

## **EQUITY & INCLUSION: WHAT SPIRITUAL CARE PROVIDERS NEED TO KNOW**

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# Spiritual Care Providers Must Understand Equity & Inclusion Terminology



# WHAT IS EQUITY?

**Equity** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Equally = Same**

**Equity = Fairly**

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# WHAT IS INCLUSION?

**Inclusion** is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.





# WHAT IS DIVERSITY?

**Diversity** is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain-underrepresented among practitioners in the field and marginalized in the broader society.



[illegible]

- **Sexism:** Almost universal condition of civilization likely because men tend to be larger and have more upper body strength. This brings with it a greater average capacity for violence, and violence is the language of despotism (i.e., tyrannical rule). (...Hopefully, we are moving beyond despotism). Sexism tends to force women into subservient, restrictive roles that many women do not want, and men into dominant, competitive roles that many men do not want.
- **Heterosexism:** A subcategory of sexism, heterosexism describes the pattern in which people with clearly-defined genders are assumed to want to have sexual relationships exclusively with members of the opposite gender. "Others" are punished with ridicule, restriction of partnership rights, discrimination, arrest and possibly death.
- **Racism:** Social pattern in which people who are identified as members of one specific "racial" group are treated differently from people who are members of another.
- **Ageism:** Social pattern in which people of a certain chronological age are treated differently, to an unnecessary degree, than those who are not.
- **Classism:** Social pattern in which wealthy or influential people congregate with each other, and oppress those who are less wealthy or less influential.

- **Cisgenderism:** Social pattern in which people who do not identify with their assigned gender roles, or do not have clearly-assigned gender roles, are forced to either (1) choose gender roles that do not suit them or (2) suffer the social consequences.
- **Colorism:** Social pattern in which people are treated differently based on the amount of visible melanin in the skin. It is not the same thing as racism, but the two tend to go together.
- **Ableism:** Social pattern in which people who are disabled are treated differently, to an unnecessary degree, than those who are not.
- **Sizeism:** Social pattern in which people whose bodies fit social ideals are treated differently from people whose bodies do not.
- **Nativism:** Social pattern in which people who are born in a given country are treated differently from those who immigrate to it, to the benefit of natives.
- **Colonialism:** Social pattern in which people who are born in a given country are treated differently from those who immigrate to it, usually to the benefit of a specific identifiable group of powerful immigrants.



