**Diversity and Inclusion Terminology with Biblical References**

**(All Scriptures are from the English Standard Bible)**

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[**Ally**](https://www.catalyst.org/research/lgbtq-terms-to-know/)

Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

**Scripture References:**

**1 John 2:1-2;** My little children, I am writing these things to you so that you may not sin. But if anyone does sin, we have an advocate with the Father, Jesus Christ the righteous. 2 He is the propitiation (substituted, appeased) for our sins, and not for ours only but also for the sins of the whole world

**Romans 15:1**; We who are strong have an obligation to bear with the failings of the weak, and not to please ourselves

**Galatians 6:2**; Bear one another's burdens, and so fulfill the law of Christ

**Proverbs 31:8-9**;Open your mouth for the mute, for the rights of all who are destitute. Open your mouth, judge righteously, defend the rights of the poor and needy.

**“Stories of Hope for Advocates”**

**2 Samuel 21:1-7;** Now there was a famine in the days of David for three years, year after year. And David sought the face of the Lord. And the Lord said, “There is bloodguilt on Saul and on his house, because he put the Gibeonites to death.” **2**So the king called the Gibeonites and spoke to them. Now the Gibeonites were not of the people of Israel but of the remnant of the Amorites. Although the people of Israel had sworn to spare them, Saul had sought to strike them down in his zeal for the people of Israel and Judah. **3**And David said to the Gibeonites, “What shall I do for you? And how shall I make atonement, that you may bless the heritage of the Lord?” **4**The Gibeonites said to him, “It is not a matter of silver or gold between us and Saul or his house; neither is it for us to put any man to death in Israel.” And he said, “What do you say that I shall do for you?” **5**They said to the king, “The man who consumed us and planned to destroy us, so that we should have no place in all the territory of Israel, **6**let seven of his sons be given to us, so that we may hang them before the Lord at Gibeah of Saul, the chosen of the Lord.” And the king said, “I will give them.” **7**But the king **spared** Mephibosheth, the son of Saul's son Jonathan, because of the oath of the Lord that was between them, between David and Jonathan the son of Saul.

**Acts 9:26-31**; **26**And when he (had come to Jerusalem, he attempted to join the disciples. And they were all afraid of him, for they did not believe that he was a disciple. **27**But Barnabas took him and brought him to the apostles and declared to them how on the road he had seen the Lord, who spoke to him, and how at Damascus he had preached boldly in the name of Jesus. **28**So he went in and out among them at Jerusalem, preaching boldly in the name of the Lord. **29**And he spoke and disputed against the Hellenists. But they were seeking to kill him. **30**And when the brothers learned this, they brought him down to Caesarea and sent him off to Tarsus.

**Galatian 2:11-20**; **11**But when Cephas came to Antioch, I opposed him to his face, because he stood condemned. **12**For before certain men came from James, he was eating with the Gentiles; but when they came, he drew back and separated himself, fearing the circumcision party. **13**And the rest of the Jews acted hypocritically along with him, so that even Barnabas was led astray by their hypocrisy. **14**But when I saw that their conduct was not in step with the truth of the gospel, I said to Cephas before them all, “If you, though a Jew, live like a Gentile and not like a Jew, how can you force the Gentiles to live like Jews?”

**Diversity**

Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

**Scripture References:**

**Galatians 3:28**; There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus.

**1 Cor 12:12-14**; For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. 13 For in one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and all were made to drink of one Spirit. 14 For the body does not consist of one member but of many.

**Acts 17:26-27**; 26 And he made from one man every nation of mankind to live on all the face of the earth, having determined allotted periods and the boundaries of their dwelling place, 27 that they should seek God, and perhaps feel their way toward him and find him. Yet he is actually not far from each one of us…

**Col. 1:16**; For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him.

**Col. 3:11**; Here there is not Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave, free; but Christ is all, and in all.

**“Stories of Hope for Diversity”**

**1 Cor. 9:19-23**; **19**For though I am free from all, I have made myself a servant to all, that I might win more of them. **20**To the Jews I became as a Jew, in order to win Jews. To those under the law I became as one under the law (though not being myself under the law) that I might win those under the law. 21 To those outside the law I became as one outside the law (not being outside the law of God but under the law of Christ) that I might win those outside the law. 22 To the weak I became weak, that I might win the weak. I have become all things to all people, that by all means I might save some. 23 I do it all for the sake of the gospel, that I may share with them in its blessings.

