



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

DIVERSITY MILESTONES & ACCOMPLISHMENTS



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.

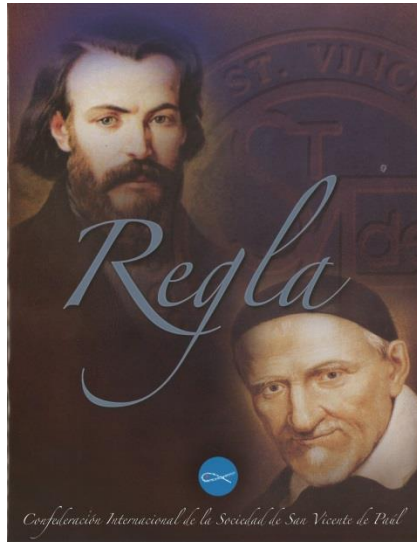
DIVERSITY MILESTONES & ACCOMPLISHMENTS



In **2001**, First Hispanic/Latino employed at national office, Paulina Satt, international twinning coordinator.

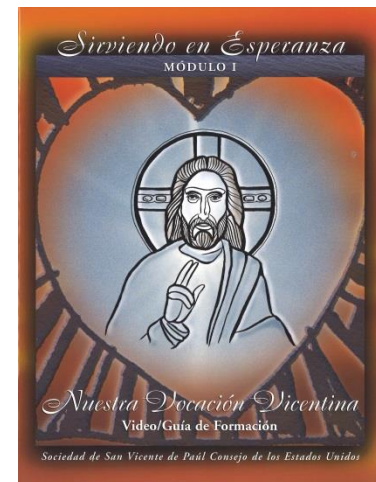
In **2006** after the diversity ad hoc committee formed, the first African-American employed at the national office, Pam Hudson (Johnson).

DIVERSITY MILESTONES & ACCOMPLISHMENTS



- In **2006**, the 'Rule' was translated into Spanish

- 'Serving in Hope' series was translated into Spanish earlier in **2003**.



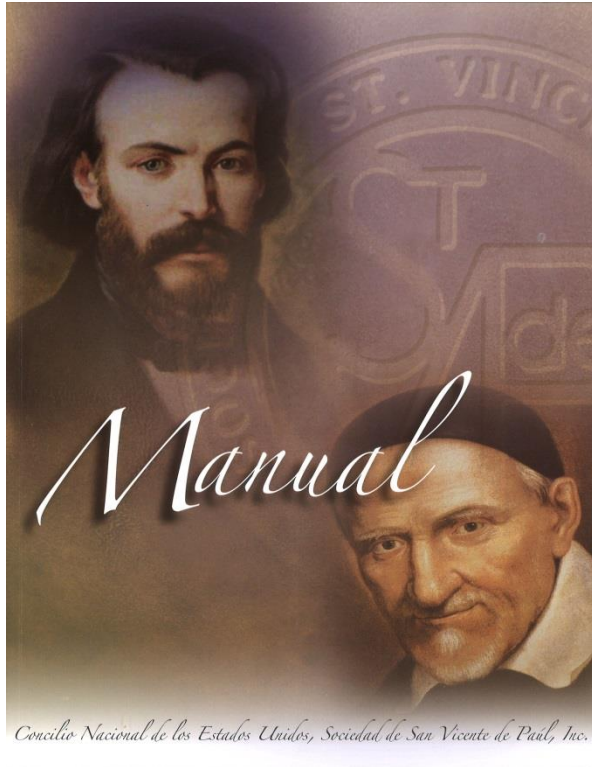
DIVERSITY MILESTONES & ACCOMPLISHMENTS



April 2007, first meeting of the Ad Hoc Committee on Multicultural/Diversity Issues and Initiatives held in St. Louis.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



April 2009, The 'Manual' was translated into Spanish.

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

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September 2008, Workshop on Racial Sobriety presented to National Council members by Rev. Clarence Williams.



Racial Sobriety is a commitment to see each person as my brother or sister.

