Strength on the Fringes

Building Diversity in Chaplaincy Staff

" I do not want my house to be walled in on all sides and my windows to be stuffed. I want the culture of all lands to be blown about my house as freely as possible. "

Mahatma Gandhi (1980). "All Men are Brothers: Autobiographical Reflections", p.142

- Identify community, cultural forces, and attitudes that reinforce or create obstacles in deliver of spiritual care

- Building a diverse staff of chaplains and CPE students from fringe communities

- Finding strength and opportunities in the obstacles encountered for ourselves and others

The "Congregational model" is not the chaplaincy model

- Evangelism-faith seeking members
- Singularity of beliefs
- Hierarchical structure
- Religious diversity causes chaos

Chaplaincy Model

- Inter-faith
- A level plane
- Faith seeking relationship and understanding
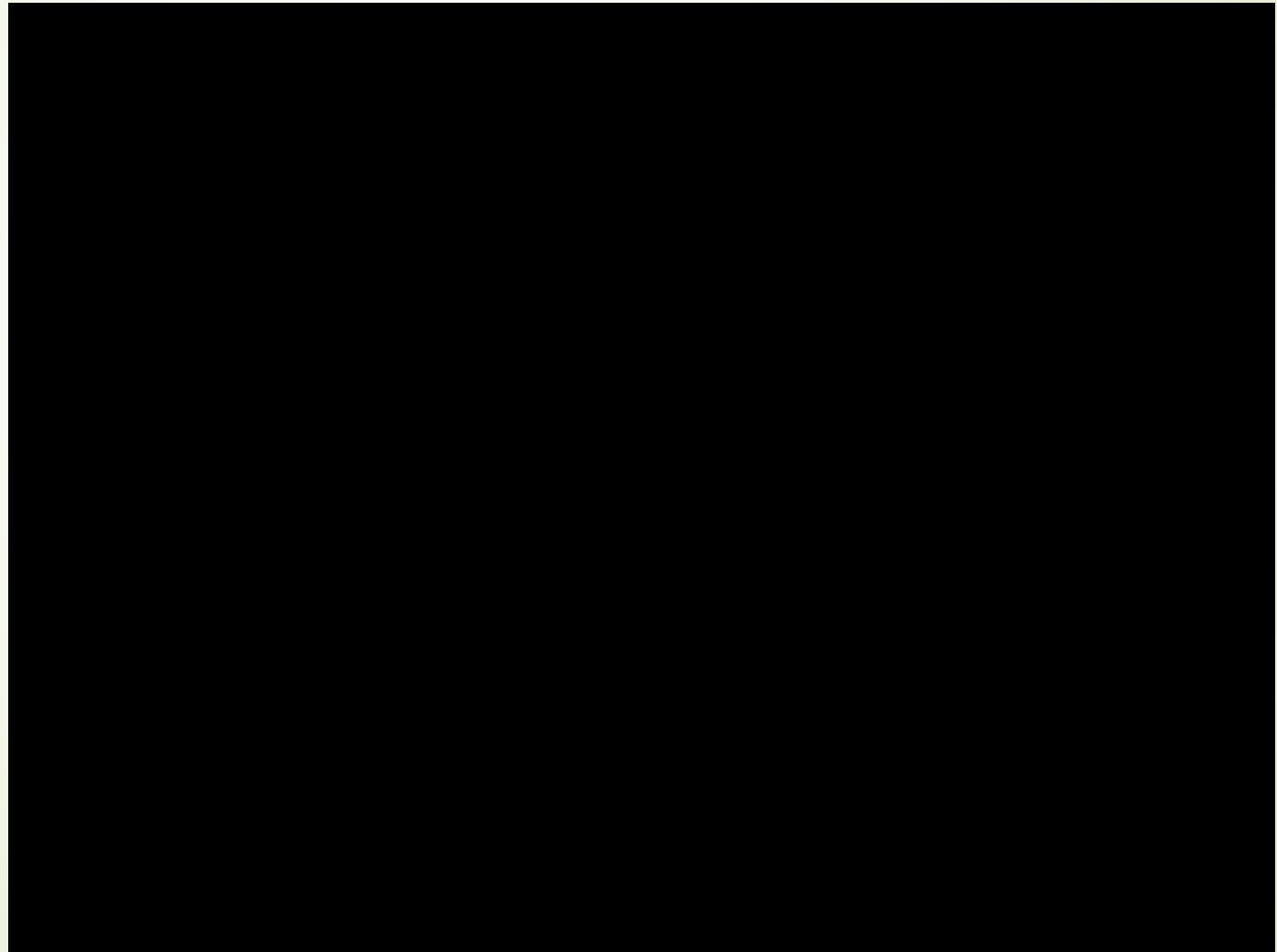- Religious diversity enhances experiences

