

St. Rose of Lima

All Are Welcome
Unity-in-Diversity Plan

2001-2005

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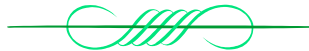
INTRODUCTION

Though we are many, we are one body in union with Christ, and we are all joined to each other as different parts of one body.... Welcome one another, then, for the glory of God, as Christ has welcomed you.

Romans 12:5, 15:7

In the fall of 1999, the parish of St. Rose of Lima set out to delineate a pastoral plan to lead us through the first five years of the new Millennium. The process began with a Listening Phase, where input from parishioners was gathered. This information was assimilated by the Pastoral Council in a Discernment Phase, and ultimately led to the proclamation of *All Are Welcome – Todos Somos Bienvenidos*. This new pastoral plan expressed the parish's belief that a top priority over the next five years should be to make St. Rose more diverse and inclusive of the Catholic community surrounding us.

Goal Two of *All Are Welcome*, of which the following document is an elaboration, states that "in 2005, St. Rose of Lima Parish will have a more inclusive style of parish life and ministry." To facilitate this, from October of 2000 until August of 2001, a special Task Force undertook the responsibility of creating a plan whereby the parish could, as gracefully as possible, take the necessary steps to becoming the diverse parish we envision. The plan was then approved and promulgated by the Pastoral Council on September 15, 2001.



As followers of Jesus Christ, we, the parish of St. Rose of Lima, believe we are called by him to become a truly universal Catholic-Christian community, reflecting the many faces of the One who came for all people everywhere. To this end, we seek to discern how we can transform ourselves from a community that desires diversity, into one for whom diversity is an everyday expression of our faith, intrinsic to who we are as Christians. In all aspects of parish life—from the way we worship to the way we plan for the future—we wish to be as diverse as the society around us.

The lawyer in Luke's Gospel asks, Who is my neighbor? We ask, Who is the stranger in our midst? Whom in society have we excluded from our worship community, perhaps without even realizing it? We look around us—in our neighborhoods, in our grocery stores and shopping centers, in our schools and workplaces—and we see every facet of humanity: every race, religion, social class. We see people from different countries of origin, people of differing abilities, different family situations, and different sexual orientations. We see the lonely, the forgotten, the marginalized. They are all around us. And we long for them to experience God as we experience God here at St. Rose—and for ourselves to be enriched by their presence and participation. We

will not be a truly catholic community until all who feel drawn to the Catholic Faith can find a warm, accepting home here.

Our church—our theologians, popes, bishops, teachers of God and people of good faith—and indeed, Christ himself, have called us to become more involved with and inclusive of those around us, especially those we might have overlooked in the past. We cannot rest until this is so. In this endeavor, we must help one another to let go of prejudices and destructive thoughts and attitudes that close our hearts to those who are different from us. We must challenge one another to expand our worldview and to open up to new ways of thinking. We must by our example show the world what it means to be a vital, inclusive Christian community. And even so, we must be especially careful not to alienate those among us for whom these things come only with difficulty. Rather than a revolution, we seek an intentional but gentle conversion. Enlightened by the Holy Spirit, we pray that this document presents a plan for turning our vision of unity into a living sacrament of unity.

FOUNDATIONS

Not long ago, a parishioner asked if our effort to foster greater cultural diversity at our Sunday liturgies was just an attempt to be “politically correct,” or if it reflected a deeper and more Christian value. The question was a sincere one, not borne of prejudice or bigotry, and it served to highlight the importance of reflecting at the outset of this document on the reasons why in *All Are Welcome* our parish has undertaken to be more inclusive and welcoming of the diversity we find in our local Catholic community.

The deepest reason for our desire to be more welcoming and inclusive is found in the Sacred Scriptures, where the Church of Jesus Christ is seen as a sign of unity, lifted up as a Light to the nations, calling all to salvation, and embracing all who come as beloved children of God. Catholic theology sees baptism as the foundational sacrament of this unity: “For in one Spirit we were all baptized into one body, whether Jews or Greeks, slaves or free persons, and we are all given to drink of one Spirit” (1 Cor. 12:13). But St. Paul’s teaching about this unity also makes it clear that the disciples of Jesus enjoy a unity-in-diversity, a richness precisely because of the different gifts that exist within the Body of Christ. In the power of the Holy Spirit, our differences enrich and unify, rather than divide and diminish. The early Church never ceased to marvel at the grace of God that surpassed all human expectations by calling together into a profound unity the scattered human family, to be a sign and instrument for the salvation of all.

