

Engage Difference! Deepening Understanding for Intercultural Ministry (DUIM)

Full Program Description www.interculturalleadership.ca/duim

Local Host Group

The Engage Difference! DUIM program is intentionally shaped by the local context. The primary role of the local host group is in this shaping as well as helping with logistic and promotion of the program.

Exploratory Meeting

- Overview of the vision, pedagogy, and content of the program www.interculturalleadership.ca/duim
- Description by local group of the local context including experiences of ministry across difference
- Initial discernment around how local context would shape the program.
- Discernment: is there a need for the program and potential interest in this context?
- Decision whether to offer the “Engage Difference! DUIM” program in the context.
- Naming potential ecumenical local host group members. Tentative timeline for offering program.

Experience of DUIM Program

- One or two members of local host group participate in an offering of DUIM in another location (participation subsidized by FILL/CCC and member denominations)

Local Host Group

- Formation of a local host group
 - An initial full meeting in person or via skype/teleconference
 - Further discernment of local context issues and how they might shape the program
 - Set dates, location, meals, accommodation
 - Name potential resource people & contact information
 - Intercultural Mentor
 - Session resource people
 - Activities
 - Name logistics person
 - Potential co-facilitators
 - Promotion strategy
 - Identify potential local bursaries
 - Program redesign: small working group as necessary for context
 - Secondary meetings by email or phone as needed
 - Follow up & check in
 - Confirming resources & activities
 - Promotion strategy
- Pre-program and program
 - Local program promotion and participant recruitment.
 - Small amount of help with logistics, transportation, etc. as needed
- Post program
 - Evaluation
 - Decision to offer again
 - Re-forming of local host group



Forum for Intercultural Leadership and Learning provides:

- Overall program guidance, program design and program facilitation
- Program supplies and materials
- Registration process, finances, booking space, accommodation, meals
- Resource people booking and remuneration
- Network participants with program alumni

Intercultural Mentor

- Someone from outside Canada's "dominant" culture but has experience both negotiating the dominant and their own cultures as well as having gifts as a "translator" across cultures.
- As a full participant the intercultural mentor accompanies the program and engages in the activities of the program bringing wisdom, experience, challenges, and story to the conversations.
- Shapes a daily reflection time: Reflect on or respond to the conversations of the day and challenge the participants. Often the intercultural mentor is able to help the participants recognize assumptions, provide different ways of thinking, or note conversations participants are avoiding.

Session resource people

The local host group's identification of context issues will shape these components. Within the program design there are 3 or 4 possible times for resource people to engage the program. Some examples of topics:

- Culture and theology
- Conflict and culture
- Pastoral care across cultural differences
- Indigenous ways of knowing
- Worship and Culture
- Migration and the Church

Activities

Out of the context the local host group may identify activities that engage themes of the program. Examples include a special meal, a social activity, or a spiritual or cultural activity such as an Indigenous sweat lodge, dance class, worship, etc.

Logistics person

Up to 3.5 days work. "Loaned" to program by an institution or paid by Forum for Intercultural Leadership and Learning:

- Assist local committee in recruiting resource people
- Point person for site, accommodation, food booking
- Coordinate some program logistics (ie help with room set-up)
- Purchase and gathering of supplies
- Coordinate airport pickups
- Hospitality and welcome first morning.
- Help with program clean-up and packing.

Potential co-facilitators

Part of the mandate of this program is to build local capacity. The local host group may identify someone with gifts and interest in facilitation. FILL will work with this person toward their facilitating some of the program conversations and activities.



Sample Program: 5-Day Intensive - May 9-13, 2016 Sandy Saulteaux Spiritual Centre, Manitoba

Day 1 - May 9	Day 2 - May 10	Day 3 - May 11	Day 4 - May 12	Day 5 - May 13
8:30 Registration Refreshments	8:30 Gathering and Refreshments	8:30 Gathering and Refreshments	8:30 Gathering and Refreshments	8:30 Gathering and Refreshments
9:00 Opening Worship Welcome to land	9:00 Prayer Recall Learning Introduction to Group Projects	9:00 Prayer Recall Learning	9:00 Prayer	9:00 Prayer Recall Learning
Introductions Purpose of Program Preparing for Learning Together	Developing Intercultural Skills II: Exploring Power Culture of Whiteness	9:15 Culture of my church/community/ self	9: 15 Engaging Conflict 11:30 Debrief Culture & Conflict	Group presentations
LUNCH 12:00-1:30	LUNCH 12:00-1:30		LUNCH 12:00-1:30	LUNCH 12:00-1:30
Developing Intercultural Skills 1: Cultural Identity, Awareness and Literacy Intercultural Mentor: Closing Circle	Historical Foundations Exploring Privilege & Social Location Joy and Vocation for unlearning racism	Exploring Culture and Theology: Sweat with Elder Culture and Theology	Taking stock of learning/Integration Small group work: Applying learning to ministry contexts 4:30 Circle Intercultural Mentor Prayer	Self & community care Evaluation Next steps Intercultural Mentor 3:45 Closing Worship-Communion?
SUPPER	SUPPER	SUPPER	Supper	Supper
6:30-8:30 Telling our story through art Closing prayer	6:30-8:00 Culture & Pastoral Care Intercultural Mentor/Prayer	Optional evening social activity	(Small group prep if needed)	departures



Sample Program: 12-week course on-line course. Three-hour sessions. Winter 2022.

