

August 2024

Dear Brethren:

One topic of great debate in recent years involves the adoption and amplification of DEI programs by many employers, universities, and governmental agencies. What is DEI, what is the root of its philosophy, and what is the equivalent, if any, in the Work of Jesus Christ?

DEI stands for *Diversity, Equity, and Inclusion*. The stated purpose of modern DEI programs is a drive toward *a more just and equitable society*, where all peoples—regardless of race, religion, age, sex, or culture—can thrive together and achieve their dreams of a good life. On the surface, that certainly seems like a good thing. After all, don't we all want to live in an environment where discrimination is defeated, ensuring that all peoples are treated fairly? Showing respect for everyone and accepting their diversity of characteristics would surely make for an ideal societal order upon earth, would it not? But is that truly what is being advocated by proponents of these modern DEI programs?

More importantly, how does God view all of these objectives? Since God is the personification of love, does Jesus Christ agree with the current philosophy of DEI? God does indeed champion diversity, equity, and inclusion, but how does *godly DEI* differ from that which is being sponsored by human beings in this evil world?

Origin of DEI Today

Modern attempts to implement diversity, equity, and inclusion programs in the USA are rooted in the *affirmative action drives* of the 1960s. The first official use of the term "affirmative action" was codified within an Executive Order by President John F. Kennedy in 1961. Since this was not a law passed by Congress, this executive mandate applied only to companies who wanted to do work for the federal government, requiring them to "take affirmative action to ensure that applicants are employed, and employees are treated [fairly] during employment, without regard to their race, creed, color, or national origin." In other words, it was a well-meaning attempt to achieve true *non-discrimination* within an increasingly diverse society. The goal was to create a level playing field to ensure that anyone could compete for work *based upon their skills and abilities*, regardless of their race, religion, age, or sex. In 1964, the US Congress passed the Civil Rights Act, prohibiting discrimination on the basis of race, color, religion, sex or national origin. Thereafter, President Lyndon B. Johnson issued his own Executive Order in 1965, requiring *government*

employers to "hire without regard to race, religion and national origin" and to "take *affirmative action* to ensure that applicants are employed and that employees are treated fairly during employment, without regard to their race, color, religion, sex or national origin." Take note that in none of these actions by presidents or by Congress was any attempt made to justify *special privileges* or *preferences* for anyone. It was instituted *narrowly* as a way to defeat past discrimination! There were many, however, who rightly feared that the practical result of these new mandates would actually lead to *reverse discrimination*. To quell this concern at the time, the Senate sponsor of the Civil Rights bill in 1964, Senator Hubert Humphrey, declared that it "would prohibit preferential treatment for any particular group," adding, "I will eat my hat if this leads to racial quotas."

And yet, by the end of the twentieth century, *affirmative action* indeed had been altogether redefined, no longer aiming at getting rid of discrimination, but as justifying "a new preference system" for underprivileged communities, i.e., racial quotas. Had Hubert Humphrey still been alive, he would have been obligated to eat his hat.

The ensuing programs that emerged during the first twenty years of this new century totally changed the traditional definitions of the terms *diversity*, *equity*, and *inclusion*. Since previous attempts to pass state and federal laws "legalizing" minority preference programs were deemed to violate Constitutional "anti-discrimination" provisions, the main thrust of these new programs targeted universities, corporations, and government entities, attempting surreptitiously to embed core DEI principles into the fabric of society.

Defining the Definitions

If key words—diversity, equity, and inclusion—no longer mean what they used to mean, how are they being redefined today? Summarizing from an article by McKinsey & Company entitled, "What Is Diversity, Equity, and Inclusion?" 17 August 2022:

- *Diversity* now refers to the *presence of variety* within the organizational workforce, such as in identity and identity politics. It includes gender, ethnicity, sexual orientation, disability, age, culture, class, religion, or opinion. Rather than merely assuring that people in all of these categories have an "equal shot" at employment and fair treatment, now the goal is to *manipulate the process* artificially to achieve a workforce that winds up including members from every one of these groups.
- *Equity* refers to concepts of *fairness and justice*, such as fair compensation and substantive equality. More specifically, equity usually also includes a focus on *societal disparities* and allocating resources and "decision making authority to groups

that have historically been disadvantaged," as well as "taking into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal." Take note that this definition is not talking about true equality—treating all people the same as far as rules and opportunities. No, *equity* actually seeks to *game the system* to give preference to certain groups who "deserve it more" because of past maltreatment, at the expense of people who are deemed to have been *too privileged* by comparison. The word, equity, used to be a synonym for equality, meaning simply *just and fair*, but now it is used by those who believe that some are more equal than others.

- *Inclusion* refers to fostering an organizational culture that creates an experience where "all employees feel their voices will be heard," and there will be a sense of *belonging and integration*. Notice that we are no longer talking about protecting people against discrimination due to race, creed, color, or national origin, as President Kennedy originally envisioned. No, now they have expanded the list to include gender, ethnicity, sexual orientation, and opinion. That is not by accident. This new definition of *inclusion* hallows human behaviors that are abominable to people who hold traditional moral values, and these new social architects intend to vilify and persecute anyone who refuses to accept these perversions within society today.

