

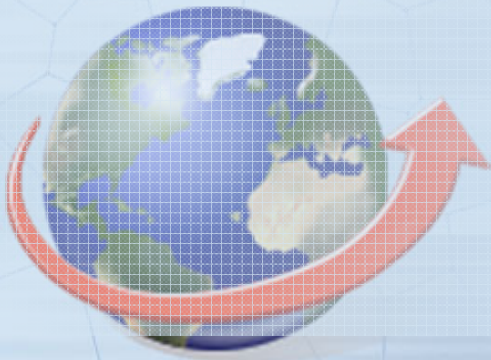
## ***The Catholic Diocese of Lansing***



# **A Divided Church-A Divided People**



This workshop will examine the issues of diversity from a faith-based perspective and how our response to the "fact" of diversity helps or hinders our efforts towards "the least" of our communities.



## *Is It Possible to Live this Way?*

“To meet Christ, we must first formulate our human problem seriously. We must open ourselves to ourselves. In other words, we must be acutely aware of our experiences and look on the humanity within us with sympathy.”



**Msgr. Luigi Guissani, founder of the movement, “Communion and Liberation”**

Hello, My name is Ron Landfair and I am the Diocesan Director of Multicultural Evangelization for the Diocese of Lansing. I am also on the Board of Directors of the National Federation of Catholic Youth Ministry (NFCYM), The Board of Directors for the National Center for Catholic Youth Sports (NCYOS), The National Catholic Young Adult Ministry Association & 2<sup>nd</sup> Vice President Michigan High School Tennis Coaches Association. (On each of these boards, I am the only Black person!)



Although Diversity takes into account EVERYTHING, from age and gender to socio-economic status and weight, today we are going to focus on “ethnic-cultural” diversity.

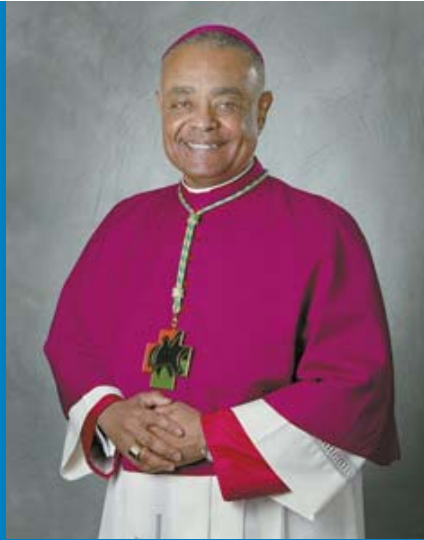
# Why is Diversity Important?



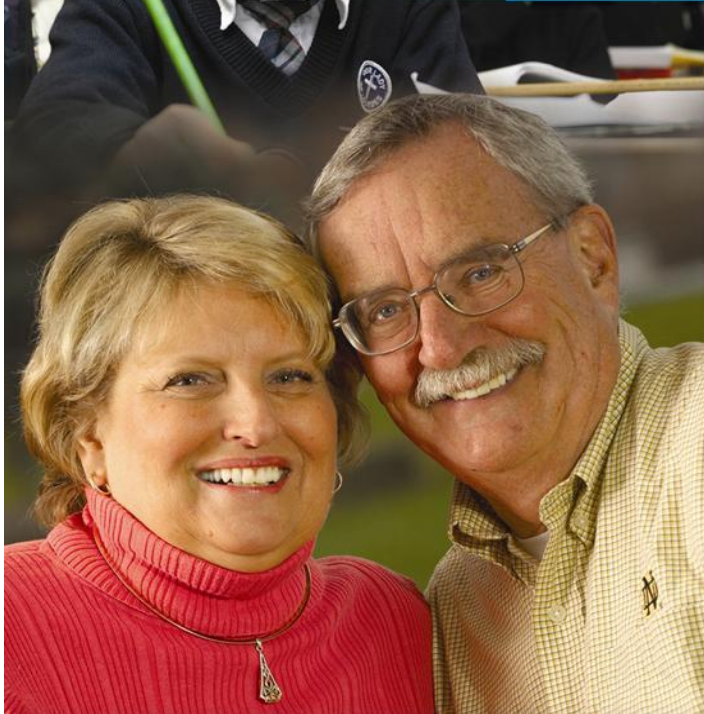
“We live at a time when the encounter of languages, races, and cultures is more intense than ever. Mass media, especially the Internet; travel; immigration; and an increasingly globalized economy are bringing people together more and more. The experience of diversity is therefore more characteristic 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.”

The United States Conference of Catholic Bishops





WHO  
ARE  
WE?



# What is Race?

## Definition:

*“The concept of race as used by the Census Bureau reflects self-identification by people according to the race or races with which they most closely identify. These categories are sociopolitical constructs and should not be interpreted as being scientific or anthropological in nature.”*

U.S. Census Bureau



# What is Racism?

A noun:

1. a belief or doctrine that inherent differences among the various human races determine cultural or individual achievement, usually involving the idea that one's own race is superior and has the right to rule others.
2. a policy, system of government, etc., based upon or fostering such a doctrine; discrimination.
3. hatred or intolerance of another race or other races.



Source: Random House Dictionary

# Racism/Hatred has been with us for a long time....

Old testament references: Hittites...David vs. Goliath, Cain vs. Abel, Satan vs. God. (some) Angels vs. humanity,



# Why is Diversity Important?



*“Jesus Christ commanded his followers “to teach all nations.” The Catholic Church, precisely because it is “catholic”—that is, “universal”—has always taken this command seriously. So the Church’s mission to evangelize, or proclaim the Gospel of Jesus Christ, and to advance the Kingdom of God is centered on the encounter of faith with cultures and on the promotion of justice. This is a process of conversion characterized by dialogue. In this process the Church both gives from its treasure of faith and receives from the distinctive humanity of each and every culture. As Church history indicates, the Church cannot be focused on its mission to evangelize without being more and more an expert in diversity (see Pope Paul VI, Apostolic Exhortation Evangelii Nuntiandi).”*



The United States Conference of Catholic Bishops

Can Hatred, Racism, or any negative “ism” be defeated?





