

Cross-Cultural Theological Education

Multicultural Church Conference
May 28, 2010



Why multi / cross-cultural?

- Theological foundations
 - God created all people good. To deny some people (because of skin color or language) the privileges other have, is to deny God's good creation.
 - To require textbooks written by people of only one so-called race is to deny that all people can hear God's voice.
- North American realities

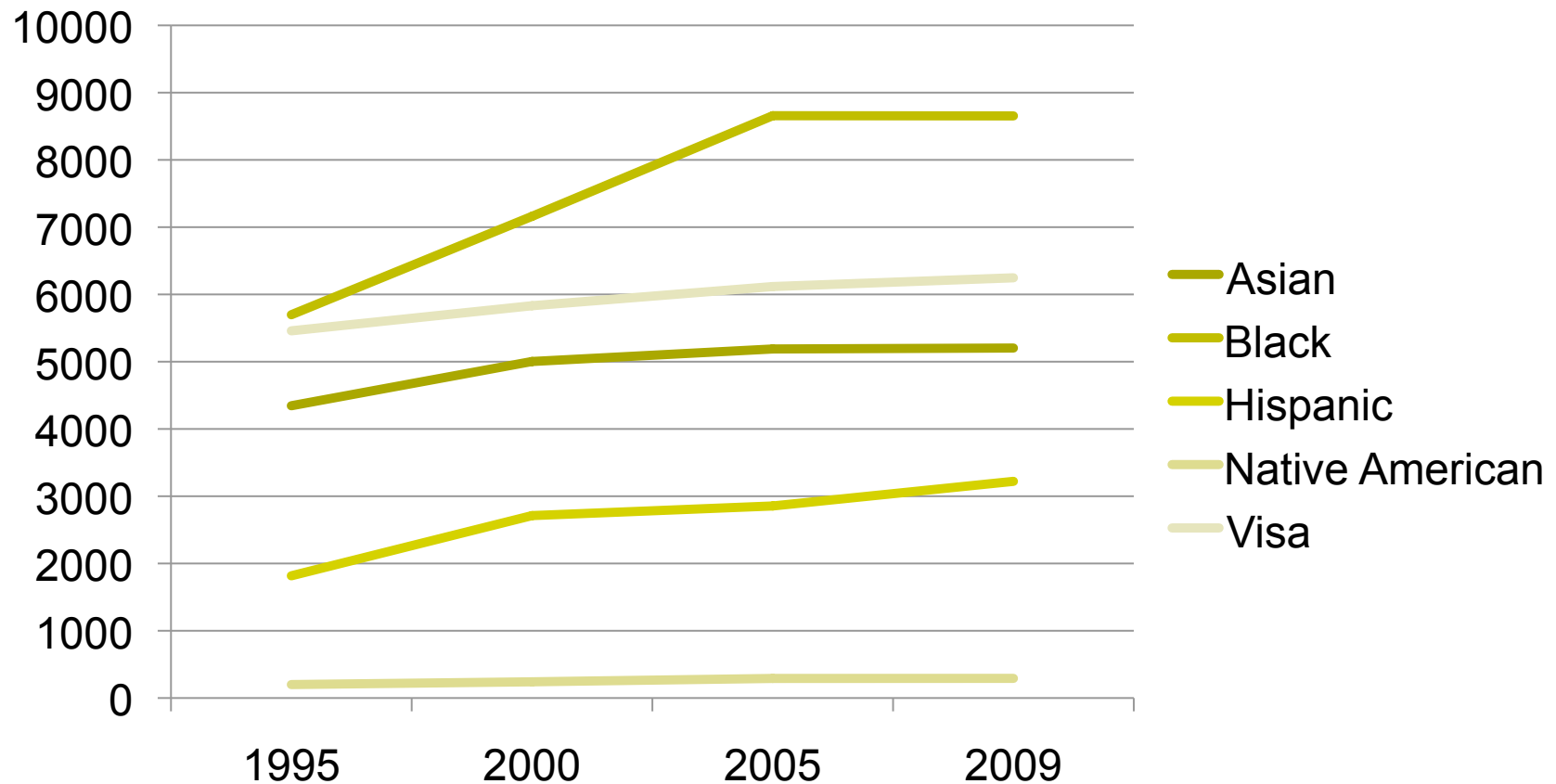


New language in ATS standards:

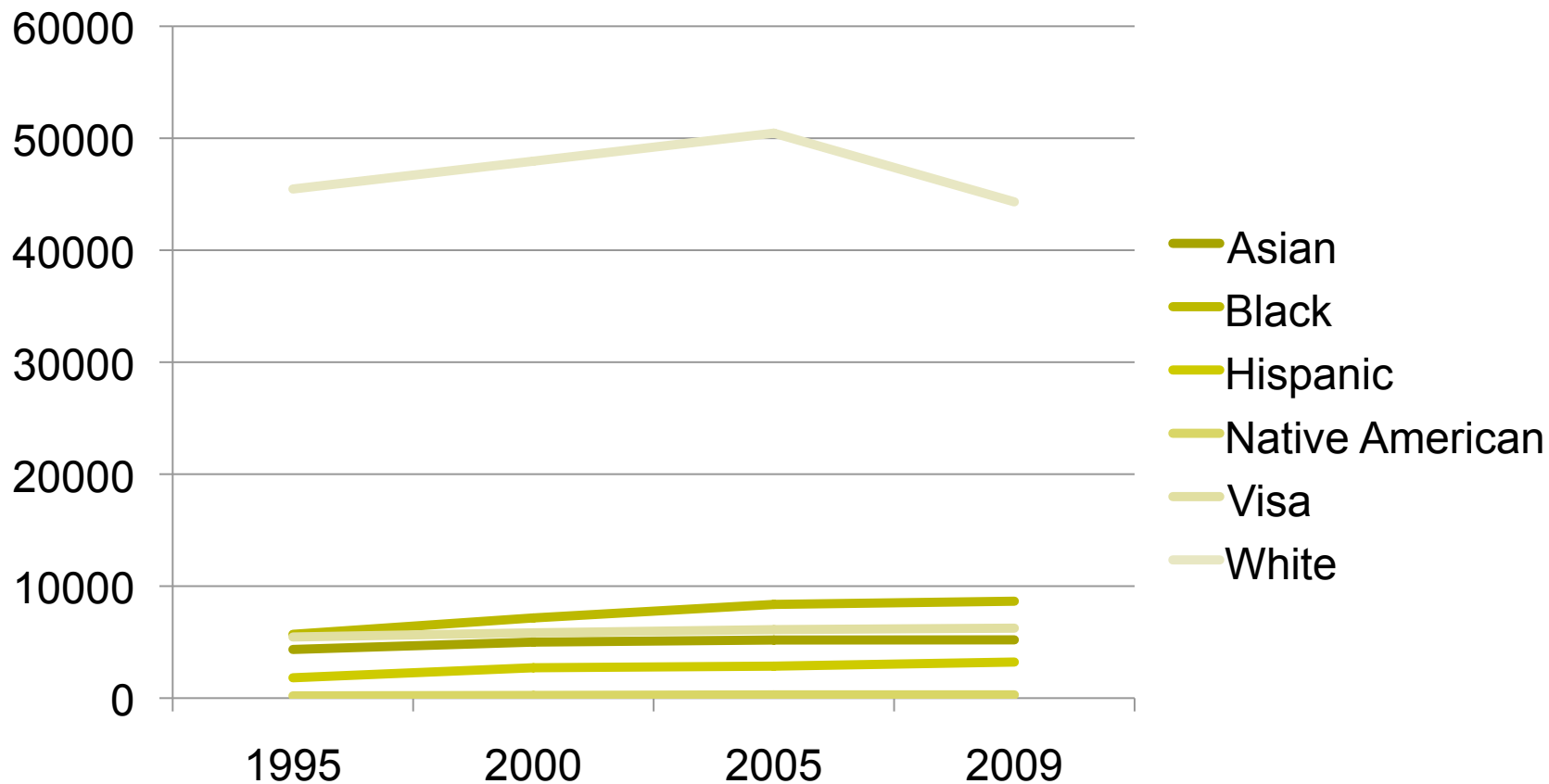
- 2.5 “Schools shall assist all students in gaining the particular knowledge, appreciation, and openness needed to live and practice ministry effectively in culturally and racially diverse settings.”