# DEFENSIVE REACTIONS

**"WHITE  
PRIVILEGE IS  
NOT REAL"**

BECAUSE I GREW UP  
POOR, SO I AM NOT  
PRIVILEGED

BECAUSE I HAVE HAD  
TO WORK HARD FOR  
WHAT I HAVE

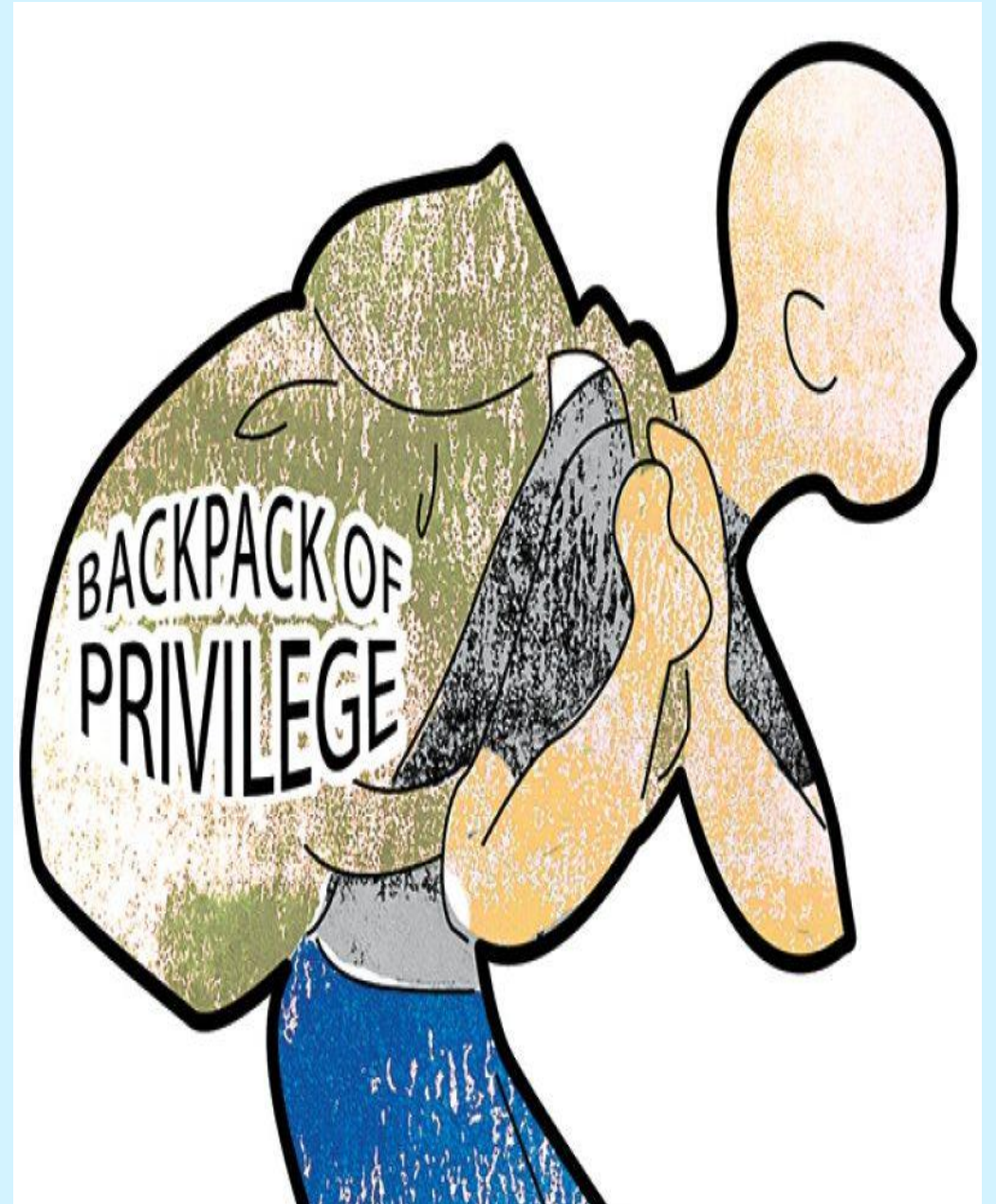
INSTEAD OF TAKING THE TIME TO LEARN ABOUT WHITE PRIVILEGE, THE KNEE-JERK REACTION IS TO DENY THAT IT EXISTS AT ALL. WHITE PEOPLE TAKE THE TERM "WHITE PRIVILEGE" AS A PERSONAL ATTACK INSTEAD OF ATTEMPTING TO USE THEIR WHITE PRIVILEGE IN A POSITIVE WAY.

@SOYOUWANTTOTALKABOUT

Spiritual Care  
Providers Must  
Comprehend &  
Acknowledge  
Privilege

# PRIVILEGE

- 1.) A right or immunity granted as a peculiar benefit, advantage, or favor.
- 2.) A right or benefit that is given to some people and not to others.
- 3.) The advantage that wealthy and powerful people have over other people in a society.
- 4.) A special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual, class, or caste.
- 5.) The advantages and immunities enjoyed by a small usually powerful group or class, especially to the disadvantage of others.
- 6.) The principle or condition of enjoying special rights or immunities.



# **AS CHAPLAINS WE NEED TO ASK OURSELVES...**

What does it mean to be privileged?

Who tends to be marginalized?

What does it mean to be marginalized?

Ways we tend to deny that privilege is occurring?

What happens when one group is privileged over another?

How can we take action to interrupt these cycles of oppression and inequality?

# If Chaplains Refuse to Acknowledge Privilege Then We Promote WHAT?

## OPPRESSION

“This is what the **LORD** says: '**Do** what is just and right. Rescue from the hand of the oppressor the one who has been robbed. **Do** no wrong or violence to the foreigner, the fatherless or the widow, and **do** not shed innocent blood in this place.’” - Jeremiah 22:3 (NIV)

