



# StirFry Seminars & Consulting

October 2018

## THE CHALLENGE OF HOPE

Each year at this time, we are inspired by the possibilities of another beginning. Yet, if we have not learned from our past, then we are doomed to repeat the same mistakes. It has now been thirty-three years that I have been doing diversity work and making films. And so, the most asked question still remains: What changes, if any, have I observed?

The answer is not as simple nor as complex as it appears. Like most diversity trainers, I find that the changes are not always noticeable or measurable. At any moment of a workshop, you can often sense an emotional awareness that takes place, but, as a facilitator, I am left to wonder if that has been enough to instill the desire for change. I am not sure. Even after all these years, I remain amazed at how unaware and naive so many workplaces still are when it comes to truly understanding and putting diversity initiatives into practice. Why, after so many years and billions of dollars invested into diversity trainings, are we still so slow in making the needed changes? Why are there still so many discrimination lawsuits and seemingly endless stories of people of color and women feeling unheard, unacknowledged and devalued? Why, after so many years, are white women still the major benefactors of affirmative action?

The truth lies not in finding blame with one particular group, but in the very premise of diversity itself. For too many years now, we have been indoctrinated that diversity is meant to simply respect and understand each other. To many, that has become a mantra without any accountability or urgency for change. More recently, I began asking much more penetrating questions: "What do you understand? What do you respect?" And in the same tenor, "What and who don't you understand? What don't you respect?" I think such questions need to be asked and the answers that come from them need to be heard and discussed as an essential part of a dialogue on diversity. To me, we have been a nation of "don't ask and don't tell" for the past five hundred years and the time has come to finally be real with each other. We can do no less, because of the times we are living in.

Several years ago, a black Bermudan interrupted my workshop and asked a very poignant question: "Why would whites ever want to give up racism? They benefit every day and in every way." I shared with him that I could see he was very upset but that I was the wrong person to be answering his question. I told him that the most appropriate folks to be answering his question were the whites who were in the room that day. And so, I called on all the white Bermudans to come up on the stage to answer his question. What resulted was an incredible dialogue that rocked the audience and brought about a greater sense of honesty and understanding than anyone had ever witnessed before.

You see, it would have been easy for me to answer his question but that is what facilitators and diversity trainers commonly do – provide answers and fun exercises, but not necessarily facilitate nor support an authentic dialogue between those of which whom are afraid or suspicious of one another. Diversity, to me, needs to be practiced with the very people we have been taught to see as inferior or dangerous. We need to look at where we learned those

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prejudices from, how those experiences have affected us, and how such beliefs affect our perceptions and relationships with people who are different from ourselves.

As the November elections are now close at hand, what path will we choose this time around? What actions will we take to make this a more equitable world? What aspects of ourselves will we question and change? When will we begin those much-needed dialogues with those we love as well as with those we have never truly gotten to know because of our fears? For me, that is the challenge and the hope. As was shared in the film, *Shawshank Redemption*:

*Hope is a good thing, maybe the best of things.*

*and*

*No good dream ever died.*

And so, in honor of Martin Luther King, Jr. and so many others, it is my hope and prayer that someday we will look back with pride, knowing that on that cold November in 2018, together, we brought back the Dream.

*Lee Mun Wah*

StirFry Seminars & Consulting  
Innovative Tools for Diversity Training



## MINDFUL FACILITATION CERTIFICATE

1-Year Training Program: June 2019-June 2020

Hurry! \$500 Tuition Discount For Registering Before December 1st!

This program provides an intensive level communication and facilitation (in-person and online) training to those wishing to develop their cultural intelligence, as well as 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 work more effectively with educational and social institutions, professional environments, and diverse communities on diversity issues and cross-cultural needs and concerns.

**To Register:** [www.stirfryseminars.com/certification](http://www.stirfryseminars.com/certification)

Questions? Schedule a time to speak with Lee Mun Wah, StirFry Seminars' Executive Director and Certificate Facilitator Today! Contact 510-204-8840 x 103 for appointment availability.

# LET'S GET REAL:

## Unlearning Racism and Internalized Racism

### February 22-24, 2019

Friday 2pm to 9pm; Saturday 8am to 6pm; Sunday 8am to 2pm

Quan Yin Training Center • 2311 8th Street, Berkeley, CA

*Facilitated by Lee Mun Wah & Rainbow Markell • All Welcome*

There is so much that is unsaid in this country about race issues. In this retreat we will explore a variety of ways to have this dialogue on race and racism that will lead to a more intimate and honest conversation and relationship with each other. This retreat is about confronting some of the issues that keep us all from talking to one another about race/racism. It is also about discovering new ways to begin that conversation, how to create a bridge to talk about our differences, exploring what opens us up and what closes us down, and finally, 101 ways to become Culturally Competent in our relationships and workplaces.

For More Information: 510.204.8840 ext. 103 or [www.stirfryseminars.com/BTC](http://www.stirfryseminars.com/BTC)

### DiversityTrainingFilms.com

Streaming rentals now available for extended rental periods:

24 hours • 72 hours • 1 week

1 month • 6 months • 1 year

StirFry Seminars & Consulting has made its acclaimed diversity documentary films available on-demand for individuals and students via digitally-streamed video at: [www.DiversityTrainingFilms.com](http://www.DiversityTrainingFilms.com).

There, you can view Director Lee Mun Wah's latest film, *If These Halls Could Talk* as well as *The Color of Fear*, *Last Chance for Eden* and *Stolen Ground*.

Your rental fee allows you to access each film for your chosen time period (24 hours, 72 hours, 1 week, 1 month, 6 months, 1 year). Please note StirFry Seminars' Copyright and Use Agreement prior to purchase.

If you would like to own a DVD copy of our diversity training films, you can purchase them on the StirFry Seminars & Consulting website at: [www.stirfryseminars.com/store](http://www.stirfryseminars.com/store).

### StirFry Autumn Sale

20% off all regularly-priced items  
by entering coupon code

**FALL20**

upon online checkout at:

[www.stirfryseminars.com/store](http://www.stirfryseminars.com/store).

**Hurry!**

**Offer Expires 11/15/18**



## STIRFRY CALENDAR OF UPCOMING EVENTS

<b>October 25, 2018</b> <b>Great Falls, MT</b>	A Cross Race/Gender Conversation Not Open to the Public
<b>October 29, 2018</b> <b>San Jose, CA</b>	Mindful Communications Training with Teaching Staff Not Open to the Public
<b>November 1, 2018</b> <b>Denver, CO</b>	Standing Up for Social Justice in Times of Fear & Hatred • National Conference on Dialogue & Deliberation (NCDD) Open to the Public
<b>November 15-16, 2018</b> <b>Bryn Mawr, PA</b>	An Unfinished Conversation Some Events Open to the Public
<b>December 10, 2018</b> <b>Orlando, FL</b>	Creating a Culturally Competent and Responsive Campus Community Student Affairs Administrators in Higher Education (NASPA) Leadership Educators Institute Open to the Public
<b>December 18, 2018</b> <b>San Jose, CA</b>	Mindful Communications Training with Teaching Staff Not Open to the Public
<b>February 2, 2019</b> <b>San Jose, CA</b>	Standing Up for Social Justice on Campus in Times of Fear & Hatred Good Teaching NORTH Conference- California Teachers Association Open to the Public

For StirFry's complete Calendar of Upcoming Events, please visit  
[www.stirfryseminars.com/events](http://www.stirfryseminars.com/events)