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ording to Mary Kessler, diocesan director of Human Resources.

The follow-up report pointed out that Kessler's office is committed to finding "one qualified Person of Color candidate for all Pastoral Center openings."

In addition to more efforts to advertise openings in minority communities, Kessler explained that current minority employees might create the kind of word-of-mouth network that informs other diocesan employees about job openings at the Pastoral Center. The diocese has also used a woman-owned temporary agency and hired minorities for temporary assignments, she noted.

To encourage minority hiring and inclusion throughout the diocese, management staff will be evaluated according to a new guideline added to this year's performance-evaluation form, Kessler added. The guideline calls for people in management positions to recruit "minorities/under-represented groups on boards, committees and in the workplace."

Business practices

In the area of business practices, the diocese is planning to implement a Minority/Women-Owned Business (MWOB) Purchasing Policy over the course of an 18-month period starting in January, 1995, according to Kathleen Cannon, director of Urban Services. Cannon said that by January she will have developed a rationale for the program based, in part, on the Gospels.

No later than mid-1995, at least 6 percent of each department's expense budget — excluding salaries — should be used to purchase goods and services from consulting, contracting and professional businesses owned by women, minorities or people with disabilities, according to a draft of the policy statement.

Major suppliers for big projects also will be encouraged to subcontract with firms owned by women, minorities and people with disabilities "to the maximum practical extent," the draft continued. The draft also instructs diocesan ministry directors to report yearly to the diocese on how the policy was implemented in their ministry.

Cultural Awareness

A Pastoral Center Cultural Awareness Team has staged monthly lunch-hour "awareness" sessions. The most recent, on Nov. 17, featured Jacquelyn Dobson, director of the Office of Black Ministries, who gave a presentation on African-American culture.

Dobson concentrated on themes pro-



mulgated at the National Black Catholic Congress VII, which took place in New Orleans, La. in July of this year. She particularly pointed out that while white families face many of the same economic difficulties, family crises and substance-addiction problems as do black families, blacks often feel more strained by such conditions due to the legacies of slavery, segregation and discrimination.

"Many of our young adults don't feel there's a lot to live for," Dobson said. The frustration and anger of their parents, and their own anger, is often transferred to black children, she added.

The media's focus on crime and drug abuse among African-Americans doesn't help the situation, she said, since blacks constantly see themselves portrayed as hoodlums on the screen.

"It's very unusual that the media picks up on positive things happening in the minority community," she commented.

This feeling of isolation from the mainstream is at the heart of *The Story of O*, a videotape available to parishes through Urban Services. Several parishes — most recently St. Augustine's and St. Mary's, both in Rochester — have used *The Story of O* in workshops aimed at raising parishioners' awareness of how people can be excluded from the majority group in various situations, Cannon said.

To ensure that minority diocesan and parish employees don't feel isolated in a dispute with their managers, diocesan Legal Services plans to create a conciliation board that includes representatives of the diocese's non-white communities, according to Father Kevin McKenna, director of Legal Services.

This board will hire a conciliation co-

ordinator who, in turn, will train mediators for the conciliation process. Such mediators will be versed in the multicultural skills necessary to bridge racial and ethnic differences between disputing parties, Father McKenna explained.

In addition to the efforts heretofore cited, commentators and the follow-up report also noted that:

- The Board of Directors for Diocesan Social Ministry added three non-whites to its ranks, along with a minority at-large member.

- Catholic Family Center's new assistant executive director of programs, Deborah Long, is an African-American. CFC also plans cultural-diversity training in its staff training and development.

- The Southern Tier Office of Social Ministry conducted a staff training session on cultural diversity in April of this year.

- One of the five major goals of a Finger Lakes Office of Social Ministry strategic plan is implementation of the goals expressed in the societal-injustice task force's report. FLOSM also has participated in efforts to monitor neo-Nazi activity in Auburn.

- Diocesan Development Services is researching how better to reach the various minority groups within the diocese, explained Mark S. Seeberg, director of development.

- The Department of Priests' Personnel is working on developing cultural-training requirements for parish priests, according to Father Robert Ring, department director.

Several other departments and parishes worked to implement the societal injustice report's goals. Over the next year, the *Courier* will continue to examine those attempts in greater detail.

Black Catholic events scheduled

ROCHESTER — Several events of interest to African-American Catholics are slated for December. The events are as follows:

Monday, Dec. 6: An evening devoted to explaining opportunities in the priesthood, diaconate and pastoral ministries is slated for African-American men and women at St. Bernard's Institute, 1100 S. Goodman St.

The evening's events will include presentations by Bishop Matthew H. Clark; Deacon John W. Holmes, Jr., director of the diocesan Office of Deacon Personnel; and Jacquelyn Dobson, director of the diocesan Office of Black Ministries.

Deacon Holmes noted that parishes were asked to submit names of African-Americans qualified and/or interested in various ministries. The inquiry drew responses from 12 to 15 parishes, he said, and about 50 people have been invited to the evening so far.

For information, call Deacon Holmes at 716/328-3210. No specific time had been set for the event as of the *Catholic Courier's* deadline on Monday, Nov. 29.

Saturday, Dec. 11: A Black Catholic Convocation and Liturgy is scheduled at the Masonic Temple, 875 E. Main St., across from Corpus Christi Church.

The convocation will run from 9 a.m. to 4 p.m. and feature a keynote speaker; reports on Black Catholic Congress VII in New Orleans, La., last July; panel discussions; and workshops focused on strengthening and preserving the African-American family.

Father Donald Sterling, pastor of All Saints Parish in Baltimore, Md., will conclude the convocation by celebrating an African-American liturgy at 4:30 p.m.

All black Catholics, pastors, parish staffs, educators and professional ministers working in the African-American community, and all those interested in learning more about African-American Catholics, are invited to attend.

The fee for the convocation is \$10. For information on registration, call the Office of Black Ministries at 716/328-3210 before Dec. 3.

Wednesday, Dec. 29: The Second Annual Kwanzaa Prayer Service is slated for 7 p.m. in Immaculate Conception Church, 445 Frederick Douglass St.

Kwanzaa was established in the 1960s to introduce and reinforce seven basic values of African culture that will build community among African-Americans. Children and elderly people are especially invited to attend this celebration of family, community and culture.

For information, call 716/328-3210.

— Rob Cullivan

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