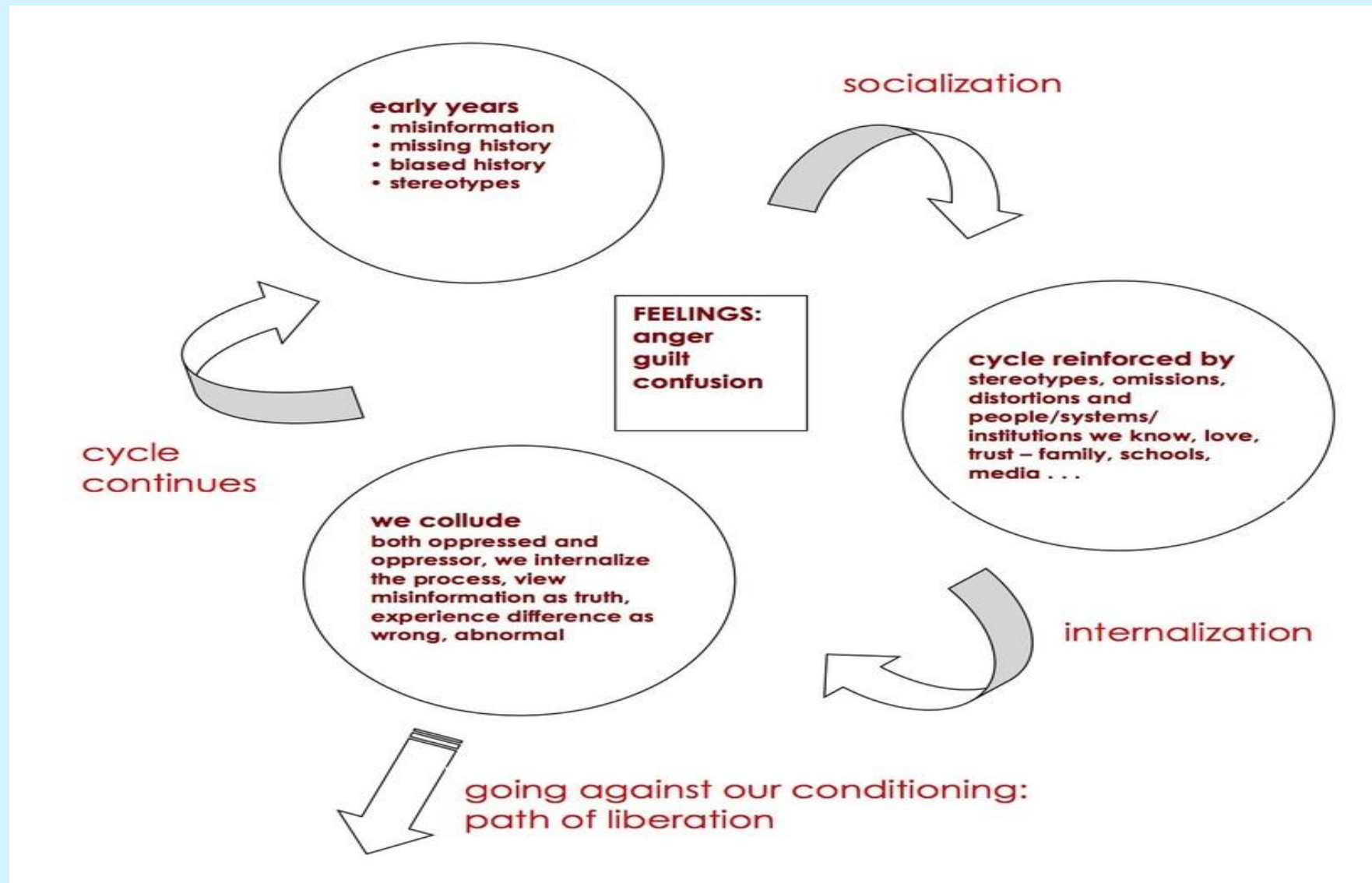
## WHAT IS OPPRESSION?

**Oppression** is a cruel or unjust exercise of power. Minorities were historically subject to oppression by those in power and, unfortunately, oppression still exists today and there are many examples of it.

- A society exists where people of a certain race are denied opportunities and equality under the law. People within the disfavored race are not permitted to learn to read or to attend school. They have to live in certain designated areas and must do the jobs that they are told to do by the leaders of the society. The race of people who are denied opportunities are oppressed.
- A society exists where people who believe in a certain set of religious teachings are considered to be inferior to others who accept a state religion. Those who practice their own religious beliefs can be punished or even jailed for their opinions and practices. In this society, the people who practice the forbidden religion are oppressed.
- A society is controlled by a small percentage of very wealthy people. The wealthy people deny opportunities to those who are poor. The poor work for almost no wages and struggle to achieve a basic human standard of living such as having food and shelter. The poor are carefully controlled by the oppressors and prevented from organizing or resisting the will of the wealthy. This is an example of a society where the poor are oppressed.
- A society carefully controls the freedom of speech of all people. The Internet is not accessible to the public, certain books are banned and the media works for the state and is permitted to write only the positive news that the state allows to be printed. This is an example of a society where the people who are under the control of the authority are oppressed.



# OPPRESSION IN CHAPLAINCY





# WHAT IS SOCIAL JUSTICE?

**Social Justice** is the practice of promoting and protecting human rights and responsibilities, with a particular emphasis on the economic and social rights of society's most vulnerable groups.

