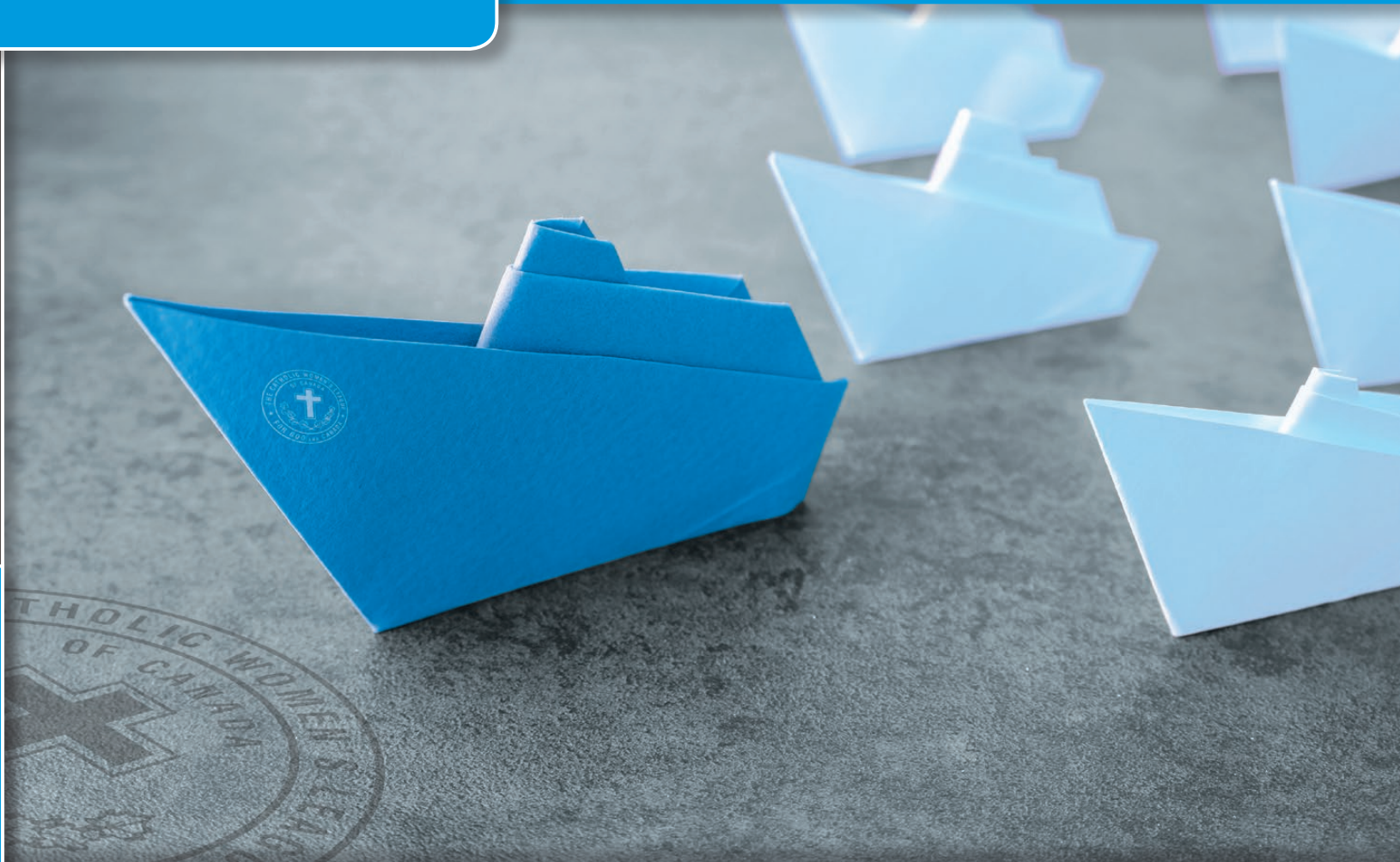


# Embracing Diversity: Tools for Council Use

**Increase participation of diverse  
cultural and generational groups**



**GOAL:** Through outreach and service, members of The Catholic Women's League of Canada foster a culture where all life is valued with dignity and respect.



