



St. Vincent de Paul National Diversity Webinar

SEEKING CHARITY *and* JUSTICE

a VINCENTIAN
GUIDE *to*
Diversity/Multicultural Issues



Opening Prayer

Prayer for a Diverse Community

- Creator of all races and ethnicities,
help us see that a diverse community is the way
to deepen our lives and to know you more deeply.
- Guide us to see that entering into a vital
and just relationship with others who are different from us
is the way to make ourselves whole.
- Guard us from fear of the other,
from the fear that our own security is threatened
if we become truly willing to make a place at the table for all.
- Open us to live out what we profess to believe,
- We pray in faith. Amen.

Presenters



Althea Graham



Fidelis D'Cunha

What is Diversity ?

- Every individual is unique with many distinct differences such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and political beliefs.
- Diversity requires us to know how to relate to those qualities and conditions that are different from our own and outside the groups to which we belong.
- An encounter with Diversity can result in an understanding of others and an appreciation of the rich dimensions of diversity contained within each individual.

diversity

equality

policy

Education

religion or belief

access

values

beliefs

agency

sex

rights

norms

equal

empowerment

legislation

race

fair

gender

disability

ethnicity

age

discrimination

anti-oppressive practice

sexual orientation

status

poverty

youth work

celebrate

society

opportunities

class

justice

difference

Multiculture / Multiculturalism

- Multicultural - refers to the appreciation, acceptance or promotion of multiple cultures. Essentially it means having respect for diversity.
- The term may also be used to describe people who have more than one culture (people who grew up with more than one cultural identity).
- In a political context the term has come to mean advocating for the extension of equality and rights to distinct ethnic and religious groups without promoting any specific ethnic, religious, and/or cultural communal values as central.

Cultural / Cross-Cultural Competence

- The ability to interact effectively with people of different cultures. Cultural competence comprises of at least four components:
 - Awareness of one's own cultural worldview
 - Attitude towards cultural differences
 - Knowledge of different cultural practices and worldviews, and
 - Cross-cultural skills.
- Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people in different cultures.



Mission

The National Committee on Multicultural / Diversity Issues and Initiatives of the Society of St. Vincent de Paul Diversity recognizes and appreciates the potential and power of all people. We are committed to “End Poverty Through Systemic Change” with a laser focus on removing all barriers associated with discrimination of any kind through education, awareness and compassion.



<http://www.svdpusa.org/multicultural/Mission-Vision>



Vision

We envision the collaboration of people and partners worldwide by listening and responding to the ideas and perspectives of every creed and culture united in our effort to end poverty. We are inclusive and appreciate the differences of others in our strategy to increase diverse leadership. We will represent the multicultural face of God as a model of inspiration and motivation and strive to include all as our global viewpoint.



<http://www.svdpusa.org/multicultural/Mission-Vision>





Goal 4: Embracing Systemic Change (Extract from National Strategic Plan)

Objectives

- 4.5 Diversity: Increase awareness of multicultural/diversity issues and build cross-cultural competencies.
- 4.6 Member/Leadership Diversity: Achieve greater diversity in leadership and membership.





Goal 1: Increase the Society of Saint Vincent de Paul's understanding and acceptance of diversity.

Objectives

- Promote the formation of members to gain knowledge, motivation, and skills in ministering to a culturally diverse society.
- Identify, develop and disseminate educational resources on topics regarding diversity / multicultural issues and initiatives.
- Develop increased competency in multi-generational and multicultural communication, empowerment, relationship building, and recruitment.

Reference: 'A Vincentian Guide to Diversity/Multicultural Issues' (Appendix 1 - FAQ, question #5 on page 72)



Goal 2: Establish a permanent National Multicultural Diversity Committee

Objectives

- Provide direction to Councils and Conferences on how to include issues of diversity when developing policies, inviting new members, conducting celebrations, and making home visits.
- Identify best practices and develop models for building and nurturing the Society around diversity issues to be placed in the Ozanam News and on the National website.