## KEY THEMES IN SOCIAL JUSTICE:

- ✧ Making the world better
- ✧ Equity of opportunity
- ✧ Equality of treatment
- ✧ Fairness
- ✧ Appreciating differences
- ✧ Giving voice
- ✧ Power dynamics
- ✧ Asking questions
- ✧ Empathy through multiple perspectives





# KEY ELEMENTS OF SOCIAL JUSTICE

**Multiple perspectives.**

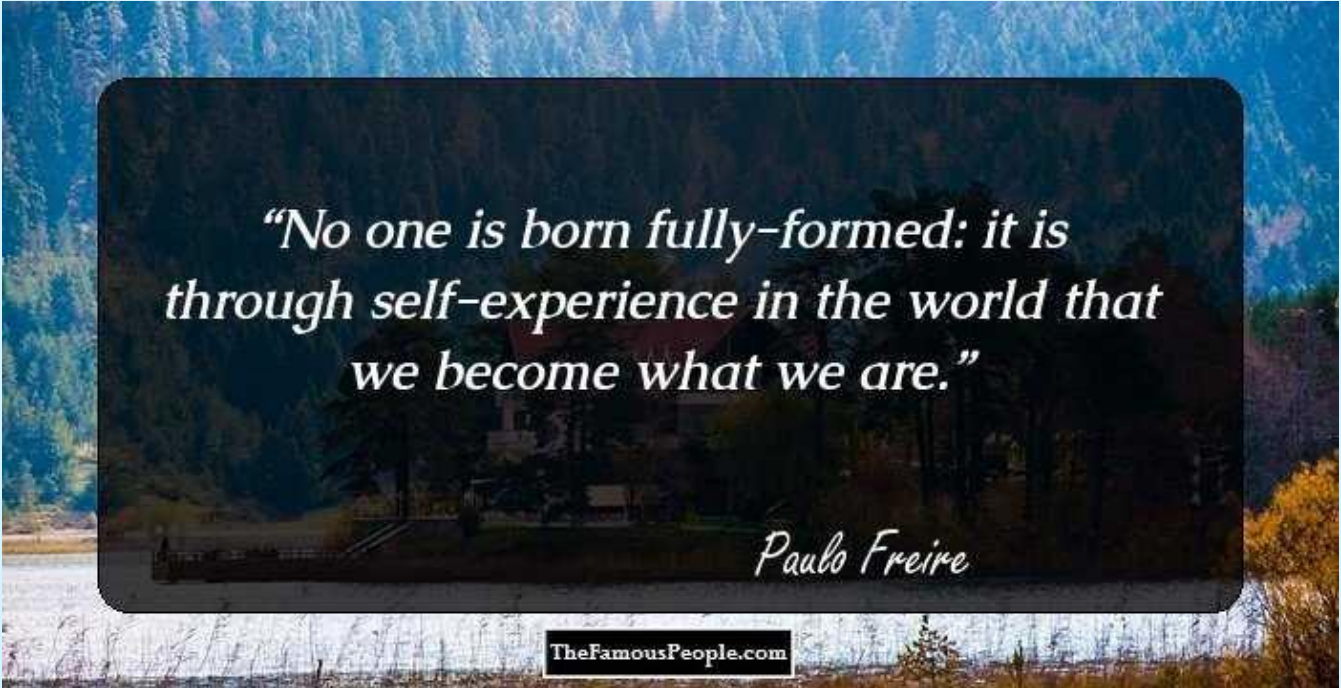
**Examining root causes.**

**Empowering the disenfranchised.**

**Goal: to change the system.**

**Connecting to individuals' lives.**

**Individual ownership and leadership.**



*"No one is born fully-formed: it is through self-experience in the world that we become what we are."*

*Paulo Freire*

TheFamousPeople.com

Why Should Chaplains  
Embrace  
Social Justice Now?  
AND  
How Do We Handle  
Hot Button Issues?





## THE PERFECT STORM OF 2020

- 1.) **COVID 19** – Fear, Stress (Physical/Emotional), Economic Suffering, Health Care Disparities
- 2.) **Protests/Debate Systemic Racism:** George Floyd/Breonna Taylor, Black Lives Matter, Calls to Defund the Police
- 3) **Election Year:** Will we have a President on November 3<sup>rd</sup>?