DIVERSITY MILESTONES & ACCOMPLISHMENTS



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.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



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.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



September 2010, the hymn *'In the Arms of Saint Vincent'* (music & lyrics by Vincentian Ray Sickinger) was translated into Spanish.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



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. ...

Developing cultural competence



DIVERSITY MILESTONES & ACCOMPLISHMENTS



2011 Midyear meeting, a special retreat on the spirituality of diversity was presented to all National Council Members.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



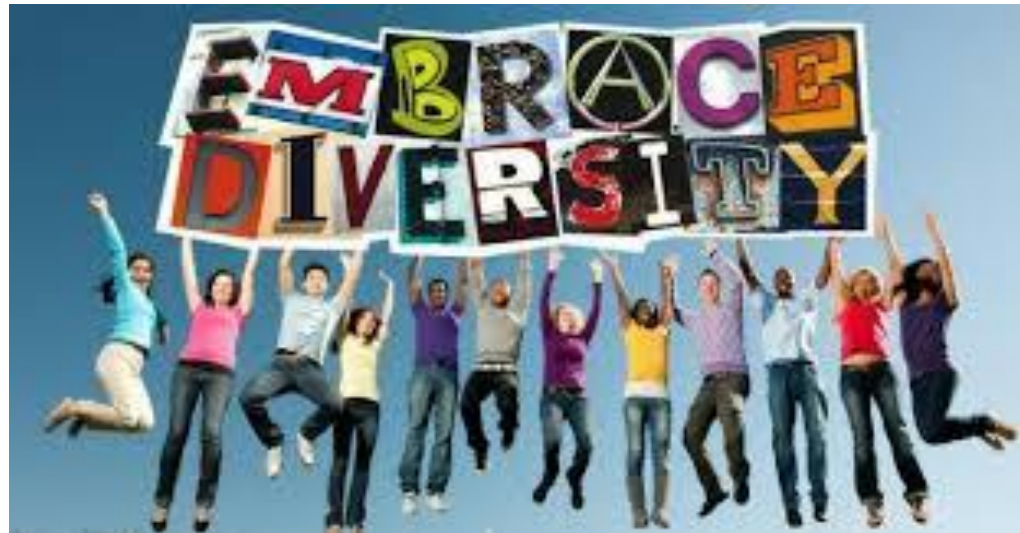
August 2011, The Board of Directors and the National Council Members supported the creation of a permanent Standing Committee on Diversity/Multicultural Issues and Initiatives. Judy Daley was the first Chairperson.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



September 2011, Workshops in Spanish and on multicultural issues such as immigration presented at national meetings.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



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

Board of Directors Approved June 17, 2011
National Council Approved September 2, 2011

93

Resolution

Society St. Vincent de Paul, Inc.
Board of Directors Meeting
June 16, 2011

A Resolution to establish the Ozanam Orientation as required for new active members, all Officers, Spiritual Advisors in the Society.

Whereas the Ozanam Orientation has been approved by the National Council as the program through which members are introduced to the Society, and

Whereas experience has proven the value of the Ozanam Orientation in preparing new and existing members of the Society to better understand the mission, spirituality, organization, history, Rule, accountability, strategic plan and home visitation aspects of the Society, and

Whereas the Society has now developed the capacity to present the Ozanam Orientation in all Regions and through the Regions to Councils and Isolated Conferences;

Therefore be it Resolved that the National Board of Directors recommends that the National Council require that:

- All new active members must attend Ozanam Orientation within one year.
- All existing members of the Society should be required by their Councils to attend an Ozanam Orientation in order to reacquaint themselves with the “spirituality and heritage” of the Society and prepare themselves to enter the “Vincentian Pathway” process .
- The Ozanam Orientation should be taken before taking office, for all Council and Conference officers and Spiritual Advisors, but must be taken within one year after taking office. All Executive Directors are required to take the Ozanam Orientation within one year of being hired.
- The effective date for this resolution is January 1, 2012.

