

B12 Sensitivity & Diversity Core Training Course



**Presented by Chaplain Todd W. Pynch
International Conference of Police Chaplains
Northwest Region 2 Regional Training Seminar
January 11, 2012**

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MEET YOUR INSTRUCTOR:



Todd Pynch has served as a chaplain for 20 years and has worked around Emergency Services since 1975. In January 2003 he formed Crisis Chaplaincy Services as a nonprofit organization and has served as their full time Executive Chaplain since that date. Crisis Chaplaincy Services provides chaplaincy support to agencies in Benton, Linn, Marion, Polk & Yamhill Counties and responds to approximately 450 calls a year. Prior to serving fulltime as a Chaplain, Todd spent more than 17 years in the ministry. 13 of those years were spent in Corvallis, Oregon where he served as the Senior Pastor of Northside Church. Todd has been married to his wife Martha for 28 years and has two children, Cari (19) and Andrew (11).

Todd has extensive training in Critical Incident Stress Management and currently teaches Crisis Intervention classes to emergency responders at both Chemeketa Community College and Linn-Benton Community College. Todd has also taught classes for APCO in the past and was the recipient of the 2005/2006 APCO 911 Benefactor Award. He has received several other awards as well, including the Community Partner Hero Award from the American Red Cross in 2009.

One week after the attack on 9/11/01, Todd was in Ground Zero working with emergency responders there. During his career he has dealt with three LODD's, including those from the Woodburn bombing in 2008. He has officiated over the honor services for eight other emergency responders, including the suicide of a firefighter in 2010. Todd is the leader of the Marion County Sheriff's Office Trauma Team co-leader of the Benton County Sheriff's Office Peer Support Team and is a member of the Oregon State Police Critical Incident Support Team. He has been a long-time member of the International Conference of Police Chaplains and currently serves as the Oregon Area Representative for the Northwest Region 2 of ICPC.



COURSE OVERVIEW:

1. We will take a multicultural profile of the world in which we live and work.
2. We will define diversity and look at just how different our world is becoming.
3. We will define racism and discuss how to make sure it is not a part of our lives.
4. We will discuss the dangers of bigotry & prejudice and how they can destroy your chaplaincy.
5. We will discuss how you can effectively work with people that are different than you.
6. We will discuss how you can effectively work with people that believe differently than you.
7. We will discuss the importance of recognizing the open and closed doors for sharing your faith.
8. We will discuss how you can effectively work with people of a different sexual orientation.
9. We will discuss the value of your opinion AND everyone else's.
10. We will discuss the most important thing a chaplain can show to those around him.

YOUR MULTICULTURAL PROFILE:

Please answer the following questions which will help you take an honest look at the world in which you live and work.

- _____ I Am...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Supervisor Is...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My High School Was Predominantly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My College Was Predominantly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Dentist Is...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Pastor Is...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ People Who Live In My Home Are...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ People Who I Do Most Of My Chaplain Work With Are...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Coworkers Are...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Elementary School Was Predominantly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Teachers Were Mostly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ Most Of My Close Friends Are...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Doctor Is...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ My Local Church Is Predominantly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ People Whose Home I Regularly Visit Are...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

- _____ People Who Are Arrested In My Community Are Mostly...
- A. African-American
 - B. Asian-American
 - C. Caucasian
 - D. Latino-American
 - E. Native-American
 - F. Other

DIVERSITY:

1. Webster's Dictionary:
 - a) State of being diverse.
 - b) _____.
 - c) Having _____.
2. Diversity in America _____ beyond racial & ethnic origins.
3. 45 million are _____ and are the largest minority group in the USA.
4. _____ of the population is gay or lesbian.
5. 1/4 of the population is over _____ years of age.
6. Those over 65 _____ the teenagers in the United States.
7. Neighborhoods are more likely segregated by _____ than by race.
8. *"Successful leaders know the power of diversity and the poison of prejudice. They understand their own biases, and they actively cultivate an appreciation of the positive aspects of people's differences."* (Robert H. Rosen)

OUR WORLD:

If the earth's population was shrunk into a village of just 100 people – with all the human ratios existing in the world still remaining – what would this tiny diverse village look like?

