

StirFry Seminars & Consulting

June 2012

Will the Real 'Multiculturalism' Please Stand Up?

Too often, multiculturalism has come to be defined as "getting to know another culture." And yet, in its present form, are we truly 'multicultural'? If not, then what is still needed?

For many minorities, the term "multiculturalism" has come to mean:

- a. *That, once again, the dominant culture gets to decide what multicultural programs will look like, taste like and sound like. They will get to decide if something is too intense, too personal, too political, or too ethnic.*
- b. *That, quite often, its definition is limited to the celebration of foods, dances, costumes and music.*
- c. *That, by simply studying about Martin Luther King, Jr. or Cesar Chavez or Bruce Lee, we have learned all that we need to know about a certain ethnic group.*

What does being truly multicultural really mean?

- a. *Multiculturalism means having a relationship based on a willingness to not only stay in the room when a conflict occurs, but to hear and value what is not working and to see that as an opportunity and not a threat.*
- b. *Making use of our differences and unique perspectives. In other words, integrating different cultural practices into the way we manage others, create policy, develop and train leaders.*
- c. *Taking responsibility for our part in the problem, instead of blaming someone else or attacking the messenger. In other words, making the workplace safe by valuing different perspectives and practices. Noticing who is missing in the room or needed for an honest and open discussion.*
- d. *Truly wanting multiculturalism means to stop assessing and collecting more and more data, but to start instigating real changes, not five years from now, but today. As Martin Luther King, Jr. once said, "Wait means never."*
- e. *Asking minorities what they need by inviting them to be on the decision-making and planning committees, instead of making up countless programs that aren't necessary or useful in addressing their problems.*

Lee Mun Wah

Contact Us: 510.204.8840 Trainings, Films & Diversity Products, ext. 101

www.stirfryseminars.com • www.diversitytrainingfilms.com

Cross-Cultural Facilitation Techniques

5-day Intensive for Diversity Trainers

Facilitated by Lee Mun Wah

August 1-5, 2012 (Wednesday-Saturday: 9am-5pm, Sunday: 9am-2pm)
 Quan Yin Training Center • 2311 8th Street, Berkeley, CA

In this unique training, Lee Mun Wah will guide each participant through a series of exercises and mindful techniques that will enhance their understanding of the impact of culture on relationships, conflictual cultural situations, as well as how to develop a deeper and more authentic sense of community and openness within diverse groups.

FOR MORE INFORMATION, OR TO REGISTER, PLEASE VISIT WWW.STIRFRYSEMINARS.COM/BTC

StirFry Sale of the Month



Get **30%** 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 **SALE30** upon online checkout at www.stirfryseminars.com/store.



Some restrictions apply. Expires August 1, 2012

StirFry Calendar of Events

June 20-24, 2012 ** Berkeley, CA	Cross-Cultural Facilitation Skills for Diversity Trainers INTENSIVE Open to the Public
June 28, 2012 Pensacola, FL	Keynote: An Unfinished Conversation- The World is All Around Us Not Open to the Public
August 1-5, 2012 ** Berkeley, CA	Cross-Cultural Facilitation Skills for Diversity Trainers INTENSIVE Open to the Public
August 19-22, 2012 New York, NY	Let's Get Real (<i>exact date/time TBA</i>) • Community Action Partnership Conference Open to the Public
August 31, 2012 Providence, RI	TBA Not Open to the Public
September 13, 2012 Berkeley, CA	Cultural Competency for Educational Leaders Not Open to the Public
September 14-16, 2012 ** Berkeley, CA	Let's Get Real - Unlearning Racism (Overnight Retreat) Open to the Public
September 21, 2012 Modesto, CA	An Unfinished Conversation Not Open to the Public
September 29, 2012 CO	Keynote TBA

*** 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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