The category of this Resolution is **Formation and Training**
Resolution number: **6/16/2010-11 93**

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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.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



October 2011

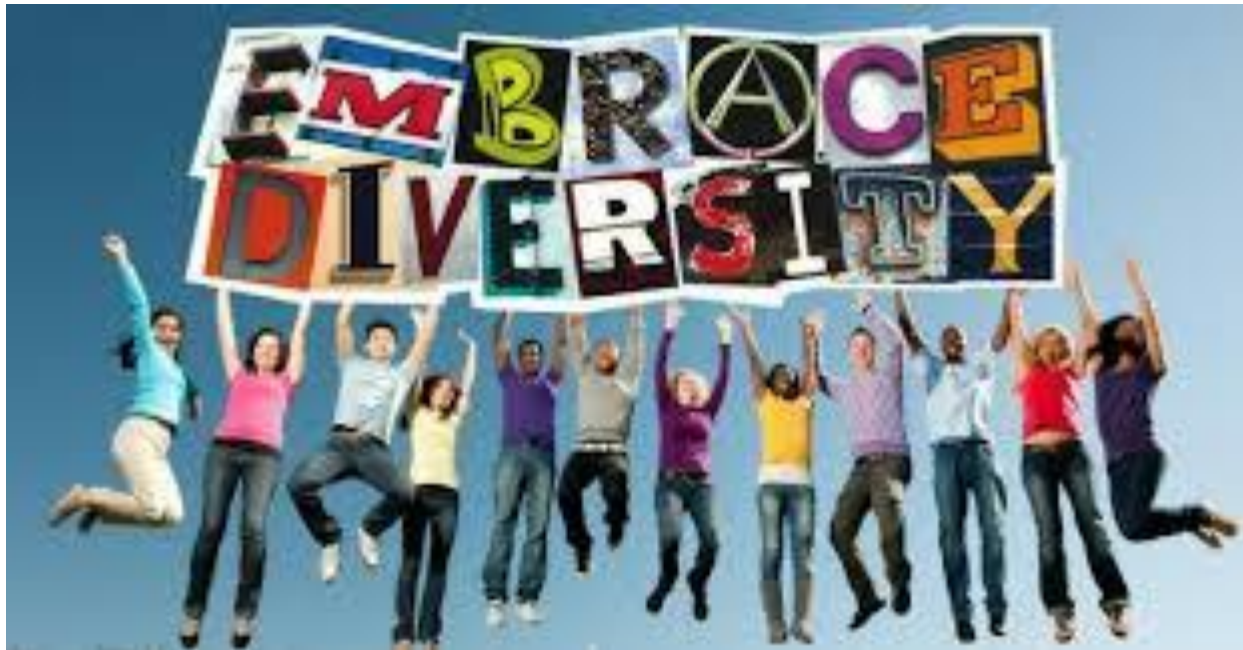
- President Sheila Gilbert appoints the first Hispanic-Latino to the National Board of Directors, 2nd National Vice President, Margarita Galindo.
- At the same time, she also appoints the first African-American to National Board of Directors, National Secretary, Althea Graham.



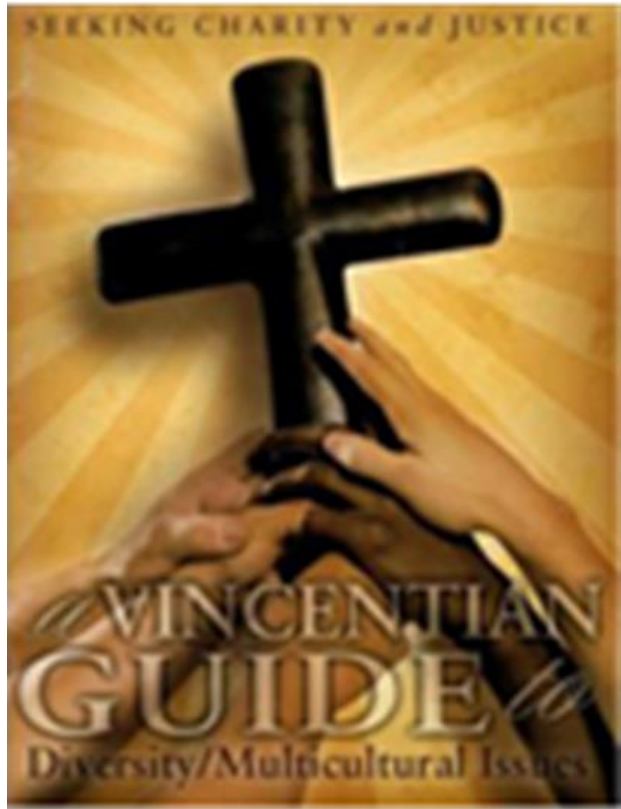
DIVERSITY MILESTONES & ACCOMPLISHMENTS



October 2011, Formation of Hispanic Latino Task Force.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