**Rev 7:9-10**; **9**After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands, **10**and crying out with a loud voice, “Salvation belongs to our God who sits on the throne, and to the Lamb!”

[**Equality**](http://www.societyfordiversity.org/equality-vs-equity/)

Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

**Scripture References:**

**Eph 2:14**; For he himself is our peace, who has made us both one and has broken down in his flesh the dividing wall of hostility. (Equal Access)

**Col. 3:10-11;** **10**and have put on the new self, which is being renewed in knowledge after the image of its creator. **11**Here there is not Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave, free; but Christ is all, and in all.

**Gal 3:26-29;** **26**for in Christ Jesus you are all sons of God, through faith. **27**For as many of you as were baptized into Christ have put on Christ. **28**There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus. **29**And if you are Christ's, then you are Abraham's offspring, heirs according to promise

**“Stories of Hope for Equality”**

**Matthew 20:1-16**; “For the kingdom of heaven is like a master of a house who went out early in the morning to hire laborers for his vineyard. 2 After agreeing with the laborers for a denarius[a] a day, he sent them into his vineyard. 3 And going out about the third hour he saw others standing idle in the marketplace, 4 and to them he said, ‘You go into the vineyard too, and whatever is right I will give you.’ 5 So they went. Going out again about the sixth hour and the ninth hour, he did the same. 6 And about the eleventh hour he went out and found others standing. And he said to them, ‘Why do you stand here idle all day?’ 7 They said to him, ‘Because no one has hired us.’ He said to them, ‘You go into the vineyard too.’ 8 And when evening came, the owner of the vineyard said to his foreman, ‘Call the laborers and pay them their wages, beginning with the last, up to the first.’ 9 And when those hired about the eleventh hour came, each of them received a denarius. 10 Now when those hired first came, they thought they would receive more, but each of them also received a denarius. 11 And on receiving it they grumbled at the master of the house, 12 saying, ‘These last worked only one hour, and you have made them equal to us who have borne the burden of the day and the scorching heat.’ 13 But he replied to one of them, ‘Friend, I am doing you no wrong. Did you not agree with me for a denarius? 14 Take what belongs to you and go. I choose to give to this last worker as I give to you. 15 Am I not allowed to do what I choose with what belongs to me? Or do you begrudge my generosity? 16 So the last will be first, and the first last.”

[**Equity**](http://www.societyfordiversity.org/equality-vs-equity/)

Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

**Scripture References:**

**Ps 67:4**; Let the nations be glad and sing for joy, for you judge the peoples with equity and guide the nations upon earth. *Selah*

**Isa. 11:4**; But with righteousness he shall judge the poor and decide with equity for the meek of the earth….

**Romans 6:23;** For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord.

**Romans 8:1-2**; There is therefore now no condemnation for those who are in Christ Jesus. **2**For the law of the Spirit of life has set you free in Christ Jesus from the law of sin and death. **3**For God has done what the law, weakened by the flesh, could not do. By sending his own Son in the likeness of sinful flesh and for sin, he condemned sin in the flesh, **4**in order that the righteous requirement of the law might be fulfilled in us, who walk not according to the flesh but according to the Spirit.

**Romans 15:10**; Why do you pass judgment on your brother? Or you, why do you despise your brother? For we will all stand before the judgment seat of God.

**2 Cor.5:10**; For we must all appear before the judgment seat of Christ, so that each one may receive what is due for what he has done in the body, whether good or evil.