**STRATEGY:** Embrace diverse cultures and ages.



# Table of Contents

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# Introduction

## Culture & Diversity Definitions

**Culture** refers to a group or community which shares common experiences that shape the way its members understand the world. (University of Kansas, 2014) **Culture** can be along the dimensions of race, ethnicity, socio-economic status, age, physical and mental abilities, religious beliefs, political beliefs, or other ideologies.

**Diversity** is a reality created by individuals and groups from a broad spectrum of demographic and philosophical differences. These include but are not limited to age, ethnicity, class, physical and mental abilities/qualities, race, as well as religious status, educational background, geographical location, income, marital status, parental status, and work experiences. (Queensborough Community College, 2020)

The term “**culturally diverse**” is often used interchangeably with the concept of “multiculturalism.” Multiculturalism is defined as:

*“...a system of beliefs and behaviors that **recognizes and respects** the presence of all diverse groups in an organization or society, **acknowledges and values** their socio-cultural differences, and **encourages** and enables their continued contribution within an inclusive cultural context which **empowers** all within the organization or society.* (Purdue University, 2020)

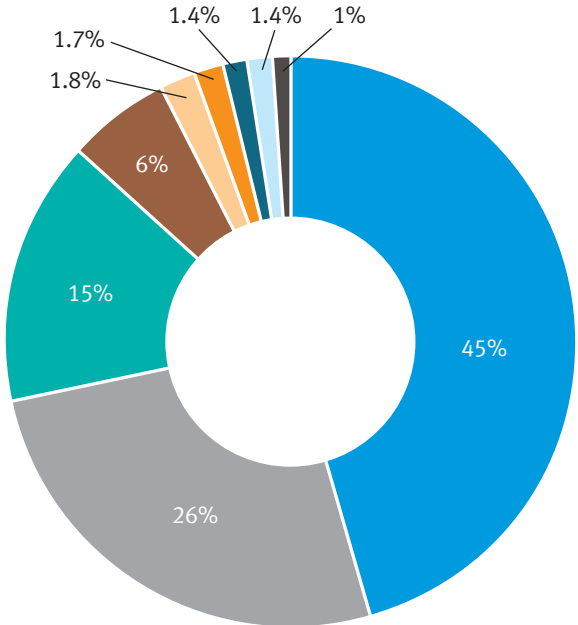
Sociologist Dr. Caleb Rosado, who specializes in diversity and multiculturalism, described seven important actions involved in the definition of multiculturalism:

- **Recognition** of the abundant diversity of cultures.
- **Respect** for the differences.
- **Acknowledging** the validity of different cultural expressions and contributions.
- **Valuing** what other cultures offer.
- **Encouraging** the contribution of diverse groups.
- **Empowering** people to strengthen themselves and others to achieve their maximum potential by being critical of their own biases; and
- **Celebrating** rather than just tolerating the differences to bring about unity through diversity.

(Purdue University, 2020)

