



The Global Coordinating Group of the leaders of the 4 Federations and 4 international congregations meets annually. In 2014 it described its most pressing concern as helping new sisters incorporate into communities that are rapidly becoming more ethnically and culturally diverse. They felt there was a need to offer training for formators to give them new tools to address this concern. The US Federation of the Sisters of St Joseph applied for a grant to the Conrad N. Hilton Foundation to provide funding to develop a curriculum and train sisters who could share this curriculum with others.

The Hilton Foundation was intrigued with the idea of developing a program to address this concern to assist formators and newer members with this important issue but also the idea of offering a grant to sisters of many congregations within a single charism.

**Colmare le lacune tra
le culture opposte.**

**Comblér les lacunes
entre les cultures
opposées**

**Ser ponte entre
culturas opostas**

**Llenar lagunas (o
vacíos) entre culturas
opuestas.**

**Bridge gaps between
opposing cultures**



Hilton recognizes, as we do, that women religious have the unique call to bridge gaps between opposing cultures. Globalization and migration intensifies this diversity among the sisters and those with whom they minister. Formators are not adequately prepared to deal with the issues of cultural diversity and conflict management. They need new tools and skills to bridge these gaps.

**Semeando em
comunidades locais**

**Seed local
communities**

**Sembrar en las
comunidades locales.**

**Seminare le comunità
locali.**

**Ensemencer les
communautés locales.**



Providing this training will seed local community living situations with a greater number of sisters prepared to mediate cultural conflicts. Our priority populations to receive this training are formators, newer members, and those sisters who live with newer members still in formation. The training is open to all sisters and we think that many sisters will want to use it at their places of work and with lay people as part of faith formation.

When refined and completed, this program and all its materials will be available in 5 languages, English, French, Italian, Portuguese, and Spanish

Les congrégations deviennent rapidement plus diversifiées ethniquement et culturellement.

Las congregaciones se están volviendo, rápidamente, más diversas étnica y culturalmente.

Congregations are rapidly becoming more ethnically and culturally diverse

Le congregazioni, stanno rapidamente diventando sempre più diverse etnicamente e culturalmente.

As Congregações estão rapidamente se tornando étnica e culturalmente mais diversificadas.



It is challenging for congregational personnel and the new members to discern whether tensions that they are experiencing are cultural or truly a sign that religious life is not a correct life choice for a newer member.

Having a curriculum that helps the participant have greater awareness about cultural issues, a deeper change of heart and the skills to address issues as they come up, will assist formators and newer members. This curriculum will offer them a common experience and frame of reference to assist them in addressing these issues.

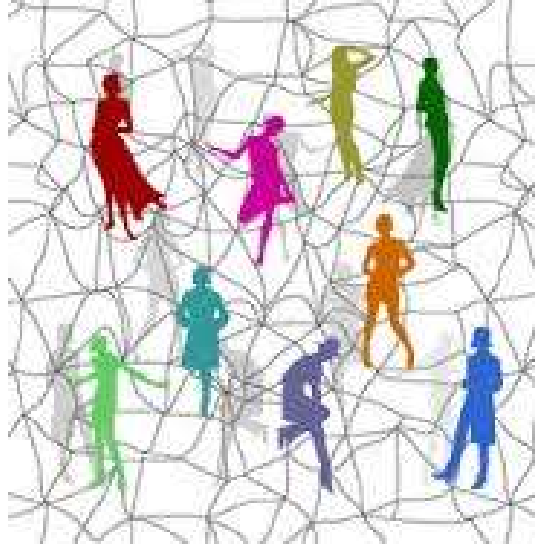
**Prepared and networked globally
to respond to the new needs that
our fractured world presents**

**Preparados em rede, a nível
global, para responder às novas
necessidades que mostram nosso
mundo fragmentado.**

**Preparadas y en red a nivel
mundial, para responder a las
necesidades que nuestro mundo
fracturado (o roto) nos presenta.**

**Être préparées et mises en
réseau à l'échelle mondiale pour
répondre aux nouveaux besoins
présentés par notre monde
fracturé.**

**Preparate e in rete a livello
globale per rispondere alle
esigenze che il nostro mondo
fratturato presenta.**



Our ultimate desire is to have new members prepared and networked globally to respond to the new needs that our fractured world presents.

We will offer this class 5 times in Le Puy; once to directors of temporary profession, once to novice directors, once to candidate, postulant, or vocation directors, and two times to newer members. We will have the opportunity to discover and address cultural issues in these classes of 25 sisters, each of which will be representative of our global family of St Joseph.

**Modèle de gestion
non-violente des
conflits.**

**Modelo de gestión,
no violenta, de
conflictos.**

**Modello di gestione
non-violenta dei
conflitti.**

**Model non-violent
conflict management**

**Modelo não violento
de gestão de
conflitos.**



The transformative value to us as a family of St Joseph, as we commit to identifying and embracing our diversity and to learn, practice and model non-violent conflict management is tremendous.