Diversity is a sociological fact, a reality growing ever more obvious in our community. So, too, is it a reality that there also exist in our American society today racism, sexism, gender bias, ethnocentrism, and polarization along lines of class, culture, language, and myriad other differences with the potential to divide rather than unite. Precisely because we are disciples of Jesus Christ, we must work against the forces of division in our society. We must be a people known for our catholicity, for the way we welcome diversity, for the harmony that characterizes our communities.

There is an enormously rich body of teaching available to us from the Second Vatican Council, recent popes, bishops, and theologians concerning why we are and must be a Church that welcomes the stranger and embraces as our own even those who appear different from ourselves. One recent document of the U. S. Catholic Bishops has been particularly helpful to us in explaining the rationale for our own Unity-in-Diversity Plan here at St. Rose. *Welcoming the Stranger Among Us: Unity in Diversity* (Washington, D.C.: USCC, 2000) addresses specifically the issue of immigration and its impact on our Catholic parishes and dioceses. But it also provides a framework for understanding the broader Catholic Social Teaching that is the basis for this specific application of Jesus’ command to his disciples to embrace all of God’s children in the community of the Church.

Welcoming the Stranger Among Us, in fact, borrows from Pope John Paul II's letter, *Ecclesia in America*, in explaining that the way to achieve unity-in-diversity is by an encounter with the Living Jesus Christ, an encounter that follows the way of conversion, communion, and solidarity. These three key notions provide the theological and scriptural foundation for what we propose in this Diversity Plan for St. Rose. We quote here from the U. S. Bishops' document, not pretending to give an exhaustive explanation of these notions, but enough to suggest their richness and the need for further exploration:

Conversion

"The presence of so many people of so many different cultures and religions in so many different parts of the United States has challenged us as a Church to a profound conversion so that we can become truly a sacrament of unity...We are challenged to get beyond ethnic communities living side by side within our own parishes without any connection with each other..."

Communion

"The call to communion goes out to all members of the Church...to prepare themselves to receive the newcomers with a genuine spirit of welcome. Simple, grace-filled kindness and concern on the part of all parishioners to newcomers are the first steps. These can be accompanied by language and culture study as well as constant and patient efforts at intercultural communication...."

Solidarity

"The call to solidarity can be summed up in Pope John Paul II's *Message for World Migration Day 2000*: 'The Church hears the suffering cry of all who are uprooted from their own land, of families forcefully separated, of those who, in the rapid changes of our day, are unable to find a stable home anywhere. She senses the anguish of those without rights, without any security, at the mercy of every kind of exploitation, and she supports them in their unhappiness' (n. 6)."

CORE VALUES AND VISION

The following is our Vision of how St. Rose should look by 2005:

We continue to implement *All Are Welcome/Todos Somos Bienvenidos* by,

- recognizing the diversity in our midst,
- respecting the uniqueness of each individual/group,
- valuing the gifts of those different from ourselves, and
- building relationships within and among all segments of our community so that no one will be left out.

Being faithful to our identity as a Roman Catholic Parish, the guiding spirit of Vatican II, and our particular parish charisms of a full, conscious and active liturgical life, faith-formation for all ages, small faith communities within the larger community, and outreach to the poor, we are a parish committed to welcoming and including ALL of God's people.

Despite our limited resources and the other priorities rightfully claiming our attention and our energies, we are a more welcoming and inclusive community because we are committed to:

- developing greater unity-in-diversity with a special focus on parish staff and other leaders, the Eucharistic assembly, the Spanish-speaking population and other newcomers
- continuing and extending the on-going efforts of the Access and the International Twinning Committees, the Filipino Community and others actively working toward greater hospitality and inclusivity
- hosting special events such as international celebrations, common social events, and multicultural feasts that help to introduce the various members of our parish to other cultures and people and lead to greater exchanges between groups
- offering inter-cultural communication training to all parishioners, and sponsoring forums in which members of different cultures and situations can openly share their unique backgrounds

Through these efforts people are able to identify areas of unity as well as differences that can enrich rather than divide us. Spanish-speaking people in our community participate in parish life through a variety of programs, services and ministries available to them in their native language. There is great sensitivity shown to those with special needs and to groups/persons who often find themselves marginalized or ignored by the larger society around us. Parish commissions, committees and other leadership groups have fostered specific initiatives ensuring that their programs and activities are inclusive of the full range of diversity present in our parish community.

