

"For Christ himself has brought us peace, by making the Jews and Gentiles one people. With his own body he broke down the wall that separated them and kept them enemies. He abolished the Jewish Law, with its commandments and rules, in order to create out of the two races a single new people in union with himself, thus making peace. By his death on the cross Christ destroyed the hatred; by means of the cross he united both races into one single body and brought them back to God."

Ephesians 2:14-16 (Good News for Modern Man)

## FACE TO FACE

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RUNNING TIME: 30 minutes

### PROGRAM SUMMARY

*Face to Face* is designed to help people from all racial and ethnic backgrounds dismantle barriers that hinder racial reconciliation in their private lives, society and the Christian community. After a glimpse at historic examples of racial disharmony, you will hear from Scripture the need for racial reconciliation. Interviews reveal racism's pain and damage, and give hope for change. *Face to Face* ends with a challenge to live out reconciliation and to enjoy the richness of ethnic diversity.

### TO RESPONSIBLY USE *FACE TO FACE*

Lasting change may not happen if racial reconciliation is treated as a one-time topic. We encourage you to use *Face to Face* as a part of a seminar or series of meetings on inter-racial concerns. Because the core issues which effect lasting change did not surface when testing this video in homogeneous groups, we also recommend that you involve people of differing racial backgrounds as planners and participants.

- **PRAY** that God would awaken participants to existing racial barriers. **PRAY** that they would communicate about difficult issues in caring ways as you lead them in discussion.
- **PREVIEW** the video with discussion group leaders. Choose appropriate questions from those provided.

- **PREPARE** by reviewing this guide, planning discussions and follow-up applications, and seeking out specific resources for further study.
- **PROCESS** the video together. To introduce the video, use the Program Summary and "As You Watch." Allow ample time for interaction after viewing the show, preferably in small groups.

### AS YOU WATCH

Identify racial barriers and hurdles on both personal and societal levels. Note questions and insights for discussion after the video.

### DISCUSSION QUESTIONS

#### General

1. The civil rights movement brought sweeping changes in government, education and public life. There is a temptation to view these changes as having brought about racial harmony.

Does racial disharmony still exist in our country? If so, in what specific areas can racial tensions be found?

2. "11 a.m. on Sunday morning is the most segregated hour of the week."

What might be wrong with having a black church, an Asian church, a white church, a Hispanic church? Should we all become part of one integrated institution? If not, what should the goal be?

How can an ethnic group preserve its cultural uniqueness? Should ethnic uniqueness be sacrificed for the sake of unity? Which community should sacrifice, the minority or majority group?

3. The gospel is often said to provide a restored relationship between God and humanity. Does the gospel provide for restored relationships between people? How?

### Facing Our Prejudice

1. "If there had been an affirmation in the culture that it's okay to be white, it's okay to be black, it's okay to be yellow, it would have made all the difference in the world, but it wasn't okay."

How does our society communicate that it's not okay to be ethnically different? How do people buy into this idea without realizing it?

2. Identify ways you may have contributed to or experienced the pain of racial bias and prejudice.
3. Should an individual share responsibility for corporate actions? How should we respond to past and present racism in our country?

### Facing Our Differences

1. "Any time there is a struggle between a black and a white—it could be over the size of a desk or the color of a piece of paper or whatever—it becomes a racial issue."

Do you agree? Explain. How can stereotypes influence communication between people of different races?

2. What happens when racial conflicts are not dealt with openly and intentionally?

### Facing and Building Our Relationships

1. What barriers (fear, guilt, lack of experience) might hinder you from having healthy relationships with people of a different race or ethnicity?
2. How do you venture into someone else's world? Should it be intentional? If so, how do you guard a relationship from becoming just an experiment?  
What should you keep in mind as you enter a friend's culturally rich world? As they enter yours?

### Facing Institutional Racism

1. Racial reconciliation "will also mean asking hard questions about the groups and organizations we are a part of." How do we build walls instead of bridges?

What policies, social norms or organizational structures exclude or send negative signals to ethnic minorities?

2. "If changes are necessary, we must avoid the mistake of looking for easy answers. Are we willing to pay the price that may be necessary to go beyond tokenism?"

How can tokenism be unhelpful to individuals and groups? What are some creative ways to avoid tokenism?

3. Why are power and authority important issues to discuss when approaching reconciliation?

Give a specific example of how power and authority reinforce racial barriers. Is there any evidence of this in your group?