***We need Champions....Champions of Diversity!!***

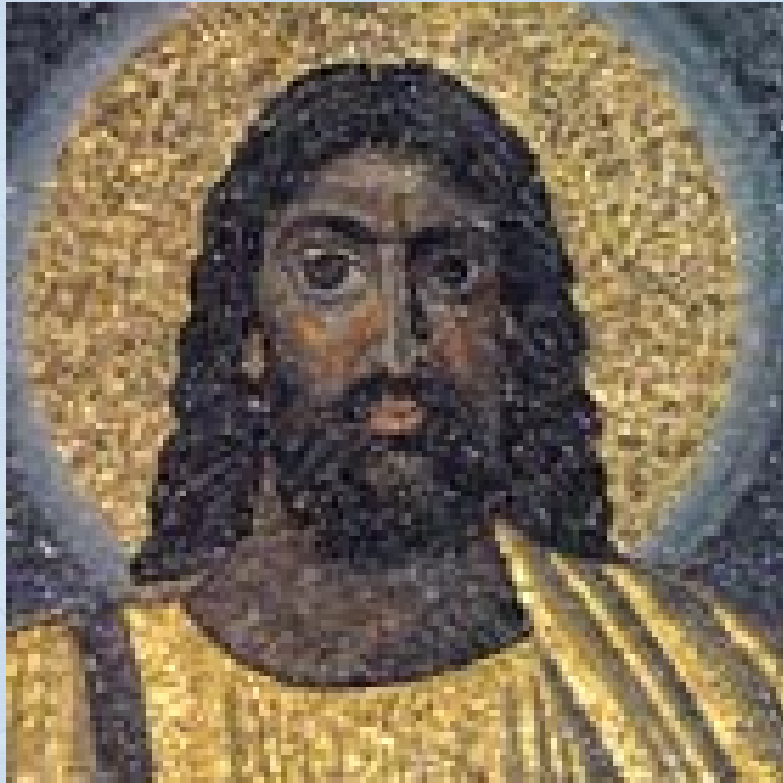


# What does it mean to be a Diversity Champion?



Simply put, it is someone who puts the needs of other groups of people first. The champion may or may not look like the person whose cause they take up, but they are willing to fight for, promote, support, and (in some cases) even sacrifice their very lives in order to make the world in which we live, work and share a better place. Lets meet some of them in no particular order of importance....



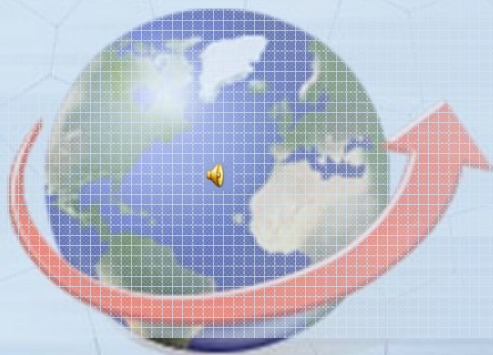


In art, Jesus is often depicted based upon the ethno-cultural heritage of the artist or community that the artist seeks to address. Jesus has been portrayed in every racial or ethnic category imaginable. The Christ represents the essence of diversity as He gathers to Him men and women of varied background and different cultures as his apostles and followers. Further, He seeks out persons throughout the Gospels of every background imaginable. Rich, poor, healthy, lame, young, old, man or woman-His life is the beacon to which people of every background are drawn. The one consistent Truth is that by His birth, death and Resurrection, Christ fights for us as no one ever has before, or ever will...





**Archbishop Oscar Romero**, was the 4<sup>th</sup> bishop of the Roman Catholic Church in El Salvador. As archbishop, he witnessed ongoing violations of human rights and started a group which spoke out on behalf of the poor and victims of the Salvadoran civil war. In 1980, he was assassinated by a right-wing group as he held the consecrated host up during a Mass. This provoked an international outcry for reform in El Salvador. In 1997, a cause for beatification and canonization into sainthood was opened for Romero, and Pope John Paul II bestowed upon him the title of Servant of God. He is considered by some the unofficial patron saint of the Americas and El Salvador and is often referred to as "*San Romero*" (Saint Romero) by the Catholic workers in El Salvador.



Mrs. Viola Liuzzo, the only white woman martyred during the civil rights movement in the south, was killed in March of 1965, when she transported voting rights marchers in Alabama. A Catholic housewife from the Detroit suburb of Farmington Michigan, Mrs. Liuzzo was killed by a Ku Klux Klan lynch mob that brutally murdered her. Liuzzo organized locally in Michigan for an end to discrimination in education and for economic justice.