Parishioners have the courage to withhold judgment of others they do not know. Welcome and hospitality are extended to newcomers and visitors by the pastor and parish staff, individuals and families, seniors and youth, parish leaders and organizations at every juncture. Occasions such as sacramental preparation, weddings, funerals, Fiesta, selling Christmas trees and Pentecost Mass and Picnic are viewed by all those involved as prime opportunities to build relationships with those different from themselves. Our people so appreciate and embrace the enriching gift of diversity that, in their everyday lives, they are examples of how to bridge differences of race, color, creed, culture, social and economic status, physical, mental and emotional challenges, age, gender, sexual orientation, marital status, and other special situations that distinguish individuals and groups.

GOALS AND OBJECTIVES

The following Goals and Objectives, with their practical strategies and methods of accountability, are the praxis of conversion our community must adopt for a smooth and successful transformation into full inclusivity. In fact, the Task Force felt strongly that the Goals and Objectives are the most crucial part of this document—they are the Plan itself, and in them are incorporated the foundations, values and vision of *All Are Welcome*. Therefore, special focus should be paid to them, and they should become an important part of how this community, its various groups and leaders, evaluates its progress toward diversity. The four Goals are these:

- Goal 1 St. Rose parishioners continue to deepen their understanding of diversity and progressively embrace its values as a source of enrichment in our common life.

- Goal 2 Parish leaders reflect the diversity of our local Catholic community and work to provide greater inclusivity/diversity at every level of parish life.

- Goal 3 The five Pastoral Commissions have in place a written plan indicating how they will promote the implementation of St. Rose’s vision of unity-in-diversity in their respective areas of parish life.

- Goal 4 Parish leaders allocate the necessary financial, staff and volunteer resources for the full implementation of the Plan.

Goal 1: St. Rose parishioners continue to deepen their understanding of diversity and progressively embrace the value of unity-in-diversity as a source of enrichment in our common life.

Objective 1-A: To awaken each parishioner to his/her own personal fears, misunderstandings, etc. that stand in the way of unity-in-diversity

Strategies:

- The Unity-in-Diversity Committee (UDC) [see Objective 4A below], in collaboration with the other parish leaders, provides a safe place where parishioners can air the feelings, fears, expectations, etc., that block mutual valuing, and learn to reduce and eliminate them.
- Parish leaders provide opportunities for parishioners to meet and build relationships with those different from themselves.
- The UDC, with Commissions, coordinates the development of a survey to discover parishioners' attitudes and awareness regarding diversity.

Accountability:

- Milestones
 - * 2002 - Minimum of one educational opportunity provided for parishioners at large
 - * 2003 to 2005 - an increasing number and variety of opportunities
- Measurements of progress
 - * Level of participation by parishioners
 - * Survey results

Objective 1-B: To develop an ongoing series of diversity formation opportunities for use at every level of parish life

Strategies:

- Parish groups engage in ongoing needs assessment vis-à-vis their need/interest for formation in the area of diversity and encourage their members' participation in appropriate offerings.
- The UDC collaborates with appropriate parish groups in developing formation events responsive to identified needs/interests.
- Parishioners participate in appropriate formation events.
- Those who teach and preach seek/maximize opportunities to reinforce the value of diversity/inclusivity in our common life.

Accountability:

- Milestones

- * 2002 – Minimum of one formation event created for staff, homilists, catechists, leaders of prayer, and others who teach
- * 2002 – Minimum of one formation event created for parishioners at large
- * 2003 to 2005 – an increasing number and variety of formation events
- Measurements of progress
 - * Number of events offered
 - * Level of participation by parishioners

Objective 1-C: To promote, under the auspices of the Community Building Commission (CBC), a variety of events fostering inter-cultural exchange/understanding, appreciation and enjoyment

Strategies:

- The CBC, in collaboration with the Filipino, Hispanic, Nigerian, and other communities, identifies potential occasions for cultural and cross-cultural celebrations.
- The CBC determines when, where and which events can be planned in conjunction with the larger parish calendar.
- The CBC coordinates the implementation of these events.

Accountability:

- Milestones
 - * 2002 – Events identified and scheduled
 - * 2003 to 2005 – Ongoing series of events held
- Measurements of progress
 - * Number of events offered
 - * Level of participation by parishioners

Objective 1-D: To promote, under the auspices of the Prayer and Worship (P&W) Commission, opportunities at our liturgical celebrations to experience the richness of diverse cultural and religious expression

Strategies:

- P&W Commission determines how our current liturgical expressions foster inclusive participation and how they exclude people.
- Liturgical presiders, planners, musicians, etc. give special attention to our Sunday Eucharist as the privileged place where all can experience our unity-in-diversity.

- P&W Commission, in collaboration with staff and UDC, determines when,
- where and which liturgical celebrations can be planned in conjunction with the larger parish calendar to offer experiences of unity-in-diversity.