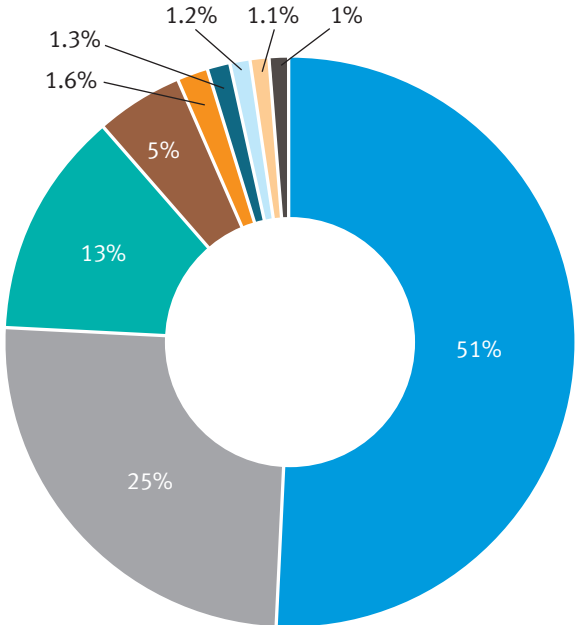
# Membership Demographics

Ethnicity Percentage of Membership Across Canada



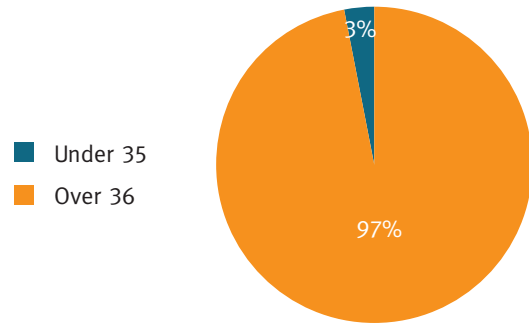
- Oceania
- European
- Caribbean
- African
- Unknown
- North American Indigenous
- Latin, Central or South America
- Other North American
- Asian

Ethnicity Percentage of Executive

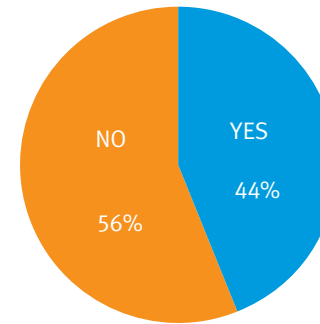


- Oceania
- European
- Caribbean
- African
- Unknown
- North American Indigenous
- Latin, Central or South America
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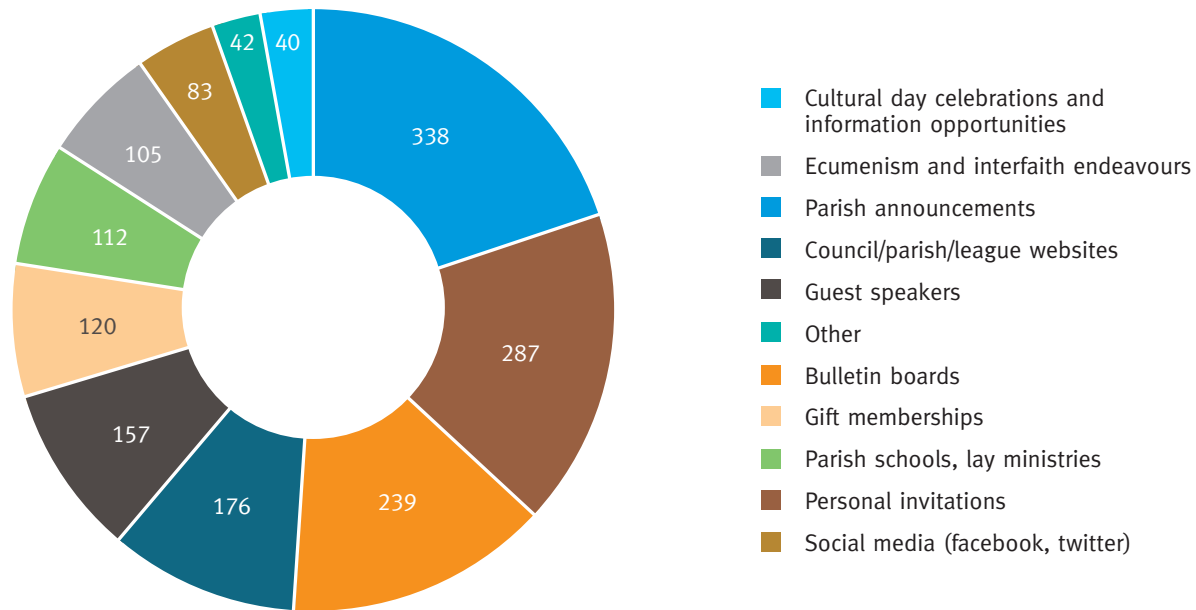
### Percentage of members under 35