# DEBATE VS. DIALOGUE

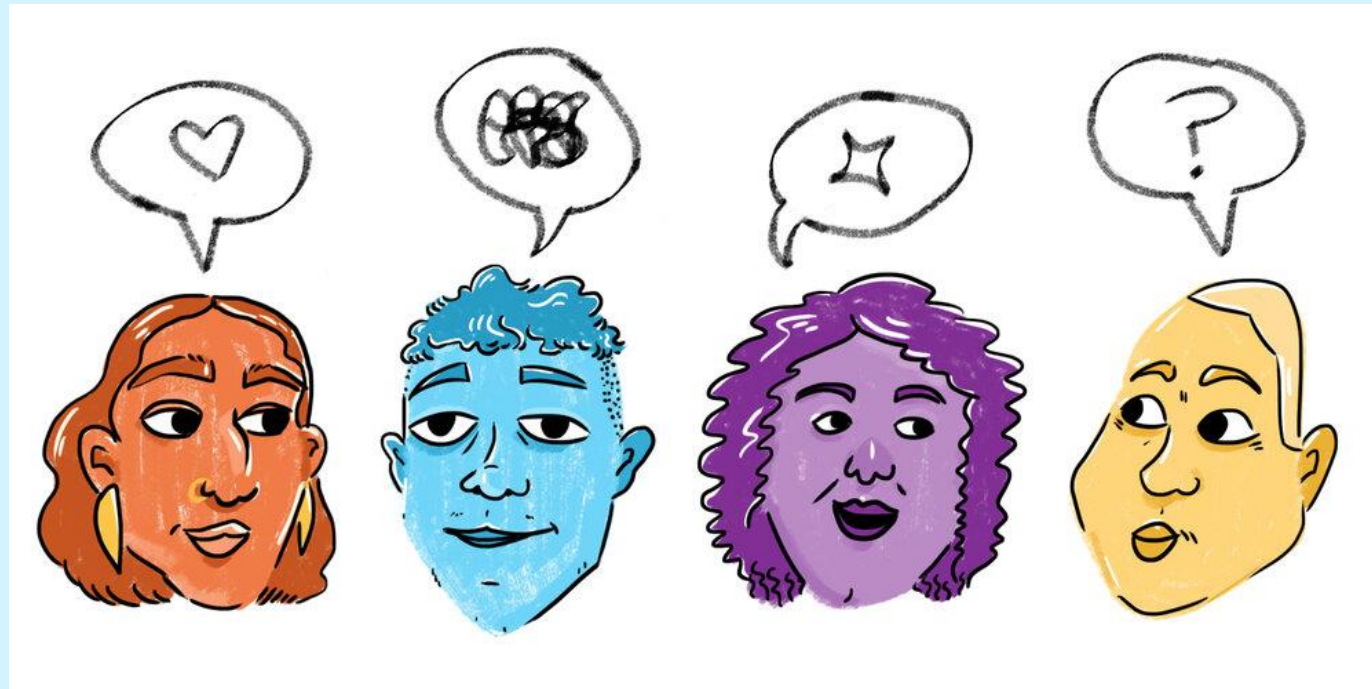
## DEBATE

- Assuming that there is one right answer and that you have it
- Combative: participants attempt to prove the other side wrong
- About winning
- Listening to find flaws and make counterarguments
- Defending assumptions as truth
- Critiquing the other side's position
- Defending one's own views against those of others
- Searching for flaws & weaknesses in other positions
- Seeking a conclusion or vote that confirms your position

## DIALOGUE

- Assuming that many people have pieces of the answer and that only together can they craft a solution.
- Collaborative: participants work together toward common understanding
- About learning
- Listening to understand and find meaning
- Revealing assumptions for reevaluation
- Reexamining all positions
- Admitting that others' thinking can improve one's own
- Searching for strengths and value in others' positions
- Discovering new opinions, not seeking closure