Accountability:

- Milestones
 - * 2002 – Liturgical review completed
 - * 2002 – Liturgical celebrations identified and scheduled
 - * 2003 to 2005 – Liturgical celebrations held
 - * Ongoing – Diversity experienced at Sunday Eucharist
- Measurements of progress
 - * Number of celebrations offered
 - * Level of participation
 - * UDC Survey results

Objective 1-E: To encourage individuals and households in our community to uphold the commitments we have made in this Unity-in-Diversity Plan

Strategies:

- Individuals and households take the initiative to examine their own attitudes and behavior toward others who are different from them.
- Individuals and households commit themselves to participate in formational opportunities.
- Individuals and households reach out beyond their comfort zone to build relationships—such as sharing a meal.
- Individuals and households are agents of change, agents of conversion, promoting greater hospitality and inclusivity in all aspects of their life.
- Individuals and households look to Small Faith Communities, the Church of the Home, Parenting and Marriage Enrichment Committees, among others, for resources, ideas and support.
- Homilies, bulletins, newsletters and other communications media are used to encourage/support individuals and households to grow in their commitment to our vision of unity-in-diversity.

Accountability:

- Milestones
 - * 2002 – participation in at least one formational event
- Measurements of progress
 - * Level of participation

* UDC Survey results

Goal 2: Parish leadership structures reflect the diversity of our local Catholic community.

Objective 2-A: To seek, as opportunities permit, to secure a more diverse representation on the parish staff, with highest priority given to adding Spanish-speaking persons

Strategies:

- Staff taps expertise among parishioners who specialize in human resources skills.
- Staff identifies avenues of access to atypical professional populations.
- Staff/search committees actively solicit applications from targeted atypical groups

Accountability:

- Milestones
 - * 2002 – Identification of Human Resource experts (update yearly)
 - * 2002 – Identification of avenues of access
 - * When position/qualification allows—representation on staff that adds diversity
- Measurements of progress
 - * Increased diverse representation on staff

Objective 2-B: To seek a full complement of diversity on parish councils, commissions and committees

Strategies:

- Staff and parish leaders make specific efforts to invite persons from a variety of diverse populations to participate in leadership development opportunities.
- Current leaders make specific invitations to persons to join their group to achieve a full complement of diversity.
- The Training Task Force works with current leaders to help mentor persons of /from diverse populations into leadership roles.
- Current leaders adhere to our three-year leadership rotation policy more intently as a way of providing more frequent leadership opportunities for persons of diverse populations.

Accountability:

- Milestones
 - * 2002 – At least five persons of diverse populations invited and attend leadership development opportunities
 - * 2002 – At least five persons from diverse populations invited and join parish leadership groups
 - * 2002 to 2005 – Persons from diverse populations are effectively mentored
 - * 2002 to 2005 – Increasing number of leadership opportunities filled by persons from diverse populations
 - * 2003 to 2005 – Increasing numbers of persons from diverse populations invited and attend leadership development opportunities

- Measurements of progress
 - * Level of participation by parishioners of diverse populations at leadership development opportunities
 - * Level of membership on commissions, committees, etc. of parishioners from diverse populations

Objective 2-C: To seek a full complement of diversity among liturgical, formational, outreach, community building and stewardship ministries

Strategies:

- Current leaders make specific invitations to persons from a variety of diverse populations to join their group.
- Experienced members mentor persons from a variety of diverse populations into leadership/ministry roles.
- Ministers adhere to our three-year leadership rotation policy more intently as a way of providing more frequent leadership opportunities for persons from diverse populations.

Accountability:

- Milestones
 - * 2002 – At least one to three persons from diverse populations are invited and at least one joins each of several parish ministries
 - * 2002 to 2005 – Persons from diverse populations effectively mentored
 - * 2002 to 2005 – Increasing number of ministry opportunities filled by persons from diverse populations

- Measurements of progress
 - * Level of membership in ministries by persons from diverse populations

Goal 3: The five Pastoral Commissions have in place a written plan indicating how they will promote the implementation of St. Rose's vision of unity-in-diversity in their respective areas of parish life.

Objective 3-A: To engage commission members in an ongoing process of formation around the vision articulated in this Unity-in-Diversity Plan

Strategies:

- Commission members attend parish offerings around diversity.
- Commissions commit portion of meeting time to formation around diversity.
- Commission members consult the resources listed at the end of this document.
- Commissions seek support as needed from the UDC, which offers support to commissions.

