

StirFry Seminars & Consulting

September 2013

WHAT WOULD MAKE THE DREAM REAL



For a long time now I have pondered about what it would truly feel like had the world changed according to Martin Luther King, Jr's Dream. So many times I have heard whites ask people of color what they want from them and what they could do or say to make a real difference. And so, I would like to put forth a list, not a dream, that would help me feel that change can actually happen.

It's my belief that, for change to occur, there must first be a shift in the way we perceive what is *real* inclusion, not just in the form of holidays, foods or costumes or the election of one black man or woman as president. For me, inclusion is also an attitudinal and behavioral shift that is based on the quality of our connection and our willingness to be in a truthful and transformative relationship with each other.

Inclusion means...

1. Not only having equal representation, but a desire for a meaningful relationship based on the mutuality of our trust, curiosity, and authenticity with each other.
2. Beginning where someone is, not where you want them to be.
3. Being open to hearing and experiencing different perspectives, ways of relating, and communicating.
4. Noticing the intent and impact of all our communications. In other words, noticing where and when we are connecting and/or feeling disconnected from others.
5. Noticing and taking responsibility about how we exclude others:
 - a. by trivializing, devaluing and invalidating their perspectives.
 - b. by valuing only what others have in common with us.
 - c. by not noticing the subtleties of our privilege and the lack of privilege for others.
6. By asking and wanting to hear the answers to:
What does inclusion mean to you?
In what ways are you excluded?
In what ways do I contribute to your feeling excluded?
7. By discussing: What parts of another culture do we value and what parts do we not. What kinds of stereotypes do we carry and how that affects how we relate or don't relate to others and to each other.
8. Desiring to embrace diversity because it will enhance our life, not take away from it.
9. A willingness to go beyond tolerating someone to truly wanting to have a meaningful relationship based on honesty and respect.
10. Noticing how often we use 'but' or 'have you ever thought maybe...' and realizing how those comments and many others shut down a conversation on diversity.

Someone once said, "We can easily forgive a child who is afraid of the dark; the real tragedy of life is when we are afraid of the light." Having a black president doesn't ensure that we are 'beyond racism'. What is needed is an openness to experiencing someone who is different and a willingness to learn and to grow from that opportunity.

Lee Mun Wah



Future of Diversity University

A Program of StirFry Seminars & Consulting, Inc.



ANNOUNCING....STIRFRY SEMINAR'S NEW MINDFUL FACILITATION CERTIFICATION PROGRAM

REGISTER BY SEPTEMBER 15th for a \$500 DISCOUNT!

This 2-year program provides an online intensive level communication and facilitation training to those wishing to develop their cultural intelligence, individual and group process skills from a Mindful Facilitation and multicultural perspective. This program will also provide participants with the necessary skills and knowledge to effectively work with educational and social institutions, professional environments, and diverse communities on diversity issues and cross cultural needs and concerns. Get more information and sign up today with the downloadable Registration Form at: <http://www.stirfryseminars.com/futureofdiversity/>

Online Training Program Starts October 1, 2013

UPCOMING BERKELEY TRAINING CENTER WORKSHOP

Mastering Diversity & Facilitation • Level Two Workshop

November 15-17, 2013 • Facilitated by Lee Mun Wah

Friday 2-9 pm, Saturday 8 am-6 pm, Sunday 8 am-2 pm

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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BACK TO SCHOOL SALE!

Get 25% off for a limited time off of all regularly-priced diversity training materials (including Lee Mun Wah's newest book *Let's Get Real: What People of Color Can't Say & Whites Won't Ask About Racism* as well as his book *The Art of Mindful Facilitation*) Enter coupon code NEWS25 upon online checkout at www.stirfryseminars.com/store.

Some restrictions apply. Expires October 31, 2013



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StirFry Calendar of Events

September 16, 2013 Eugene, OR	Mindfully Resolving Conflicts for Diversity Issues Workshop & Last Chance for Eden Film Showing & Diversity Dialogue • Film Showing Open to the Public
Sept 17-18, 2013 Salem, OR	Let's Get Real About Racism: Facilitating Conversations between Whites & People of Color State of Oregon Diversity Conference • Open to the Public
Sept 20-22, 2013** Berkeley, CA	Let's Get Real- Unlearning Racism (overnight) Retreat Open to the Public
October 4-5, 2013 Logan, UT	Creating Community in a Diverse School Environment Not Open to the Public
October 11, 2013 Duluth, GA	Creating a Culturally Responsive School Community Georgia Association on Young Children (GAYC) Conference • Open to the Public

*** Held at the Quan Yin Training Center, 2311 8th Street, Berkeley, CA*

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

Contact Us: 510.204.8840 Trainings, Films & Diversity Products, ext. 103 • www.stirfryseminars.com • www.diversitytrainingfilms.com