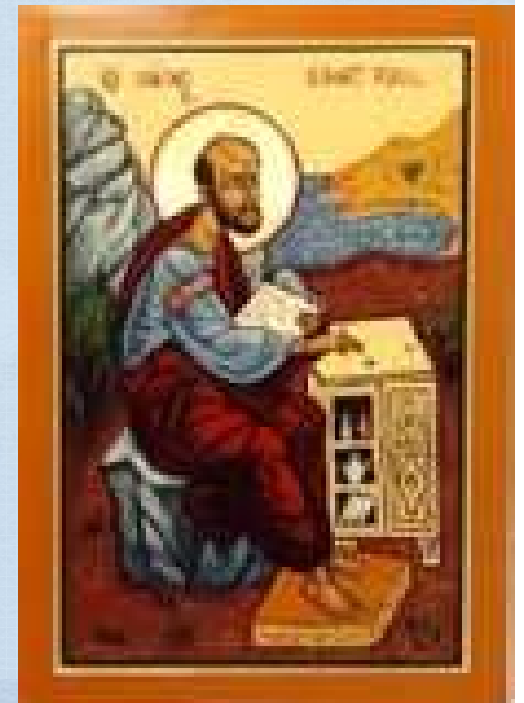


Liuzzo resisted her oppression as a woman as well. When she went back to school as a high-school dropout, working-class housewife and mother of five, she wrote, "I protest the attitude of the great majority of men who hold to the conviction that any married woman who is unable to find contentment and self-satisfaction when confined to homemaking, displays a lack of emotional health."





Born into a well-to-do Jewish family of Tarsus, the son of a Roman citizen, Saul (his pre-conversion name) was sent to Jerusalem to be trained in the famous rabbinical school headed by Gamaliel. Here, in addition to studying the Law and the Prophets, he learned a trade, as was the custom. Young Saul (Paul) chose the trade of tent-making. Although his upbringing was orthodox, while still at home in Tarsus he had come under the liberalizing Hellenic influences which at this time had permeated all levels of urban society in Asia Minor. Thus the Judaic, Roman, and Greek traditions and cultures all had a part in shaping this great Apostle, who was so different in status and temperament from the humble fishermen of Jesus' initial band of disciples. His missionary journeys were to give him the flexibility and the deep sympathy that made him the ideal human instrument for preaching Christ's Gospel of world brotherhood.





**Martin Luther King, Jr.** (January 15, 1929 – April 4, 1968) was an African American clergyman, activist and prominent leader in the American civil rights movement. His main legacy was to secure progress on civil rights in the United States and he is frequently referenced as a human rights icon today.

A Baptist minister, King became a civil rights activist early in his career. He led the 1955 Montgomery Bus Boycott and helped found the Southern Christian Leadership Conference in 1957, serving as its first president. King's efforts led to the 1963 March on Washington, where King delivered his “I Have a Dream” speech. There, he raised public consciousness of the civil rights movement and established himself as one of the greatest orators in U.S. history.

In 1964, King became the youngest person to receive the Nobel Peace Prize for his work to end racial segregation and racial discrimination through civil disobedience and other non-violent means. By the time of his death in 1968, he had refocused his efforts on ending poverty and opposing the Vietnam War, both from a religious perspective.

King was assassinated on April 4, 1968, in Memphis, Tennessee. He was posthumously awarded the Presidential Medal of Freedom in 1977 and Congressional Gold Medal in 2004; Martin Luther King, Jr. Day was established as a U.S. national holiday in 1986.





The Holy See is the episcopal jurisdiction of the Bishop of Rome, commonly known as the Pope, and is the preeminent episcopal see of the Roman Catholic Church. It is also the sovereign entity, headed by the Pope, which governs the Vatican and represents the Catholic Church in temporal affairs. As such, it represents over 1 billion faithful Catholics, easily one of the largest and most diverse religious groups in the world.



**Dorothy Day (November 8, 1897 – November 29, 1980) was an American writer and social reformer, who founded both the Catholic Worker Movement and the *Catholic Worker*, a radical monthly newspaper, in 1933. She worked in New York City as both a journalist and a nurse. In 1927 she embraced the Roman Catholic faith. The Catholic climate of worship appealed to her. While she knew little about Catholic belief, Catholic spiritual discipline fascinated her. She saw the Catholic Church as "the church of the immigrants, the church of the poor."**



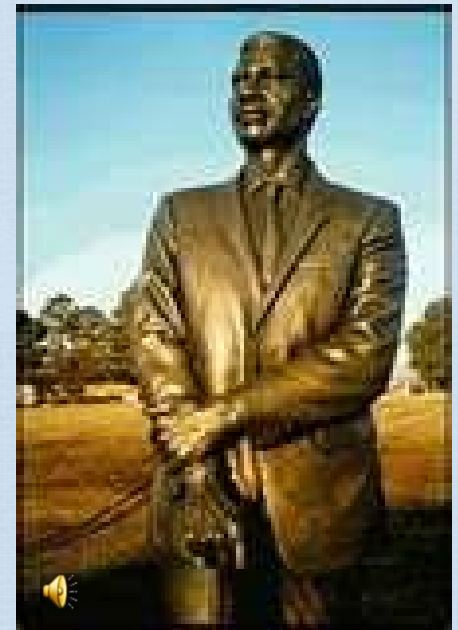
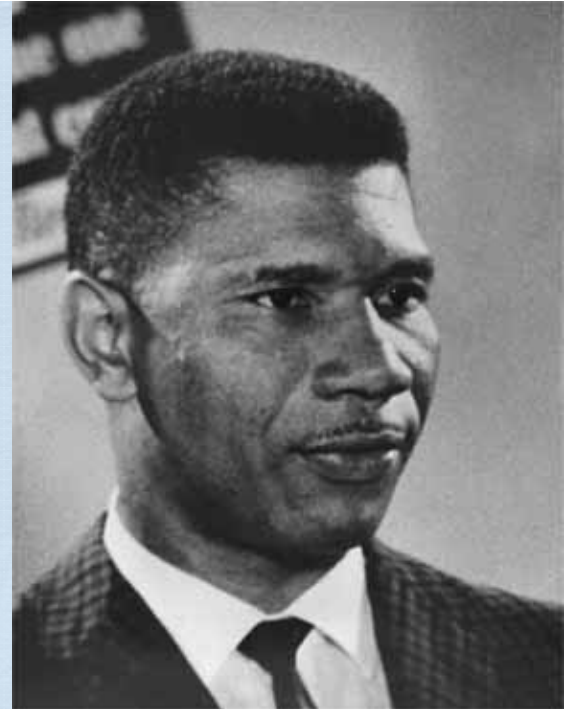
**Day's Catholic Worker Movement set out to aid the urban poor by involving intellectuals in the process and by setting up "hospitality houses" in cities and rural areas for victims of the Great Depression (1930s). It allowed Day to reconcile her political idealism with her Catholic faith. She lived in voluntary poverty in New York hospitality houses and tenements. Day also spoke out in support of peace and justice. She was a prolific writer and published many articles and books, including her autobiography, *The Long Loneliness* (1952).**



