

StirFry Seminars & Consulting

February 2016

What If A Crisis Was Really An Opportunity?

As we embark upon the **Lunar Year of the Monkey**, I am reminded of the Chinese saying that a crisis is both *danger* and *opportunity*. All over this country in our colleges, workplaces and communities there are confrontations and protests over the discriminatory treatment towards those that are poor, women, members of the LGBTQ community, people of color, immigrants, Jews, Muslims, and countless other groups. Often, the reactions of those in our institutions only escalate and polarize the situation because their responses are often defensive, adversarial or dismissive. It is our belief, here at StirFry Seminars & Consulting, that these poor responses occur because there is often a lack of training and understanding of how to work with the issues and the people affected whenever issues concerning diversity and discrimination occur.

For the past three decades, StirFry Seminars & Consulting has conducted workshops and trainings across college campuses, corporations, governmental and social service agencies. Our award winning diversity training films have been viewed all over the world and our Mindful Facilitation workshops have helped individuals and groups promote authentic, healthy and compassionate cross-cultural relationships and dialogues on diversity issues. You can learn more about the work we do by visiting our website at: www.stirfryseminars.com.

Below is a list of a few of the many ways we can help your agency or institution. In our workshops, participants will learn:

1. How to respond when a discriminatory incident occurs in your community where appropriate action is taken and where all parties feel acknowledged, heard and supported.
2. How to create a safe space and opportunity for all concerned to share their feelings and experiences without feeling dismissed or trivialized.
3. Mindful Communication Techniques that will help to facilitate discussions and create an atmosphere of caring and curiosity, compassion and understanding.
4. How to de-escalate and de-polarize a conflict within minutes so that everyone feels heard and acknowledged, rather than defensive and adversarial.
5. How to organize and develop a community-wide town hall meeting where students, faculty and staff and members of the community can discuss a crisis in a way where everyone is open to hearing a different perspective, is curious, takes responsibility and is working towards authentic change and long-term understanding.
6. How to create a sense of community when a crisis occurs, instead of reacting and becoming defensive and polarized.
7. Ways to respond to diversity issues from a culturally-responsive and cross-cultural lens.
8. 21 ways that **stop** a diversity conversation as well as 21 ways to kick start a conversation on diversity with your employees, administrators, and students.

In addition to offering private workshops on-site at your location, we also provide trainings at our Berkeley Training Center here in California throughout the year to keep you updated on our latest cross-cultural communication techniques, diversity training films and materials that focus on a wide range of diversity issues. You can register for our Berkeley coursework online by visiting: www.stirfryseminars.com/BTC.

We also offer online training programs and online coaching/consultation sessions that will help support you throughout the year whenever a crisis or situation occurs so that you can get the on-call support, advice and training that you need.

Please call **Melissa Sweeney**, StirFry Seminars' Director, at 510.204.8840 ext. 101, or email her at: Melissa@stirfryseminars.com for more information. Melissa will work with you to customize a training/workshop that will meet both your needs and your budget.

