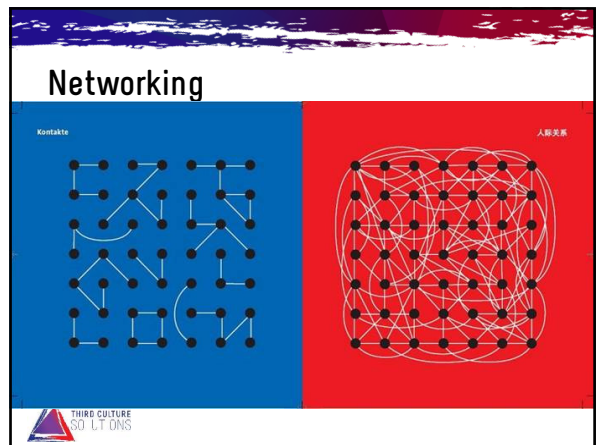
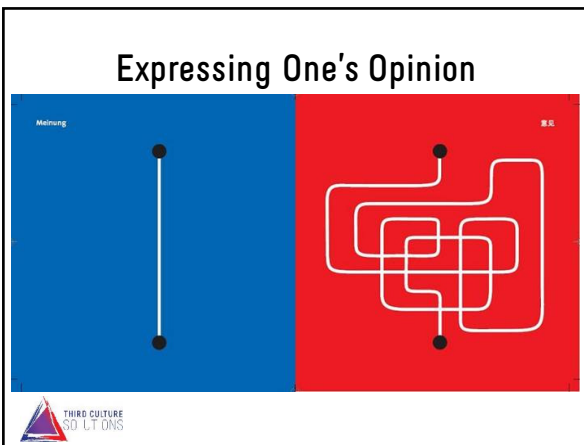
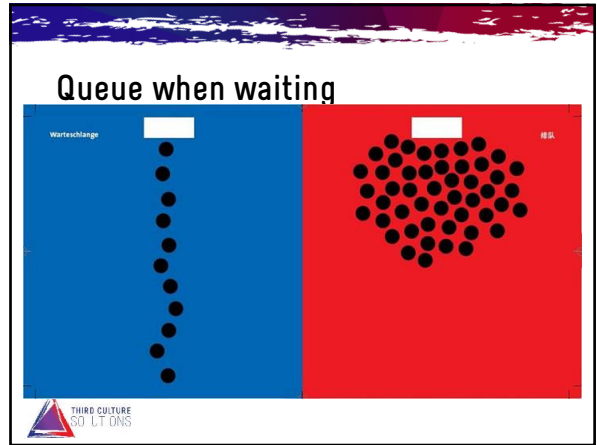
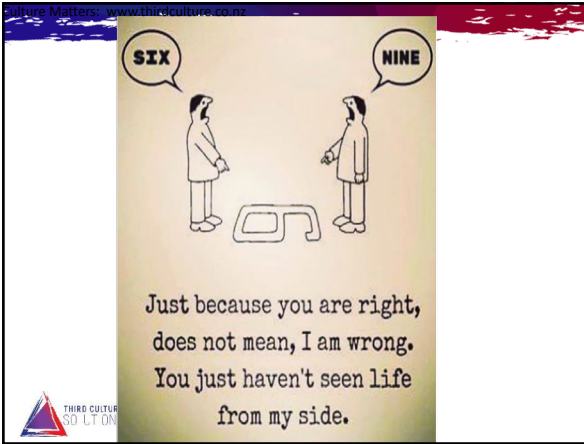
External Dimensions*
Geographic Location

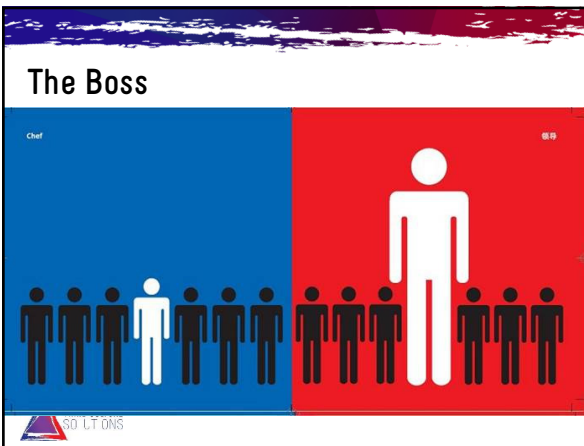
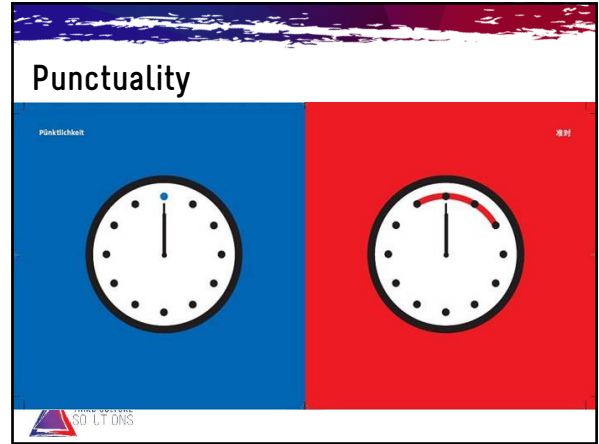
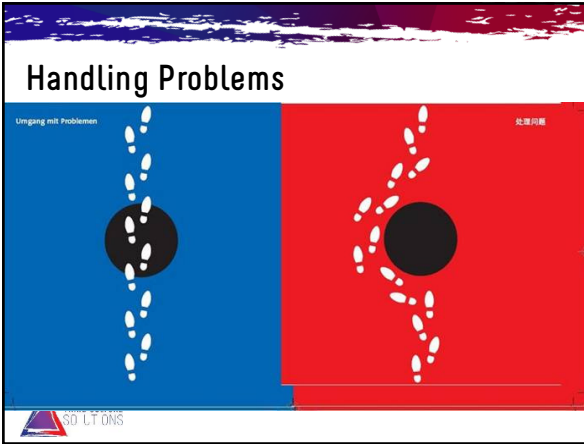
Internal Dimensions*
Age