Ethical values and care

- Do no harm: What is spiritual harm?
- Moral injury and oppression
- Compassionate employee engagement
- Mindfulness re: boundaries

Communities that naturally connect to other fringe communities

- Disabilities
- Immigrant
- Poverty
- Excluded
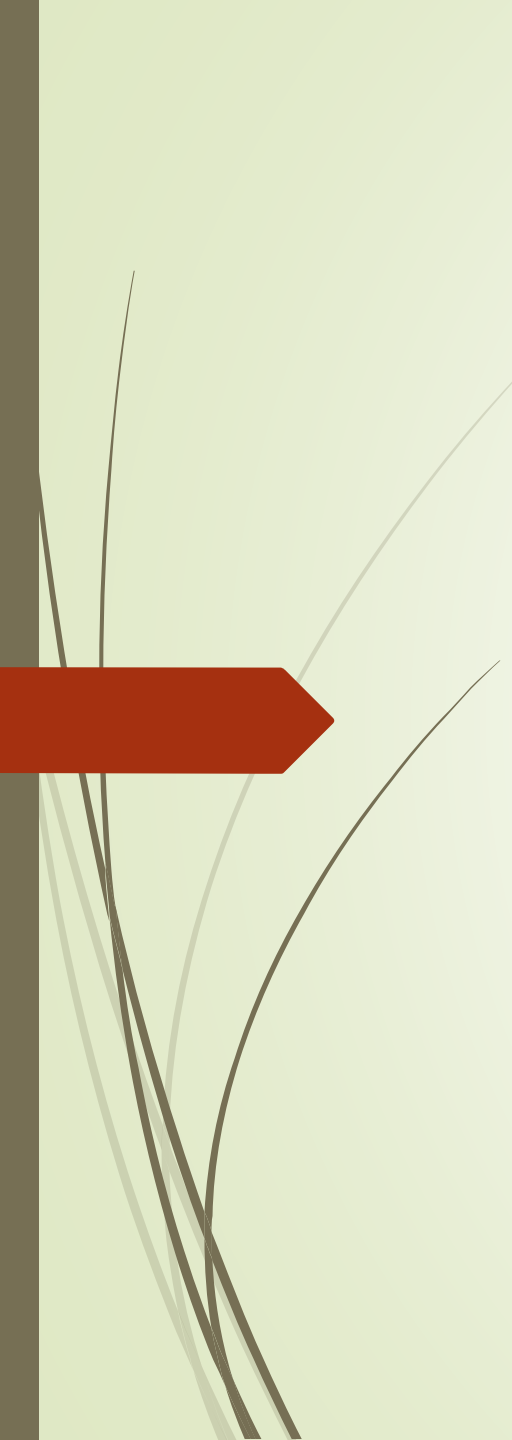
Listening to diversity

Building bridges

Being human together

- The patient as "other"
- The gown
- The bed
- Rounds
- Understanding the power dymanic

Embracing a holistic circle of care for staff

- Spirituality and theology
- Universal human needs
- Challenges and celebrations in stages of life

Institutional Readiness

- Hospital cultures
- Acceptance of the other
- Students are students
- Staff mentorship
- Reciprocal learning
- Sacredness of teaching
- Humility

Institutions at the table and in the room

- Small group discussions
- Report out to the workshop
- Questions and conversation

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