Human Relations in a Pluralistic Society

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March 3, 2025

Professor

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Assignment #3 - Essay

Write a 5–7-page essay, not including the cover and Reference pages. The essay should

demonstrate scholarly work, cover the subject with sufficient detail to communicate a solid

understanding of applying foundational Christian worldviews, and show proper APA 7 style

documentation for the resources (Reference).

1. Select a social issue you are passionate about. Applying transcultural competence

principles, compose a research project for addressing this social issue while working in

communities with people of diverse cultures. Include the following elements:

a. Describe how to use biblically-based human relations skills in the context of a

pluralistic society.

b. Using cultural lenses relevant to the social issues you selected, examine

leadership skills needed to address cultural diversity in this area.

2. Structure (Paper Evaluation includes the following structure below).

a. Download the OGS APA Course Assignments Template 7th Ed 2021 template

from the General Helps folder in the AA-101 The Gathering Place Course on

DIAL. Using the template create the following pages.

b. Title Page (not included in page count).

c. Copy and paste the assignment instructions from the syllabus starting on a new

page after the title page, adhering to APA 7th edition style (APA 7 Workshop,

Formatting, and Style Guide, APA 7 Quick Guide).

d. Start the introduction on a new page after the copied assignment instructions.

3. Be sure to meet the following expectations.

a. Begin with an introductory paragraph that has a succinct thesis statement.

b. Address the topic of the paper with critical thought.

c. End with a conclusion that reaffirms your thesis.

d. Document all sources in APA style, 7th edition (APA 7 Reference Example, APA

7 Quick Guide)

e. Include a separate reference page, formatted according to APA style, 7th edition

(not included in page count).

f. Use a minimum of seven scholarly research sources (two books and the

remaining scholarly peer-reviewed journal articles).

4. Submit the completed paper to DIAL.

The benefits of Diversity, Equity, and Inclusion (DEI) initiatives have created a more inclusive, innovative, and successful workforce and work environment, benefiting both employees and organizations. My thesis is that Diversity, Equity, and Inclusion initiatives should remain. The benefits of DEI include: a larger talent pool, enhanced representation, competitive edge, improved decision making, higher customer satisfaction, increased employee satisfaction and retention, and enhanced collaboration and innovation in businesses and organizations due to the benefits both are receiving,

Recently, U.S. organizations have backtracked on diversity, equity, and inclusion

commitments. Rural chain stores like Tractor Supply and John Deere have said it would eliminate DEI roles and goals. Other major companies like Target, Walmart, Amazon, and Home Depot have also stated they would reduce or eliminate their diversity, equity, and inclusion commitments. The development of DEI has evolved over the years, influenced by various social and cultural movements. The Civil Rights Movement of the 1960s brought attention to issues of equality. The term “diversity” gained popularity in the 80s – 90s in organizations and lead to diversity training programs and initiatives. The concept of “inclusion” gained popularity in the 2000s. The term “equity” in 2010s highlighted the need to address systemic barriers and biases which prevented certain groups from having equal access to opportunities and resources. Today DEI has become an accepted and recognized concept in government, business, and organizations strategies and operations.

Diversity had become a key compliance concern for employers since 1964 when discrimination based on the diversity of groups was highlighted. Title VII of the Civil Rights Act of 1964 prohibited discrimination in employment, i.e., in the workplace, based on race, color, national origin, or gender. Title VII also created the Equal Employment Opportunity Commission which is responsible for the administrative and judicial enforcement of federal civil rights laws. These regulations have fostered corporate awareness regarding the value of diversity in the workplace and have initiated essential changes in organizational behavior. Diversity is about combating and eliminating racism, bias, and preconceptions in the workforce and in the organization, at national, and even international levels. The globalization of markets has made workforce diversity imperative within organizations.

Applying transcultural competence principles to organizations and businesses to address DEI initiatives creates a more inclusive, equitable, and just environment where everyone can thrive and reach their full potential. While at the same time, organizational, business goals, and strategies are reached. By adopting a four-step process of recognition, respect, reconciliation, and realization, transcultural competence principles can be integrated into policies, procedures, and practices. Accountability mechanisms must be established to ensure that DEI initiatives are effective, inclusive, and responsive to the needs of diverse individuals and groups. To integrate transcultural competence principles into DEI initiatives, the diversity of cultures, experiences, and perspectives within the organization or community must be recognized and acknowledged. This can be done by encouraging self-reflection and awareness of one’s own cultural biases and assumption; by fostering an environment of respect, empathy, and inclusivity, where everyone feels valued and heard; and by promoting active listening and open communication to understand and address the needs and concerns of diverse individuals and groups. Encouraging dialogue and collaboration across cultural boundaries will also build bridges and foster greater understanding. Programs and initiatives that promote reconciliation and address historical and systemic injustices should be developed. Training and education in transcultural competence, DEI, and cultural humility must be provided. Remember that it is important to encourage continuous learning, growth, self-reflection, and that transcultural competence is a lifelong journey.