Medgar Evers (1925-1963), field secretary for the National Association for the Advancement of Colored People (NAACP), was one of the first martyrs of the civil rights movement. His death prompted President John Kennedy to ask Congress for a comprehensive civil-rights bill, which President Lyndon Johnson signed into law the following year.

The Mississippi in which Medgar Evers lived was a place of blatant discrimination where blacks dared not even speak of civil rights, much less actively campaign for them. Evers, a thoughtful and committed member of the National Association for the Advancement of Colored People (NAACP), wanted to change his native state. He paid for his convictions with his life, becoming the first major civil rights leader to be assassinated in the 1960s. He was shot in the back on June 12, 1963, after returning late from a meeting. He was 37 years old.

He organized voter registration drives and demonstrations. He spoke eloquently about the plight of his people and pleaded with the all-white government of Mississippi for some sort of progress in race relations. To those people who opposed such things, he was thought to be a very dangerous man. "We both knew he was going to die," Myrlie Evers said of her husband in *Esquire*. "Medgar didn't want to be a martyr. But if he had to die to get us that far, he was willing to do it."





Dick and Rick Hoyt are a father-and-son team from Massachusetts who together compete just about continuously in marathon races. And if they're not in a marathon they are in a triathlon — that daunting, almost superhuman, combination of 26.2 miles of running, 112 miles of bicycling, and 2.4 miles of swimming. Together they have climbed mountains, and once trekked 3,735 miles across America. It's a remarkable record of exertion — all the more so when you consider that Rick can't walk or talk.

For the past twenty five years or more Dick, who is 65, has pushed and pulled his son across the country and over hundreds of finish lines. When Dick runs, Rick is in a wheelchair that Dick is pushing. When Dick cycles, Rick is in the seat-pod from his wheelchair, attached to the front of the bike. When Dick swims, Rick is in a small but heavy, firmly stabilized boat being pulled by Dick.

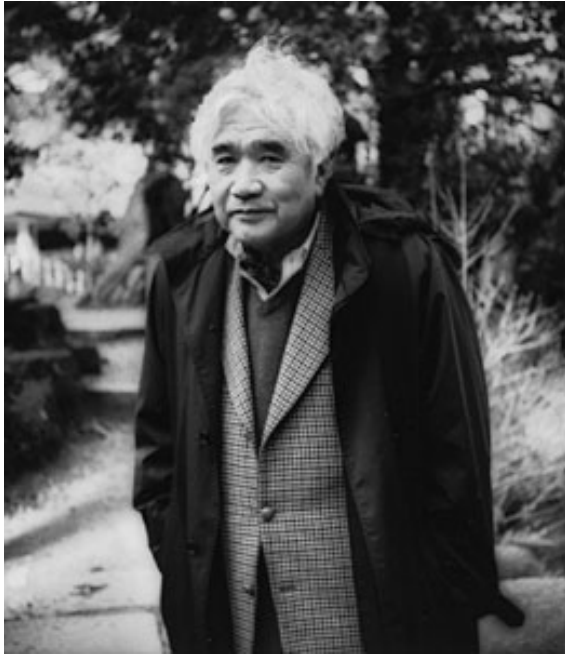


At Rick's birth in 1962 the umbilical cord coiled around his neck and cut off oxygen to his brain. Dick and his wife, Judy, were told that there would be no hope for their child's development.

"It's been a story of exclusion ever since he was born," Dick told me. "When he was eight months old the doctors told us we should just put him away — he'd be a vegetable all his life, that sort of thing. Well those doctors are not alive any more, but I would like them to be able to see Rick now."

"Nobody wanted Rick in a road race. Everybody looked at us, nobody talked to us, nobody wanted to have anything to do with us. But you can't really blame them - people often are not educated, and they'd never seen anyone like us. As time went on, though, they could see he was a person — he has a great sense of humor, for instance. That made a big difference."





**MAKOTO ODA** (June 2, 1932 — July 30, 2007) was an author and civil rights activist from Japan. Oda graduated from Tokyo University and went to Harvard on a Fulbright scholarship. Oda wrote a No. 1 best seller in Japan, *Nandemo Miteyaro* (I'll Go Everywhere and See Everything), an account of his journey back to Japan from America. It impressed both intellectuals and the emerging generation of Japanese youth and soon became almost a biblical tract for the young, no less pervasive and influential a work as was Jack Kerouac's *On The Road* to Americans and John Osborne's *Look Back in Anger* to the British.

Oda had been practically penniless during his travels: his airline ticket serving also as his meal ticket. He stuffed himself on flights, then skimped and nearly starved during his many stopovers on the ground. In Calcutta, for example, he slept on the street with the untouchables. Coming from cloistered Japanese society, he had never imagined such devastating poverty. He reported how deeply touched he was, wanting at once to escape from this endless row of hopeless humanity—most wearing only loincloths, with those possessing a single, shredding sheet flaunting it as if they were rich, and all fighting sickness and diseases like leprosy and cholera and dysentery—while he experienced the depths of shame in his heart as an irresponsible traveler passing through. Watching a desperate old woman fighting over a few bites of food with a huge, hungry dog was soul-searing enlightenment for him.

