

Opening Prayer

Celebrating Diversity

Almighty God, through your Holy Spirit you created unity in the midst of diversity;

We acknowledge that human diversity is an expression of your manifold love for your creation;

We confess that in our brokenness as human beings we turn diversity into a source of alienation, injustice, oppression, and wounding. Empower us to recognize and celebrate differences as your great gift to the human family.

Enable us to be the architects of understanding, of respect and love;

Through the Lord, the ground of all unity, we pray.

- Author Unknown



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Grace
Confidentiality
Share the Air



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Objectives of Workshop:

- *Learn key concepts in intercultural communication and practical examples of these dynamics in pastoral settings.*
- *Increase awareness and sensitivity on how to communicate effectively with individuals and groups in cultures other than your own.*
- *Be able to identify some of the cultural features that play into group dynamics, particularly in leadership, decision-making, meetings and conflict.*

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Low Context Communication: Individualist (Standard American Culture)

- Body language
- “yes” means “yes” and “no” means “no”
- Silence
- Body Language
- Eye contact
- Personal Space
- Modes of greeting



Individualistic Culture

- Personal-emphasized
- Views people as unique
- Encourages self-expression
- Emphasizes competitiveness

Collectivist Culture

- Social-emphasized
- Views people as part of a group
- Discourages self-expression
- Emphasizes group harmony

High Context Communication - Collectivist (Cultures that have more Interconnected Relationships)

- Body language
- Eye contact
- “Personal” space is communal
- Modes of greeting, i.e. greeting someone from the opposite sex
- Telling “yes” and “no” apart
- Silence can be used differently



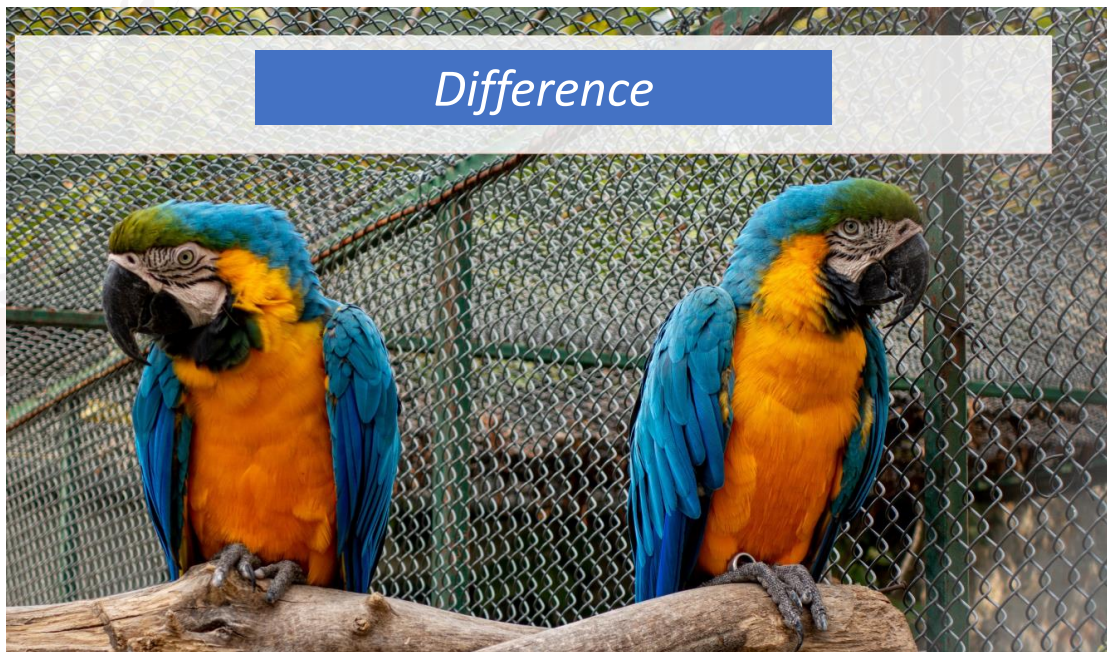
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Conducting Meetings with Different Cultures

Individualist (Low Context)	Collectivist (High Context)
Equality	Hierarchy. Elders are first to address a particular issue before opened to debate
Concern for the long-term	Concern for the short-term
Task-oriented	Relationships and face-saving
Called for a purpose and a clear agenda, established ahead of time	Maintenance of good relationship among participants
Debate	Harmony
Begin and end at prescribed times	Meeting cannot start until everyone has had a chance to greet everyone else and inquire about their families, their health, etc.
Clear rules of order	May require eating and drinking



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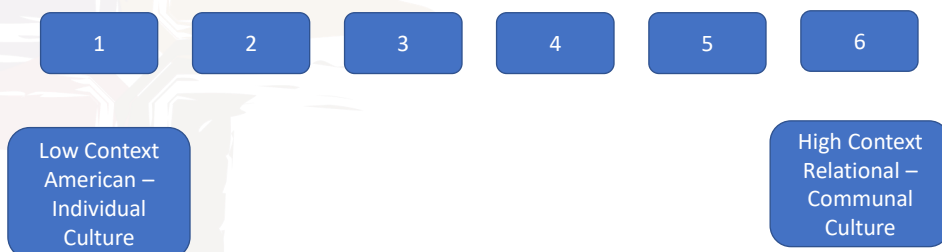
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- *Acknowledge differences in communication styles so you can respond to those differences appropriately*
- *Introvert ~ Extrovert*
- *Gender*
- *Cultural Perspective*
- *Religious Diversity*
- *Power Imbalance*
- *Age*
- *Ablism*
- *Geographic perspective*
- *Other:*

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Group Dynamics



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What are some of the challenges that can arise (or that you have experienced) when communicating with a person from a culture different than your own or with a different communication style?

What are some cultural features that play into group dynamics, particularly in leadership, decision-making, meetings and conflict?



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"Unity does not imply uniformity; it does not necessarily mean doing everything together or thinking in the same way. Nor does it signify a loss of identity. Unity in diversity is actually the opposite: it involves the joyful recognition and acceptance of the various gifts which the Holy Spirit gives to each one and the placing of these gifts at the service of all members of the Church. It means knowing how to listen, to accept differences, and having the freedom to think differently and express oneself with complete respect towards the other who is my brother or sister. Do not be afraid of differences!"

-Pope Francis, Address to Catholic Fraternity of the Charismatic Covenant Communities and Fellowship, Oct. 31, 2014

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