Accountability:

- Milestones
 - * 2002 – Participation in at least one formation event by each commission member
 - * Ongoing – Diversity formation at every commission meeting
 - * 2003 – 2005 – Participation in parish formation events
- Measurements of progress
 - * Level of participation and engagement in formation by commission members

Objective 3-B: To engage commission members in a process of self-study and assessment around their current reality regarding diversity

Strategies:

- Commissions, in collaboration with their related ministry groups/committees, perform assessment.
- Commissions utilize resources provided in the Unity-in-Diversity Plan Toolkit.

Accountability:

- Milestones
 - * 2002 – Assessment complete
- Measurements of progress
 - * Level of participation in self-study and assessment process

Objective 3-C: To apply the vision of this Unity-in-Diversity Plan to the specific area of parish life for which each commission is responsible

Strategies:

- Commissions identify the core values that will guide the development and implementation of their own written plan.
- Commissions set short-term (one year) and long-term (by 2005) goals, objectives, strategies.
- Commissions identify accountability structures for their plans.

Accountability:

- Milestones
 - * 2002 - Plan complete
 - * 2003 to 2005 - Plan updated annually
- Measurements of progress
 - * Actual implementation of goals, objectives, strategies of each commission's plans

Goal 4: Parish leaders allocate the necessary financial, staff and volunteer resources for the full implementation of The Plan.

Objective 4-A: To establish a Unity-in-Diversity Committee charged with promoting, monitoring and serving as a resource for the full implementation of this plan

Strategies:

- Pastor, with input from staff, invites parishioners to serve on the UDC.
- The UDC meets regularly to develop action plans to fulfill its mission.
- The UDC, in collaboration with other parish leaders, provides a safe place where parishioners can air the feelings, fears, expectations, etc. that block mutual valuing.
- The UDC coordinates, with P&W Commission, the development of a survey of parishioners' attitudes and awareness regarding diversity.
- The UDC collaborates with appropriate parish groups in developing formation events responsive to identified needs/interests.
- The UDC offers support to commissions as needed.
- The UDC identifies available resources in the community and makes them available parish—wide.
- The UDC submits an annual report to the Pastoral Council on progress being made in the area of diversity.

Accountability:

- Milestones
 - * 2002 - Minimum of one formation opportunity provided for parishioners at large
 - * 2003 to 2005 - an increasing number and variety of formational opportunities and events
 - * Apr 2002 - Survey developed and given to parish
 - * Annually in May- Progress Report presented at Pastoral Council Meeting
- Measurements of progress.
 - * Level of participation at formation events
 - * Number of requests for resources from parish commissions, committees, etc.
 - * Survey results

Objective 4-B: To establish a Hispanic Ministry Committee (HMC) charged with promoting parish outreach to and ministry within the Hispanic population at St. Rose

Strategies:

- Pastor, with input from staff, invites parishioners to serve on the HMC.
- The HMC meets regularly to develop action plans to fulfill its mission.
- The staff liaison for the HMC, in collaboration with the parish staff and Hispanic parishioners, works to schedule Hispanic social gatherings and to encourage high levels of participation in those gatherings.
- The HMC, in collaboration with the P&W Commission, determines appropriate liturgical occasions for celebrating various Hispanic religious traditions, e.g., The Feast of Our Lady of Guadalupe and The Feast of the Three Kings.
- The HMC, in collaboration with the CBC, identifies potential occasions for cultural and cross-cultural celebrations.
- The HMC, in collaboration with the appropriate parish staff and/or commission, explores avenues for meeting the identified needs of the Hispanic population of St. Rose.

Accountability:

- Milestones
 - * 2002 - Membership identified and in place for HMC
 - * 2002 to 2005 - HMC meeting regularly
 - * 2002 - One Hispanic social gathering scheduled
 - * 2002 - HMC & P&W Commission identify list of occasions suitable for celebrating Hispanic religious traditions and lay plans for celebrations
 - * 2003 to 2005 - an increasing number and variety of Hispanic social gatherings scheduled
- Measurements of progress
 - * Number of Hispanic needs identified and addressed by action plans of HMC
 - * Number of identified leaders emerging around efforts of HMC
 - * Level of participation at scheduled social gatherings
 - * Number of Hispanic religious traditions that are celebrated liturgically

Objective 4-C: To commit appropriate staff and budget to support the full implementation of the plan

Strategies:

- Pastor, assigns staff liaisons to work with UDC and HMC and charges entire staff with responsibility for promoting unity-in-diversity in their

respective areas

- Pastor works with Finance Council to ensure adequate funds for the programs, activities and services associated with efforts to promote unity-in-diversity
- Staff ensures that adequate resources of time, facilities, publicity etc., are available to promote the various mandates contained in this plan
- The Pastoral Council monitors progress on the implementation of this plan annually