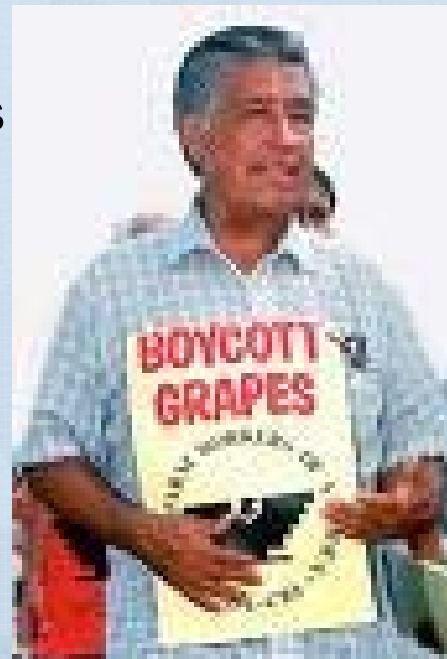


An enduring faith in democracy and individualism is the touchstone found in all of Oda's work. "Democracy for me is not a political ideology," he wrote back in 1969, "but a set of principles for how I live. I believe in 100% freedom for the individual."

"It's ironic isn't it? America taught me to speak out, yet now they always give me a hard time. Whenever I visit America I'm stopped by immigration and detained for several hours and have to argue my way in!"



**César Estrada Chávez** (March 31, 1927 – April 23, 1993) was an American farm worker, labor leader, and civil rights activist who, with Dolores Huerta, co-founded the National Farm Workers Association, which later became the United Farm Workers. Supporters say his work led to numerous improvements for union laborers. His birthday has become a holiday in eight U.S. states. Many parks, cultural centers, libraries, schools, and streets have been named in his honor in cities across the United States.



What does the future hold, & how will YOU respond to it?  
How can you erase 'ISM's'????

*“Ministry in the twenty-first century calls for a two-fold commitment to unity in diversity: to welcome and foster the specific cultural identity of each of the many faces in the Church, while building a profoundly Catholic identity that strengthens the unity of the one body of Christ. This understanding of ministry is highlighted in various pastoral statements of the bishops of the United States, including Encuentro and Mission, marking the beginning of the twenty-first century.”*

The United States Conference of Catholic Bishops



# One Man...Three Religions

“Abraham is very important to Judaism. Jews believe that God called Abraham out of Ur of the Chaldees (Mesopotamia) in order to make a covenant with him. Through this covenant, God would bless him and give Abraham’s descendants a new land.”

“Abraham is indispensable to Christianity, but for a far different reason than he is to Judaism or Islam. Christians hold to the same historical account as the Jews do; but Christians make a further-reaching conclusion. Christians view God’s interaction and covenant with Abraham as something leading up to the coming of Jesus Christ.”

“Abraham’s role in Islam is different from that which he plays in either Christianity or Judaism. Arab Muslims trace their lineage back to Abraham through Ishmael. They also see Ishmael as the one through whom God’s covenant would be fulfilled. The Koran says about Ishmael:  
“And mention Ishmael in the Book; surely he was truthful in (his) promise, and he was an apostle, a prophet.”

# *Cultural-centrism*

In Western civilization, who sets the agenda? Typically it is the verbally adept group. North America is a high verbal culture. There is a tendency to focus our attention on the western-white dominant group as the dominant culture, excluding other cultural effects.



# *Culture Definition* #1

**“A system of inherited conceptions expressed in symbolic forms by means of which human beings communicate, perpetuate and develop their knowledge about, and their attitudes towards life.”**

**Clifford Geertz**



# *Culture Definition* #2

**“A set of symbols, stories, myths and norms for conduct that orient a society or group cognitively, affectively and behaviorally to the world in which it lives”**

**P. Schineller**



# *Culture Definition #3*

**“Culture is therefore essentially a transmitted pattern of meanings embodied in symbols, a pattern capable of development and change, and it belongs to the concept of humanness itself. It follows that if religion is a human phenomenon or human activity, it must affect and be affected, by culture.”**

**Aylward Shorter**



# Cultural Competence

Being “**Culturally Competent**” means to be aware of our own prejudices when viewing different groups or individuals, i.e., “The Mysterious Other”. Our natural tendency is to surround ourselves with like individuals, either religiously, ethnically, etc., which can sometimes divorce us from understanding or including others. This should not be guilt-inducing mechanism, but rather a trigger to remind us of our need to broaden our knowledge & experience base of others outside of our own “Cultural Constant”.



# MYTHOLOGY

“The Greek word *mythos* from which the English term myth is derived originally meant simply “word”, “saying” or “story”...*Mythos* came to mean “fiction” and even “falsehood”, as distinct from *logos*, “the word of truth”. From the 4th century BC on, it was recognized that *logos* had an identifiable author, who in the Judaic, Christian and Islamic traditions may be God himself; whereas *mythos* comes down to us anonymously, from some remote source and time beyond calculation.”



*World Mythology*, by Joseph Campbell

# *Culture Checklist*

## What are my cultural myths?

(Take a few seconds to consider what is it we believe about others either from a socio-economic, religious or ethnic/racial context.)

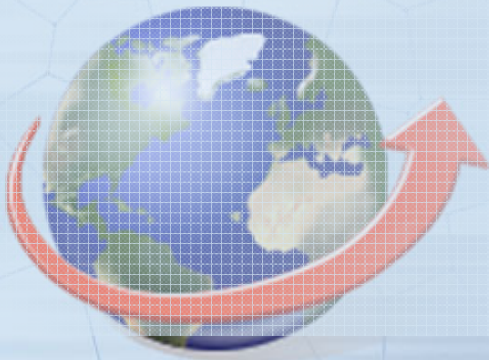


# *Culture Checklist*

What culture(s) am  
I a part of?



