DIVERSITY at SVdP: Where we have Been and Where we are Going

September 2016

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In 2003 The first Strategic plan started & has been updated each year since.

In 2006, Joseph Flannigan, SVDP National President established an Ad Hoc Committee on Diversity Issues and Initiatives as recommended by the Board of Directors.

Ray Sickinger, then Vice President for Vincentian Services, was the liaison for the Board with the Committee.
In **2001**, First Hispanic/Latino employed at national office, Paulina Satt, international twinning coordinator.

In **2006** after the diversity ad hoc committee formed, the first African-American employed at the national office, Pam Hudson (Johnson).
DIVERSITY MILESTONES & ACCOMPLISHMENTS

• In 2006, the ‘Rule’ was translated into Spanish.

• ‘Serving in Hope’ series was translated into Spanish earlier in 2003.
April 2007, first meeting of the Ad Hoc Committee on Multicultural/Diversity Issues and Initiatives held in St. Louis.
April 2009, The ‘Manual’ was translated into Spanish.

Copyright Mayo 2009
Traducción al Español por Emilio Fernández, Cape Coral, Florida

Racial Sobriety is a commitment to see each person as my brother or sister.
January 2009, Survey of members was developed, conducted and offered in English and Spanish. Data was analyzed to guide future activities and to help focus Committee’s efforts.
August 2009, Key representatives of the Committee attended two major national conferences on multiculturalism/diversity at the University of Notre Dame and a conference on Cultural Diversity in the Catholic Church sponsored by the USCCB.
September 2010, the hymn ‘In the Arms of Saint Vincent’ (music & lyrics by Vincentian Ray Sickinger) was translated into Spanish.
April 2011, The Ad Hoc Committee provided suggestions about necessary cross-cultural competencies to the Society's Leadership Development Committee.

Cultural competence is the ability to interact effectively with people of different cultures. ...
2011 Midyear meeting, a special retreat on the spirituality of diversity was presented to all National Council Members.
August 2011, The Board of Directors and the National Council Members supported the creation of a permanent Standing Committee on Diversity/Multicultural Issues and Initiatives. Judy Daley was the first Chairperson.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

September 2011, Workshops in Spanish and on multicultural issues such as immigration presented at national meetings.
September 2011, at national assembly in Dallas TX, NCMs/Council Presidents approved Resolution 93 calling for the Ozanam Orientation a requirement for new active members, all Officers, Spiritual Advisors in the Society, effective Jan. 1, 2012
October 2011, Sheila Gilbert takes office as the first female president of the National Council of the U.S. Society of St. Vincent de Paul.
October 2011

• President Sheila Gilbert appoints the first Hispanic-Latino to the National Board of Directors, 2nd National Vice President, Margarita Galindo.

• At the same time, she also appoints the first African-American to National Board of Directors, National Secretary, Althea Graham.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

January 2012, The Vincentian Guide on Diversity/Multicultural Issues was printed.

On March 2012 President Sheila Gilbert, introduced Systemic Change ..
DIVERSITY MILESTONES & ACCOMPLISHMENTS

September 2012, the HLTF strategic plan introduced.

October 2012, Ozanam Orientation was revised for Spanish speakers.

December 2012, the National President's message first translated into Spanish.
January 2013, Diversity Goals & Objective in Strategic Plans were formulated.
February 2014, The Multicultural/Diversity website pages set up within the National website to feature initiatives and resources.

March 2014, Cathy Garcia appointed as MDC National Committee second chair. Regional MCD Representatives appointment letters sent.
DIVERSITY MILESTONES

March 2015 Why Be a Vincentian Leader translated to Spanish.

April 2015 Midyear diversity retreat – ‘Recognizing the Multicultural Face of God’ presented by Fidelis & Cajie D'Cunha.

August 2015 Diversity Retreat at Columbus – ‘Recognizing the Multicultural Face of God’ presented by Fidelis & Cajie D'Cunha.
August 2015, Introducing diversity in Invitation to Serve presentation. A great source for new Vincentians is minority ministries/groups – Latino, Native American, African American, and Asian-Pacific that currently function in the parish.

The aim is to have diversity in Conferences reflect local demographics”. 
DIVERSITY MILESTONES

August 2015 Annual Assembly in Providence RI - Diversity Mass, first time having signers at the mass and for major speakers, Diversity retreat to Spiritual Advisor & Formators presented by Fidelis & Cajie D'Cunha.