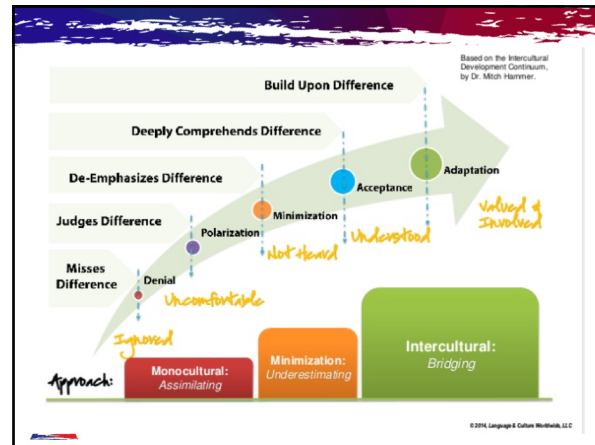
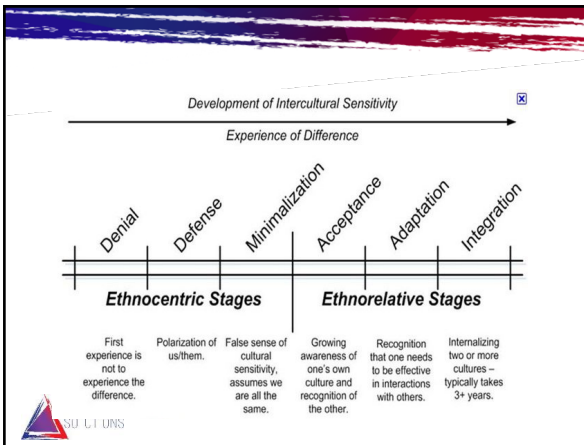
Personality

Marital Status, Parental Status, Appearance, Union Affiliation, Work Experience, Work Location, Seniority, Income, Gender, Personal Habits, Recreational Habits, Division/Departments/Unit/Group, Sexual Orientation, Religion, Educational Background









Cultural Intelligence Quotient (CQ)

Developing the capability to function effectively across various cultural contexts (national, ethnic, organizational, generational, etc.).

—Soon Ang and Linn Van Dyne, "Conceptualization of Cultural Intelligence" in Handbook of Cultural Intelligence: Theory, Measurement, and Applications (Armonk, NY: M.E. Sharpe, 2008), 3.

Cultural Intelligence

- **Drive:** How motivated am I in culturally diverse settings?
- **Knowledge:** How do I think/ behave in diverse settings?
- **Strategy:** How can I check and plan?
- **Action:** How do I behave?
- How motivated are we to intentionally grow the diversity?
- How much do we know about each other?
- What can we do to check and test our assumptions?
- How can we follow through in our practices?

THIRD CULTURE SO-CULTIONS

What's helpful

- Building Rapport
 - Greeting – in the other's language
 - Smiles
 - Interest and Curiosity
- Establishing Trust
 - A characteristic you've noticed or admired in other person's culture
 - Interest in the individual – where they have come from
- Active Listening and good reflection

Descriptive vs Interpretive

It's always safer in any kind of cross-cultural situation to **describe** behaviour than to interpret it, at least initially.

Interpreting behaviour, after all, involves assigning meaning, and the meaning you assign to a behaviour is bound to be one taken from your own culture—which won't necessarily help you very much if the person exhibiting the behaviour comes from a different culture.

Communication hasn't taken place until the receiver of the message has heard and understood the message as it was intended.

Culture in Communication

- It affects the encoding and decoding of the message
- Cultures differ in behaviour
 - Words
 - Tone of Voice
 - Body Language
- Values
- Worldview

Organisationally in our churches and organisations. . .

- Becoming intercultural is a journey and a process
- No template or blueprint – each journey is unique



An INTERCULTURAL LENSE

- Challenge Biases
- Challenge Assumptions
- Notice who's missing
- Value all voices
- Aim for equity
- Live out our commitments

United Churches of Canada



In our churches today. . .

- Learning to be
- Cultivate CQ skills together
- See it as a journey and process
- Intercultural measures will look different
- Explore form, function and meaning



Cultural humility

- the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”
- Cultural humility incorporates
 - a lifelong commitment to self-evaluation and self-critique,
 - to redressing the power imbalances,
 - and to developing mutually beneficial and non-paternalistic partnerships with communities on behalf of individuals and defined populations



John 13:35

³⁴A new commandment I give you:
Love one another. As I have loved you,
so also you must love one another. ³⁵
By this all men will know that you are
my disciples, if you love one another.”