A common problem in the United States is that the conversation that is supposed to be centered around **“culture”** de-evolves into a conversation about **“race”**. In the U.S., race became our caste system. In truth, race does not really exist, it is simply a categorical conception created by the United States government in order to determine who was here, i.e., “The U.S. Census”.



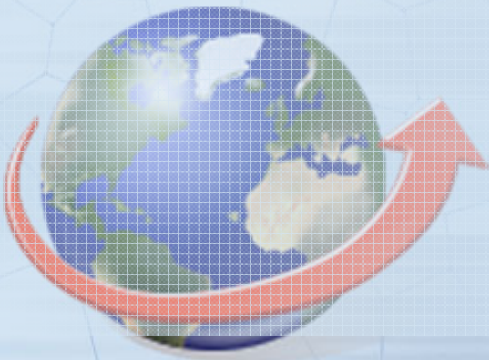
# *Culture Defined*

Culture is everything. It is age, gender, skin color (and gradations thereof), it is hair color, height, marital status, and on and on....There is no problem when one stays within their own culture of identity. Problems or conflicts tend to occur when one moves out beyond their respective multi-cultural identity or “comfort zone”. Race is just one arm of the cultural octopus.



# *Cultural Competence*

To be culturally competent simply means to be aware of one's own prejudices when viewing other groups of people or individuals, i.e., becoming self-aware of one's own prejudices and bias towards others.



## *Cultural Competence (cont>)*

A deliberate and specific method of invitation and inclusion is needed. Where does this happen in a cultural context? Whom are we inviting, and what are we inviting them to? An unfolding script, in constant need of revision.



***Culture is like an octopus, a many-tentacled thing. We align ourselves to cultural groups in a dynamic way every day, it just depends on what arm of the octopus we are looking at and when. These are constantly shifting and changing, so to therefore, is our basic identity.***



# The “New Americans”

Early in the 1980's, a new conversation emerged (first in the business community) that began to focus on “diversity”. The influx of women and non-whites into the workforce required education and consciousness raising of the notion of “difference”. This became “S\*O\*P” in business, religion, education, media, etc



# The “New Americans” (cont.)

The children born of this age “Generation Y” (and following) represent the “New Americans”, they who have grown up and lived “diversity” all of their lives (also known as “Millennials”). They have come to inhabit the world we have sought to give them. As they now reach the ages of 23-30, they are the primary targets of most technology, media and clothing marketing efforts. They have never known a world where cable tv, the Internet, and cell phones were not normative. For the most part, conversations centered in “diversity” have little impact on this generation.



# Enculturation

*The cultural learning process of the individual, the process by which a person is inserted into his or her own culture. A sociological context.*



# Inculturation

*The interaction between faith and culture. The ongoing dialogue between faith and culture or cultures. It is the creative and dynamic relationship between the Christian message and a culture or cultures. A theological context.*



# Inter-culturation

Inter-culturation is the dialogue *between* cultures. In today's multi-faceted, multiplicity of identities and orientations, it is incumbent on those of us doing theology to understand that we are not (and thus our targets of such theological dispositions and expositions) are not any *one* anything.



“Almost 40 years after ...Vatican II, local churches are still struggling to recognize that they are not the same, yet one. Intercultural theology is a new attempt to do justice to local theologies and particular experiences of churches within the universal church. It deals with such old issues as unity and diversity in theology; particularity and universality of churches; localization and globalization of contexts; in short: inculturation and interculturalization.”

Dr. Frans Wijsen



## Professional Development Questions

- How do we better facilitate cross cultural communication?
- Is there a pattern/process to keep in mind when meeting someone from a different culture for the first time?
- From marketing to actual service provision – what issues/concerns/strategies should we keep in mind?



# A Titanic Story.....

Who was the star of the movie Titanic?

\*Leonardo DiCaprio?

\*Kate Winslet (young)?

