CHAPTER 4: SUMMARY OF RESULTS

American society is looking for answers to the problem of racial division. God is calling his body, the church, to courageously step outside its four walls to oppose racism in society (Tisby, 2020). Multiethnic churches have the potential to address racism not only within their congregations but in broader society as well (DeYoung et al., 2004; Polson & Dougherty, 2019). While multiethnic churches continue to grow in number and have been a growing area of academic research, there is a lack of research on the relationship between CQ and anti-racism within multiethnic churches. The problem is that it is not known whether a relationship exists between multicultural church attendees’ cultural intelligence and response to racism. The purpose of the quantitative correlational research study is to evaluate, via validated self-assessment instruments, multiethnic church attendees’ CQ, anti-racism behaviors, and the potential relationship between the two.

The researcher found multiethnic church attendee demographic information, CQ, and anti-racism response scores through the data collection process. The researcher used descriptive statistics to summarize the analysis of data and results. A summary of the data collection protocol used in the research study is provided. The reliability and internal and external validity measures are described. Analysis and discussion of the results and how the research question and hypotheses were addressed are also provided.

Descriptions of the Sample

The target population for the study was multicultural church attendees in the District of Columbia, Maryland, North Carolina, and Virginia. Twelve churches agreed to participate in the study by offering their attendees an opportunity to complete the online survey. The link to the survey created on Survio was sent to the twelve churches for distribution to their congregations through their normal church communication channels.

Data Collection

Response Level

The total population the link was distributed to was 10,210 multicultural church attendees. Four hundred twenty-nine participants completed the survey, which more than satisfied the minimum sample size required to have greater than 95% confidence, with a 5% margin for error and a population proportion of 50%. Completing the survey meant answering all 15 demographic questions, 10 Cultural Intelligence questions, and 21 anti-racism questions. The online survey data was collected from January 8, 2023, through February 8, 2023.

***Demographic Data***

The demographics of this study sample, including age, gender, ethnicity, and education level, are presented in Table 1. The participants were divided into five age groups: 18 to 29 years (8.6%), 30 to 44 years (33.8%), 45 to 59 years (29.1%), 60 to 74 years (25%), and 75 years and older (3.5%). The sample consisted of 146 males (34%), 282 females (65.8%), and 1 participant that chose other (0.2%). The sample consisted of the following racial and ethnic breakdown: two American Indian or Alaska Native (non-Hispanic) (0.5%), 14 Asian or Asian American (non-Hispanic) (3.3%), 172 Black or African American (non-Hispanic) (40.1%), 20 Hispanic (4.6%), 0 Native Hawaiian or Other Pacific Islander (non-Hispanic) (0%), 205 White or Caucasian (non-Hispanic) (47.8%), and 16 Biracial or Multi-Racial or Other (3.7%). Participants’ education levels ranged from high school diplomas to postgraduate degrees. The researcher measured the education levels of participants with six categories: did not complete high school (0.2%), high school diploma or equivalent (8.4 %), trade school certificate or associates degree (11.2%), college degree (32.9%), a masters degree (36.6%), and MD, Ph.D., or another terminal degree (10.7%).

**Table 1**

|  |  |  |
| --- | --- | --- |
| *Church Attendees Demographics* | |  |
| Demographic Variable | *f* | % |
| Age |  |  |
| 18-29 | 37 | 8.6 |
| 30-44 | 145 | 33.8 |
| 45-59 | 125 | 29.1 |
| 60-74 | 107 | 25 |
| 75+ | 15 | 3.5 |
| Total | 429 | 100 |
|  |  |  |
| Gender |  |  |
| Female | 282 | 65.8 |
| Male | 146 | 34 |
| Other | 1 | 0.2 |
| Total | 429 | 100 |
|  |  |  |
| Race/Ethnicity |  |  |
| Native | 2 | 0.5 |
| Asian | 14 | 3.3 |
| Black | 172 | 40.1 |
| Hispanic | 20 | 4.6 |
| Islander | 0 | 0 |
| White | 205 | 47.8 |
| Multi & Other | 16 | 3.7 |
| Total | 429 | 100 |
|  |  |  |
| Education Level |  |  |
| Not Finished High School | 1 | 0.2 |
| High School or Equivalent | 36 | 8.4 |
| Associates or Trade School | 48 | 11.2 |
| College Degree | 141 | 32.9 |
| Masters or Equivalent | 157 | 36.6 |
| Ph.D., MD, or Terminal | 46 | 10.7 |
| Total | 429 | 100 |

