

StirFry Seminars & Consulting

March 2013

7 REASONS WHY MANY DIVERSITY WORKSHOPS FAIL

By Lee Mun Wah

1. Diversity workshops often don't teach relationship or conflict mediation skills, just awareness and the review of existing anti-discrimination laws.
2. Folks don't speak up because they're afraid of repercussions, being seen as ignorant or being labeled.
3. After the workshop, managers often don't know how to begin a conversation on diversity issues in their departments.
4. Unique situations occur after the workshop that were not covered by the facilitator and there is often no one to consult with.
5. Often, sponsors want to hear the truth, but not if it means that they or the agency might be a part of the problem.
6. Sponsors want a celebration of diversity, but often lack the skills or understanding to authentically discuss the impact of being a minority.
7. After the workshop, there are often no follow-up training sessions or noticeable changes.

If many of the above statements sound familiar—a lot like the place where you work—you are not alone. Each of these points is worthy of our reflection, our curiosity, and, most importantly, our actions—taking responsibility for these issues by working on them. I believe that we have become experts at honoring diversity, but fail miserably when it comes to 'practicing' diversity. In the following newsletters we will be exploring a new paradigm: "The Practice of Honoring Diversity," real life programs that deepen our relationships, create more authentic conversations, and provide us with the skill-sets to re-connect and transform our differences.



LET'S GET REAL

Unlearning Racism (Overnight) Retreat

May 3-5, 2013 • Friday 2 pm until Sunday 2 pm
Facilitator: Lee Mun Wah

Before we can truly become a multicultural nation, we must have a relationship based on respect and understanding, reflection and curiosity; where our differences and our similarities are embraced, valued and integrated into the very fabric of our workplaces, communities, schools and governmental institutions. It also means coming to an understanding that awareness and holidays are just the beginning.

What is required is an on-going dialogue and relationship with each other. I hope that you will join us in making this not only a better world for our children, but for ourselves – not by starting tomorrow, but by beginning that conversation today.

Workshop held at the Quan Yin Training Center • 2311 8th Street, Berkeley, CA
 FOR MORE INFORMATION, OR TO REGISTER, PLEASE VISIT WWW.STIRFRYSEMINARS.COM/BTC

On Demand Digital Streaming Rentals of StirFry Films!!

For the first time, Stirfry is making our films available on line/on demand for students & individuals via digitally streamed video. Here, you can view films such as *The Color of Fear*, *Last Chance for Eden* and *Stolen Ground* from the comfort of your own home for a small rental fee; rentals provide a link to the films online, good for 24-hours of viewing. Please note StirFry Seminars' Copyright and Use Agreement prior to purchase. (If instead, you prefer to own a dvd copy of our diversity training films, you can purchase them on the Stirfry Seminars & Consulting website at www.stirfryseminars.com.)

For questions, contact us at: products@stirfryseminars.com or call 510-204-8840 x100. www.diversitytrainingfilms.com

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Get **20%** off for a limited time off of **all** regularly-priced diversity training materials (including Lee Mun Wah's latest documentary, *If These Halls Could Talk (Teacher's Edition)*, and new book, *Let's Get Real: What People of Color Can't Say & Whites Won't Ask About Racism*.

Enter coupon code **NEWS20** upon online checkout at www.stirfryseminars.com/store.

Some restrictions apply. Expires April 15, 2013



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StirFry Calendar of Events

March 14, 2013 San Diego, CA	Creating a Culturally Responsive Classroom California Charter Schools Conference • Open to the Public
March 19-20, 2013 Charlotte, NC	If These Halls Could Talk- Film Showing & Diversity Dialogue on 3/19/13 and Changing Our Heads, Hearts & Hands- From the Inside Out; The World is All Around Us Keynote; and, A Cross Gender/Race Conversation Student Dialogue Session on 3/20/13 • Some Events Open to the Public
April 3, 2013 Hamden, CT	Creating a Culturally Responsive School Environment and If These Halls Could Talk: Film Showing & Diversity Dialogue • Open to the Public
April 5, 2013 Sonoma, CA	If These Halls Could Talk- Feature Film Showing & Diversity Dialogue Sonoma State University • Open to the Public
April 8, 2013 Chicago, IL	Cultural Competency for Leaders: Unlearning Racism in the Workplace Not Open to the Public
April 10, 2013 Indianapolis, IN	If These Halls Could Talk: Film Showing & Diversity Dialogue with Lee Mun Wah National AfterSchool Association Conference • Open to the Public

For StirFry's complete Calendar of Upcoming Events, please visit www.stirfryseminars.com/events

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