Proponents of DEI frameworks acknowledge openly that their *real goal* is to go far beyond merely seeking "equal opportunities," but instead they are seeking to achieve "equality of outcome." In other words, they are attempting to redistribute wealth and opportunities to certain groups, to create an artificial "equality" for all. It is very much a communistic philosophy at heart.

By comparison, what does God think about diversity, equity, and inclusion, and how does Jesus Christ actually define these terms?

A God of Diversity

The Bible shows that God is actually a real champion of diversity. However, God's definition is quite different than that of the world.

To begin with, God is the Creator of all that exists upon this earth so that all we see in the variety of plant and animal life is evidence of God's true love of diversity.

O LORD, how manifold are thy works! in wisdom hast thou made them all: the earth is full of thy [creatures] (Psalm 104:24).

This also applies to the diversity that exists within the family of man. Out of one original couple—Adam and Eve—God created the vast variety that we see in the families of nations, according to race, language, and cultural distinction. Racial diversity would not exist if God had not made it so! God told Noah and his family, "Be fruitful, and multiply, and replenish the earth" (Genesis 9:1). In rebellion, Nimrod and his ilk attempted to stifle that diversity by corralling humanity into one Babylonian civilization, destroying all racial distinction. To preserve that God-given diversity, God confounded the languages and dispersed the nations to their appointed places upon the earth (Genesis 11:9). God created racial distinction, and it is sure that Satan hates what God made and therefore seeks continually to destroy it. If all of the races were ultimately to disappear—by melding us into one, homogenous physical product—whose goal would be accomplished, God's or Satan's? The enemies of God hate His diverse Creation. Make no mistake about that!

A God of Equity

God is the very personification of equity.

Let the floods clap their hands: let the hills be joyful together Before the LORD; for he cometh to judge the earth: with righteousness shall he judge the world, and the people *with equity* (Psalm 98:8–9) [emphasis mine throughout].

Regarding the character of Jesus Christ, this is how He is described as a soon-coming King to rule over this earth:

But with righteousness shall he judge the poor, and *reprove with equity* for the meek of the earth: and he shall smite the earth with the rod of his mouth, and with the breath of his lips shall he slay the wicked. And righteousness shall be the girdle of his loins, and faithfulness the girdle of his reins (Isaiah 11:4–5).

It is the people of this present world who war against real fairness and equity. The current social planners are not the ones who will ever solve our problems. They are all steeped in lying hypocrisy:

And judgment is turned away backward, and justice standeth afar off: for truth is fallen in the street, and *equity cannot enter*. Yea, truth faileth; and he that departeth from evil maketh himself a prey: and the LORD saw it, and it displeased him that there was no judgment (Isaiah 59:14–15).

The deceived peoples of this world—including and especially those who should know better—proffer their own definitions of *equality and equity*, in the meantime vilifying God and His work of *true equity*.

Yet saith the house of Israel, The way of the Lord is not equal. O house of Israel, are not my ways equal? *are not your ways unequal?* Therefore I will judge you, O house of Israel, every one according to his ways, saith the Lord GOD. Repent, and turn yourselves from all your transgressions; so iniquity shall not be your ruin (Ezekiel 18:29–30).

A God of Inclusion

Our God is absolutely a God of inclusion. Many today do not believe that about the God of the Bible. They accuse Him of discrimination, but that is because they are deceived about the real intents and purposes of this perfect Creator.

To begin with, God made every human being in His own image. "So God created man in his own image, in the image of God created he him; male and female created he them" (Genesis 1:27).

Every human being who has ever been born was made by a loving God for a glorious purpose. In spite of the vast diversity in our personal appearance, each one nevertheless carries the attributes of a child of God, distinct from every other kind of creature. And every human being, regardless of race, nationality, or ethnic origin is in line to become an immortal member of God's royal Family.

For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life. For God sent not his Son into the world to condemn the world; *but that the world through him might be saved* (John 3:16–17).

Because of God's special work with the nation of Israel, many misunderstand God's inclusiveness. They assume that this one particular nation was more precious to God than all others. This is not so! By singling out Israel and promising them special favors as His chosen nation, God showed by their national failures that a physical covenant with only physical promises would never be successful.

O that there were such an heart in them, that they would fear me, and keep all my commandments always, that it might be well with them, and with their children for ever! (Deuteronomy 5:29)

God knew that Israel would never be able to follow through on their promises to be faithful to Him. That is why a Savior was planned before this physical Creation was ever brought into being.

Forasmuch as ye know that ye were not redeemed with corruptible things, as silver and gold, from your vain conversation received by tradition from your fathers; But with the precious blood of Christ, as of a lamb without blemish and without spot: Who verily was *foreordained before the foundation of the world*, but was manifest in these last times for you (1 Peter 1:18–20).

