



Z-Diversity

Dr. Stephen R. Phinney

Z-wiz, things sure are getting weird.

Move over Millennials, the Z'ers are coming into focus. Generation Z – is on track to be the most informed generation yet, certainly the most diverse. Their liberal mindset is putting the liberal views of their parents to shame. Their openness to merging social trends into culture is a new phenomenon the world has never seen.

The definition of diversity is simple. It means understanding that each individual is unique, and recognizing humanity's differences. If we stopped there, we would be fine. But, there is a darker side and Generation Z is populating it, which includes the dimensions of race, ethnicity, gender, sexual orientation, socialistic economy, age, physical abilities, religious beliefs, political beliefs, or other ideologies. Each bundled into the package of Z-Diversity.

A part of this movement has an undertowing belief. Conservatism in any form is racism and/or an abuse of power. While the ideology of racial equality is healthy, if this belief deletes faith from facts, a cultural nightmare is born.

Many of the Generation X populous is shocked as to the world's focus on socialism. Particularly after generations of wars to keep it at bay. It's not only the leading/trending issue on the internet, but governments are also at war internally over this diverse way of leading a people. So, what happened? In such a short period. Well, it is simple. Diversity is the mother of socialism. Socialism doesn't work without diversity and diversity can't mutate without technology – the digital age. Let's take a look at a few statistics.

Generation X was the last generation to live and work by the traditional conservative standards of faith and work ethics. As soon as the Millennial generation separated faith and facts (Truth), diversity was birthed. The reason it happened so fast is the internet is fast.

The Millennial Generation, "Y," reacted to the "rules" of their parents and formed a culture that demanded freedom & flexibility. They have been accredited to living off of the digital accessibility provided for them by the technological "giants" of Generation X. Statistically, this allowed them to "sit-back" and enjoy the benefits of being entrepreneurs in the now, Digital Age. The Millennials were the first generation to "dump" faith & facts, which formed the pluralistic society now globally known as the post-truth era. Pluralism works best in a socialistic system.

Since Generation Z is the children of the Millennials. They are known for being "spoiled," or materially endowed. Statistically, this is due to their Millennial parents rejecting the traditional conservative practices of providing guidelines and structure demonstrated by their Generation X parents. Since their Millennial parents were "liberal" in structure, Generation Z is the first generation to be "raised" by the internet, which thrives off of a socialist system. Meaning, Z'ers went to the internet for education, parenting advice, sexual education, political views, gaming, and image indulging. This all resulted in the Z'ers' "Big Six" modalities of internet living.

1. **Globally Aware** - Environmentally Alert. Global mission-focused. Global unity.
2. **Need For Speed** - Fast answers. Immediate information. Social connections.
3. **Collaborative** - A need to be heard. Enjoy's the opinion of others. Fact-finding.
4. **Digital Natives** - Technological savvy. Raised in the digital age. Online educated.
5. **Diverse** - Captivated by color, religion, politics, and sexual gender-related issues.
6. **Micro Miners** - Bite-sized information. Speaks GenZ. Takes short-cuts.

All six of these are wrapped in the package of entertainment. Meaning, their views are adopted through gaming, movies, video shares, and other entertaining media.

It is true. Generation Z is the savviest collective generation known to technological history. According to Pew Research, only 14 percent of U.S. adults had access to the Internet in 1995. By 2014 that number was 87 percent. Today that number is 97%. The facts are, Generation Z grew up under the modalities of the explosive digital-age. Believe it or not, it all started with the expansion of internet-based gaming. It is noted that the gaming expansion of technology ignited and advanced internet dependence more than any other modality in human history.

"Having 24/7 access to the world's information via a supercomputer in their pocket has rewired how Generation Z problem-solves, networks, communicates, learns, buys, and ultimately how they will show up in the workplace." - Rayan Jenkins

Unlike their Millennial parents, Gen-Z'ers, while native creatures to digital communication tools, actually prefer face-to-face communications. Although it must be noted, GenZ considers the use of social media as face-to-face communications due to v-chat (video communications). While new studies point to the fact that Generation Z is the demographic cohort more interested in job permanence and multi-tasking, researchers are also seeing how this generation uses

technology to shift out of traditional roles in the church, politics, jobs or the on-campus classroom. In fact, by learning from the mistakes of their Millennial parents, today many are opting for job experience over formal education with many being employed straight out of high school - due to their experiential knowledge with technology. When education is needed, they populate the online schools in short-course modalities. They primarily make use of training that is fast and to the point. This statistic is what on-campus colleges are alarmed. If the trend continues, on-campus schools will fade into society.

