



CULTURAL DIVERSITY

Challenge: Catholic Church Image

CULTURAL DIVERSITY | KEY INITIATIVE #1

Develop an archdiocesan pastoral plan for the diocesan offices, parishes and schools that articulates a clear and inspiring vision of the centrality of cultural diversity for our diocesan church and identifies measurable goals and desired outcomes to enhance the multicultural dimension of the Church in the areas of parish life, worship, leadership, families and youth.

QUICK HITS

- > Gather local examples of successful multicultural experiences (best practices) in parish life and ministry, and unsuccessful ones, as both provide opportunities for learning.
- > Offer opportunities to celebrate special events from different cultures such as a diocesan posada, Black Catholic History Month, the Vietnamese New Year, the Feast of the Ugandan Martyrs, etc.
- > Promote National Migration Week in all parishes. The theme and materials for this annual observance are provided by the Migration and Refugee Services Office of the USCCB.

INNOVATIVE IDEAS

- > Conduct a census to shed light on the cultural groups who form our local church, including demographic as well as sacramental data, as a tool for reaching out to the various groups.
- > Create diverse teams of people with training in cross-cultural skills who can assist parish staffs and parishioners grow in their knowledge and appreciation of cultural diversity.
- > Establish faith-based reflection and study groups in the parishes with the goal of a better understanding of the blessings that flow from the encounter of cultures with each other and the Gospel.
- > Provide a targeted process of formation for priests, parish directors and seminarians to enable them to minister effectively in the various cultural groups of the diocese, e.g. African American, Asian Pacific, Hispanic and Native American communities.

CULTURAL DIVERSITY | KEY INITIATIVE #2

Implement a culturally effective strategy for calling forth and supporting vocations to the priesthood, diaconate, religious life, and lay ministry among the various ethnic/cultural groups of the Archdiocese.

QUICK HITS

- > Ask cultural leaders to surface names of potential candidates.
- > Develop supportive personal relationships with these potential candidates.
- > Mentor these potential candidates in the active life of discipleship.

INNOVATIVE IDEAS

- > Create compelling videos showing real-life models of holiness from all races and cultures.
- > Have regular witness talks by people of differing racial/cultural backgrounds about living lives of dynamic discipleship.

CULTURAL DIVERSITY | KEY INITIATIVE #3

Develop a comprehensive process to pair diverse/less diverse parishes and guide them in building respectful and mutually beneficial “sharing parish” relationships with concrete opportunities for the ongoing sharing of culture and religious traditions, professional expertise, technology and financial resources. The process will include training and resources for cultural competency to support parish leaders and parishioners.

QUICK HITS

- > Visit a different parish for one of their special celebrations, e.g., the parish’s feast day, Feast of Our Lady of Guadalupe, Hmong New Year, a Summer picnic.
- > Invite the senior ministry group, Christian Mothers, or other parish group to your parish to share a meal and grow in friendship. Examples: “International Chicken” pot luck supper; “Come to the Table of Plenty”; “Pick ‘n Choose.”
- > Encourage diverse/less diverse schools to consider “sharing schools” relationships.

INNOVATIVE IDEAS

- > Offer encouragement to parish communities who wish to grow in their understanding of culture with speaker lists, study guides, and help for the study groups.
- > Hold gatherings for the sharing of culture, discussions of values, views, and most importantly, how the experience of God is expressed in different cultures.
- > Enforce guidelines such as those in the Diocese of Cleveland whereby suburban parishes cannot begin a building project or major improvements until they demonstrate they are supporting ministry in the city.
- > Establish a clearing house for parishes to connect in regards to specific needs – for example, one parish could provide mentors for the catechists at another parish, volunteers to staff a food pantry, etc. Interaction of this type will serve to build relationships and tear down stereotypes and misconceptions regarding different groups and areas of the diocese. The clearing house can also function to bring parishes together to work on service projects to benefit one of the parishes or a third party.

CULTURAL DIVERSITY | KEY INITIATIVE #4

Demonstrate our diocese’s concern for issues impacting wide segments of our society through the strong and consistent leadership, involvement and visibility from the bishops in areas of social justice, especially on issues like poverty, immigration and gun violence. This would not only speak positively of the Church but would also offer hope and motivate the Catholic faithful towards greater involvement and advocacy.

QUICK HITS

- > Ask parishes to include prayers for peace and on behalf of the victims in their Prayers of the Faithful.
- > Work with our ecumenical/interfaith partners on social justice issues.

INNOVATIVE IDEAS

- > Promote healing and peace in neighborhoods plagued by violence by collaborating with other religious leaders to bring attention to the issues and to take back our neighborhoods.
- > Demonstrate the Church’s concern for all people by inviting the Catholic community to participate in prayer services led by our bishops and other religious leaders at the sites of deaths caused by gun violence.
- > Work with local leaders to reach out to the families who are touched by these losses.

CULTURAL DIVERSITY | KEY INITIATIVE #5

Develop and implement strategic and culturally appropriate initiatives to identify, train, and support leaders to evangelize the youth and young adults in the various ethnic/cultural groups of the archdiocese.

QUICK HITS

- > Identify potential leaders within each cultural group to work with youth and young adults.
- > Identify culturally appropriate leadership models.
- > Assess and identify specific training needed.

INNOVATIVE IDEAS

- > Explore creative new possible funding sources.
- > Identify leaders based on passion and mission buy-in.
- > Involve leaders in articulating the strategic vision.

CULTURAL DIVERSITY | KEY INITIATIVE #6

Envision and implement a “Making Disciples Process” that is affordable and accessible for all, can be adapted for the various ethnic/cultural groups, and can be delivered in a variety of languages as needed.

QUICK HITS

- > Identify passionately faithful and active members of each cultural group.
- > Invite them to participate in a training group.
- > Train them in the skills of evangelization and discipleship.

INNOVATIVE IDEAS

- > Use this process to identify possible vocations and lay leaders.
- > Involve the discipleship training groups in working on local social issues for positive social change and neighborhood ownership.

CULTURAL DIVERSITY | KEY INITIATIVE #7

Promote inclusion of the various cultures in the church at all levels.

QUICK HITS

- > Invite parish choirs and musicians from various cultures to assist with diocesan events.
- > Collaboratively sponsor and plan archdiocesan Masses to pray for a specific need or mark an event in the diocese utilizing the great diversity in language, music, movement, symbols, prayer forms, clothing, etc.
- > Celebrate a Catholic Folk Festival of Faith – A day of sharing of culture through, music, dance and food at Cathedral Square Park with Mass at the Cathedral of St. John.
- > Require all Catholic Schools to promote multicultural awareness across the curriculum.

INNOVATIVE IDEAS

- > Provide culturally appropriate, accessible and affordable formational programs for lay ministry in today's diverse world.
- > Require cross-cultural training and significant immersion experience in other cultures for current and future ministers in diocesan and parish work
- > Establish a network of liturgical resource people from all cultures who are willing to contribute to multicultural worship in the diocese, suggest resources and events, etc.
- > Ensure that diocesan liturgies, programs and celebrations include, reflect and celebrate our cultural diversity. This will serve as a model for parishes to do the same.
- > Offer training sessions regarding the liturgical and musical traditions of the cultures in our diocese. Work towards inclusion of these liturgical and musical traditions into parish and diocesan worship.
- > Diversify the Cathedral choir's membership and expand its repertoire so that it is more reflective of the cultures and languages in the diocese (beyond English and Spanish).