Accountability:

- Milestones
 - * 2002 to 2005 - Staff liaisons are assigned to work with UDC & HMC
 - * 2002 to 2005 - Annual work plans of all Pastoral Staff include explicit strategies to promote this plan
 - * 2002 to 2005 - budget process includes costs associated with implementation of this plan

- Measurements of progress
 - * Amount of staff time devoted to work with UDC & HMC
 - * Amount of money in budget for implementation of this plan
 - * Level of parish resources of time, facilities, publicity, etc. allocated to implement plan

RESOURCES

The references for the St. Rose Unity-in-Diversity Plan are grouped into several different categories as shown. Related websites are inserted as links. This list is by no means exhaustive and will be updated as needed.

SPIRITUAL FOUNDATION

Welcoming the Stranger Among Us~Unity in Diversity:

A Statement of the U.S. Catholic Bishops

Publication No 5-375

United States Catholic Conference

Washington, D.C. (November, 2000)

A document from the U.S. Bishops concerning the welcoming of new members into parishes while bridging cultural differences at the same time

RELATED:

Who Are my Brothers and Sisters? –A Catholic Educational Guide For Understanding and Welcoming Immigrants and Refugees

Publication # 5-006

Videotape # 5-0053

United States Catholic Conference

Washington, D.C. (November, 2000)

U.S. Bishops Internet site www.nccbuscc.org

BOOKS

Second Wave, The Hispanic Ministry and the Evangelization of Cultures

Allan Figueroa Deck, S.J., The Paulist Press

ISBN: 0-8091-3042-4

A critical overview of Hispanic ministry in the United States, its major issues and implications of this increasingly important area of concern for the U.S. Church and society

Re-Visioning Mission: The Catholic Church and Culture in Postmodern America

ISBN: 0-8091-3645-7

Michael Paul Gallagher, S.J., The Paulist Press

Explores mission and culture in the postmodern context of the United States by drawing upon the metaphor of marriage to illustrate the reciprocal relationship between faith and culture.

RELATED: www.paulistpress.org

Cultural Diversity in Organizations

Taylor Cox, Jr., San Francisco: Berrett-Koehler, 1993

ISBN: 1-881052-19-2

A framework for understanding multiple group identities that shape each person's self-concept. All members bring elements of diversity with them into the areas in which they interact with the needs and motivations of other group members and the goals and processes of the organization. Understanding the complexity affects how well the process is managed.

Differences that Work

Gentile, Mary C., New York: McGraw Hill, 1994

ISBN: 0-07-103581-8

Diversity discussions that focus on the premise that diversity is not a problem, but a resource that makes organizations more productive and successful.

Bridging Differences: Effective Intergroup Communication

Gudykunst, William B., Newberry Park, CA: Sage Publications, 1994

ISBN: 0-8039-5646-0

Journeys at the Margin

Toward an Autobiographical Theology in American-Asian Perspective

Peter C. Phan & Jung Young Lee, Editors, World Press

ISBN: 0-8146-2464-2

Essays related to the Asian American experience in the Catholic Christian tradition; offers useful suggestions on how to meet the challenge of cultural diversity both in the Church and in society at large.

RELATED: www.catalog.litpress.org

(The Liturgical Press)

Diversity Consciousness: Opening Our Minds to People, Cultures, and Opportunities

Richard D. Bucher Ph.D., Howard University, 2000

Focusing on personal growth and empowerment, this study helps to develop the ability to understand, respect, and value diversity, and demonstrates how opening one's mind to the views of other peoples and cultures is central to a satisfying and successful life—both personally and professionally.

Latinos: A Biography of the People

Sharris, Earle, New York: W.W. Norton, 1992

A deeper understanding of the many cultures of Spanish-speaking peoples as told mainly through biographies of families and individuals.

ARTICLES

“We Have a Dream”— Richard K. Taylor

US Catholic Magazine, Feb. 2001

A parish learns six lessons as it struggles toward racial healing.

“That All May Be One”— Maria Elena Gonzalez

US Catholic Magazine, Jul. 2000

A special issue on Multiculturalism.

Related : <http://www.us.catholic.org/>

A

Unity-in-Diversity

Planning Toolkit

To assist Commissions in the implementation of the
St. Rose of Lima Unity-in-Diversity Plan 2001`-2005

This tool was prepared by the Diversity Plan Task Force (DPTF) to assist each of the five Commissions in developing their own Unity-in-Diversity Plan.