### Does age distribution reflect age diversity of parish?



### Methods used to Encourage Cultural and Generational Diversity



# Cultural Days/Celebrations

All of the ads may be located on [cwl.ca](http://cwl.ca) for use by parish councils

## Facebook Advertisements for Parish Council Use

Posted November 9, 2020



Posted November 24, 2020



“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ.”  
(1 Corinthians 12:12)

## Embracing and Celebrating Diversity



[cwl.ca](http://cwl.ca)



Posted December 7, 2020



## The Catholic Women's League of Canada Diverse as the Many Countries in the World **All are Welcomed!**



"We should all know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

*Maya Angelou*



CONNECT WITH US

[cwl.ca](http://cwl.ca)



FACEBOOK



TWITTER



EMAIL



RSS

Posted December 21, 2020



***"The harvest is plentiful, but the labourers are few"***

[www.cwl.ca](http://www.cwl.ca)



**The Catholic Women's League of Canada is seeking all women of faith, of all cultures and ages, to work together in the vineyard of our Lord. Let us grow together in *FAITH, SERVICE and SOCIAL JUSTICE* in the Kingdom of God.**

Posted January 5, 2021

# Embracing Diversity... Sharing and Celebrating it with the Catholic Women's League



- Advocate for human rights
- Sisterhood of prayer
- Improve organization and leadership skills
- Having fun and making new friends

[www.cwl.ca](http://www.cwl.ca)



Posted January 18, 2021

## One Heart, One Vision



### Core Values

- Faith - following Christian teaching
- Service - local, national and international
- Social Justice - actively involved in building God's Kingdom



Posted February 5, 2021



We are one in faith, service and social justice!

Posted February 19, 2021



**“... across generations there is as much to learn as there is to teach”** (Gloria Steinem).

**The Catholic Women’s League** **does both.**

- Advocate for human rights.
- A sisterhood of prayer.
- Improve organization and leadership skills.
- Have fun and make new friends.

[www.cwl.ca](http://www.cwl.ca)



## Posters and Postcards

Winter issue "The Canadian League"



*Be a Bridge Through  
Generations By Joining  
The Catholic Women's League  
of Canada*

- Ministry to youth and seniors-
- Environment and sustainability-
- Having fun and making new friends-  
and much more...

[www.cwl.ca](http://www.cwl.ca)  The Catholic Women's League of Canada  @CWLNational 

Winter issue "The Canadian League"

## The Catholic Women's League of Canada Many Cultures in Faith!



In the commandment, Jesus told the disciples, "... love one another as I have loved you."  
*John 15:12:*

CONNECT WITH US

[cwl.ca](http://cwl.ca)



FACEBOOK



TWITTER



EMAIL



RSS

Spring issue “The Canadian League”

# Sharing the core values



[cwl.ca](http://cwl.ca)

of **faith, service** and **social justice** with the next generations!

Spring issue "The Canadian League"

***"Tell your children of it, and let your children tell their children, and their children another generation."  
(Joel 1:3)***

**The Catholic Women's League of Canada is rooted in five generations of the Varanes and Casato family.**

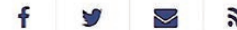


**St. Margaret Mary Parish Council, Woodbridge (Toronto Diocese)**

**Connecting all generations to grow in ...**

**Faith  
Service  
Social Justice**

**cwl.ca**



# Calendar of Canadian Multicultural Celebrations

This list is intended to be used by parish councils as a resource to learn more about the many celebrations that are celebrated by Canadians. It was compiled by the encourage diversity working group as one way to meet the strategy G3.A2: Embrace diverse cultures and ages from *The Catholic Women's League of Canada Plans Strategically* document.