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

On **March 2012** President Sheila Gilbert, introduced Systemic Change ..

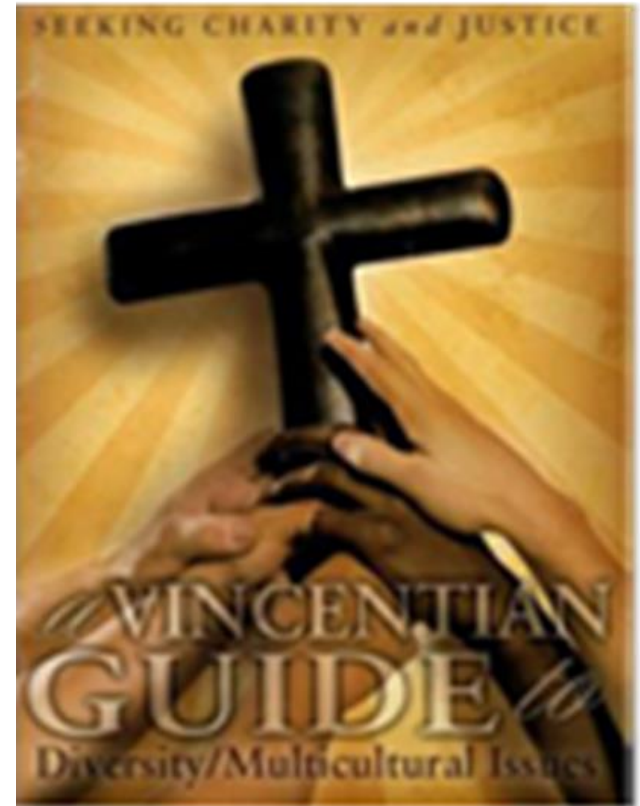
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September 2012 the HLTF strategic plan introduced.

October 2012, Ozanam Orientation was revised for Spanish speakers.

December 2012, the National President's message first translated into Spanish.



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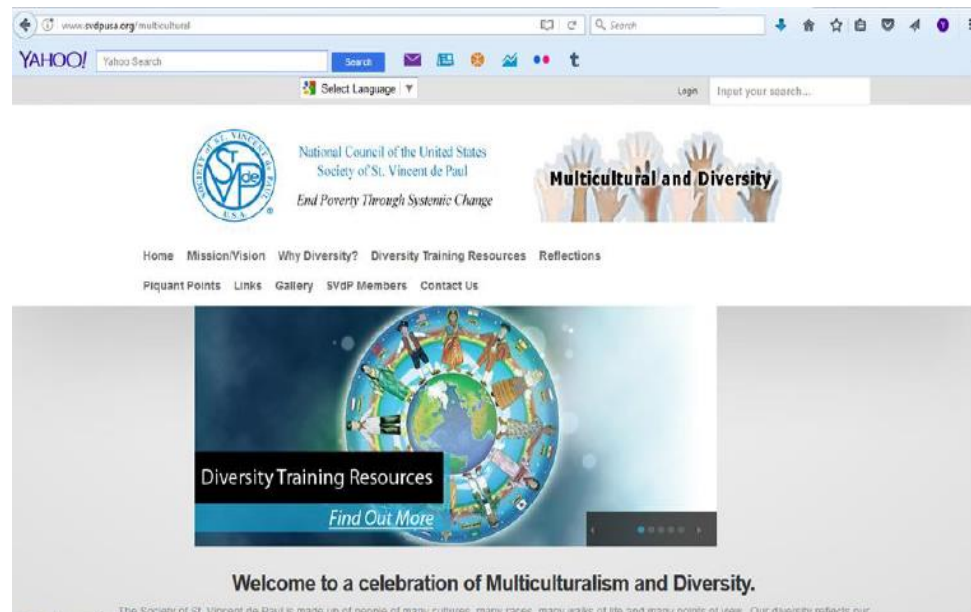
January 2013, Diversity Goals & Objective in Strategic Plans were formulated.