Everything about the way we live, think, and relate to one another is changing at

an accelerating pace. By applying biblically based human relations skills in a pluralistic society, you can build strong relationships, foster greater understanding, and demonstrate the love of Christ to those around us. Jesus command for us to love our neighbor as ourselves (Mark 12:31) is a fundamental principle for building strong relationships in a pluralistic society. As disciples of Jesus, we are a gospel people. What this means is that our passion for the biblical good news of the saving work of God through Jesus Christ is at the core of our identity. We are commanded to love one another. For since God so loved us, we also ought to love one another. Treat your fellow man with respect and dignity, regardless of their background or beliefs (1Peter 2:17). Be aware of cultural differences and nuances and adapt your communication style to show respect and understanding. Cultivate humility and empathy, recognizing that everyone has a unique perspective and experience. Approach conversations with an open mind, avoiding assumptions and stereotypes. While you may disagree on certain issues, look for shared values and common ground. When conflicts arise, we should seek to resolve them in a peaceful and respectful manner. We should follow biblical principles such as forgiveness and reconciliation. This will help to build bridges and foster greater understanding. Work together towards common goals, even if you have differing perspectives on how to achieve them. Listen attentively to others, seeking to understand their thoughts, feelings, and concerns. Remember that comprehension begins with conversation.

Leadership has a crucial role to play in promoting DEI within organizations. Leaders must have the knowledge and skills to understand diverse cultures, values, and beliefs to create an inclusive environment. Leaders must recognize and manage their own emotions, as well as empathize with others to foster a culture of respect and empathy. This means demonstrating empathy and understanding towards individuals from diverse backgrounds and acknowledging the challenges and past histories they may have faced to benefit the organizational environment. Leaders need to have the skills to address conflict resolution. Conflicts must be addressed in a fair, respectful and culturally sensitive manner, to ensure that all parties feel heard and valued. Leaders need to know how to “actively listen” to diverse perspectives, ask questions, and seek feedback, to ensure that all voices are heard. Leaders must be accountable and transparent by holding themselves and others accountable for promoting DEI and maintaining transparency in the decision-making processes. Leaders must engage in continuous learning and professional development to stay informed about best practices in DEI and cultural diversity.

Leadership is essential in aligning systems and practices so businesses can continue to reap and harvest the benefits of inclusion. DEI organizational responsibilities begin with leadership and should not be trusted to other organizational members. As the workforce demographics continue to change, an opportunity for organizations to use innovation and inclusion endeavors to keep a competitive advantage in the global marketplace is available. Executive leadership’s dedication to compliance, diversity, and inclusion will lead to an inclusive workplace environment. Leadership overseeing diverse management literature is scarce, but inclusive leadership has shown promise in managing a global workforce and creating inclusive environments. Executive leadership must be committed to diversity management practices while embracing the organizational vision, mission, and organizational business strategies. Inclusive leadership is critical and necessary for diverse populations to be recruited, hired, retained, and have a sense of belonging within an organization. Positive outcomes associated with inclusive leadership include increased team cohesion, enhanced creativity and collaboration, excellent work satisfaction among team members, heightened employee engagement, and improved organizational performance. Also, inclusive leadership has been linked to reduced turnover rates, and increased retention of diverse talent, leading to a more diverse and inclusive workforce that drives the organization’s long-term success and competitiveness. By acquiring these leadership skills, a culture of Diversity, Equity, and Inclusion, along with respect and empathy in organizations, can be created driving business success and social responsibility.

Today’s leadership priorities include attracting and retaining top talent, fostering innovative thinking and action, motivating employee performance, and enhancing stakeholder value in an increasingly diverse and competitive market. At the same time, many leaders have supported DEI initiatives to address inequities for marginalized groups. Research has found that there is a robust business case for DEI, with an array of potential benefits to organizations, including access to new markets, increased innovation, and improved employee engagement! In addition, evidence has surfaced in a recent study of DEI practices, that taking a strategic approach which integrates DEI into business processes is linked to better financial performance in terms of return on assets and net income. What business or organization would not want to achieve these goals? Given the notable undercurrent of backlash against DEI, often rooted in misperceptions or resistance to change, business leaders are at a critical juncture. They need to employ evidence-based strategies that not only bolster the DEI proposition but also align with core business goals.

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