# Spiritual Care Providers Must Create a Brave Space To Promote Equity & Inclusion



## Safe Space Guideline

## Brave Space Reframe

**Agree to Disagree**

**Controversy with Civility**

**No Personal Attacks**

**Distinguish Between  
Ideas and People**

**Don't Take Things Personally**

**Take Care of Yourself**

**Assume the Positive Intent**

**Own Your Intentions  
AND Your Impact**

**Respect Others**

**Controversy with Civility**



# Spiritual Care Providers Must Practice Self Care In Order To Be Advocates for Equity & Inclusion

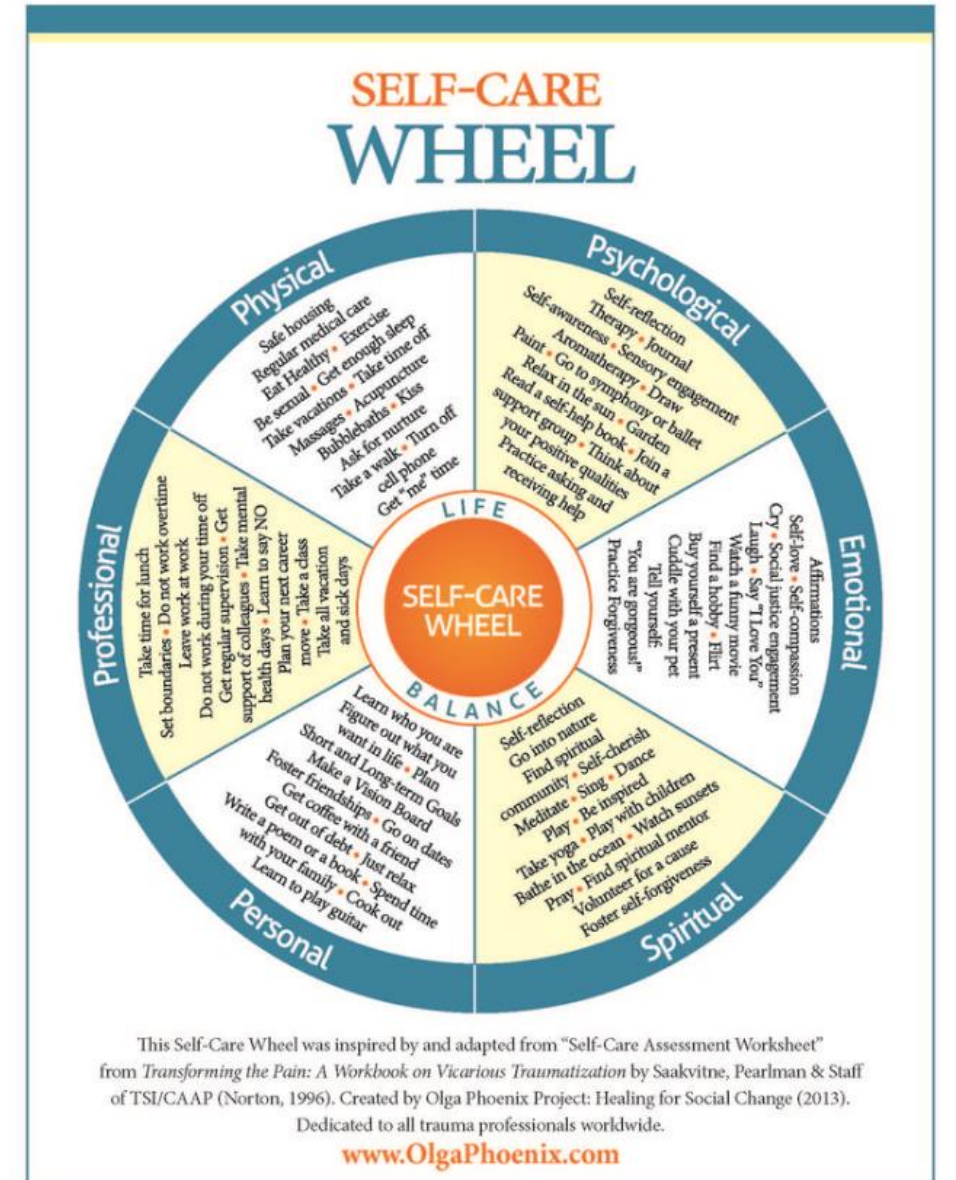




# OLGA PHOENIX SELF-CARE WHEEL

Self-Care Wheel: based on the work of Karen Saakvitne and Laurie Pearlman (described in *Transforming the Pain: A Workbook on Vicarious Traumatization*).

1. Psychological
2. Emotional
3. Spiritual
4. Personal
5. Professional
6. Physical



## Step 1 - Assess

- Identify areas that require additional attention for your **self-care**.  
Understand your current wellness position using the self-care wheel.

## Step 2 - Plan

- Plan to transform those areas of your life that are currently surviving into ones that are thriving.
- Identify how you can progress each aspect of your **self-care**. Write it down in a plan.

## Step 3 - Implementation

- A plan has no value unless acted upon
- Schedule the actions that implement your self-care.
- Commit to yourself that you will perform the steps & that you are worthy of self-care.
- Share the plan with someone close, who will provide support and encouragement

# EMOTIONAL DOMAIN

- Perform affirmations
- Cry
- Social justice engagement
- **Laugh a lot**
- Say “*I love you*” (show positive emotions more often, and mean them)
- Watch a funny or a heartening movie



- Find a hobby
- Spend time with your pet
- Practice forgiveness
- **Self-love**
- **Self-compassion**
- **Feed YOUR SOUL**

# PHYSICAL DOMAIN

- Eat healthy
- Exercise regularly
- Put good sleeping habits in place
- Take vacations
- Take time off and ensure downtime
- Take a Mental Health Day
- Chiropractic Care