**2 Peter 3:9**; The Lord is not slow to fulfill his promise as some count slowness, but is patient toward you, not wishing that any should perish, but that all should reach repentance

 **“Stories of Hope for Equity”**

**1 King 3:16-28;** One day two women came to King Solomon, **17**and one of them said: Your Majesty, this woman and I live in the same house. Not long ago my baby was born at home, **18**and three days later her baby was born. Nobody else was there with us. **19**One night while we were all asleep, she rolled over on her baby, and he died. **20**Then while I was still asleep, she got up and took my son out of my bed. She put him in her bed, then she put her dead baby next to me. **21**In the morning when I got up to feed my son, I saw that he was dead. But when I looked at him in the light, I knew he wasn’t my son. **22**“No!” the other woman shouted. “He was your son. My baby is alive!” “The dead baby is yours,” the first woman yelled. “Mine is alive!” They argued back and forth in front of Solomon, **23**until finally he said, “Both of you say this live baby is yours. **24**Someone bring me a sword.” A sword was brought, and Solomon ordered, **25**“Cut the baby in half! That way each of you can have part of him.” **26**“Please don’t kill my son,” the baby’s mother screamed. “Your Majesty, I love him very much, but give him to her. Just don’t kill him.” The other woman shouted, “Go ahead and cut him in half. Then neither of us will have the baby.” **27**Solomon said, “Don’t kill the baby.” Then he pointed to the first woman, “She is his real mother. Give the baby to her.” **28**Everyone in Israel was amazed when they heard how Solomon had made his decision. They realized that God had given him wisdom to judge fairly.

**Implicit Bias**

Negative associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. Many studies have indicated that implicit biases affect individuals’ attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to be favored above individuals’ stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess.

**Scripture References:**

**1 Sam. 16:7**; **7**But the Lord said to Samuel, “Do not look on his appearance or on the height of his stature, because I have rejected him. For the Lord sees not as man sees, man looks on the outward appearance, but the Lord looks on the heart.

**Galatians 2:12-14**; **12**For before certain men came from James, he used to eat with the Gentiles. But when they arrived, he began to draw back and separate himself from the Gentiles because he was afraid of those who belonged to the circumcision group. **13**The other Jews joined him in his hypocrisy, so that by their hypocrisy even Barnabas was led astray. **14**When I saw that they were not acting in line with the truth of the gospel, I said to Cephas in front of them all, “You are a Jew, yet you live like a Gentile and not like a Jew. How is it, then, that you force Gentiles to follow Jewish customs?

**“Stories of Hope from Implicit Bias”**

**John 4:4-24**; **7**A woman from Samaria came to draw water. Jesus said to her, “Give me a drink.” **8**(For his disciples had gone away into the city to buy food.) **9**The Samaritan woman said to him, “How is it that you, a Jew, ask for a drink from me, a woman of Samaria?” (For Jews have no dealings with Samaritans.) **10**Jesus answered her, “If you knew the gift of God, and who it is that is saying to you, ‘Give me a drink,’ you would have asked him, and he would have given you living water.” ….. **19**The woman said to him, “Sir, I perceive that you are a prophet. **20**Our fathers worshiped on this mountain, but you say that in Jerusalem is the place where people ought to worship.” **21**Jesus said to her, “Woman, believe me, the hour is coming when neither on this mountain nor in Jerusalem will you worship the Father. **22**You worship what you do not know; we worship what we know, for salvation is from the Jews. **23**But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father is seeking such people to worship him. **24**God is spirit, and those who worship him must worship in spirit and truth.”

[**Unconscious Bias**](https://www.catalyst.org/research/infographic-what-is-unconscious-bias/)

An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

**Scripture References:**

**1 John 2:11**; But whoever hates his brother is in the darkness and walks in the darkness, and does not know where he is going, because the darkness has blinded his eyes.

**1 Timothy 5:21**; In the presence of God and of Christ Jesus and of the elect angels I charge you to keep these rules without prejudging, doing nothing from partiality.

**Col. 3:25;** For the wrongdoer will be paid back for the wrong he has done, and there is no partiality.

**Exodus 22:21;** You shall not wrong a sojourner or oppress him, for you were sojourners in the land of Egypt.

**Gal.3:28;** There is neither Jew nor Greek, there is neither slave] nor free, there is no male and female, for you are all one in Christ Jesus.

**“Stories of Hope against Unconscious Bias”**

**Mark 2:15-17; 15**And as he reclined at table in his house, many tax collectors and sinners were reclining with Jesus and his disciples, for there were many who followed him. **16**And the scribes of the Pharisees, when they saw that he was eating with sinners and tax collectors, said to his disciples, “Why does he eat with tax collectors and sinners?” **17**And when Jesus heard it, he said to them, “Those who are well have no need of a physician, but those who are sick. I came not to call the righteous, but sinners.”

