

StirFry Seminars & Consulting

MAY 2014

HOW WE HAVE FAILED OUR STUDENTS OF COLOR (PART 3)

A growing number of students of color drop out of college every year, not just because of finances or grades, but because of a lack of 'connection' with other students, faculty and the community around them. I believe that before we can 'remedy' this situation, we must first explore the ways we have failed our students of color:

A lack of color on campus

One of the major ways we've failed our students of color is that they often can't 'see themselves' in the student population or within the faculty or administration. When students of color can't see professionals looking like them, they lose in many ways. First, they are taught that leadership is a 'white privilege' and that few professionals of color qualify. Secondly, they come to realize that white administrators and faculty rarely 'understand' what it is like to be a minority in a sea of whites nor are they willing to bring the issue up. When students of color attempt to breach this veil of silence, they are often trivialized and told that there just aren't enough qualified faculty of color to choose from or that as whites, they too, are 'concerned'. However, that 'concern' seldom leads to any change or sense of responsibility. The third loss is that in not seeing and experiencing faculty of color, students of color often emulate whites in terms of their ways of being 'professional', their speech, dress, and ways of seeing the world, including folks of color. This 'loss of self' is profoundly sad because folks of color can never be 'white' enough or lose themselves. There is no PhD that can shield a person of color from the inevitable pain of racism.

Not knowing how to create a 'safe container'

Most white faculty do not know how to create a 'safe container' to talk about diversity because they have not been trained on how to mediate conflicts or how create a sense of community amongst diverse groups. Students relate about how when white students become defensive and adversarial with students of color who try to talk about their experiences, their instructors often change the topic or end the discussion because it's becoming too emotional and appearing 'out of control'. Another failure is that most white faculty are unprepared to talk about white privilege as it affects people of color on a daily basis because they have seldom had to look at their own white privilege. They often relate to diversity through a 'white lens', which is often about celebrating, eating, or dancing. Another 'blind spot' occurs when white faculty often view discrimination as an individual rather than as a group or institutional experience. Much like a student of color once observed- when talking to another white student about racism, the white student demanded that he see him as an individual, but insisted on seeing, the student of color, as a group. This disconnect often goes unnoticed and leaves both groups feeling frustrated and incomplete.

Lee Mun Wah

This is a four part series on how we have failed our white students and our students of color. Included in each article will be suggestions on how to create a culturally responsive classroom.

Looking for ways to begin diversity conversations in your classrooms and workplaces? Join our mailing list today to receive free handouts.

<http://www.stirfryseminars.com/resources/handouts.php>



Future of Diversity University

A Program of StirFry Seminars & Consulting, Inc.



MINDFUL FACILITATION CERTIFICATION PROGRAM

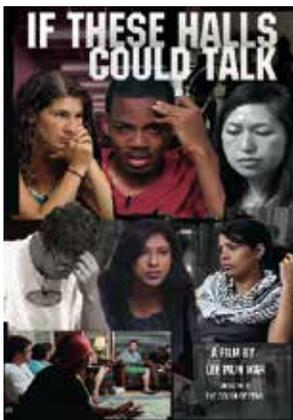
Our Next Class Begins October 1, 2014

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/>

Contact Ellen Muhammad for More Information: ellen@stirfryseminars.com

STIRFRY DIVERSITY TRAINING MATERIALS SALE!



Get **25% off**, for a limited time, on all regularly-priced diversity training materials (including Lee Mun Wah's newest film *If These Halls Could Talk*)! Enter coupon code **NEWS25** upon online checkout at www.stirfryseminars.com/store.

** Some restrictions apply.
Expires May 15, 2014*

ON DEMAND DIGITAL STREAMING RENTALS OF STIRFRY FILMS!!

www.diversitytrainingfilms.com

For the first time, Stirfry is making our films available online/ 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.

StirFry Calendar of Upcoming Events

April 23, 2014 Syracuse, NY	An Unfinished Conversation Some events open to the public
April 25, 2014 Denver, CO	An Unfinished Conversation Some events open to the public
May 6, 2014 Berkeley, CA	Cross-Cultural Facilitation Techniques/Mindfully Resolving Conflicts Workshop Not Open to the Public
May 10, 2014 ** Berkeley, CA	Aspiring Documentary Filmmaker Workshop with Director Lee Mun Wah Open to the Public.
May 17, 2014 Gig Harbor, WA	Let's Get Real About Racism Workshop Association for Experiential Education (AEE) Conference • Open to the Public
May 22, 2014 San Ramon, CA	Keynote: The World is All Around Us- Creating a Global Economy Not 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

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