

Moving Forward – CSJ Racial Equity Work Today

CSJ Individual Work

Which is the Justice Commission

Working Groups, such as:

- Confronting Whiteness and Racism
- Native American Awareness



Moving Forward – CSJ Racial Equity Work Today

CSJ Institutional Work

Which is the Processes, Procedures
and Policies

CultureBrokers, LLC/Racial Assessment
Work Group/Four Equity Teams



Equity Strategic Action Panel

- Leslie Aktan
Team 1 – Human Development
(Staff and Volunteers)
- Andrea Pearson Tande:
Team 2 – Human Development
(Consociates, Sisters, Friends,
Agrégées)



Equity Strategic Action Panel

- Fran Rusciano Murnane:
Team 3 – Human Development
(Gathering Input)
- Kate O’Connell
Team 4: – Cultural Capital
(Arts, Music, Language, Traditions,
Stories, Institutions)



Equity Statement: Human Development (Staff and Volunteers)

CSJ will have an anti-biased, transparent, and inclusive process for recruiting, hiring, and retaining staff and volunteers of different cultures and views for roles across the organization.



Equity Statement: Human Development (Consociates, Sisters, Friends, Agrégées)

The CSJ community will have an anti-biased, transparent, and inclusive process for engagement and relationship building, invitation, admission, retention and inclusion of Consociates, Sisters, St. Joseph Workers, Friends Of St. Joseph, and Agrégées of different cultures and views.



Equity Statement: Human Development (Gathering Input)

CSJ will routinely gather input from culturally different stakeholders including Sisters, Consociates, Staff, Volunteers, Friends, Partners, Clients/Program Participants, Vendors, and Others.



Team 3 Equity Strategic Plan:

We will routinely gather input from diverse stakeholders, including Sisters, Consociates, Partners, Staff, Volunteers, Friends, Clients/Program Participants, Vendors and Others.

Members: Jeni Lavalle, Mary Ellen Foster, CSJ,
Lisa Murphy, Jennifer Tacheny,
Fran Rusciano Murnane



Information collected will be used to:

- Evaluate feelings of inclusion or separation in the CSJ community
- Learn what particular area or action or lack of action impacts a sense of inclusion or separation
- Determine what level of growth and development about equity, diversity and inclusiveness is needed
- Determine the depth and breadth of resistance that might exist
- Learn where and how the CSJ community can improve setting a Welcome Table for all.



Equity Statement: Cultural Capital
(Arts, Music, Language, Traditions,
Stories, Institutions)

CSJ will respectfully acknowledge the different cultural aspects of its staff, volunteers, customers, and visitors and dear neighbors to ensure a mutually beneficial partnership that serves the mission.





Equity Strategic Action Plan

Team #4

Presentation for Community Assembly 11.13.2021

Team members: Danielle Clausnitzer, Joan Phillips, Paul Tatro, Mimi Pizzi, Alondra Rojas-Duarte, Kathleen Olsen, Margaret McGrath, Marsha Berry, Kate O'Connell, Connie Bowen

The CSJ community will respectfully acknowledge the cultural aspects of its staff, volunteers, visitors, and dear neighbors to ensure a mutually beneficial partnership that serves the mission.



Vision of milestones for Team 4:

CSJ's rely on the charism to develop equitable, trusted relationships.



Proposed Milestones:

- Articulate how the charism guides this work throughout the CSJ Community
- Promote shared learning across internal/external divides of the CSJ Community
- Develop cultural competence of the CSJ Community



Milestones, Team 4, Continued

- Gather information to understand existing relationships with people who are Black, Indigenous and People of Color
- Investigate ways to include and listen to the voices and presence of BIPOC and other oppressed groups *in leadership positions*
- Create new communication plans to provide access to underserved and underrepresented communities



Next Steps

- Prayer
- Further feedback from CultureBrokers
- Discussion among the four teams with the Racial Assessment Work Group
- Consideration and authorization by Sisters



The Minnesota Indian Women's Resource Center (MIWRC)

Mission Statement:

To empower native women and families to exercise their cultural values with integrity, and to achieve sustainable lifeways, while advocating for justice and equity.



Donation Information

Carondelet Village can bring donations
to Kathy Ryan at Apt. 109,
by Friday 11/19/21

Make checks payable to the
Sisters of St. Joseph
with MIWRC in the memo line