DIVERSITY MILESTONES



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.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



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.

DIVERSITY MILESTONES & ACCOMPLISHMENTS



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

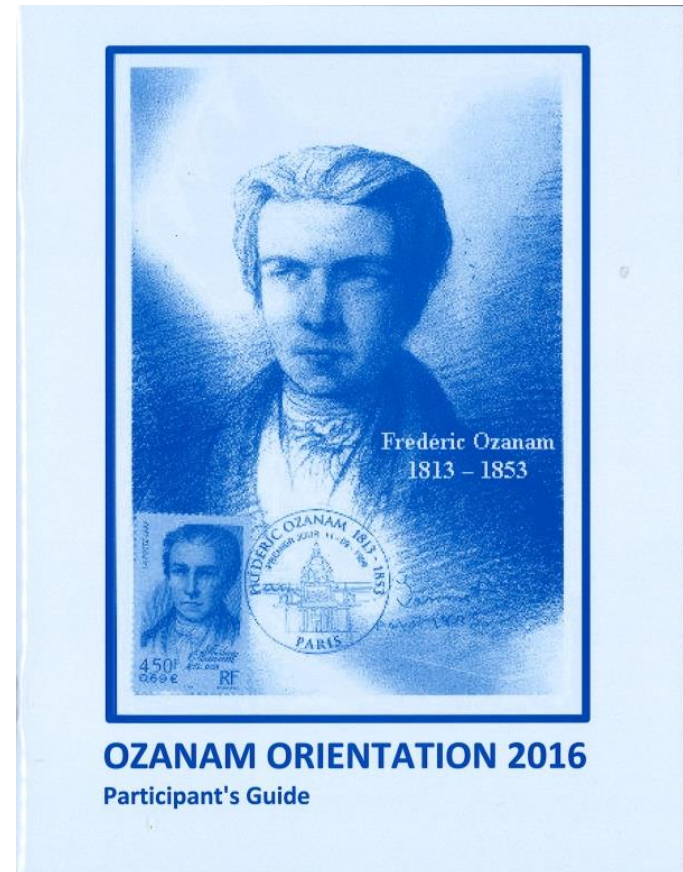


- **March 2016** - Collaborations with USCCB Cultural Diversity & Cultural Competencies in the Church,
 - African-American, Donna Grimes
 - Asian/Pacific Islander, Sr. Myrna Tordillo
 - Hispanic Latino, Alejandro Aguilera-Titus
 - Native American, Fr. Mike Carlsen
 - Pastoral Care of Migrants, Refugees and Travelers, Sr. Joanna Okereke, HHCJ

DIVERSITY MILESTONES & ACCOMPLISHMENTS



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.

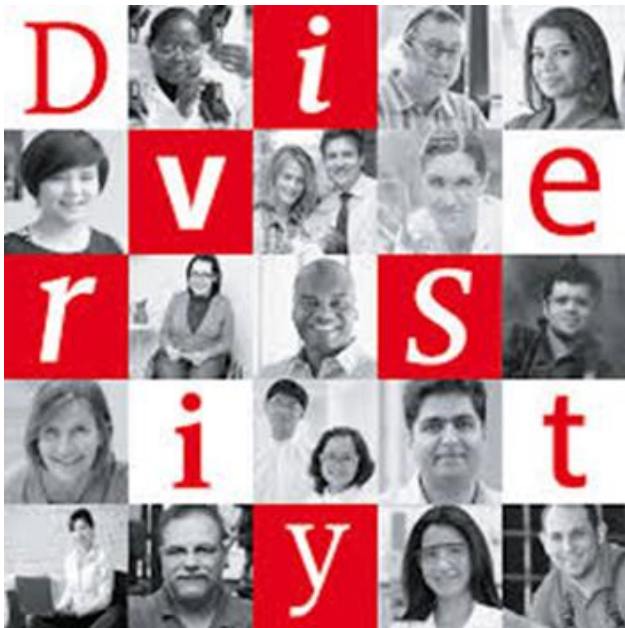
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- **August 2016** – USCCB David Corrales provides us with listing map of over 6,300 parishes with significant ethnicity population. Excellent tool for MCD Committee & Task Forces!
- **September 2016** - USCCB provided listing of all Native American diocese representatives and contact info across country.



