


**Intercultural Competence
And the Social Discipline Window**

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Pope Francis, *Joy of the Gospel*

"My mission of being in the heart of the people is not just part of my life or a badge I can take off; it is not an 'extra' or just another moment in life. Instead, it is something I cannot uproot from my being without destroying my very self. I have a mission on this earth; that is the reason why I am here in this world. We have to regard ourselves as sealed, even branded, by this mission of bringing light, blessing, enlivening, raising up, healing and freeing. All around us we begin to see nurses with soul, teachers with soul, politicians with soul, people who have chosen deep down to be with others and for others."

Resource for this presentation is from a workbook published by the United States Conference of Catholic Bishops

Building Intercultural Competence for Ministers

RESPECT: Respectful Communication Guidelines

- *Responsibility* for what you say feel, and speak with words others can hear and understand.
- *Empathetic* listening, not just words but also feelings being expressed, non-verbal language including silence.
- *Sensitive* to differences in communication styles.
- *Ponder* on what you hear and feel before you speak.
- *Examine* your own assumptions and perceptions.
- *Confidentiality*.
- *Trust* in the process. We are not here to debate what is right and wrong but to experience dialogue.

◦ The Mutual Invitation Process


- —from Eric H. F. Law, *The Wolf Shall Dwell with the Lamb*
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Method of Mutual Invitation

- The leader clarifies what the group members are being invited to share.
- The leader gives guidelines about the use of time.
- The leader may share first or may invite another person by name to share.
- Who you invite does not need to be the person next to you.
- After the person has spoken, that person is given the privilege to invite another to share.
- If the person invited chooses not to share, the person may simply say "pass" and proceed to invite another to share. No explanation is needed or given for passing.
- The process will continue until everyone has been invited to speak.
- At that time, any person who passed will be invited again to share. Persons are still free to pass.
- The main activity of the group is to listen.

Three Outcomes

- Define racism and ways we alienate the "other"
- Understand *integration* vs. *assimilation*
- Apply developmental process of *integration* using the Social Discipline Window



Definitions

- *Integration* is to welcome all cultural/ ethnic communities at all levels in our community
- *Assimilation* is to force new immigrants to give up their language, culture, values and traditions to “fit” into the existing community.

Integration works toward mutual enrichment through interaction among all cultures

What is Racism

Social dysfunction in which people do not see their brothers and sisters in the same human family.

Judgments and Patterns to Justify Actions


1. **Generalize** – we may lump everyone into negative stereotypes or describe them as out-groups.
2. **Demonize** – deciding they are “bad” and assigning behaviors/norms that are dangerous to others.
3. **See them as helpless** – poor, uneducated, unable to speak our language, in need of a “handout.”
4. **Trivialize painful differences** – failing to see the depth of the experience of the other, based on what they have been given – not acknowledging how their suffering has affected them as a culture.
5. **We make them invisible** – treating them as though they do not exist or are powerless as the out-group.

Social Discipline Window

TO	WITH
NOT	FOR

Demonize TO	Collaborate to understand Integrate vs. assimilate WITH
Invisible to us NOT	Helpless – they need to rely on us! FOR

**Encounter
Transform
Break Bread
Solidarity**



Cultural Identity

Movement 1: Reach Out and Meet People Where They are

- o Mission
- o Affirmation
- o Invitation

Movement 2: Demonstrate Hospitality/ Make People Feel at Home

- o Welcoming
- o Identity
- o Trust and Safety

Movement 3: Organize by Developing Roles/Responsibilities

- o Opportunity
- o Support
- o Room to Grow

Belonging

Movement 4: Build Relationships Across Cultures

- o Community
- o Celebration
- o Relationships

Movement 5: Champion Leadership Development and Formation

- o Mentoring
- o Access
- o Recognition

Movement 6: Open Wide the Doors to the Decision-Making Process

- o Decisions
- o Leadership
- o Representation

Ownership

Movement 7: Strengthen a Sense of Ownership

- o Discernment
- o Solidarity
- o Authority

Movement 8: Sow and Reap Full Ownership and Stewardship

- o Shared Responsibility
- o Inclusivity
- o Discipleship

Movement 9: Achieve Full Commitment to the Community's Mission

- o Unity
- o Mission
- o Universality

Great Questions to Begin

- o Share the story of why you are here
- o What do you hope for your cultural identity here?
- o What do you need from this community?
- o What are we doing to welcome you?
- o What can we learn to do better to welcome?
- o What is one thing you wish we knew about you?
- o What is one thing you'd like to know about me/us?
- o How can we begin to integrate?
- o How can we more fully integrate?



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