**Crescer na
empatia**

**Aumentare
l'empatia**

**Accroître
l'empathie.**

**Increase
empathy**

**Aumentar la
empatía**



Participants will increase empathy. Empathy is the sharing or understanding of feelings. Many times we are unaware of the feelings of those who are of a different culture. We assume they are just like us or perceive situations the way that we do. It takes a lot of work to talk about how a person perceives a situation, how they feel, why they might feel it. The ability to have empathy and really try to see things from a perspective not your own is essential.

Once we are able to feel empathy for someone who is different than us, we often assume that this will be enough. However, it is not. These difference often lead to conflict, power struggles, and lack of comfort. We need to develop skills for addressing this cultural conflict. Because our culture and ethnicity are so much a part of us, these types of conflicts often feel more personal and more volatile than other conflicts with which we may be involved

Experiencias de vida

Expériences de vie

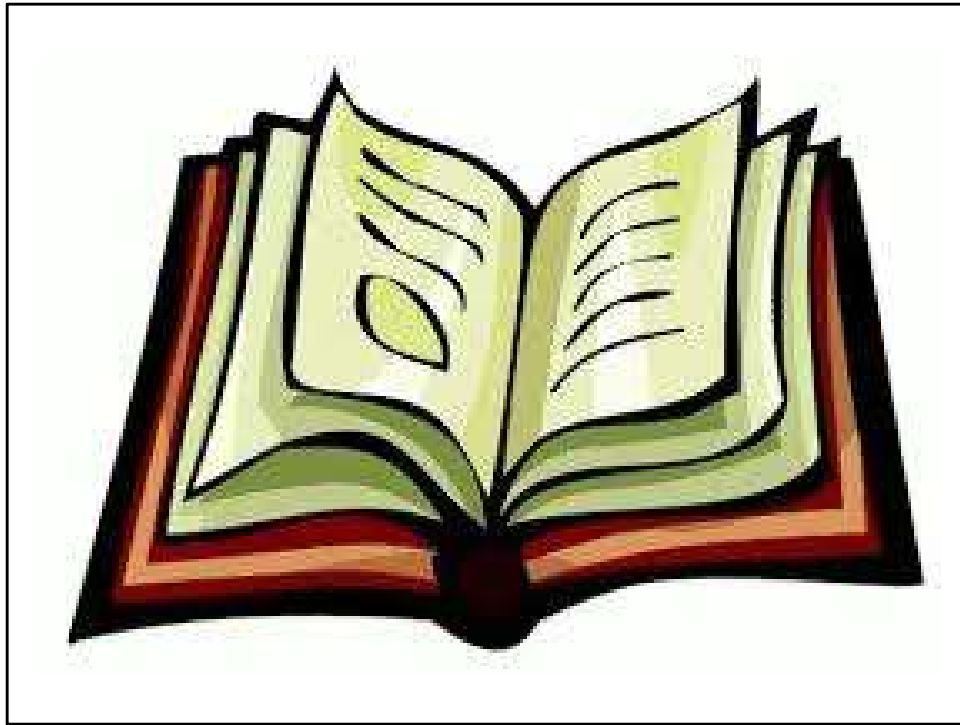
Esperienze di vita

Experiências de vida

Life experiences



We have 2-1/2 years to refine the curriculum that we will be developing here over these next 10 days. One way we will continue to enhance the curriculum is by infusing learnings from participants real life experiences. That is why your role as teachers is so important. As you work with this curriculum, you will discover items that we thought were cross cultural but are not. You will hear from participants about experiences that they have, issues that we have not thought of and items that need attention. This is a tremendous opportunity for us to build from the starting point that we will create here together.



So what are some essential components of this curriculum:

- It is a train the trainer type program. Each person who attends returns to their own country/region and teaches the class at least 3 times, averaging sharing the class with 75 sisters- some sisters may teach the class 3 to 5 times but to smaller groupings
- The training in Le Puy will have translators for all five languages
- Expenses for travel and room and board for all trainers to come to the training in Le Puy are paid
- Materials will be available in all five languages- participants will leave with a set of materials and receive updates as refinements are made



Of the 125 sisters who come to Le Puy, we have the opportunity for 10 of them to receive a post secondary certificate in cultural diversity and conflict management (exact title yet to be determined) from Avila University, if they are interested in doing additional work.

This certificate will be from 12 hours of university credit earned by completing this class in Le Puy and doing additional course work online that will deepen the understanding of the course material we work on here. We currently have the funding for 10 people to get this certificate. If there is greater interest (and I think there will be) and people are able to use the technology, then the Hilton Foundation has said that we can request supplemental funding. These 12 credit hours can be used towards a bachelor's degree.



From this tiny kitchen and our first sisters, we have spread all over the world. Our charism is unity. Today with the challenges of globalization and migration we need to find new ways to engage the dear neighbor and to be the congregation of the great love of God. Hopefully this curriculum will unite us in this effort of bring unity where there is a lack of harmony.

Tomorrow I will talk about the specific outcomes that we need to achieve to comply with this grant.