**Matthew 9:14-17;** **14**Then the disciples of John came to him, saying, “Why do we and the Pharisees fast, but your disciples do not fast?” **15**And Jesus said to them, “Can the wedding guests mourn as long as the bridegroom is with them? The days will come when the bridegroom is taken away from them, and then they will fast. **16**No one puts a piece of unshrunk cloth on an old garment, for the patch tears away from the garment, and a worse tear is made. **17**Neither is new wine put into old wineskins. If it is, the skins burst, and the wine is spilled, and the skins are destroyed. But new wine is put into fresh wineskins, and so both are preserved.”

**Marginalized**

The process by which minority groups/cultures are excluded, ignored or relegated to the outer edge of a group/society/community. A tactic used to devalue those that vary from the norm of the mainstream, sometimes to the point of denigrating them as deviant and regressive.

**Scripture References:**

**Psalm 37:14**; The wicked draw the sword and bend their bows to bring down the poor and needy, to slay those whose way is upright…

**Proverbs 29:7**; The righteous care about justice for the poor, but the wicked have no such concern.

**Proverbs 31:8-9**; 8Speak up for those who cannot speak for themselves, for the rights of all who are destitute.**9**Speak up and judge fairly; defend the rights of the poor and need

**Is. 3:14-15**; 14The Lord enters into judgment against the elders and leaders of his people: “It is you who have ruined my vineyard; the plunder from the poor is in your houses. **15**What do you mean by crushing my people and grinding the faces of the poor?” declares the Lord, the Lord Almighty.

**James 1:27**; Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world.

**Exodus 22:22**; Do not take advantage of the widow or the fatherless

**Lev. 19:15;** Do not pervert justice; do not show partiality to the poor or favoritism to the great, but judge your neighbor fairly

**“Biblical Stories of Hope for the Marginalized”**

**Matthew 9 :1-8**; Jesus stepped into a boat, crossed over and came to his own town. **2**Some men brought to him a paralyzed man, lying on a mat. When Jesus saw their faith, he said to the man, “Take heart, son; your sins are forgiven.” **3**At this, some of the teachers of the law said to themselves, “This fellow is blaspheming!” **4**Knowing their thoughts, Jesus said, “Why do you entertain evil thoughts in your hearts? **5**Which is easier: to say, ‘Your sins are forgiven,’ or to say, ‘Get up and walk’? **6**But I want you to know that the Son of Man has authority on earth to forgive sins.” So he said to the paralyzed man, “Get up, take your mat and go home.” **7**Then the man got up and went home. **8**When the crowd saw this, they were filled with awe; and they praised God, who had given such authority to man.

**Acts 6:1-7**; **1**In those days when the number of disciples was increasing, the Hellenistic Jews[[a](https://classic.biblegateway.com/passage/?search=Acts+6%3A1-7&version=NIV#fen-NIV-27103a)] among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. **2**So the Twelve gathered all the disciples together and said, “It would not be right for us to neglect the ministry of the word of God in order to wait on tables. **3**Brothers and sisters choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them **4**and will give our attention to prayer and the ministry of the word.” **5**This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. **6**They presented these men to the apostles, who prayed and laid their hands on them. **7**So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

**Luke 4:16-21**; **16**He went to Nazareth, where he had been brought up, and on the Sabbath day he went into the synagogue, as was his custom. He stood up to read, **17**and the scroll of the prophet Isaiah was handed to him. Unrolling it, he found the place where it is written:

**18**“The Spirit of the Lord is on me,
    because he has anointed me
    to proclaim good news to the poor.
He has sent me to proclaim freedom for the prisoners
    and recovery of sight for the blind,
to set the oppressed free,
**19**    to proclaim the year of the Lord’s favor.”

**20**Then he rolled up the scroll, gave it back to the attendant and sat down. The eyes of everyone in the synagogue were fastened on him. **21**He began by saying to them, “Today this scripture is fulfilled in your hearing.”

