

Diversity, Equity and Inclusion: A Christian Response

In listening to news reports of the horrific fires that have ravaged Southern California, I kept hearing “DEI,” or Diversity, Equity and Inclusion, mentioned as a factor in the disaster. One example cited again and again was the Los Angeles Fire Department, which hired its first LGBTQ chief who is committed to DEI. She began hiring and promoting people based on the group with which they identified rather than their qualifications as a firefighter.

A Definition

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DEI embraces the Marxist ideal of social justice and is group oriented. It functions on the theory that although different people have different and unequal starting points in life, everyone should be guaranteed an equal outcome. Anyone perceived as having had a disadvantaged starting point, such as minorities, the poor, LGBTQ, immigrants and so on, should be given priority in hiring and promotion so there is an equal outcome.

The noted philosopher and historian Dr. Thomas Sowell, who happens to be Black, says DEI is “essentially a fancy word for group quotas.” He points out that the term is often used to admit students to colleges and to place people in positions of authority based on their group identity rather than their individual abilities and qualifications. He goes on to ask,

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What is the end they are trying to achieve? If I am having brain surgery and a world-renowned brain surgeon is scheduled to do the surgery and I find out he was born with a silver spoon in his mouth, am I to reject him and insist on a surgeon from a poor family who struggled to become a brain surgeon even though he does not have the experience or reputation of the original surgeon?

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My Personal Experience

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