Week 1: January 10

- Course overview
- Pedagogies for Intercultural Ministry
- Gathering and building an intentional learning community

- Activities
 - Opening worship naming/weaving participants and their ministry contexts
 - Identifying the qualities of significant moments of transformative learning. The hermeneutic circle. The context, community, and experiential focus of this course's pedagogy.
 - Community agreements to create safer space for learning. Agreements for courageous conversations about race. Mutual invitation.
 - Introducing the course Intercultural Mentor.



Week 2: January 17

- Telling our Intercultural Stories and journeys
- Mapping stories of migration and experiences of diversity

- Activities
 - Mapping stories of migration and experiences of diversity
 - Telling our Intercultural Stories and Journeys



Week 3: January 24

- Culture and Interculturality: definitions and models
- Faith perspectives on community and culture

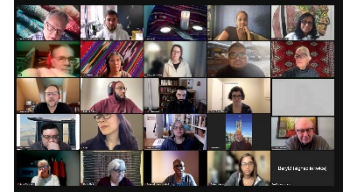
- Activities
 - Definitions of culture
 - Perception/observation, Unconscious bias
 - Clarifying terms: stereotyping, prejudice, discrimination, racism, systemic racism
 - The iceberg model of culture
 - Definitions: multicultural, cross-cultural, issues of power and cross-cultural, intercultural, just intercultural
 - Theological images of just intercultural: shalom/peace, right relationship, Beloved Community
 - FILL Interculturality Framework and Guiding Principles: An Invitation to Conversation and Dialogue





Week 4: January 31

- Goals and Joy of exploring racism, power and privilege
- Modelling and describing power
- Characteristics of the dominant /White culture
- Activities
 - Goals of Exploring Power and Privilege
 - The Joy of Undoing Racism
 - Characteristics of White culture
 - Modelling power, definitions of power, types of power



Week 5: February 7

- Exploring power, privilege, racism, social location, intersecting axes of privilege
- Mono-cultural to inter-cultural individuals and institutions
- Activities
 - Understanding White privilege: the colour-line
 - Individual & Institutional Movement Between Monocultural and Intercultural Frameworks
 - Definitions: social location, privilege, entitlement, social capital, cultural capital
 - The Power Flower, Intersecting axis of power, privilege, oppression, and



Week 6: February 14

- History of Canada's and Christianity's relationship with "the other" including missiology, Doctrine of Discovery, Biblical texts and Christian theologies.
- Economics and Interculturality
- Activities
 - Creating models/images/sculptures of the Christian and Canadian histories of relating to the "other": resources and blocks to intercultural community
 - Guest lecture: Interculturality and Economics



February 21: Reading Week (no class)

Week 7: February 28

- Reconciliation: Decolonizing land acknowledgements
- Integration of tools: Exploring the cultures of our denominations and ministry settings
- Activities
 - Guest lecture: Decolonizing land Acknowledgements
 - Creating images and models of the cultures of our contexts and denominations using the tools of the previous weeks





Week 8: March 7

- Engaging Conflict Across Cultures
- Activity:
 - Guest workshop facilitator on engaging conflict



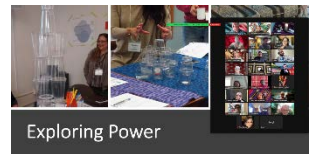
Week 9: March 14

- Theology and culture
- Theologies from the margins
- Activities:
 - Guest lecture: Theology and Culture
 - Readings and reflections: articles written by theologians outside White euro.



Week 10: March 21

- Theories of change
- Small group projects: practical design and implementation of the learning to our contexts
- Activities
 - Presentation on models of change: letting go-letting be-letting become, comfort zone-grace margin-danger/fear zone
 - Group work to design activities for local contexts



Week 11: March 28

- Practice and feedback of small group projects
- Activities:
 - Practice projects/design and group feedback



Week 12: April 4

- Self and Community Care: making the work sustainable
- Next Steps in Intercultural Ministry and Leadership
- Closing Community liturgy
- Activities:
 - Models and tools for self care
 - Regional and denominational caucusing
 - Recalling learning
 - Closing liturgy using image of the size of the communion table