This is not an exhaustive list but serves as a starting point for League members and councils that wish to learn more about the many cultures that are represented in Canada and in the League.

| MONTH                             | NAME                | BRIEF DESCRIPTION  |
|-----------------------------------|---------------------|--|
|                                   | Treaty Days         | Celebrates the days treaties were signed by the federal government and Indigenous peoples between the 18 <sup>th</sup> and 20 <sup>th</sup> centuries. It also promotes public awareness about Indigenous cultures, history and heritage. Regions and provinces of Canada celebrate various treaties on different days of the year.                      |
|                                   | Other               | Diocesan councils with larger cities have more multicultural groups and may need to add relevant multicultural events to this list.<br><br>Caribbean and African festivals (i.e. Caribbean Carabana Festival (Toronto), Cariwest Festival (Edmonton), Festival International Nuits d'Afrique (Montreal), African Festival of Arts and Culture (Halifax)) |
| January                           | Robbie Burns Day    | The celebration of the life and poetry of the Scottish poet Robert Burns on the poet's birthday (January 25 <sup>th</sup> ), known as Robbie Burns Day.  |
| January/February                  | Chinese New Year    | Also known as the Spring Festival or the Lunar New Year.   |
| January<br>3 <sup>rd</sup> Sunday | World Religion Day  | Observed in more than 80 countries, the aim is to foster interfaith understanding, and harmony by emphasizing the common elements underlying all religions.  |
| February                          | Black History Month | Canadians celebrate the achievements and contributions of Black Canadians of African descent who have helped shape Canada and whose presence in Canada dates back to the early 1600s.  |

| MONTH                              | NAME   | BRIEF DESCRIPTION  |
|------------------------------------|--|--|
| February<br>3 <sup>rd</sup> Monday | Heritage Day<br><br>(Family Day, Louis Riel Day,<br>Nova Scotia Heritage Day,<br>Islander Day) | <p>“Canadian holiday celebrating the country’s history and architecture. Heritage Day is not an official national holiday, though it is widely recognized throughout Canada. For most of Canada’s provinces, Heritage Day is celebrated on the third Monday in February, however, there are some notable exceptions: in Alberta, it occurs on the first Monday of August; in Yukon, the Friday before the last Sunday in February; and in Saskatchewan, February 17.” (<a href="http://britannica.com/topic/Heritage-Day-Canadian-holiday">britannica.com/topic/Heritage-Day-Canadian-holiday</a>)</p> <p>“In Canada more generally, the third Monday in February has also been celebrated as Heritage Day, though is not as an official holiday. This “Heritage Day” is observed by some in celebration of the country’s collective history, architecture, and cultural heritage.”...“The third Monday of February is observed as “Family Day” in the provinces of British Columbia (BC), Alberta, Ontario, New Brunswick and Saskatchewan; as Louis Riel Day in Manitoba; as Nova Scotia Heritage Day in Nova Scotia; and as Islander Day in Prince Edward Island.” (<a href="http://en.wikipedia.org/wiki/Family_Day_(Canada)">en.wikipedia.org/wiki/Family_Day_(Canada)</a>)</p> |
| February<br>Last Wednesday         | Anti-Bullying Day/<br>Pink Shirt Day   | Canadians stand together with each other and the world by wearing pink in a display against bullying.  |
| March<br>1 <sup>st</sup> Friday    | World Day of Prayer  | An international ecumenical Christian lay women’s initiative celebrated in more than 170 countries. “The World Day of Prayer is traditionally celebrated on the first Friday of March, though communities can choose other dates.” ( <a href="http://wicc.org/world-day-of-prayer/what-is-wdp/">wicc.org/world-day-of-prayer/what-is-wdp/</a> )  |
| March 17 <sup>th</sup>             | St. Patrick’s Day  | A religious celebration in the 17 <sup>th</sup> century to commemorate the life of St. Patrick and the arrival of Christianity in Ireland which is celebrated on the anniversary of his death (March 17 <sup>th</sup> )  |
| March 21 <sup>st</sup>             | International Day for<br>the Elimination of Racial<br>Discrimination                           | “The International Day for the Elimination of Racial Discrimination is observed annually on the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid ‘pass laws’ in 1960.” ( <a href="http://un.org/en/observances/end-racism-day">un.org/en/observances/end-racism-day</a> )   |