Tests of the Hypothesis

This section addresses testing the study’s main hypothesis and nine corollaries. The researcher used WINKS SDA software to test each hypothesis based on the data collected through the survey. Spearman’s statistical test was used for the testing of the hypotheses. Spearman’s correlation test was used to see if there is a relationship between two ordinal Likert scale variables from a single sample. This non-parametric statistical test does not require the data to follow normal probability distribution. The researcher used Spearman’s correlational test instead of Pearson’s, as was described in chapter three because the data was found to be non-parametric. This non-parametric statistical test calculated if there was a significant relationship between participants’ responses to the Anti-Racism Behavioral Inventory and the Short-Form Cultural Intelligence Scale.

Tests and Results of the Hypothesis

To evaluate the potential relationship between multicultural church attendees’ Cultural Intelligence and response to racism, the following hypotheses were used:

Ho: There is no statistically significant relationship between multicultural church attendees’ Cultural Intelligence and response to racism.

Ha: A statistically significant relationship exists between multicultural church attendees’ Cultural Intelligence and response to racism.

The researcher performed Anderson-Darling and Liliefors/Kolmogorov-Smirnov tests on the SF-CQS composite scores. The Anderson-Darling test for normal distribution was used on the SF-CQS composite scores and displayed an alpha value less than .05 (*p* > .05) and signified the data was not normally distributed (see Table 2). The Lilliefors/Kolmogorov-Smirnov test for normal distribution was used on the SF-CQS composite scores and indicated an alpha value greater than .05 (*p* > .05) and signified the distribution was normally distributed (see Table 2).

**Table 2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| *Tests of Normality for the SF-CQS Composite Scores* | | | | |  |  |
|  | Anderson-Darling | | | Lilliefors/Kolmogorov-Smirnov | | |
| Composite scores | Statistic | *df* | Sig. | Statistic | *df* | Sig. |
| SF-CQS composite scores | 0.988 | 428 | 0.013 | 0.04 | 428 | p>= 0.15 |
| *Note: An alpha level greater than .05 indicates normal distribution.* | | | | | |  |

The researcher performed Anderson-Darling and Liliefors/Kolmogorov-Smirnov tests on the ARBI composite scores. The Anderson-Darling test for normality conducted on the ARBI composite scores displayed an alpha value less than .05 (*p* > .05) and signified the distribution was not normally distributed (see Table 3). The Lilliefors/Kolmogorov-Smirnov test for normal distribution conducted on the ARBI composite scores indicated an alpha value less than .05 (*p* > .05). It signified the distribution was not normally distributed (see Table 3).

**Table** **3**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| *Tests of Normality for the ARBI Composite Scores* | | | | |  |  |
|  | Anderson-Darling | | | Lilliefors/Kolmogorov-Smirnov | | |
| Composite scores | Statistic | *df* | Sig. | Statistic | *df* | Sig. |
| ARBI composite scores | 1.758 | 428 | p<= 0.001 | 0.052 | 428 | p<= 0.001 |
| *Note: An alpha level greater than .05 indicates normal distribution.* | | | | | |  |

The researcher collected data via the SF-CQS online survey and imported that data into an Excel spreadsheet containing scores for each of the three SF-CQS domains: knowledge, skill, and metacognition. The domain scores were imported into WINKS SDA. The composite (mean) scores for the Cultural Intelligence variable were calculated. Descriptive statistical computations were performed for the SF-CQS to include the mean and standard deviation (see Table 4).

**Table 4**

|  |  |  |  |
| --- | --- | --- | --- |
| *Descriptive Statistics of the SF-CQS and ARBI Composite Scores* | | | |
| Composite | M | SD | N |
| SF-CQS | 3.9 | 0.58 | 429 |
| ARBI | 3.42 | 0.61 | 429 |

Data collected via the ARBI online survey were utilized to produce an Excel spreadsheet containing scores for each of the three ARBI domains: awareness of racism, individual advocacy, and institutional advocacy. Descriptive statistics were computed for the ARBI to include the mean and standard deviation (see Table 4). The composite (mean) scores were calculated for the anti-racism response variable.

