

***IS SOCIAL AND CULTURAL DIVERSITY GOOD OR BAD?***  
***Inclusivity and the Soul***





# ***Is Social and Cultural Diversity Good or Bad? Inclusivity and the Soul***

- ◆ Race
- ◆ Ethnicity
- ◆ Culture
- ◆ Religion
- ◆ Class
- ◆ Gender
- ◆ Sexual Orientation
- ◆ Marital / Family status
- ◆ Physical Ability
- ◆ Personality
- ◆ Learning style



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# Forms of Expression

- ◆ Language
- ◆ Food
- ◆ Customs
- ◆ Art
- ◆ Heritage & History
- ◆ Knowledge
- ◆ Expectations
- ◆ Values
- ◆ Goals
- ◆ Communication styles



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# Experiences of Diversity in Europe

- ◆ Migration
- ◆ Religion
- ◆ Pop Culture
- ◆ Education
- ◆ Naturalization
- ◆ Communication
- ◆ Perception
- ◆ Marketing
- ◆ Conflict





Is diversity  
good or bad?





Is diversity  
good or bad?

***DOES DIVERSITY  
HAVE A VALUE?***





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# Diversity and Relationship

- ◆ The more ethnically diverse the people we live around, the less we trust them
- ◆ In more diverse communities people trust their neighbours less
- ◆ the greater the diversity the higher the distrust of people not only *unlike* our selves but of people *like* ourselves





# Consequences of Social Isolation

- ◆ We have lower confidence in local government and leaders
- ◆ We have lower confidence in the media
- ◆ We have less confidence that we can effect our society
- ◆ We have less expectation that people will cooperate and collaborate to solve problems
- ◆ We are less likely to work within the community
- ◆ We are less likely of givie to charity or volunteer
- ◆ We have fewer close friends
- ◆ We are less happy and perceive ourselves as having a lower quality of life
- ◆ AND we spend more time watching TV, which becomes our most important form of entertainment



# Putnam's Research Conclusions

- ◆ The increase of ethnic diversity is inevitable
- ◆ Diversity breaks down rather than builds up social cohesion
- ◆ It is possible to build successful diverse societies by creating a larger concept of we and new forms of social cohesion



## Social Capital - Trusting Relationships

- ◆ **BONDING** - positive relationship with people who are significantly *similar to us*



- ◆ **BRIDGING** - positive relationship with people who are significantly *different from us*





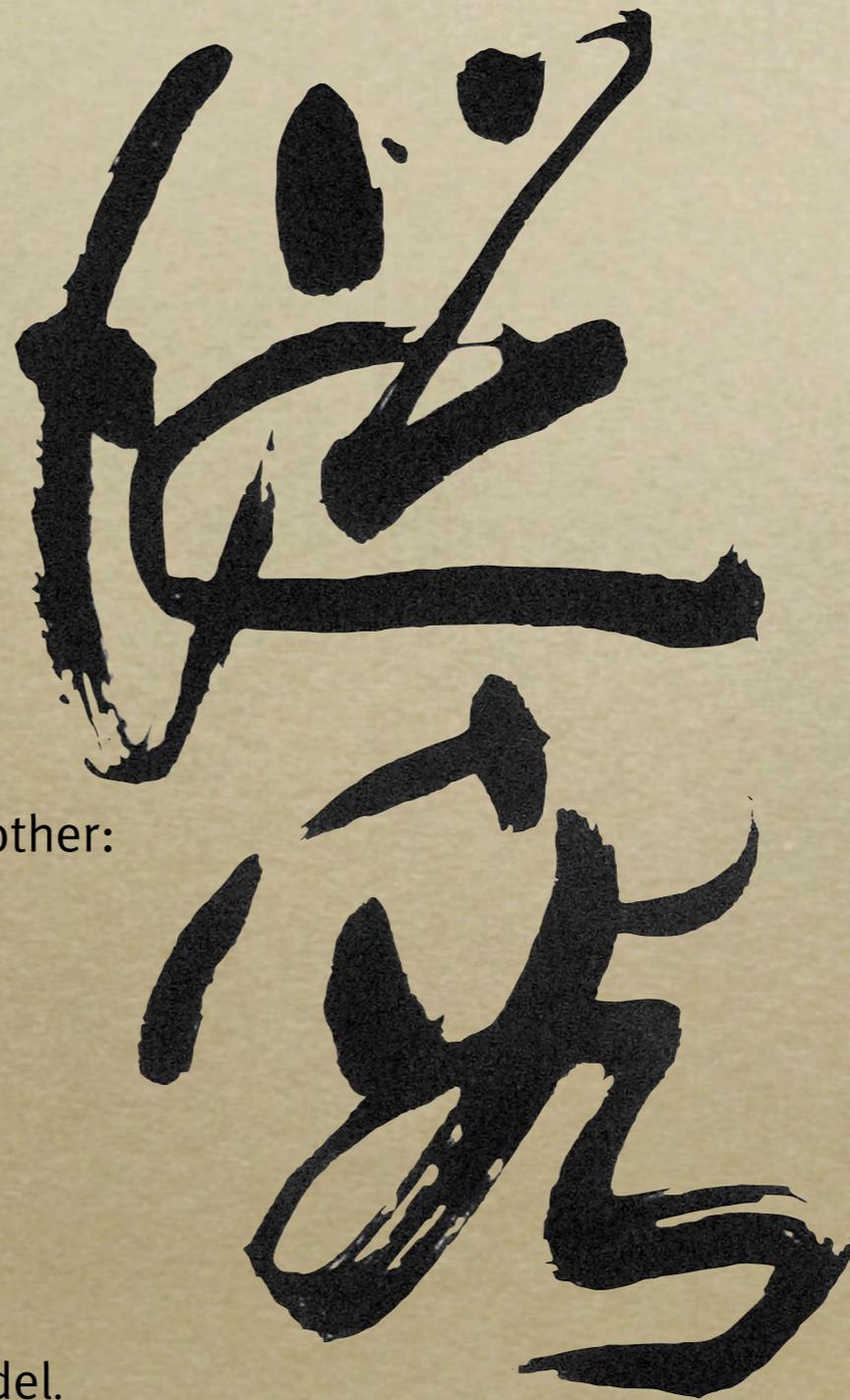
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# Wandering - Brush and Pen in Philosophical Reflection