| MONTH                      | NAME   | BRIEF DESCRIPTION  |
|----------------------------|--|--|
| May                        | Asian Heritage Month                                   | Canadians with Asian roots celebrate and educate through month-long events.<br>“May is Asian Heritage Month in Canada, a time to reflect on and celebrate the contributions that Canadians of Asian descent have made and continue to make, to the growth and prosperity of Canada. Asian Heritage Month has been celebrated across Canada since the 1990s. In December 2001, the Senate of Canada adopted a motion proposed by Senator Vivienne Poy to officially designate May as Asian Heritage Month in Canada. In May 2002, the Government of Canada signed an official declaration to designate May as Asian Heritage Month.” (canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/about.html) |
| May 13 <sup>th</sup>       | WUCWO Day  | World Union of Catholic Women’s Organisations<br><br>(wucwo.org/index.php/en/prayers/wucwo-annual-day-of-prayer)   |
| June                       | Filipino Heritage Month                                | Canadian Filipinos celebrate and share their culture through month-long festivities throughout Canada.   |
| June 21 <sup>st</sup>      | National Indigenous Peoples Day                        | A day for all Canadians to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit and Metis peoples.  |
| June 27 <sup>th</sup>      | Multiculturalism Day                                   | Canada celebrates its numerous cultural communities and the values that Canadians share such as, freedom, democracy, individual rights, and the rule of law.<br>(canada.ca/en/canadian-heritage/campaigns/multiculturalism-day.html)   |
| July 1 <sup>st</sup>       | Canada Day   | Canadians across the country and around the world show pride in their history, culture and achievements.   |
| September 21 <sup>st</sup> | National Day of Prayer for Christians in the Holy Land | Organized by The Catholic Women’s League of Canada under the work of the Catholic Near-East Welfare Association.   |
| September 30 <sup>th</sup> | National Day for Truth and Reconciliation              | “The new national day will honour survivors, their families and communities. It will also ensure that public commemoration of the tragic and painful history and legacy of residential schools remains a vital component of the reconciliation process.” (canada.ca/en/canadian-heritage/news/2020/09/government-of-canada-introduces-legislation-to-establish-national-day-for-truth-and-reconciliation.html)   |

| MONTH                     | NAME  | BRIEF DESCRIPTION  |
|---------------------------|---|--|
| October 4 <sup>th</sup>   | National day of Action for Missing Indigenous Women and Girls   | A day to remember the: “...persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls...”<br>( <a href="http://mimiwg-ffada.ca/wp-content/uploads/2019/06/News-Release-Final-Report.pdf">mimiwg-ffada.ca/wp-content/uploads/2019/06/News-Release-Final-Report.pdf</a> ) |
| November 25 <sup>th</sup> | International Day for the Elimination of Violence against Women | The first day of a 16-day campaign of activism against gender-based violence that ends on Human Rights Day (December 10th).  |
| December 6 <sup>th</sup>  | St. Nicholas Day  | Celebrated in Austria, Belgium, Netherlands, and Eastern Europe.<br>“St. Nicholas is the patron saint of Russia and Greece, of a number of cities, and of sailors and children, among many other groups, and was noted for his generosity.”<br>( <a href="http://britannica.com/topic/Saint-Nicholas-Day">britannica.com/topic/Saint-Nicholas-Day</a> )                                  |

# Summary

In order to experience real, lasting change so the League becomes as diverse as our parishes there needs to be a continued effort that lasts long after this group disbands; it needs to be a consistent long-lasting priority. There is a hope that the League will keep using images of cultural and generationally diverse women in advertising wherever possible.

## Reference

Purdue University. (2020). *What is Cultural Diversity*. Retrieved from Purdue University: <https://www.purdueglobal.edu/blog/social-behavioral-sciences/what-is-cultural-diversity/>

Change never happens quickly. To sustain a truly diverse membership in the League we need to constantly be welcoming new members to our councils from diverse cultures and generations. We must endeavour to never just get comfortable in our groups and always strive to constantly learn about the people around us. This is one way that we will be able to truly encourage diversity in the League.

Queensborough Community College. (2020). *Definition for Diversity*. Retrieved from Queensborough Community College: <https://www.qcc.cuny.edu/diversity/definition.html>











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