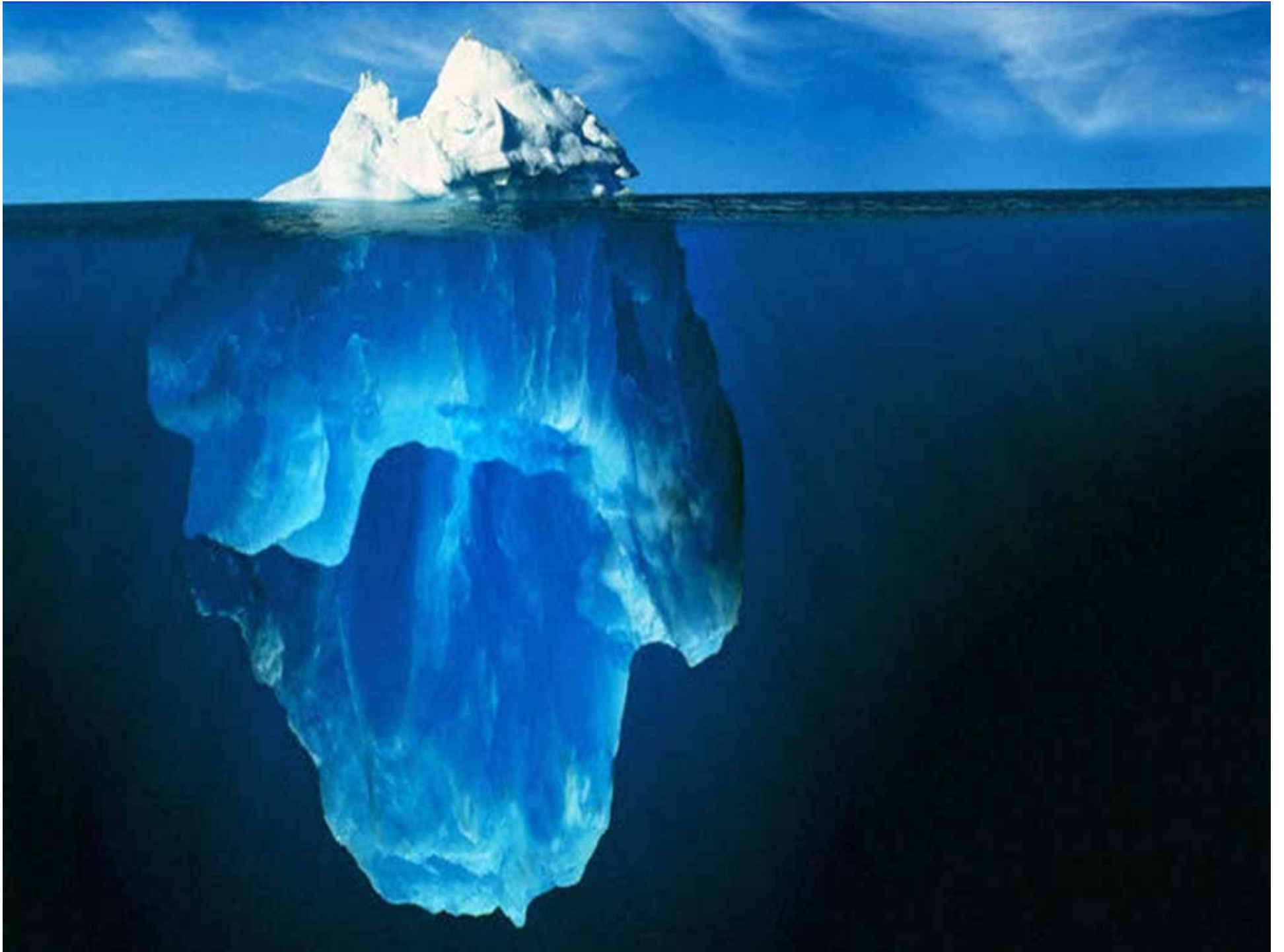
\*Older Woman (aged Kate Winslet)?

\*The Ship?

\*The necklace?

\*or???????

