

DIOCESAN ACTION PLAN FOR IMPLEMENTING *WELCOMING THE STRANGER AMONG US:* UNITY IN DIVERSITY

Action Plan for the Diocese of:	
Diocese Name:	
Date Plan Completed:	
Person Completing Form Address Phone No.	
(Arch)bishop Endorsement:	

Formulating a Diocesan Action Plan
<p><u>During the 90-minute training session</u></p> <ul style="list-style-type: none"> • Delegates will be invited to read through all of the questions listed in this booklet before beginning to answer any one question. Each diocesan delegation will then be asked to choose a question or questions they wish to begin working on together during the 90-minute training session allotted to diocesan action planning. • By the end of the 90-minute training session, each diocesan delegation should decide: <ul style="list-style-type: none"> - when and where the delegation will meet again to continue working on the plan - with whom delegates will consult with to further develop aspects of the plan - what will each individual delegate will do to follow-up on the development of the plan. <p><u>After returning to the diocese</u></p> <ul style="list-style-type: none"> • Diocesan delegates to the <i>Unity in Diversity</i> training program are encouraged to meet with one another after returning to the diocese to continue work on the action plan. Delegates should also arrange meetings with diocesan colleagues from their own category of ministry, or related ministry, to inform their colleagues about “best practices” learned during the training, and to discuss with them which practices might be adapted for their own diocesan ministry. The diocesan delegation should also solicit a wide spectrum of feedback from other diocesan leaders and directors before finalizing a plan. • Each diocese wishing to apply for a grant, must complete their diocesan action plan and return a copy of it with the grant application in order to be eligible for funding. • Dioceses who are not applying for grant funding are still requested to return a copy of their completed Diocesan Action Plan six months after their diocese has attended the <i>Unity in Diversity</i> training program. Reviewing these plans will help the Bishops’ Committee on Migration and their staff in Migration and Refugee Services’ Office for the Pastoral Care of Migrants and Refugees evaluate the success of the training program and develop new programs to help serve the dioceses.

I. Diocesan and Parochial Structures Which Foster Unity in Diversity

A. Assessing the diocese's current structures

- Does our diocese have an office, or offices, that attend(s) to the pastoral needs of ethnically and culturally diverse groups?
- Does our diocese offer an array of social services to immigrants, refugees, migrants, and people on the move such as resettlement services for refugees and legal immigration counseling / services?
- Is our diocese involved in advocacy efforts on behalf of immigrants, refugees, migrants and people on the move?
- Does our diocese participate actively in National Migration Week and other initiatives to educate the faithful about the Gospel mandate to “welcome the stranger among them?”

B. Assessing our parishes' current structures

- Do the majority of parishes in our diocese provide organized outreach and hospitality to newcomers in the parish?
- Review the above list of questions, reflecting upon them from a parish perspective (i.e. *Do the majority of our parishes have...., provide...., participate...etc.?*)

C. Evaluating how our diocese serves the “stranger among us” through its structures

- Who are the “strangers” among us in our diocese - immigrants? refugees? migrants? other mobile populations? (What is the census telling us? Are there groups in our diocese that we don’t know about? What groups are the biggest? smallest? most isolated? most vulnerable groups? etc.)
- Are our current structures serving the needs of the above-identified groups? Are there groups whose needs are not being adequately addressed by our diocese (in our schools, in our social services, in our pastoral care, in our advocacy efforts, etc?)... Why? Why Not?
- What are the strengths of our current structures in serving their needs? What are the weaknesses?
- How can we improve upon our current structures and improve our diocese’s capacity to meet their needs?
- Were there any best practices that we learned of, or contacts from other dioceses that we made, during this training program that will help our diocese in our plans for improvement? If so, what and whom?

D. Evaluating how our parishes serve the “stranger among us” through their structures

- Do the majority of our parishes have an organized plan and corresponding structures to meet the needs of immigrants, refugees, migrants and other mobile populations in their community?
- Answer the questions above from a parish perspective (i.e. *Do our parishes know what cultural and mobile groups exist in their communities? ... strengths/ weaknesses of the parishes in addressing the needs of these groups? ...best practices from the training that could be of assistance to our parishes?*)

E. Setting Diocesan and Parochial Objectives to Enhance Structures and Capacity

- What objectives does our diocese wish to establish for the next 12 month to enhance our institutional capacity to meet the needs of the “stranger among us”?
- How would we rank these objectives in terms of priority?
- Who will take a lead agent role for each of these priority objectives?
- What action steps will be necessary to achieve each objective?
- What is the timeline for each of these objectives?