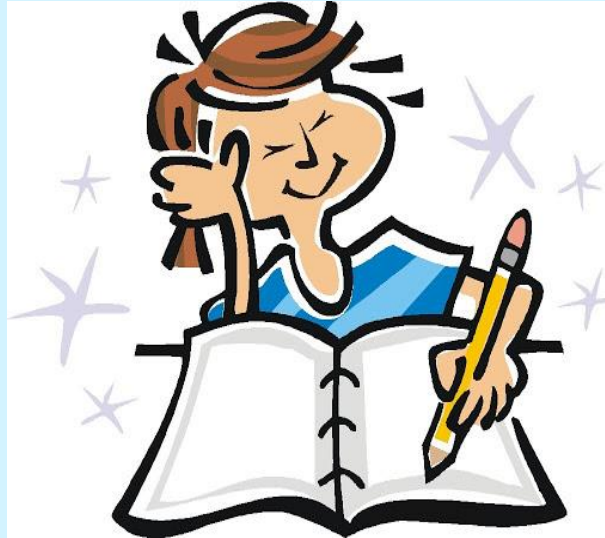


- Seek out a qualified acupuncturist
- Take relaxing baths
- Kiss (your partner, family, your dog)
- Ask for nurture
- Take daily walks (if possible in nature)
- Turn off, or put on silent, your cell phone
- Regular medical care and check-ups



# PSYCHOLOGICAL DOMAIN

- Perform Self-Reflection & Self-Awareness
- Journal
- Sensory Engagement
- Aromatherapy
- Get Creative: Draw, Paint, Cook
- Take in Arts & Culture
- Relax in your garden, local park, or beach



- Read Self-Help articles/blogs
- Think about your positive qualities/strengths
- Practice and visualize asking and receiving helps
- Practice Mindfulness
- Therapy
- Join A Support Group

# SPIRITUAL DOMAIN

- Self-Reflection
- Spend time in nature
- Self Cherish
- Mediate or practice mindfulness
- Play with your children
- Yoga
- Watch the sunset or sunrise



- Pray
- Find a spiritual mentor
- Volunteer for a cause close to your heart
- Foster self-forgiveness
- Join a spiritual cause (outside your chaplaincy work) that aligns with your values and belief system

# PERSONAL DOMAIN

- Learn who you are
- Explore what you want out of life
- Plan short and long term goals
- Make a vision board
- Foster Friendships
- Learn to relax



# Spiritual Care Providers Need A PLAN

My Maintenance Self-Care Worksheet

<u>MIND</u>  Current practice  New practice	<u>BODY</u>  Current practice  New practice
<u>EMOTIONS</u>  Current practice  New practice	<u>SPIRIT</u>  Current practice  New practice
<u>WORK</u>  Current practice  New practice	<u>PERSONAL</u>  Current practice  New practice