- Cross-cultural theological education should not be considered optional in North America.

Students of color in ATS schools



Students in ATS schools

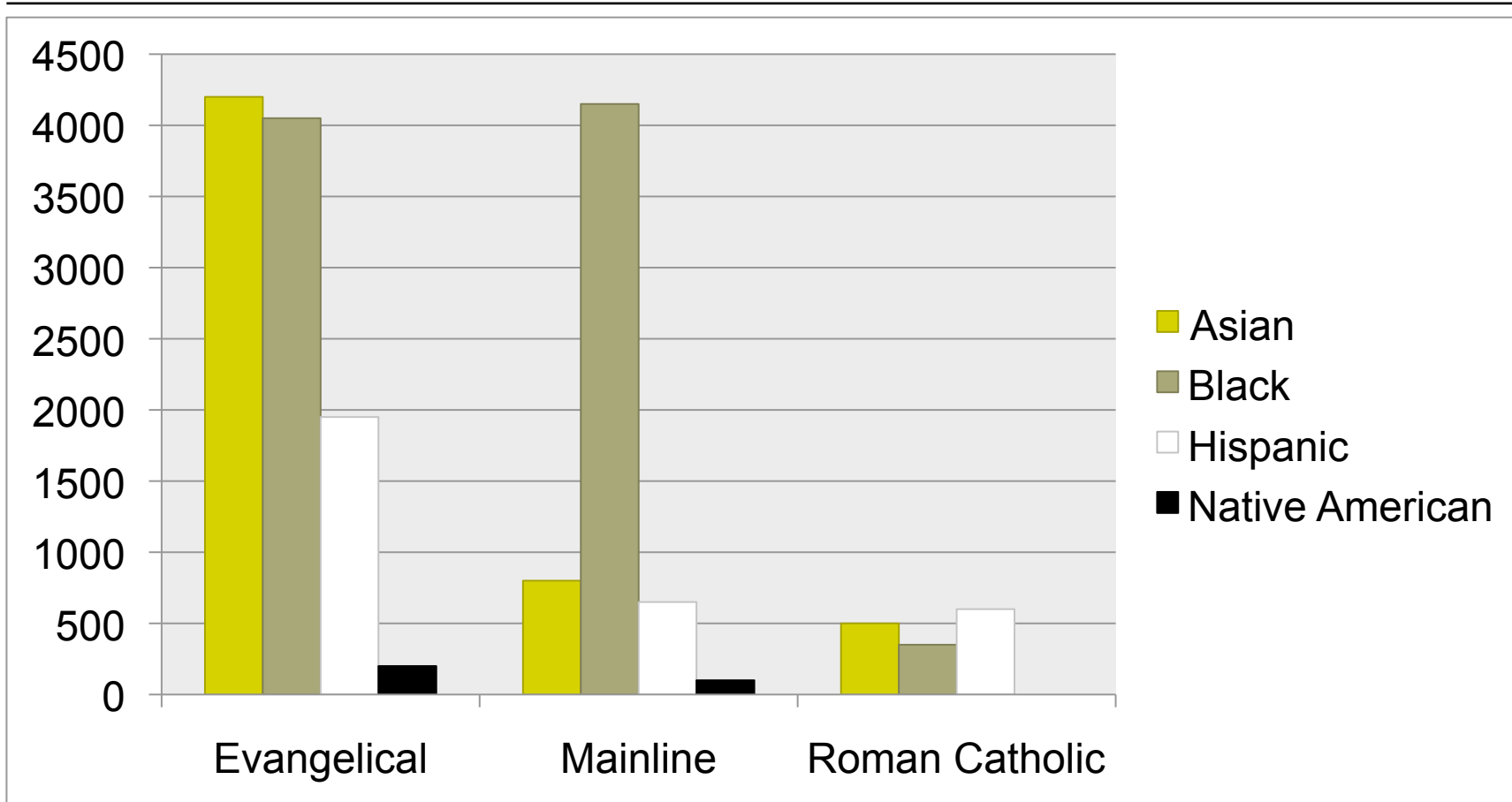




Students of color in ATS schools

	Asian	Black	Hispanic	Native American	Visa
1995	4345	5698	1817	200	5459
2000	5003	7161	2712	241	5832
2005	5189	8657	2855	291	6117
2009	5203	8654	3221	292	6247

ATS enrollment by church family





Faculty in ATS schools

- Total faculty in 2005: 3697
 - Faculty of color: 542
 - White faculty: 3091
- Total faculty in 2009: 3629
 - Faculty of color: 613
 - White faculty: 2972



Faculty of color in ATS schools

	2005	2009
Asian	168	193
Black	224	259
Hispanic	112	126
Native American	7	4
Multiracial	1	9
Visa	30	31



Beyond diversity

- Diversity is the required beginning point—but it is not the goal.
- Persons of color needed on all faculties
- Realities faced by faculty of color



Cultural taxation

- Higher expectations of faculty of color in predominantly white seminaries



White privilege

“Whites need to deal with race as much as any other group and an inability to appreciate this is one more way white supremacy stays unchallenged, even unnoticed.”

Mary Hess / Stephen Brookfield



White privilege / supremacy

- Basic definitions
- Basic realities in theological education



Beyond multicultural education

- Great expectations 20 years ago
- Now, primarily understood as diversity, with control remaining in white hands
- Multicultural theological education may benefit white students, but does not necessarily help prepare black students for ministry.



Cross-cultural theological education

- Diverse communities require constant tending – to maintain racially diverse student bodies and faculties of color that will survive long-term
- Beyond diversity – to readiness to listen
- Beyond multicultural – to anti-racist



Talk with your neighbor:

- When you moved from formal theological education to ministry, did you feel prepared for ministry in racially, culturally, religiously diverse contexts?