Included are the elements that the DPTF found essential and integral in that process, i.e., **Formation**, **Assessment**, and **Planning**, leading to the required action toward **Implementation**.

Share these materials in advance, allowing participants to come prepared for this important and challenging work.

Essential Element #1: Formation

Dialogue:

Share stories among Commission members about your experience as--or with--a person who does not share in the dominant culture, those who come with *racial, cultural, language, physical, emotional, mental, economic, age, gender, sexual orientation, marital status*, or any other difference.

It is very important to establish an environment of trust, where members feel safe to address difficult issues, knowing that confidentiality is respected. Agree to guidelines for dialogue. [Appendix A]

Foundational Readings for Reflection and Sharing:

The first three readings are required since they contain the core concepts. At a minimum, the group should share their reflections on these readings. Working through them in the order presented takes the Bishops' ideas, relates them to our parish goals, and unfolds how they are specifically applied in The Unity-in-Diversity Plan.

- **US Catholic Bishops: *Welcoming the Stranger Among Us - Unity in Diversity***
- ***All Are Welcome/ Todos Somos Bienvenidos, Pastoral Plan for 2000-2005***
- **St. Rose of Lima Parish Unity-in-Diversity Plan 2001-2005**

Additional Resources:

Vatican II Documents:

Lumen Gentium: Ch. 1 - The Mystery of the Church; Ch. 2 - The People of God

Gaudium et Spes: Ch. 2 - The Community of Mankind

Catechism of the Catholic Church:

The Church - Body of Christ # 789-791

Incorporated into the Church, the Body of Christ #1267

Sacramental Bond of the Unity of Christians # 1271

Communion of the Holy Spirit # 1108

See the **Resources list** in the St. Rose of Lima Parish Unity-in-Diversity Plan 2001-2005.

Scripture:

Read and reflect on Scriptural passages that address issues of diversity and unity:

Rom. 12: 3-7; 16

1 Cor. 1:10; 11:18; 12:4, 6, 28

Eph. 4: 1-6; 7; 11-17; 25

Gospel stories of the ministry and table fellowship of Jesus

Pray Psalm 133.

Suggestion: During the Dialogue and Sharing Sessions record ideas that may turn into Action Items or Plan Building Blocks later on, items that we have called KIM's (Keep in Minds).

[KIM (Keep in Mind) See Appendix A]

Essential Element # 2: Assessment

Where are you now?

A good assessment should help you to do the following:

- *Identify diversity-related issues within your Commission;*
- *Heighten the awareness of the group through open and honest dialogue about the issues;*
- *Provide a starting point for taking action to deal with the identified issues.*

Where is your Commission today relative to The Parish Unity-in-Diversity Plan?

*Think of **The Plan** and the reading you have done up to this point. Keep the readings and what you have already heard and recorded from the dialogue in mind. The following exercise will assist you to determine the needs that must be addressed in order for you and your Commission to:*

- *Proactively embrace the vision of **The Parish Unity-in-Diversity Plan**;*
- *Design objectives and strategies that support those of The Parish Unity-in-Diversity Plan;*
- *Assign Accountability by determining Milestones and Measurements of Progress.*

1- Preparation:

- 1- Identify events/activities/ministries/committees under this Commission.
- 2- Record how often/when each group meets.
- 3- List leaders with whom to meet in order to complete the assessment.

2- Review:

Having identified the committees/ministries/etc. under this commission, schedule a review with respective leaders to determine the following:

[Note: This step will need to be repeated with each of the committees etc. listed above.]

1. Who are the active members/participants?
2. Being mindful of the range of diversity described in The Parish Unity-in-Diversity Plan, identify who is not represented in your membership.
3. Why are they missing?
4. Name the obstacles that present their inclusion in this group.
5. The Access Committee has prepared and circulated an Access Plan. How faithfully do we reference this tool in our preparation for an event/activity? Why/why not?
6. How might we adjust our planning in order to be more conscientious about access?
7. Name the costs/risks of reaching out as described in The Pastoral Plan and The Parish Unity-in-Diversity Plan.
8. Name the benefits of being more inclusive, of developing greater unity-in-diversity.

3- Summary of Findings:

Once the Assessment has been completed, a summation of the above information should be developed for each group in order to insure that all members are in agreement with the findings. Try to synthesize your assessment into no more than 5 main points that you will keep in mind (KIM) as you move into the planning stage.

- 1.
- 2.
- 3.
- 4.
- 5.

[See Appendix B]

Appendix A

Group guidelines for respectful, confidential and safe dialogue:

Ideas/insights/observations that your group wants to “keep in mind” [KIM’s]:

Appendix B

Preparation:

1. Identify events/activities/ministries/committees under this Commission.
2. Record how often/when each group meets.
3. List leaders with whom we must complete the assessment.

