

**Pastoral Institute ♦ Diocese of Brooklyn
Lay Ministry Program**

Course Title: Creating Communion in a Culturally Diverse Faith Community

Glossary of Terms

- (a) Acculturation – The process of adaptation and developing cultural competence in a new cultural setting.
- (b) Assimilation – The American “melting pot” concept in which new immigrants would be thrown into the mainstream of American life and together would develop a new amalgam or uniquely American culture.
- (c) Cultural competence – The ability to interact comfortably and confidently with others in a particular cultural framework by appropriately utilizing or referencing the assumptions, customs, values and symbols of the culture.
- (b) Cultural diversity – Synonymous with multi-ethnic but also identifies broader cultural dimensions of ethnic identity and a statement of fact about ethnic presence.
- (c) Culture – The accumulated store of symbols, ideas and material products associated with a social system. Culture creates a shared identity and establishes the boundaries of a human group by defining behavior patterns that allow individuals to feel confident when relating to other members of the group.
- (c) Cultural heritage – The language and culture of a person’s ancestors, whether or not the person is able to communicate comfortably and confidently with people of that culture in the present.
- (a) Enculturation – The natural process of cultural acquisition from birth through interaction with the social environment.
- (b) Ethnicity – Both a way in which individuals define their personal identity and a type of social stratification that emerges when people form groups based on their real or perceived common origins.
- (b) Intercultural – Describes a communication or dialogue process between cultural groupings.
- (b) Mono-cultural – Settings where one dominant group imposes its values by intention or default despite the presence of persons of diverse ethnic backgrounds.
- (b) Multi-ethnic – Groups or settings in which people of diverse ethnic backgrounds are found, where ethnic and cultural difference is a reality.
- (b) Multicultural – Refers to settings that are multi-ethnic in composition and where cultural values are recognized, respected and embraced beyond the simple acknowledgement of ethnic/cultural diversity.
- (b) Multiculturalism – A socio-political theory that espouses recognition of all cultural communities and the legitimation of their voices in the public arena.

(a) From presentation made by Ken Johnson-Mondragon at National Ministry Summit, April 21-22

(b) From *The Multicultural Leader: Developing a Catholic Personality* by Dan Sheffield pages 10-11

(c) From *Ministry in Multicultural and National/Ethnic Parishes: Evaluating the Findings of the Emerging Models of Pastoral Leadership Project* by Ken Johnson-Mondragon page 6