The sacrifice of Jesus Christ was not made just for people of one particular nation, but for the entire world!

And I will make thy seed to multiply as the stars of heaven, and will give unto thy seed all these countries; and in thy seed [Jesus Christ] *shall all the nations of the earth be blessed* (Genesis 26:4).

Go ye therefore, and *teach all nations*, baptizing them in the name of the Father, and of the Son, and of the Holy [Spirit] (Matthew 28:19).

Then Peter opened his mouth, and said, Of a truth I perceive that *God is no respecter of persons*: But in every nation he that feareth him, and worketh righteousness, is accepted with him (Acts 10:34–35).

To the Greeks of Athens, Paul said:

And hath made of one blood *all nations of men for to dwell on all the face of the earth*, and hath determined the times before appointed, and the bounds of their habitation; . . . For in him we live, and move, and have our being; as certain also of your own poets have said, For we are also his offspring. . . . And the times of this ignorance God winked at; but now commandeth all men every where to repent: Because he hath appointed a day, in the which he will judge the world in righteousness by that man whom he hath ordained; whereof he hath *given assurance unto all men*, in that he hath raised him from the dead (Acts 17:26, 28, 30–31).

This is indeed an inclusive God! Once one understands the truth about those "times before appointed" (verse 26), all confusion evaporates to show the perfect will of a loving God who will offer salvation to all peoples of all nations! And in the final analysis, this is exactly what will result:

In that day shall Israel be the third with Egypt and with Assyria, even a blessing in the midst of the land: Whom the LORD of hosts shall bless, saying, Blessed be *Egypt my people*, and *Assyria the work of my hands*, and *Israel mine inheritance* (Isaiah 19:24–25).

After this I beheld, and, lo, a great multitude, which no man could number, *of all nations, and kindreds, and people, and tongues*, stood before the throne, and before the Lamb, *clothed with white robes*, and palms in their hands; And cried with a loud voice, saying, Salvation to our God which sitteth upon the throne, and unto the Lamb (Revelation 7:9–10).

Personal Accountability

God's *equitable inclusion* of all human beings in His Plan of Salvation means that every single one will have the chance to become an immortal King and Priest in His Family Government. But that does not mean that anyone has *an easy road* to that reward:

Enter ye in at the strait gate: for wide is the gate, and broad is the way, that leadeth to destruction, and *many there be which go in thereat*: Because [narrow] is the gate, and [tortuous] is the way, which leadeth unto life, and *few there be that find it* (Matthew 7:13–14).

At whatever time God calls an individual and gives him or her a chance to know Him, that person then has to choose (during a lifetime) whether to come to agree with God and to love Him, or else to cling to the carnal—natural—orientation. God will force no one! It must be the free choice of every individual, and only those who demonstrate by their actions that they really do want what God represents, will be ushered into that glorious Family. There is no one put at any disadvantage. God discriminates against none of His dear children. By access to the Holy Spirit, not one of these dear ones called by God at their appointed time will be in any way *disadvantaged*. He is not setting up anyone to fail. But He will require that every single one who eventually inherits the Kingdom of God proves that he truly agrees with God. God has the right to make that condition.

Out of all of this wide diversity of individuals created by race, creed, color, sex, and national origin, God is looking for those who are willing to *lay down what they are by nature*, and to learn to embrace the unity of that one true Way of thinking:

Now there are diversities of gifts, but the same Spirit. And there are differences of administrations, but the same Lord. And there are diversities of

operations, but it is the same God which worketh all in all. But the manifestation of the Spirit is given to every man to profit withal (1 Corinthians 12:4–7).

Now I beseech you, brethren, by the name of our Lord Jesus Christ, that ye all speak the same thing, and that there be no divisions among you; but that ye be perfectly joined together in the same mind and in the same judgment (1 Corinthians 1:10).

This is not a command of outward conformity. The unity that comes in the Family of God derives from setting aside our carnal diversities and all of us learning to embrace the real Truth that is found in Jesus Christ alone. "Let this mind be in you, which was also in Christ Jesus" (Philippians 2:5).

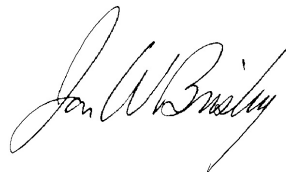
I am crucified with Christ: nevertheless I live; yet not I, but Christ liveth in me: and the life which I now live in the flesh I live by the faith of the Son of God, who loved me, and gave himself for me (Galatians 2:20).

The world "celebrates diversity." But God celebrates the choice of His *diverse natural children* to opt—from the heart—to lay down what they are by nature and to embrace His revealed Way of Life in *unity and oneness of Spirit*.

There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all (Ephesians 4:4–6).

May we all come to appreciate a loving God's use of diversity, equity, and inclusion to bring salvation to the whole world.

With love to all of you in Christ Jesus,

A handwritten signature in black ink, appearing to read "Jon W. Brisby". The signature is written in a cursive, flowing style.

Jon W. Brisby