 - If so, what were the key points in your preparation?
 - If not, what would have helped your preparation?



McCormick Theological Seminary

- A diverse learning community

- The goal:
 - Graduates able to minister in culturally, racially, and religiously diverse contexts
 - Leadership that enables congregations to be communities of hospitality



McCormick

- Diversity in the student community
- Masters level:
 - Since 1991 students of color have made up more than 50% of the student body
 - Last year (2009-10) white students comprised 41% of masters level students
- Doctor of Ministry:
 - Students of color have made up 2/3 of the doctoral student body for 15 years.



McCormick

- Faculty diversity
 - From 1997, faculty of color have made up 35 – 38% of the total faculty
 - 8 or 9 persons of color on the faculty

- Until last year



McCormick

- Cross-cultural theological education:
 1. Diversity
 2. Tolerance
 3. Readiness to listen to, learn from, even be changed by those different from yourself
 4. Intentional work against racism



McCormick

□ Centers

- Center for the Study of Latin@ Theology and Ministry
- Center for Black Church Studies and African American Ministry
- Center for Asian American Ministry



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- *Shaping Beloved Community: Multicultural Theological Education.* (Westminster John Knox, 2006)
- Beyond multicultural to cross-cultural and anti-racist theological education



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- Curriculum
 - M395 Racial Identity and White Privilege
 - M609 Culturally Attentive Leadership

- ARC: Anti-Racism Committee

- Climate



McCormick

- Institute for Cross-Cultural Theological Education
 - A faculty competent to teach, and graduates prepared to minister in racially, culturally, and theologically diverse settings
 - A center for research, data, and experience related to preparation for ministry in racially and culturally diverse contexts in North America