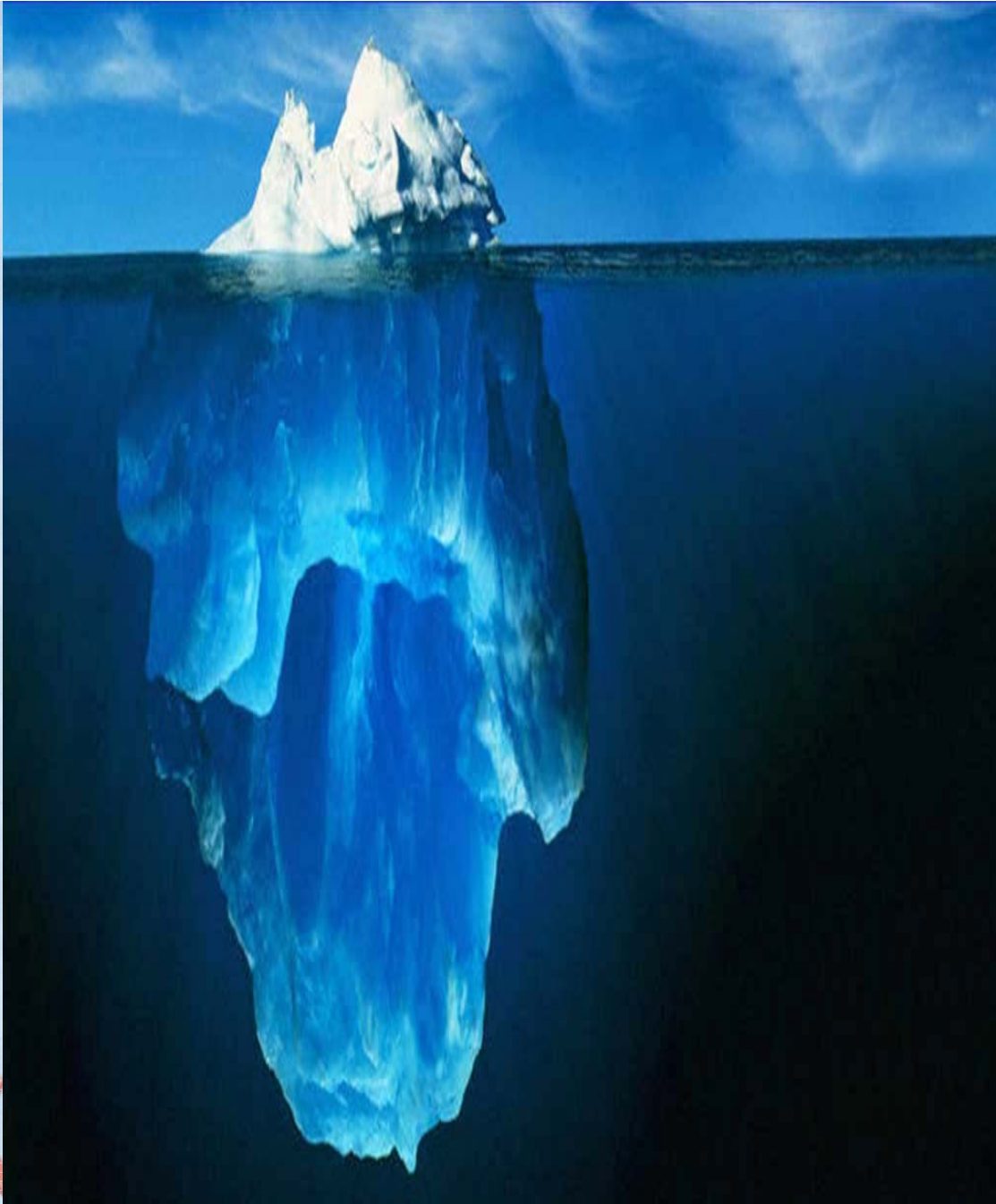




# Culture /Clash

The cultural conflict which occurs on the non-aware, internal level. That level is one of subjectivity, where we are oblivious or ignorant of why we feel or react the way that we do. (i.e., something is rubbing us the wrong way). “I don’t know why I feel this way, but I do.” You can only think the way that you think--in your own thought pattern. (Why do you examine this so differently than me?) (It is like two icebergs hitting each other below the surface...)





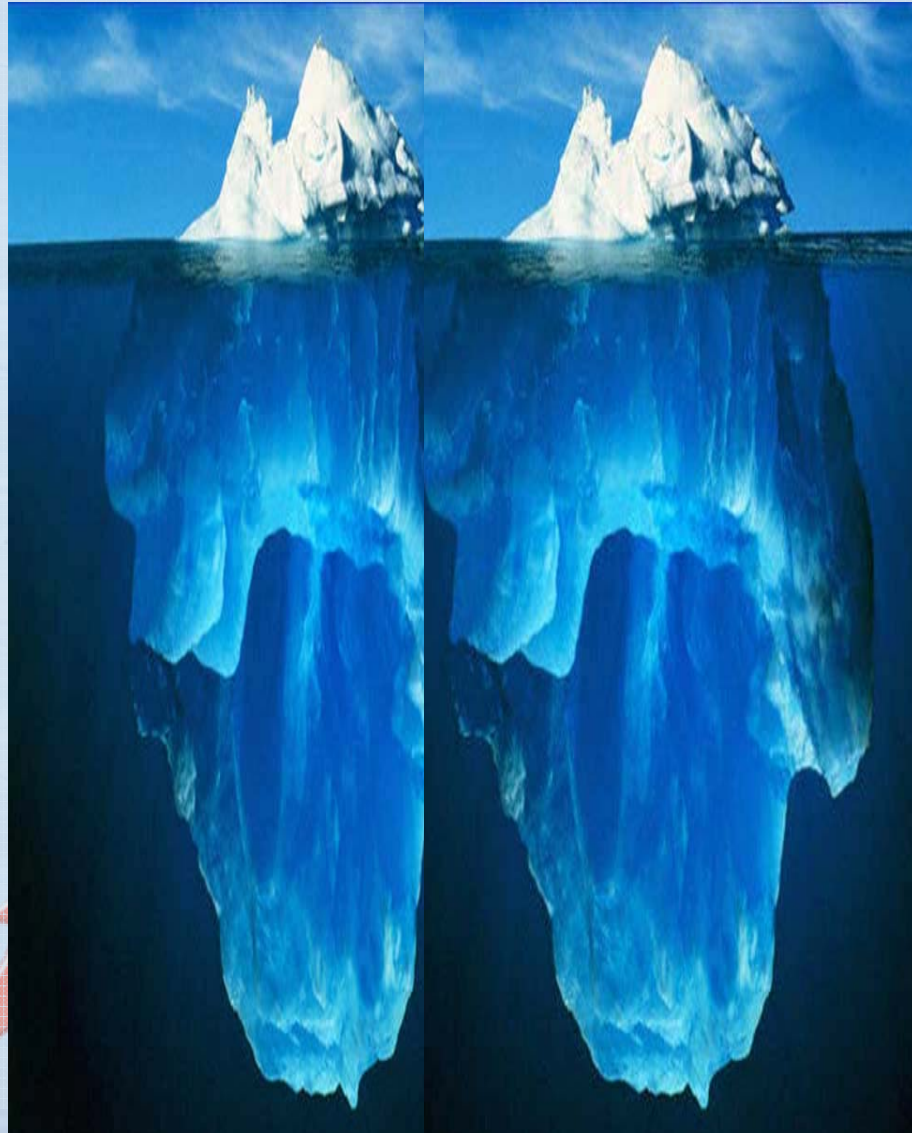
## External Values

- “Aware Level”

## Internal values

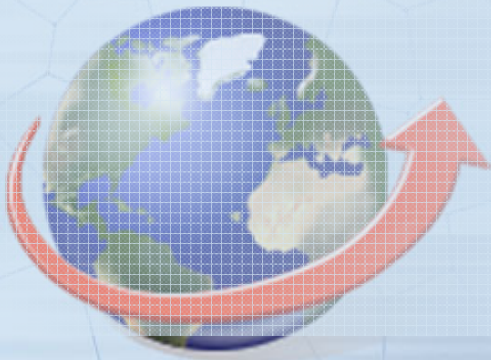
- “Un-Aware Level”

*(It is like two icebergs hitting each other below the surface...)*



# *Cultural Sensitivity*

To be inter-culturally aware means understanding unconscious values and sensitivities (non-aware levels). The more we learn about our own (non-aware) culture and values, the more we can become aware of how our cultural values and thought patterns differ from others. If we know about this difference, then we can make self-adjustments.



# *Culture Checklist*

- 1) Do my myths have any measure of validity?
- 2) Are they threatened by the myths of other cultures?
- 3) What can I learn from other cultures?



- Questions?
- Answers??
- Thoughts???
- Comments????



# Finis

A Beauty Dog Production