**Analysis Process**

An Excel spreadsheet containing scores for the three SF-CQS and three ARBI domains was imported into WINKS SDA. The composite (mean) scores were computed for the Cultural Intelligence and anti-racism behavior variables via WINKS SDA. Descriptive statistics and correlational analyses were conducted to find Spearman’s *r* through the use of WINKS SDA for the SF-CQS and ARBI. Spearman’s *r* correlation analyses significance test was conducted to address the hypotheses. The variables used for analysis were participants’ SF-CQS composite scores and ARBI composite scores.

The analyses showed the degree of correlation between participants’ Cultural Intelligence and their anti-racism behaviors. Table 5 summarizes the correlational analyses of SF-CQS and ARBI domains. Table 6 summarizes the correlational analyses of the SF-CQS and ARBI composite scores.

**Table 5**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| *Correlations Between Participants’ Three Domains of SF-CQS and ARBI Scores* | | | | | |
| Domain |  | ARBI | Awareness of Racism | Individual Advocacy | Institutional Advocacy |
| SF-CQS | Spearman’s Correlation | 0.375 | 0.206 | 0.485 | 0.24 |
|  | Sig. | p<0.001 | p<0.001 | p<0.001 | p<0.001 |
|  | N | 429 | 429 | 429 | 429 |
| Knowledge | Spearman’s Correlation | 0.215 | 0.111 | 0.318 | 0.091 |
|  | Sig. | p<0.001 | p=0.021 | p<0.001 | p=0.058 |
|  | N | 429 | 429 | 429 | 429 |
| Skill | Spearman’s Correlation | 0.277 | 0.156 | 0.363 | 0.175 |
|  | Sig. | p<0.001 | p=0.001 | p<0.001 | p<0.001 |
|  | N | 429 | 429 | 429 | 429 |
| Metacognition | Spearman’s Correlation | 0.44 | 0.251 | 0.535 | 0.301 |
|  | Sig. | p<0.001 | p<0.001 | p<0.001 | p<0.001 |
|  | N | 429 | 429 | 429 | 429 |
| *\*Correlation is significant at the .05 level.* | | |  |  |  |

**Table 6**

|  |  |  |
| --- | --- | --- |
| *Correlation Between Participants’ SF-SCQS and ARBI Composite Scores* | | |
|  |  | ARBI composite score |
| Spearman’s Correlation | SF-CQS composite scores | 0.375 |
| Sig. | SF-CQS composite scores | p < 0.001 |
| *Note: Alpha level of .05; n=429; p<0.001.* | |  |

For the research question, data revealed a significant positive correlation (*r* = .375, *p* < 0.001) between multiethnic church attendees’ self-assessed Cultural Intelligence and self-assessed anti-racism behaviors. Therefore, there was sufficient statistical evidence of a significant correlation between multiethnic church attendees’ Cultural Intelligence and anti-racism behaviors. The null hypothesis was rejected.

Other Observations

As seen in Table 5, all the domains of CQ and ARBI have a positive monotonic relationship with one another, including the relationship between individual domains with the opposing instrument’s composite score. This relationship is demonstrated in the positive correlation coefficient. Also evident in Table 5 is that all domains have a statistically significant relationship with each other, except for the CQ domain of knowledge and ARBI domain of institution advocacy, which demonstrates no correlation between those two domains.

**Chapter Summary**

Data collected for the quantitative correlational study provided the means to answer the research question and hypotheses. The research used composite data to determine if a significant relationship exists between multiethnic church attendees’ Cultural Intelligence and their anti-racism behaviors. The Cultural Intelligence and anti-racism behaviors of the sample of multiethnic church attendees were correlated.

The sample for the study consisted of 429 multiethnic church attendees from Maryland, the District of Columbia, Virginia, and North Carolina. The data provided statistical evidence of a significant positive correlation between mid-Atlantic multiethnic church attendees’ Cultural Intelligence and their anti-racism behaviors. The findings, interpretations, conclusions, limitations, recommendations, and implications for addressing racism based on the study are provided in Chapter 5.