Goal 3: Include diverse cultures in the life and leadership of SVdP Councils/Conferences in the U.S.

Objectives

- Invite Vincentians of various cultures to collaborate in addressing issues and developing initiatives that affect the whole Society.
- Create affinity/family groupings such as Hispanic/Latino, Native American, African American, Asian, European that will meet to discuss common interests and that will have representation on and will advise the National Committee.
- Strengthen the continuing formation of members to enable them to develop cultural competencies.
- Identify potential SVdP leaders in cultural and ethnic groups and provide them with appropriate leadership development.



Goal 4: Include women more deeply in the life and leadership of U.S. Councils/Conferences.

Objectives

- Invite more women to collaborate in addressing issues and developing initiatives that affect the whole Society, especially multicultural/diversity issues and initiatives.
- Identify best practices and develop models for building and nurturing women leaders.
- Strengthen the continuing formation of members to enable them to develop gender competencies.
- Identify potential women SVdP leaders and provide them with appropriate leadership development.

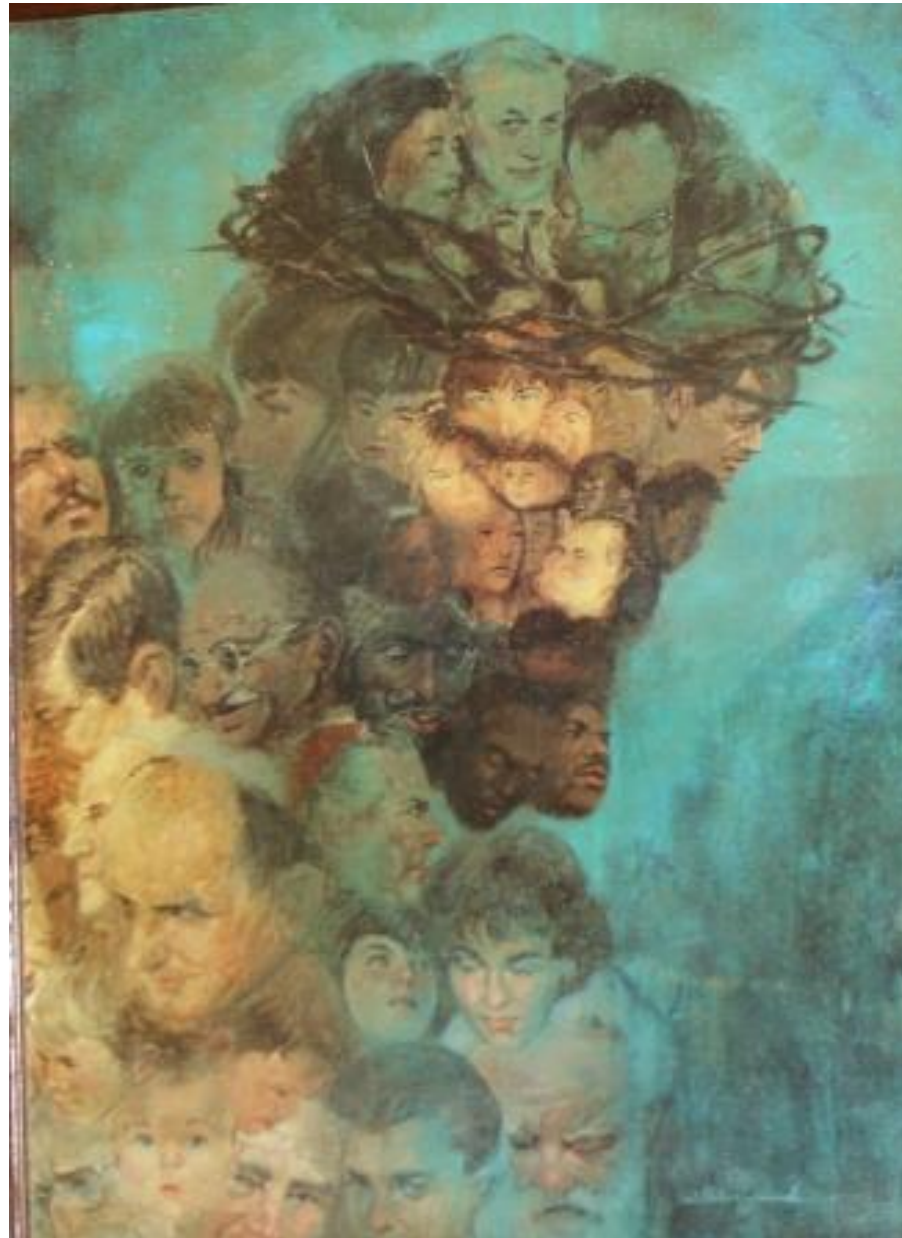


Goal 5: Include youth more deeply in the life and leadership of U.S. Councils/Conferences.

Objectives

- Link closely the National Multicultural/Diversity Committee with the National Committee on youth and young adults in order for each to be aware of and support the others activities.
- Identify ways to have youth and young adults collaborate in addressing issues and developing initiatives that affect the whole Society.
- Strengthen the continuing formation of members to enable them to develop multi-generational competencies.

The Multicultural Face of God



Some of the people in the painting:

Pope John XXIII

Pope Paul VI

Pope Pius XII

Bishop Fulton Sheen

Dr. Martin Luther King

Mahatma Gandhi

President J.F. Kennedy

Sen. Robert F. Kennedy

Alexander Graham Bell

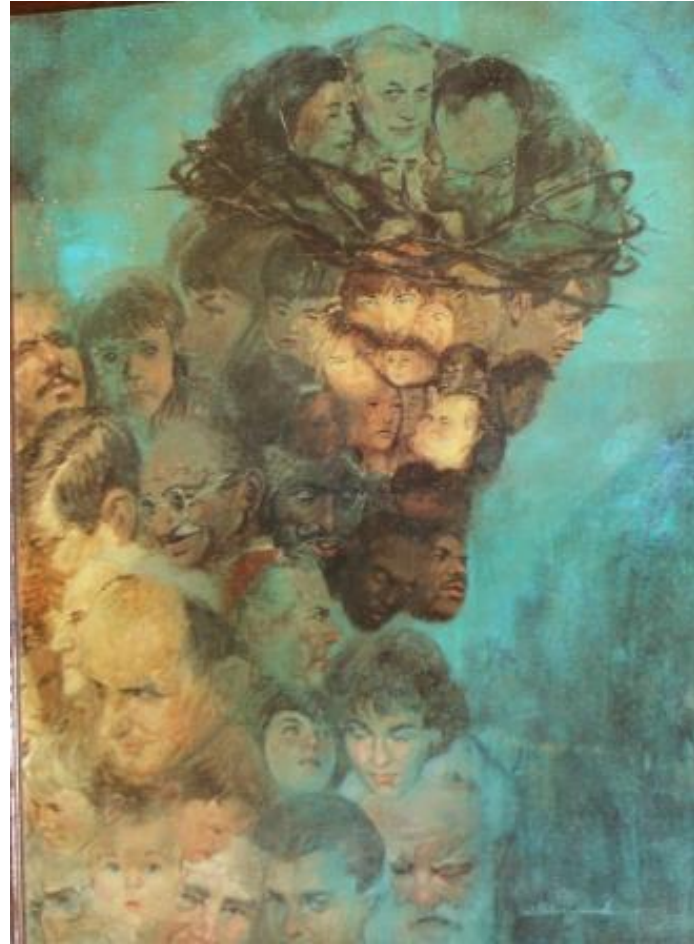
Artist Zdinak

his wife

their daughter and

three sons ...

“IN HIS IMAGE”



“It really doesn’t matter which persons are depicted. We are ‘all one in Christ’.