# Personal Testimony



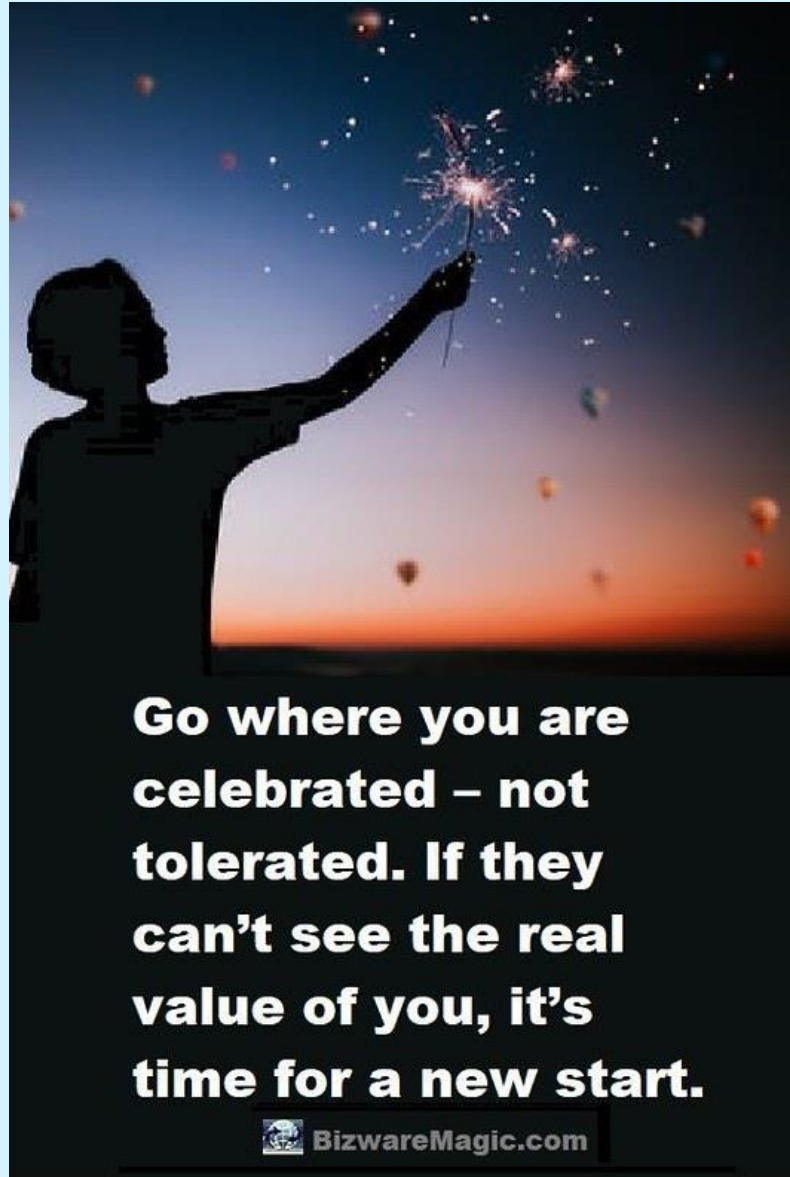
# DISABILITY & CHAPLAINCY

- Society questions my ability to be married, have children and independently parent.
- Society believes I am to be pitied or "fixed."
- Society is confused by education and disability.
- Struggles with accessing services.
- Underemployment




- Those I chaplain to often feel I am the one in need prayer due to my disability.
- Some clients become aggressive and need to be defused prior to engaging in pastoral care.
- I have to work harder to assert my capabilities as a chaplain both with my peers and with nursing home/hospital staff.
- I struggle everyday with accessibility in buildings/transportation and when using technology.

***"For we walk by faith, not by sight ." – 2 Corinthians 5:7.***



**Go where you are  
celebrated – not  
tolerated. If they  
can't see the real  
value of you, it's  
time for a new start.**

 [BizwareMagic.com](http://BizwareMagic.com)

**To Create  
Inclusion  
Chaplains Must  
Do The  
Following:**

# INCLUSION CHECKLIST

- Create a Brave Space to Share;
- Invite ALL people to participate;
- Be open and respectful in your communication;
- Include other perspectives in your conversations;
- Be conscious of others and what accommodations they may need;
- Listen to what others have to say before expressing your viewpoint;
- Asking probing questions;
- Choose topics where everyone will be included;
- Volunteer to share information about yourself when helpful;
- Embrace learning about other – we learn from those we chaplain to;
- Be vulnerable while being safe.





# WE ARE WORTHY

We are worthy  
Not because of what we produce  
But because of who we are  
We are divine bodies of light and darkness  
You are not worthy because of what you offer,  
not because of what is in your mind, not for the support you give others,  
not for what you give at all  
We are worthy and are whole just because  
In this great turning, in this great pandemic,  
in this radical readjustment and alignment  
We are not disposable, we are needed, we are the  
very people that have withstood everything that has been thrown at us as a  
people and as Maya Angelou would say  
Still I Rise  
We arise from the pain  
We rise from the grief  
We arise from the limits people place on us and  
the limits we place on ourselves  
We rise to be the children and the ancestors  
We rise to be our true selves  
Our true selves in relationship to our families  
and communities  
Recognizing our liberating and whole selves  
Honoring them and others as we strive for  
abundant communities, abundant lives, abundant relationships, and  
abundant  
values and cultural manifestations  
We are worthiness personified  
I, you, and we are worthy and deserve a life  
where we are not always fighting for our existence

- ELANDRIA WILLIAMS

Imagine what we could create if we were not always in the struggle  
Imagine what we could envision if we could just be let to just go there  
So tired of always having to resist, to fight, demanding, pushing  
To everyone that has the courage, the power, the  
ability to co-create what we want and need  
while rooting in what we can't lose and who we are  
You are the visionary  
You are the hope  
You are our ancestors dreams  
No you might not ever end up on some list somewhere  
But you are on a list in someone's heart and mind  
And if it's in how you move in the world so people can see by example  
You are the embodiment of what we need  
Thanks to all that are the embodiment  
The embodiment not of productivity but  
the embodiment of radical love, care and sanctuary  
It's time  
Embodiment time  
Embodiment  
Living ones values out loud  
Let me everyday live my values out loud  
Let us everyday live our values out loud  
Embodying our values  
Not the productivity quotient  
Beyond productivity  
Past productivity  
True embodiment  
Life





# RESOURCES FOR SELF CARE

- **Headspace** (<https://www.headspace.com/>) Subscription-based app that provides a mental wellbeing program for individuals and teams along with support for mindfulness meditations.
  - Apple Store or Google Play
- **Anxiety Solution: Calmer You** (<https://www.anxietysolution.app/>) Subscription-based app, based on *The Anxiety Solution* by Chloe Brotheridge, provides an anxiety toolkit
  - Apple Store
- **Gratitude** (<https://gratefulness.me/>) Use to capture the things in your life for which you are grateful and focus attention on the positive things in life.
  - Apple Store or Google Play