- _____ would be Asian
- _____ would be European
- _____ would be from the Western Hemisphere
- _____ would be African
- _____ would be female
- _____ would be male.
- _____ would be nonwhite
- _____ would be white
- _____ would be non-Christian
- _____ would be Christian
- _____ would be heterosexual
- _____ would be homosexual
- _____ would possess 59% of the entire world's wealth and all 6 would be from the United States
- _____ would live in substandard housing
- _____ would be unable to read
- _____ would be near death
- _____ would be pregnant
- _____ would have a college education
- _____ would own a computer

SO WHAT DOES THIS MEAN?

1. If you live in a good home, have plenty to _____, and can read – you're in the minority.
2. If you have a _____, you are among the very elite.
3. If you awoke today with more _____ than illness, you beat the one million who won't make it through the week.
4. If you've never experienced the danger of battle, the loneliness of imprisonment, the agony of torture, or the pangs of starvation – you're ahead of _____ million people in the world.
5. If you can attend a _____ without fear of harassment, arrest, torture or death – you are more fortunate than three billion people in the world who can't.
6. If you have _____ in the refrigerator, clothes on your back, a roof over your head, and a place to sleep – you are richer than 75% of this world.
7. If you have _____ in the bank, cash in your wallet, and spare change in a dish – you are among the top 8% of the world's wealthy.
8. If your _____ are still alive and still married – you are very rare, even in the USA.
9. If you hold up your head with a smile on your face and are truly thankful – you are blessed because the majority can, but most do not.
10. If you can hold someone's hand, hug them or even touch them on the shoulder – you can be a _____ because you can offer a healing touch.

CHANGING DEMOGRAPHICS:

1. You can look across the United States and see changes occurring everywhere.
2. There are now more _____ (45,500,000) than African-Americans (38,167,719) in the USA.
3. It is projected that by _____ there will be no group that is a majority.
4. Racial and ethnic minority groups are growing _____ times faster than the non-Hispanic white population.
5. In California, election materials are printed in _____ different languages.
6. _____ different languages are spoken in California.
7. _____ is not always easy to accept but it IS going to occur whether we like it or not.

PREJUDICE:

1. An adverse or irrational opinion that a person forms without just grounds and is directed against an individual, group, race or person which results in hostility and anger.

RACISM:

1. Discrimination that occurs on the basis of a belief that one race has specific characteristics that are better than another one.
2. *"Injustice anywhere is a threat to justice everywhere."* (Martin Luther King)
3. *"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."* (Martin Luther King)

BIGOTRY:

1. A bigot is someone who is obstinately or intolerantly devoted to his or her own opinions and prejudices and treats another race or ethnic group with hatred and disdain.

SO HOW CAN WE RESPOND?

1. See people as _____ sees people.
2. Be as _____ with others as God is with you.
3. Try to see the unique place and role each person has in this world.
4. Suspend your _____ of people.
5. Find a _____ with people.
6. Participate in your _____.
7. Know how to _____ the various faith leaders in your community.
8. Never stop _____ in your walk with God and respect for others.

SEVEN GREAT "BE'S":

1. Be _____ – make sure people know you for your kindness.
2. Be _____ – make sure your conduct is honoring to God.
3. Be _____ – if it isn't nice or doesn't edify others, don't say it!
4. Be _____ – always friendly, caring & genuine with people.
5. Be _____ – ask about people's lives and their interests.
6. Be _____ – don't tell ethnic, sexual or distasteful jokes.
7. Be _____ – mistakes happen so practice giving & accepting apologies.

FIVE CRITICAL SPECIFICS:

1. Never compromise your _____ but realize they are your beliefs.
2. Even though you are entitled to your _____, you are not always entitled to share it with others.
3. Never force your _____ on another person but always be ready to give an answer for it.
4. Not everyone is like you, thank God, and always eating vanilla ice cream is boring!
5. If you can't talk about God's love, make sure you _____ God's love!

RESOURCES:

- Love Is An Orientation: Elevating The Conversation With The Gay Community by Andrew Marin
- How To Be A Perfect Stranger: The Essential Religious Etiquette Handbook, 3rd Edition by Stuart M. Matlins.

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