October 2015, Jack Murphy replaces Ray Sickinger as Goal Leader for Diversity.
January 2016

• Midyear and Annual Assembly Registration Ethnicity Made Consistent.

• Minority representation for the first time on Election Committee to select National President.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

• **March 2016** - Collaborations with USCCB Cultural Diversity & Cultural Competencies in the Church,
  
  – African-American, Donna Grimes
  
  – Asian/Pacific Islander, Sr. Myrna Tordillo
  
  – Hispanic Latino, Alejandro Aguilera-Titus
  
  – Native American, Fr. Mike Carlsen
  
  – Pastoral Care of Migrants, Refugees and Travelers, Sr. Joanna Okereke, HHCJ
May 2016  Diversity introduced in the revised Ozanam Orientation and presented for the first time at the Western Region meeting in Coeur d’Alene ID.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

- **May 2016,** Determined through working with USCCB Assistant Director, African American Donna Grimes over 75 Black Catholic parishes have SVdP Conferences across the country.

- **We are currently working on identifying parishes with other predominate ethnicity groups.**
DIVERSITY MILESTONES

June 2016

• Position paper on Diversity approved by National Board and translated into Spanish.

• National staff member attended Interregional African-American Catholic Eucharistic Conference (IAACEC) in Louisville KY. Ten Offices of Black Catholics represented from surrounding dioceses.
DIVERSITY MILESTONES

July 2016, Spanish translator made available for Invitation for Renewal.
August 2016

• Vincentian leaders attended the National African Eucharistic Conference hosted by USCCB at Catholic University in Washington D.C.

• Diversity Retreat at Michigan Upper Peninsular, ‘Recognizing the Multicultural Face of God’ presented by Fidelis & Cajie D'Cunha.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

• August 2016 – USCCB David Corrales provides us with listing map of over 6,300 parishes with significant ethnicity population. Excellent tool for MCD Committee & Task Forces!

• September 2016 - USCCB provided listing of all Native American diocese representatives and contact info across country.

Also a Diversity workshop on ‘Diversity Challenges: Increasing Diversity in Membership and Leadership’ is being presented by Fidelis D’Cunha and Cajie D’Cunha.
DIVERSITY MILESTONES & ACCOMPLISHMENTS

• November & December 2016
  Webinars on The Vincentian Guide to Diversity/Multicultural Issues manual in both English & Spanish respectively.
We’re seeking more Native American Vincentians to help form this task force. Contact MCD chair Cathy Garcia (clvgarcia@yahoo.com) or Phoenix Vincentian & Native American Herman Ray (hermanray@gmail.com), if interested.
Asian Pacific SVdP Growth

We need your help! Let us know about Vincentian members in this ethnic group in your Councils & Conferences!
February 2017

• The first Formal Spanish Formation & Ozanam Orientation in Puerto Rico

• Formation of African-American Task Force under the Multicultural Diversity Committee
SVdP Welcomes All Ethnicities to Join Us!

National Council SVdP is sponsoring Vincentians to attend several upcoming Catholic-based ethnicity gatherings for recruitment in 2017!
DIVERSITY MILESTONES & ACCOMPLISHMENTS

NBCC XII
(National Black Catholic Congress XII)

July 6-9, 2017 • Orlando, FL

Hyatt Regency, Orlando
DIVERSITY MILESTONES & ACCOMPLISHMENTS

TEKAKWITHA CONFERENCE

2225 NORTH BOLTON AVENUE, ALEXANDRIA, LA 71303 | 318-483-3908

July 19-23, 2017 | Rapid City, South Dakota
Best Western Ramkota
2111 N. LaCross Street Rapid City, SD 57701
Theme: Loving One Another through the Spirit of St. Kateri
DIVERSITY MILESTONES & ACCOMPLISHMENTS

Summer 2017 Introducing diversity in the revised Invitation for Renewal.
Did you know that November is Black Catholic History Month?

November 2017 - AATF Members will share with SVdP Vincentians how African-Americans celebrate this national church-recognized occasion.
The main goal of the V Encuentro is to discern ways in which the Church in the United States can better respond to the Hispanic/Latino presence, and to strengthen the call to evangelize as missionary disciples serving the entire Church.
DIVERSITY MILESTONES & ACCOMPLISHMENTS
One Society: Many Cultures!

Thank you