- William Zdinak, artist

The Multicultural Face of God

- We discover that many of our initial observations are based on false assumptions
- We are all part of a universal puzzle, we need to put all the pieces together
- This guide is a tool to help see diversity as a genuine blessing
- Opening our eyes to the incredible Multicultural Face of God!

What does the Catholic Church say about Diversity?



Teaching from the Vatican

- Because it has a global presence, the Catholic Church has been deeply aware of the significance and importance of diversity to its mission of salvation.
- POPE PAUL VI emphasized that the *"experience of diversity is therefore more characteristic of our times and brings with it serious challenges and great opportunities. Diversity is a fact, a growing reality, in the United States and in virtually all areas of the globe."*
- "Jesus Christ commanded his followers 'to reach all nations.' The Catholic Church, precisely because it is 'catholic' – that is, 'universal' - has always taken this command seriously.

Teaching from the Vatican

POPE BENEDICT XVI - *"Two hundred years later, the Church in America can rightfully praise the accomplishment of past generations in bringing together widely differing immigrant groups within the unity of the Catholic faith and in a common commitment to the spread of the Gospel.*

At the same time, conscious of its rich diversity, the Catholic community in this country has come to appreciate ever more fully the importance of each individual and group offering its own particular gifts to the whole."

Teaching from the US Bishops

- In 'Many Faces in God's House', the USCCB's Secretariat for Hispanic Affairs proclaimed that, *"Our God-given human diversity challenges all Catholics to achieve ecclesial integration, 'to discover ways in which we as Catholic communities, coming from diverse cultures and ethnicities, can be one Church.'"*
- And in 'Welcoming the Stranger Among Us: Unity in Diversity', the USCCB indicated that *"The Church of the twenty-first century will be, as it has always been, a Church of many cultures, languages, and traditions, yet simultaneously one, as God is one - Father, Son, and Holy Spirit - unity in diversity."*

The Catechism of the Catholic Church

- *"The Church is the Temple of the Holy Spirit. The Spirit is the soul, as it were, of the Mystical Body, the source of its life, of its unity in diversity, and of the riches of its gifts and charisms."* (#809)
- *"The equality of men rests essentially on their dignity as persons and the rights that flow from it: Every form of social or cultural discrimination in fundamental personal rights on the grounds of sex, race, color, social conditions, language, or religion must be curbed and eradicated as incompatible with God's design. (Gaudium et Spes 29 § 2.)"* {#1935}

The Catechism of the Catholic Church

- Dignity: *"Created in the image of the one God and equally endowed with rational souls, all men have the same nature and the same origin... all therefore enjoy an equal dignity."* (#1934)
- Differences: *"The differences among persons belong to God's plan, who wills that we should need one another. These differences should encourage charity."*(#1946)
- It is evident from these sources that the Catholic Church sees Diversity as both a challenge and a blessing. The richness of the various and diverse gifts of many people is a genuine blessing that challenges the Church to be both open to all and one in faith .



"You can do
what I cannot
do. I can do
what you
cannot do.
Together we can
do great
things."

- Mother Teresa



Q & A

Time



Closing Prayer

God, you have guided your people throughout history.

So now as pilgrims we turn to you,
searching for your image in the 'other'.

You make yourself a travel companion to the
wayfarers, to the undocumented, the refugees,
the migrants, and the pilgrims.

You call us to be witnesses of your love
and to be examples of our faith to the 'other'.

Lord, may the spirit of Pentecost be renewed and
may all peoples, races and languages be one in
communion.

We pray in faith. Amen.

(Adapted from a prayer from Mexico)

REFLECT AND SHARE:

- What particularly inspires me in the message of the Church on Diversity? Why?
- What particularly challenges me in this message? Why?
- What can I do to respond more actively to the Church's message?
- How has this session changed my attitudes?
- What spoke most deeply to me? Why?
- How can I be more childlike in accepting those who are different from me?
- Why do I assume that everyone else in the world is or should be “just like me”?





A recording of this webinar along with the powerpoint presentation will be uploaded on SVDP National Diversity website.



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God Bless



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