**Microaggression**

Everyday insults, indignities and demeaning messages sent to historically marginalized groups by well-intentioned members of the majority group who are unaware of the hidden messages being sent. Example: “Where are you actually from?”

**Scripture References:**

[**Proverbs 6:16-19**](https://www.biblegateway.com/passage/?search=Proverbs+6%3A16-19&version=ESV)**;** 16 There are six things the Lord hates, seven that are detestable to him: 17 haughty eyes, a lying tongue, hands that shed innocent blood, 18 a heart that vises wicked schemes, feet that are quick to rush into evil, 19 a false witness who pours out lies and a person who stirs up conflict in the community.

[**Proverbs 19:5**](https://www.biblegateway.com/passage/?search=Proverbs+19%3A5&version=ESV) A false witness will not go unpunished, and one who utters lies will not escape.

[**Exodus 20:16**](https://www.biblegateway.com/passage/?search=Exodus+20%3A16&version=ESV); You shall not give false testimony against your neighbor.

[**Jeremiah 9:5**](https://www.biblegateway.com/passage/?search=Jeremiah+9%3A5&version=ESV); Friend deceives friend, and no one speaks the truth. They have taught their tongues to lie; they weary themselves with sinning.

[**Ephesians 4:29**](https://www.biblegateway.com/passage/?search=Ephesians+4%3A29&version=ESV); Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.

[**2 Corinthians 4:2**](https://www.biblegateway.com/passage/?search=2+Corinthians+4%3A2&version=ESV); Rather, we have renounced secret and shameful ways; we do not use deception, nor do we distort the word of God. On the contrary, by setting forth the truth plainly we commend ourselves to everyone’s conscience in the sight of God.

**“Stories of Hope from Microaggression”**

**John 4:19-24**; **19**“Sir,” the woman said, “I can see that you are a prophet. **20**Our ancestors worshiped on this mountain, but you Jews claim that the place where we must worship is in Jerusalem.” **21**“Woman,” Jesus replied, “believe me, a time is coming when you will worship the Father neither on this mountain nor in Jerusalem. **22**You Samaritans worship what you do not know; we worship what we do know, for salvation is from the Jews. **23**Yet a time is coming and has now come when the true worshipers will worship the Father in the Spirit and in truth, for they are the kind of worshipers the Father seeks. **24**God is spirit, and his worshipers must worship in the Spirit and in truth.”

**Matthew 13:53-58**; **53**When Jesus had finished these parables, he moved on from there. **54**Coming to his hometown, he began teaching the people in their synagogue, and they were amazed. “Where did this man get this wisdom and these miraculous powers?” they asked. **55**“Isn’t this the carpenter’s son? Isn’t his mother’s name Mary, and aren’t his brothers James, Joseph, Simon and Judas? **56**Aren’t all his sisters with us? Where then did this man get all these things?” **57**And they took offense at him. But Jesus said to them, “A prophet is not without honor except in his own town and in his own home.” **58**And he did not do many miracles there because of their lack of faith.

[**Workplace Inclusion**](https://www.catalyst.org/research/the-day-to-day-experiences-of-workplace-inclusion-and-exclusion/)

An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

**Scripture References:**

[**1 Corinthians 12:12-27**](https://www.biblegateway.com/passage/?search=1+Corinthians+12%3A12-27&version=ESV); **12**Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. **13**For we were all baptized by[[a](https://classic.biblegateway.com/passage/?search=1+Corinthians+12%3A12-27&version=NIV#fen-NIV-28648a)] one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. **14**Even so the body is not made up of one part but of many. **15**Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. **16**And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. **17**If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? **18**But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. **19**If they were all one part, where would the body be? **20**As it is, there are many parts, but one body. **21**The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” **22**On the contrary, those parts of the body that seem to be weaker are indispensable, **23**and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, **24**while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, **25**so that there should be no division in the body, but that its parts should have equal concern for each other. **26**If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. **27**Now you are the body of Christ, and each one of you is a part of it.

[**Romans 12:15-18**](https://www.biblegateway.com/passage/?search=Romans+12%3A15-18&version=ESV); **5**Rejoice with those who rejoice; mourn with those who mourn. **16**Live in harmony with one another. Do not be proud, but be willing to associate with people of low position.[[a](https://classic.biblegateway.com/passage/?search=Romans+12%3A15-18&version=NIV#fen-NIV-28262a)] Do not be conceited. **17**Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everyone. **18**If it is possible, as far as it depends on you, live at peace with everyone.

