



The relationship between multicultural church attendees' cultural intelligence and response to racism.

Dissertation Defense: Jared Sorber, PhD Candidate

Thank You!

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Theological Foundation

- We are called to love our neighbor, which Luke 10:25-37 describes as whoever crosses our path.
- Jesus prays for unity among his followers in John 17:21, saying, “may they **be one**.”
- Jesus commissions his followers to “make disciples of **all nations**” (Matthew 28:18-20).
- The first church was a multicultural church from “**every nation** under heaven” (Acts 2:5).
- We will be one in heaven as people from “**every nation**, tribe, people and language” worshiping God together (Revelation 7:9).

Division

- In our Country
 - "It was in the making of the New World that Europeans became white, Africans black, and everyone else yellow, red, or brown." (Wilkerson, 2020)
- In the Church
 - Dr. King identified as the most segregated hour of the week, 11 am on Sundays (NBC, 1960).
- Seeking unity
 - DeYoung et al. (2004) proposed that the multicultural church could be a solution to racism.
 - Existing research on multicultural churches demonstrated that they are ineffective at bridging the racial divide just by being diverse (Polson & Dougherty, 2019).

Framework

Multicultural churches that equip their congregation for effective ministry in a culturally and racially divided society often use one of two concepts.

1. Cultural Intelligence
2. Anti-racism

Problem Statement

It is unknown whether there is a relationship between multicultural church attendees' cultural intelligence and response to racism.

Significance

This study will expand knowledge on the relationship between cultural intelligence and the response to racism of multicultural church attendees, equipping attendees to address racism and bridge cultural divides in their family, community, church, and society.

Thesis

This quantitative correlational research study aims to evaluate the potential relationship between multicultural church attendees' cultural intelligence and response to racism.

Variables

- **Cultural Intelligence (CQ):** “An individual’s capacity to function and manage effectively in culturally diverse settings.”
(Earley & Ang, 2003, p. 337).
- **Response to Racism:** Behaviors that demonstrate an awareness or response to both individual and institutional racism.

Hypothesis

There is no statistically significant relationship
between multicultural church attendees'
cultural intelligence and response to racism.

Instruments

Short Form Cultural Intelligence Scale (SFCQ)

- A validated 10-statement tool developed by Thomas et al. (2015) to measure individuals' effectiveness in intercultural interaction.
- The SFCQ scale allows a researcher to measure three facets of CQ: knowledge, behavior, and meta-cognition.

Instruments (Continued)

Anti-Racism Behavioral Inventory (ARBI)

- The ARBI is a 21-item validated instrument developed by Pieterse et al. (2015) designed to assess an awareness of racism and behaviors associated with active involvement in challenging discrimination and racism.
- The ARBI allows one to evaluate the general anti-racism behavior factor and more specific factors of individual advocacy, awareness of racism, and institutional advocacy (Pieterse et al., 2015).

Population

The population consisted of the attendees of 11 different multicultural churches in Maryland, Virginia, the District of Columbia, and North Carolina.

Sample size calculator

Confidence Level:

95% ▾

Population Size:

10210

Margin of Error:

5% ▾

Ideal Sample Size:

371

The actual sample was
429
multicultural church
attendees.

Data Analysis

- The researcher collected data via the SFCQ and ARBI online survey and imported that data into an Excel spreadsheet.
- Data were then imported into Winks SDA.
- The Lilliefors/Kolmogorov-Smirnov & Anderson-Darling test for normal distribution was run using WINKS SDA on both the SFCQ and ARBI scores.
- The results were that the data was not normally distributed.
- Spearman's Correlational test was run using WINKS SDA.

Findings

- Spearman's Correlational test revealed a significant positive correlation ($r = .375$, $p < 0.001$) between multiethnic church attendees' self-assessed Cultural Intelligence and self-assessed anti-racism behaviors.
- The null hypothesis, "there is no statistically significant relationship between multicultural church attendees' cultural intelligence and response to racism," was rejected.
- A statistically significant relationship exists between multicultural church attendees' cultural intelligence and response to racism.

Findings

- Spearman's Correlational test was also run on the three subdomains of both the SFCQ (knowledge, skill, & metacognition) and the ARBI (awareness of racism, individual advocacy, & institutional advocacy).
- All subdomains were correlated except the SFCQ domain of knowledge and the ARBI domain of institutional advocacy.

Other Findings

- Those who attend church online and those who attend both online and in person scored higher in CQ and response to racism than those who attend only in person.
- Multi-racial and non-Black, non-Hispanic, and non-White scored highest in CQ, while White attendees scored the lowest.

Recommendations (Practical Application)

- Multicultural Church leaders, be encouraged. Multicultural churches where people grow in CQ are a worthy pursuit.
- Multicultural Churches should seek to develop Cultural Intelligence.
 - Don't settle for knowledge about cultures.
- Multicultural Churches should seek to grow in their response to racism.
 - Help people understand and see institutional racism.
 - Help people work together to address institutional racism.
 - It can't be done alone.

Recommendations (Practical Application)

- Don't dismiss online ministry opportunities.
- Intentionally put yourself in spaces where you interact with other cultures.

Recommendations (Future Research)

- Do multicultural churches attract people with high CQ and who respond to racism, or equip people to be culturally intelligent and respond to racism?
- What practices best equip church attendees to be culturally intelligent and respond to racism?
- Do multicultural churches equip people to be culturally intelligent and respond to racism more than homogenous churches? Volunteer organizations? Why?
- What does the lack of relationship between cultural knowledge and institutional advocacy mean?

Recommendations (Future Research)

- Validated Instruments to be developed.
 - What is the response of African Americans to other races when they are the majority within an organization?
 - How do African Americans respond to address the racism they experience or see other African Americans experience?
- More research on the online church is needed to determine its effectiveness to disciple, foster community, and more.

Conclusion/Summary

This study has:

- added insights about multicultural church attendees' CQ and response to racism.

Multicultural church attendees' responses have:

- provided insights about their CQ and response to racism as well as helpful demographic information.

The findings of this study will:

- help to continue the dialogue about the effectiveness of multicultural churches, specifically their attendees' CQ and response to racism.

Critique and Recommendations

- From Committee members
- From the Chair
- Explanation of the next steps in the process

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