DIVERSITY MILESTONES & ACCOMPLISHMENTS



September 2016, at the Annual Meeting: Diversity session – ‘Intercultural Competence – The Practice of Inclusion,’ presented by Fidelis D’Cunha.

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.



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Native American Task Force Ad Hoc Committee



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



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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

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TEKAKWITHA CONFERENCE

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

July 19-23, 2017 | Rapid City, South Dakota

Best Western Ramkota

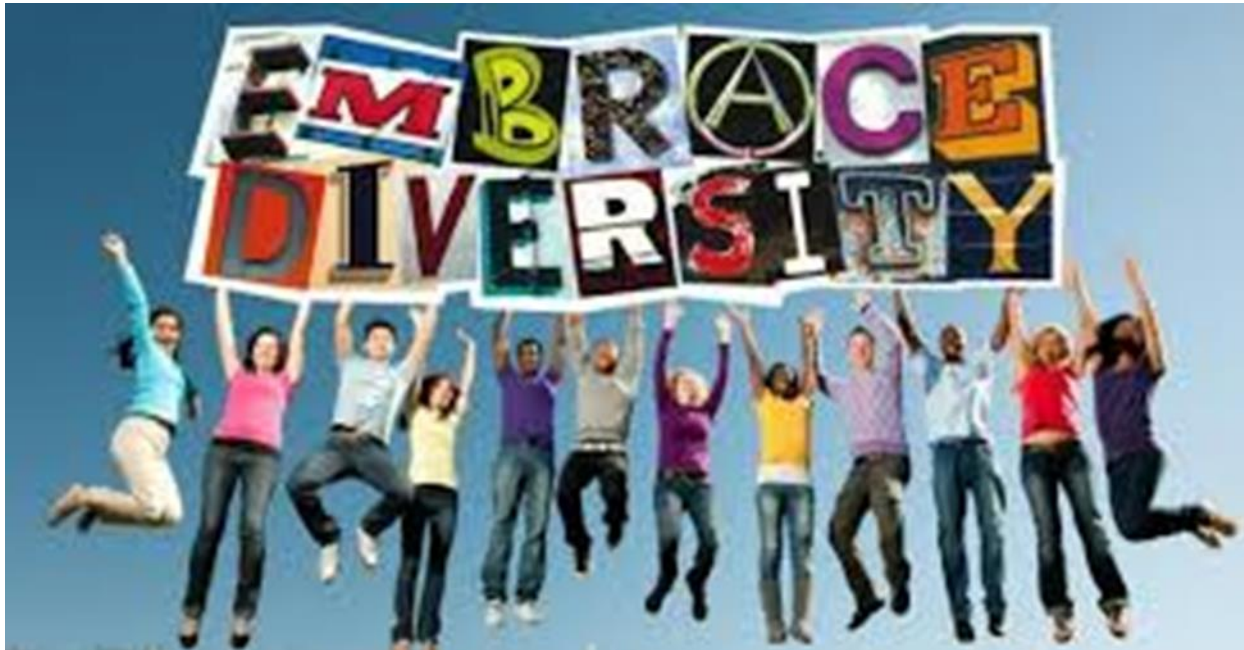
2111 N. LaCross Street Rapid City, SD 57701

Theme: Loving One Another through the Spirit of
St. Kateri

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Summer 2017 Introducing diversity in the revised Invitation for Renewal.



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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.

2018

FIFTH NATIONAL ENCUENTRO



of Hispanic/Latino Ministry

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.

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One Society: Many Cultures!