[**James 2:1-4**](https://www.biblegateway.com/passage/?search=James+2%3A1-4&version=ESV); My brothers and sisters, believers in our glorious Lord Jesus Christ must not show favoritism. **2**Suppose a man comes into your meeting wearing a gold ring and fine clothes, and a poor man in filthy old clothes also comes in. **3**If you show special attention to the man wearing fine clothes and say, “Here’s a good seat for you,” but say to the poor man, “You stand there” or “Sit on the floor by my feet,” **4**have you not discriminated among yourselves and become judges with evil thoughts?

[**Ephesians 4:1-3**](https://www.biblegateway.com/passage/?search=Ephesians+4%3A3&version=ESV); As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. **2**Be completely humble and gentle; be patient, bearing with one another in love. **3**Make every effort to keep the unity of the Spirit through the bond of peace.

[**Romans 14:1-19**](https://www.biblegateway.com/passage/?search=Romans+14%3A1-23&version=ESV); Accept the one whose faith is weak, without quarreling over disputable matters. **2**One person’s faith allows them to eat anything, but another, whose faith is weak, eats only vegetables. **3**The one who eats everything must not treat with contempt the one who does not, and the one who does not eat everything must not judge the one who does, for God has accepted them. **4**Who are you to judge someone else’s servant? To their own master, servants stand or fall. And they will stand, for the Lord is able to make them stand…… **13**Therefore let us stop passing judgment on one another. Instead, make up your mind not to put any stumbling block or obstacle in the way of a brother or sister…. **19**Let us therefore make every effort to do what leads to peace and to mutual edification.

**“Stories of Hope for Workplace Inclusion”**

**Nehemiah 4:14-23; 14**And I looked and arose and said to the nobles and to the officials and to the rest of the people, “Do not be afraid of them. Remember the Lord, who is great and awesome, and fight for your brothers, your sons, your daughters, your wives, and your homes.” **15**When our enemies heard that it was known to us and that God had frustrated their plan, we all returned to the wall, each to his work. **16**From that day on, half of my servants worked on construction, and half held the spears, shields, bows, and coats of mail. And the leaders stood behind the whole house of Judah, **17**who were building on the wall. Those who carried burdens were loaded in such a way that each labored on the work with one hand and held his weapon with the other. **18**And each of the builders had his sword strapped at his side while he built. The man who sounded the trumpet was beside me. **19**And I said to the nobles and to the officials and to the rest of the people, “The work is great and widely spread, and we are separated on the wall, far from one another. **20**In the place where you hear the sound of the trumpet, rally to us there. Our God will fight for us.” **21**So we labored at the work, and half of them held the spears from the break of dawn until the stars came out. **22**I also said to the people at that time, “Let every man and his servant pass the night within Jerusalem, that they may be a guard for us by night and may labor by day.” **23**So neither I nor my brothers nor my servants nor the men of the guard who followed me, none of us took off our clothes; each kept his weapon at his right hand.

**Exodus 18:14-23;** **14**When Moses' father-in-law saw all that he was doing for the people, he said, “What is this that you are doing for the people? Why do you sit alone, and all the people stand around you from morning till evening?” **15**And Moses said to his father-in-law, “Because the people come to me to inquire of God; **16**when they have a dispute, they come to me and I decide between one person and another, and I make them know the statutes of God and his laws.” **17**Moses' father-in-law said to him, “What you are doing is not good. **18**You and the people with you will certainly wear yourselves out, for the thing is too heavy for you. You are not able to do it alone. **19**Now obey my voice; I will give you advice, and God be with you! You shall represent the people before God and bring their cases to God, **20**and you shall warn them about the statutes and the laws, and make them know the way in which they must walk and what they must do. **21**Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens. **22**And let them judge the people at all times. Every great matter they shall bring to you, but any small matter they shall decide themselves. So it will be easier for you, and they will bear the burden with you. **23**If you do this, God will direct you, you will be able to endure, and all this people also will go to their place in peace.”