F. Setting Objectives for the Parishes to Enhance Structures and Capacity

- At the diocesan level, how will we help the parishes establish and meet objectives to enhancing their capacity to meet the needs of immigrants, refugees, migrants and mobile populations in their communities?
- Address the issues of who will serve as the lead agents for reaching out the parishes, priorities for engaging the parishes, action steps and timelines.

G. Identifying Resources

- What resources does our diocese have that we can contribute to increasing our diocesan and parochial capacity to “welcome the stranger among us” and building “unity in diversity?” (Committed personnel, financial resources, etc.)
- What resources are we lacking as our diocese attempts to achieve the objectives we have set for ourselves at both the diocesan and parochial levels (as outlined above)?
- What are possible ways our diocese might seek to increase our resources?
- How might our diocese utilize funding from the “Unity in Diversity” grant program to achieve one or more of the prioritized objectives at the diocesan level or to effect positive change at the parish level?

II. Overcoming Challenges and Employing Best Practices in Welcoming the Stranger Among Us

A. Strategies for Promoting a *Conversion* of Minds and Hearts

- What are some challenges we face in promoting a conversion of minds and hearts in our diocese and in our parishes?
- What are some effective ways that we have worked to overcome these challenges?
- What are best practices for promoting a conversion of minds and hearts that we learned of during this training that may be helpful to our diocese and to our parishes?
- What are some strategies and action steps our diocese would like to take in the future to promote this conversion? (Establish timelines and define lead agent roles).

B. Strategies for Promoting a *Communion* Among Groups

- What are some challenges we face in promoting a communion among groups our diocese and in our parishes?
- What are some effective ways that we have worked to overcome these challenges?
- What are best practices for promoting communion among groups that we learned of during this training that may be helpful to our diocese and to our parishes?
- What are some strategies and action steps our diocese would like to take in the future to promote further communion? (Establish timelines and define lead agent roles).

C. Strategies for Promoting a *Solidarity* with the “stranger among us”

- What are some challenges we face in promoting a solidarity with immigrants, refugees, migrants and people on the move in our diocese and in our parishes?
- What are some effective ways that we have worked to overcome these challenges?
- What are best practices for promoting solidarity with the “stranger among us” that we learned of during this training that may be helpful to our diocese and to our parishes?
- What are some strategies and action steps our diocese would like to take in the future to promote further solidarity? (Establish timelines and define lead agent roles).

III. The How To's of Welcoming the Stranger in Particular Ministries

- A copy of this page should be made available to each diocesan delegate representing a particular ministry (i.e. schools/youth/religious education, pastors/clergy, ethnic/multicultural ministries, social justice/service/charity, migrant/mobile ministries, etc.).
- Each delegate should reflect on challenges within their own ministry to “welcoming the stranger” and “achieving unity in diversity.” After the training, the delegate should return to the diocese and initiate a discussion with colleagues from his/her category of ministry to further discuss what challenges exist in their ministry and how they have worked to overcome these challenges to date.
- At the post-training meeting with colleagues from the delegate’s ministry, the delegate should inform his/her colleagues about the best practices learned during the *Unity in Diversity* training program (particularly during the workshop(s) tailored to their focus area) and discuss with them which best practices might be adapted for their own diocesan ministry.
- The delegate and colleagues from his/her ministry should develop strategies / action steps for enhancing their own ministries’ programs to “welcome the stranger” and to enhance “unity in diversity.”

Forms should be returned to MRS/PCMR four months from the date of the training. For dioceses who are applying for a grant to subsidize their diocesan action plan, this form should be returned with the diocese's grant application. Please send forms to the following address:

**OFFICE FOR THE PASTORAL CARE OF MIGRANTS AND REFUGEES
MIGRATION AND REFUGEE SERVICES
U.S. CONFERENCE OF CATHOLIC BISHOPS
3211 4TH STREET, NE
WASHINGTON, DC 20017-1194**