What are the costs and benefits of developing multi-ethnic leadership? Of developing a partnership between two homogeneous groups of different ethnicities?

### Facing and Celebrating Our Diversity

1. "If my basic church experience or fellowship experience is with people like myself, I am suffering nutritionally. I'm an undernourished person." Do you agree? Why or why not?
2. Could our understanding of Scripture, ways of worshiping, and image of God be culturally acquired rather than biblically centered? Do you agree? If so, give an example.

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## GOING DEEPER

Custom fit some of the following to your situation and needs. Take the posture of a learner in all interactions.

### For churches and groups

Consider selecting and empowering a multi-racial committee to develop and implement a comprehensive plan for change.

If your church is homogeneous, explore beginning a partnership with a church of another ethnic background.

- Bring in speakers of different ethnic backgrounds.
- Hold joint services that involve different worship styles.
- Join together for prayer.
- Address community needs with joint programs.
- Hold an on-going series to discuss a book or video series such as *Roots* or *Eyes on the Prize*.
- Visit Bible-believing churches of different cultures.
- Study Scripture dealing with racial reconciliation.

**John 4:1-26** Jesus and the Samaritan Woman  
**Acts 10-11** Peter and Cornelius  
**Ephesians 2:14-22** "Christ himself has brought us peace."

### For Individuals

- Begin with existing friendships. How can you better understand the culture and values of friends of a different ethnicity? Whom can you ask for help?
- How can you expand your circle of friends to include those of other races or ethnicities?
- Where can you choose to live or work to stretch your inter-cultural skills?
- Read literature, periodicals, or view films about/by other ethnic groups.
- Look for opportunities such as festivals or performances that celebrate your own culture as well as others.

## ADDITIONAL RESOURCES

### Books and Publications

- Barbara Benjamin. *The Impossible Community*. InterVarsity Press, 1978.
- Lerone Bennett, Jr. *Before The Mayflower: A History of Black America*. Penguin Books, 1984 (rev. ed.).
- Carl F. Ellis. *Beyond Liberation*. InterVarsity Press, 1983.
- Martin Luther King, Jr. *Where Do We Go From Here: Chaos Or Community?* Bantam Books, Inc., 1968.
- Maxine Hong Kingston. *The Woman Warrior*. Ballantine Books, 1976.
- Malcolm Little. *The Autobiography of Malcolm X* (1965). Ballantine Books, 1977.
- Columbus Salley and Ronald Behm. *What Color is Your God?* InterVarsity Press, 1981.
- Ronald Takaki. *Strangers From a Different Shore*. Little, Brown & Co., 1989.
- Amy Tan. *Joy Luck Club*. Ballantine Books, 1989.
- Asian American Books Annual Catalog*. JACP, San Mateo, California.
- The Lurking Evil: Racial & Ethnic Conflict on the College Campus*. AASCU, Washington D.C.
- The State of Black America*. Published annually by National Urban League, New York, New York
- ### Films and Video Series
- These resources will help show different aspects of particular cultures; be aware that some may contain objectionable material.
- A Great Wall: An American Comedy Made in China*, 1986.
- El Norte*, 1983. In Spanish, with subtitles.

Glory, 1989.

*A Tale of "O": On Being Different in an Organization*, 1980. Video or slide-tape. Goodmeasure, Cambridge, Massachusetts.

*Eyes on the Prize: America's Civil Rights Years*, 6-part documentary series, 1986. Ask your local library.

*Eyes on the Prize II: America on Racial Crossroads 1965-1985*, 8-part documentary series, 1989.

*Roots*, 6-part dramatic series, 1977. Warner Home Video, Burbank, California.

*Valuing Diversity*, 7-part series on diversity in the workplace, 1987/1990. Copeland Griggs Productions, San Francisco, California.

**For additional help, check with the ethnic or regional studies departments of your local college or university.**

### **ABOUT 2100**

**2100 Productions** is the multi-media ministry of InterVarsity Christian Fellowship, a student movement active on campuses at hundreds of universities, colleges, and schools of nursing. InterVarsity exists to call students to Christian discipleship, evangelism and world missions. **2100's** media tools are designed for use with student groups, churches, conferences, camps, and schools.

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**2100 Productions**  
**P.O. Box 7895**  
**Madison, WI 53707-7895**  
**1-800-828-2100 or 1-608-274-9001**

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