Culture dies when human relationships are impossible. People are too busy, or else too “laid back;” they are like machines or animals, too isolated or too close. The open space of human encounter, the space in which we may appear and act in our genuineness is so rare,...

What if the Apocalypse is now, already here, and it consists, quite simply, in the fact that people have forgotten how to care for each other: or they have lost interest?

People just disconnect, and sometimes you'd not know it. They give up on any real contact with others of their species: too busy, no encouragement, no practice – they find machines the more compelling role model.





# Combating Isolation

## Qualities of Bonding and Bridging

- ◆ Real Contact
  - caring for each other
  - having interest in each other
  - being genuine with each other
- ◆ Learned activity
  - encouraging
  - practicing
  - prioritizing
- ◆ Requires open space for human encounter



# Four Forms of Relationship



- ◆ Bonding
- ◆ Bridging
- ◆ Differentiating
- ◆ Isolating



## Four Forms of Relationship



### ◆ Differentiating

- ◆ Phillipinas and Swiss Woman are different

### ◆ Bonding

- ◆ Greater concern for son vs Phillipina friend or Lisa
- ◆ Concern about who her son marries

### ◆ Bridging

- ◆ Being invited guests
- ◆ Swiss Woman's Q. as attempt to understand
- ◆ Missed opportunity

### ◆ Isolating

- ◆ Swiss Woman's Q. experienced as offensive
- ◆ Choice of both women not to keep contact



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How is Power involved with experiences of Diversity?





# Summary

- ◆ Talking about diversity should always be rooted in a real context
- ◆ Diversity is an objective fact, it has no value in and of itself
- ◆ The first reaction to high levels of diversity is to isolate ourselves from every kind of real contact
- ◆ The meaning of diversity is determined by the quality relationships
  - ◆ When we build bonding or bridging relationships we help create a more inclusive society and world
  - ◆ When we differentiate or separate ourselves from people significantly like or unlike us we help create a society and world of isolated, unhappy, unengaged people.
- ◆ Power is always a dynamic in experiences of diversity.

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# Truths, Values & Principles

## Personal Truths - Values



### ◆ TRUTHS

Truths that we do not apply to our lives, but have gained from our lives

### ◆ VALUES

“There is only one God and He is God to all; therefore it is important that everyone is seen as equal before God. I've always said we should help a Hindu become a better Hindu, a Muslim become a better Muslim, a Buddhist become a better Buddhist and a Christian become a better Christian.”

- Mother Theresa

# Truths, Values & Principles

## Principles - National and International



- ◆ the United Nation's Universal Declaration of Human Rights
- ◆ The European Union's Strategy for Social Cohesion
- ◆ The United Nation's Educational, Scientific, and Cultural Organization's Convention On The Protection and Promotion of the Diversity of Cultural Expression
- ◆ The Council of Europe's Resolution 1617. Specific Challenges Facing European Democracies: the Case of Diversity and Migration

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# Truths, Values & Principles

## Principles of Catholic Social Teaching



- ◆ **THE PRINCIPLE OF HUMAN DIGNITY AND WORTH** is concerned with how social structures include human beings as individuals and as well as acknowledge their unity as a collective group.
- ◆ **THE PRINCIPLE OF COMMON GOOD** is concerned with finding a balance between individual and collective good.
- ◆ **THE PRINCIPLE OF SUBSIDIARITY** concerned about a balance of power and responsibility between the smaller diverse levels of society and the larger common level of human society.
- ◆ **THE PRINCIPLE OF SOLIDARITY** calls us to recognize the unity that connects us as individual members of one human race.

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Uniting Opposites - Möbius Strip

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Diversity

Unity

Inclusivity



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**Acting on God's call is the soul's way of creating inclusivity!**