While new technology is connecting GenZ'ers in different and much faster ways, these changes have formed an addiction of sorts, which is stimulating a new addictive ramification – the obsession over diversity. Digital dependence promotes isolated feelings of loneliness. As a result of this, GenZ'ers are eager to accept everyone, along with their beliefs. They believe that separating beliefs from a person equals rejection. The statistics are beyond alarming. Secondly, digital users are knocking on the door of effects as to how humans relate to one another. The new 2020 term used to depict this demise is the **“Cultural Tower of Babel.”** While it might seem beneficial and progressive, the digital-age comes with a double-edged sword. On one hand, the world of technology is boosting our ability to be productive, while the other hand reveals a much darker consequence - this crazy busy world is grounds for the making of a "crazy" culture.

Gone are the days of lectures and confronting wrong beliefs. GenZ students are comfortable responding to their environment. Socialization is critical to their development but only if each is presented in a digital format. The world's educational institutions are forced to go digital to keep their attention. These adjustments made gathering at the local coffee shop the easiest way to debate their worldview. With their peers. They tend to confirm or refute their worldview through social media collaboration and technological stimulation. This madness has created a global problem of reduction of attention span.

In 1950, the average attention span per audio presentation (teacher/preacher) was 50+ minutes. During the peak of the Millennial generation, there was a significant drop - to that of 15 minutes. After Generation Z grew up enough to gather statistics, we were faced with the educator's worst nightmare. An advanced GenZ'er could maintain their attention for 5 minutes on an average. But...regarding the average GenZ'er today the number is 30 seconds. Yes, you read that right. Online marketers base their ads on 30 sec. clips. Telling us that if you don't get the "click" within 30 seconds, they're gone. This single ramification set off a global alarm.

It is a myth that GenZ'ers learn differently. People have not changed their modality of learning since the days of creation. What is the difference? Generation Z processes information quicker. Giving the appearance that they learn differently. The brain is designed to process information as quickly as you give it. All humans are built this way. While it is true that the brain will block emotional responses if too much data is entered too fast, it doesn't change the learning modality. Here are the simple facts. Each time the brain receives new data, we are wired to process that data emotionally. If too much input is given without proper time to process, the emotions project a state of retardation - depression. This is why the leading concern with GenZ is depression and/or suicide.

As a result of our data, the educational system emphasized Generation Z's self-esteem. In the meantime, authentic education took a back-seat. Plus, this shift established one of the more selfishly diverse generations to date.

When it comes to views on diversity, the two younger generations are more likely than older generations to advocate “black month,” “national women’s day,” “national gay-day,” but never a “national white’s day” or “national men’s day.” Diversity blinds its worshipers. GenZ is unable to be diverse enough to see the irony of their movement. Authentic diversity is lost. It has been replaced with a kind of diversity that in itself is racist.

Could it be that the GenZ'ers parents are responsible for igniting the modern church of Laodicea?

'Because you say, "I am rich, and have become wealthy, and have need of nothing," and you do not know that you are wretched and miserable and poor and blind and naked.' (Revelation 3:17)

The answer to our question is – no. The church of Laodicea has been around since the days of Jesus addressing them within the first generation church. Every generation since that day has contributed to this demise. Although, the Millennial generation is indeed noted to be the most brazen to take action on the modality of lukewarm. And...our Generation Z is now suffering the consequences. As a recent Pew Research Center report highlighted, *Gen Z is the most racially and ethnically diverse generation we have seen.* Why wouldn't they be? I don't blame Generation Z or their parents. I put the full blame on our enemy – Satan. He is relentless in preying on innocent minds and fresh generations.

Diversity is killing the conservative traditions of Biblical living.

"Therefore, I want younger widows to get married, bear children, keep house, and give the enemy no occasion for reproach; for some have already turned aside to follow Satan." (1 Timothy 5:14-15)

Today that might read, *"I want younger people to avoid marriage, abort children, stay away from the house, and give the enemy an occasion for reproach and join the others who have turned aside to follow Satan."* The facts are, Satan is into all forms of diversity. My question is, “How many are remaining to catch this scheme?”

When I think of the idea of diversity becoming a way of living, I think of the antichrist setting up for his 3 ½ years of global peace. It is in his second 3 ½ years that he will reveal just how diverse he is NOT. People, in general, are stupid. I included. Remembering *stupid is knowing the truth but refusing to take action upon it.* It seems weird to me that a world filled with intelligent people would help Satan set up for his Tribulation. Well, I guess stupid is as stupid does.