Events/Activities/Ministries/Committees under this Commission	How often/when does this group meet?	Groups leaders with whom we need to meet

Appendix B cont'd.

Summary of Findings:

[Note: This step will need to be repeated with each of the committees/ministries/etc.]

Committee/Ministry/etc.: _____

Date of Assessment: _____

Participants: _____

Summary Points: (Key points we want to remember when formulating our Plan.)

□

□

□

□

□

1- Additional comments/observations (optional):

ST. ROSE OF LIMA DIVERSITY GLOSSARY

Acculturation

A process of intercultural adaptation between diverse peoples, which results in new and blended patterns - giving up most of the traits of the culture of origin and assuming most of the traits of the dominant culture

Assimilation

The process of incorporating different racial or cultural groups into the image of the dominant majority

Bias

A highly personal and unreasoned distortion of judgment

Bicultural

The existence of two different cultures in one nation; or one person's life experience within two different cultures

Bilingual

The use of or capability of using two languages with the fluency of a native speaker

Class

A group sharing the same economic or social status

Cross-Cultural

Dealing with or offering comparison between two or more different cultures or cultural areas

Culture

The shared set of customary beliefs, social forms, unspoken rules, institutions, language, behavior, and material objects of a group of people - the information someone would need to know in order to behave appropriately in the group

Demographics

Studies of the vital statistics of human populations, such as size, growth, density and distribution

Difference

A characteristic that distinguishes one person from another

Discrimination

The act, practice or instance of treating someone differently based on something other than individual merit

Diversity

The condition of being different; an instance or point of difference

Dominant Culture

The dominant majority in a social, cultural, political or economic hierarchy

Ethnicity

A shared socio-cultural heritage that includes similarities of religion, history, and common ancestry passed on from one generation to another

Ethno centrism

The tendency to assume that the behavior of others, no matter what their origins, can be interpreted according to the rules and values of one's own culture, and judged as inferior

Generalization

A general statement or proposition about individual members of a given situation or situations, logic, experience and available facts

Heterosexual

A person who has emotional, sexual and physical attraction, as well as behavior, toward people of the opposite gender

Homogeneous

Of the same or a similar nature

Homophobia

The fear, dislike, or hatred of people with a sexual/affectional orientation toward others of the same gender; Attitudes and behaviors associated with homophobia include prejudice, discrimination, and hostile behavior toward those perceived to be homosexual

Homosexual

A person who has emotional, sexual and physical attraction, as well as behavior, toward people of the same gender

Hostile Environment

An environment that exists when people engage in conduct or make comments to a member which is (1) unwelcome, (2) severe and/or pervasive; and (3) directed at the member because of his or her sex, race, color, national origin, or religion

Immigrant

One who takes up residence in a country other than the country of one's birth

Inclusion

Having an environment that allows all members to work together in an environment that thrives on individuality and encourages each person to reach his or her full potential regardless of individual differences

Intercultural

Occurring between or relating to two or more cultures

Interpersonal

Relationship occurring between two or more individuals

Majority

Any group that comprises more than 50% of the total group; The majority is often the group that controls or dominates the largest share of resources such as wealth, status, and power.

Managing Diversity

To manage in a way designed to maximize the benefits that diversity has to offer

Masking

Concealing part of your persona because you believe it is not valued in the workplace, social or religious setting; adjusting your style to match your predominant culture

Minority

Any group that comprises less than 50% of the total group; The minority is often the group that receives differential and unequal treatment, with limited access to the resources of wealth, status, and power.

Multi cultural

Relating to, or designed for a combination of several distinct cultures

Prejudice

A preconceived judgment, opinion or negative attitude, formed before the facts are known, and sustained by over-generalizations directed towards an individual or a group

Race

A pseudo-biological system of classifying persons by shared genetic history or physical characteristics such as skin color

Racism

The use of institutional power to impose racial prejudices on others and, thereby, limit their opportunities

Sexism

The use of institutional power to reinforce biased belief systems regarding gender to disadvantage others

Stereotypes

A set of fixed, exaggerated beliefs associated with members of a particular group, sustained by selective perception and selective forgetting

Transcultural

Exploring the nature of what goes beyond any one culture. This is different from multicultural and acculturation

Valuing Diversity

Recognizing and appreciating that individuals are different, that diversity is an advantage if it is valued and well managed, and that diversity is not to be simply tolerated, but encouraged, supported, and nurtured

Primary and Secondary Dimensions of Diversity

