

What the Bible Says About Diversity, Equity and Inclusion

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 culprit in the disaster. One example that was cited again and again was the Los Angeles Fire Department, which hired its first LGBTQ chief who is committed to DEI. She, therefore, began hiring and promoting people based on the group with which they identified rather than their qualifications as a firefighter.

A Definition

DEI embraces the Marxist ideal of social justice and is group oriented. It functions on the premise that although different people have different and unequal starting points in life, everyone should be guaranteed an equal outcome. Anyone perceived to have 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, has said DEI is “essentially a fancy word for group quotas.” He points out that it is 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,

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

I recently spent one week in the Baylor Scott & White Hospital in North Texas, where I was treated by a very diverse staff of Asian, Hispanic, Black and white nurses and doctors. There was no obvious ethnic majority. My primary doctor, I assume, was Muslim since his name was Mohammed.

Nonetheless, regardless of who was treating me, I could rest assured that I was getting the best treatment possible because BSW does not practice DEI. The hospital hires its staff based on competency and qualifications, not the group with which they identify. I will avoid a hospital that practices DEI and hires its staff to fulfill group quotas.

The same is true when I fly. When I board an airplane and look into the cockpit, I don't care about the race, sex or skin color of the pilot and co-pilot. My only concern is "Do they know how to fly this airplane?" Were they hired to fulfill a quota; or were they hired because they were the most qualified applicants?

What the Bible Says

While we as Christians are to care for the poor and lift those who are disadvantaged, we cannot guarantee their outcome. That is a personal thing on their part and will depend on the

choices they make and how they spend their time. The Bible is clear that God holds each of us individually responsible for our choices and actions. Ezekiel 18:20 says,

“The soul who sins shall die. The son shall not bear the guilt of the father, nor the father bear the guilt of the son. The righteousness of the righteous shall be upon himself, and the wickedness of the wicked shall be upon himself.”

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In the Parable of the Talents told by Jesus in Matthew 25:14-30, we see that each person was unique and received “talents” based on their individual ability. Later, each was rewarded or punished according to their own actions or inaction. The Parable of the Talents obviously reflects a meritocracy, and Paul echoes this same principle in 2 Corinthians 5:10 where he says, “For we must all appear before the judgment seat of Christ, so that each of us may receive what is due us for the things done while in the body, whether good or bad.”

Be the Best You Can Be

In the early days of our life and ministry together, Sue and I heard the Lord say, “Be the best you can be.” In other words, don’t try to be like someone else or try to outdo someone else. And don’t measure your own success by someone else’s accomplishment. Be the best you can be, and you will hear Him say, “Well done, good and faithful servant” (Matt. 25:21b).

We must stop comparing ourselves with one another. Instead of practicing DEI, we should be encouraging every person to be the best they can be and to develop their individual and unique gifts. God Himself will then promote them as He did Joseph, moving him from slavery and prison to being the ruler

of Egypt.

If the entire church will take this approach, individual members will find personal fulfillment and also find themselves part of a healthy, functioning body of Christ.

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