



TIME TO BREAK THE SILENCE

Jeremy Lin, a famous Asian basketball player, says that he is upset with all the recent anti-Asian violence, but also afraid to speak up because it might escalate the situation and give the perpetrators more reason to hurt other Asians. On the surface that might sound reasonable, but what he shared reminded me of what I often heard as a child from my family and those in my community: Don't cause any more trouble. If we stay quiet and just mind our own business it will go away.

What came to mind were two personal experiences that changed how I moved in the world. The first was as a new teacher at a high school in San Francisco. I kept wondering why all my copies that I sent to the Printing Department were so late in being returned to me. I confronted the white woman in the Printing Department about this and she responded by mimicking me back with both her hands on her eyes with that all so familiar 'squinted chinaman eyes' gesture and just mocked me. I went to my department head and complained and he said to me: Mun Wah, she's probably just having a bad day. I think what you should do is bring her some flowers. Sound familiar? I was furious and adamantly refused. Within days, the woman from the Printing Department heard about my complaint and posted a huge poster at the front of her counter which read: Mr. Lee has accused me of being a racist. Please sign if you disagree. Over twenty teachers signed it. I felt so insulted and dismissed. But, even worse, I started to doubt myself and kept

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going over and over what I could possibly have done to so upset her. In other words, wondering what I had done.

The next experience was years later when I was assigned to a junior high and was attending my first faculty meeting. The music teacher, who was a tall white male, referred to Mrs. Wong (a Chinese instructor) as a cute little china doll. As he was talking about her, I could see that she was visibly upset as were many of the other folks of color in the room. I don't know what possessed me, but I guess it had to do with how unfinished I felt from the previous incident with the white lady from the Printing Department, that I just stood and shouted at him: "Her name is not china doll! Her name is Mrs. Wong!!!" And then I just quickly sat down. Not a word was said. Everyone was shocked into dead silence. Then, after what seemed like forever, he continued to talk as if nothing had happened. I was so embarrassed and once again blamed myself for escalating a situation that might have been best left alone. As soon as the faculty meeting ended, I ran straight for the door, assured that I would never say a word again. As I got to the door, I felt a hand on my shoulder and it was Mrs. Wong. She thanked me profusely with tears in her eyes and shared how for years she wanted to tell him off and so appreciated my standing up for her. She vowed that she would never let him do that again to her or anyone else. From that day on, I never looked back with regret. I finally broke the silence that had become so deafening and harmful to my soul and to my community. Racism is racism. Not a joke and definitely not something that can be excused or dismissed as 'having a bad day', because those of us who are on the other end of that discrimination is another 'bad day' in America.

It's time to break the silence. *No more, not ever.*



UPCOMING STIRFRY WORKSHOP

Introductory Mindful Facilitation Workshop Part 1

Friday April 16-Sunday April 18, 2021 • 9am-3pm • Facilitated by Lee Mun Wah

\$590 for all three days (price includes required materials/shipping)

In one of our most popular online trainings, Lee Mun Wah will demonstrate the myriad of ways that facilitation, when practiced using Mindful Techniques, can become a useful tool in helping therapists, educators, and counselors to become more culturally competent and skilled in developing and processing individual and group issues from a diversity and therapeutic lens, using filmed vignettes, role plays, diversity films, personal stories, and interactive exercises.

Some of the Mindfulness Techniques that you will learn are:

- The Art of Intent & Impact
- Advanced Interventions for Individual/Group Interactions
- How to De-escalate Cultural Conflicts Within Seconds
- 21 Ways to Stop a Diversity Conversation
- How to Transform Anger into Compassion and Curiosity
- Ways to Diminish Fear Through Curiosity & Self-Reflection
- How to Create a Culturally Competent Community In Our Classrooms & Faculty
- Ways to Develop Empathy & Trust Using a Diversity Lens
- The Art of Noticing What Is Missing
- How to Transform A Disconnection into A Reconnection

REGISTER AND FIND MORE INFO at

stirfryonline.com/btc/introductory-mindful-facilitation-workshop-part-1/

NEXT: APRIL MINDFUL FACILITATION WORKSHOP

Mindful Facilitation Training Part 2

Friday April 30 - Sunday May 2, 2021

9am–3pm • Facilitated by Lee Mun Wah
\$590 for all three days (price includes required materials/shipping)

This workshop is one of StirFry Seminars' most popular follow-up trainings from Part 1 because participants get the chance to practice with an assortment of culturally sensitive role plays and filmed vignettes, as well as a myriad of confrontational scenarios that will hone advanced-level intervention and facilitation skill sets. Participants will also be making use of advanced-level group interventions that will enhance group processing and observational techniques.

Info & Registration: <https://stirfryonline.com/btc/mindful-facilitation-training-part-2/>

STIRFRY CALENDAR OF EVENTS

All events virtual until further notice

Thursday March 25, 2021

Race. Dialogue. Action Speaker Series: "How to Have Real Conversations on Race in the Classroom and Workplace"

Boston MA via Zoom

Not Open to the Public

Friday March 26, 2021

Dr. Marvalene Hughes Leadership Conference Keynote: "What Stands Between Us"

CSU Stanislaus, Turlock CA via Zoom

Not Open to the Public

Tuesday March 30 – Thursday April 1, 2021

"The Color of Your Fear: Having a Courageous Conversation"

Workshop Series, Part 4

San Francisco CA via Zoom

Not Open to the Public

Monday April 5, 2021

How to have Successful Conversations on Diversity Issues in the Classroom/Workplace

Milwaukee School of Engineering, Milwaukee WI via Zoom

Not Open to the Public

Thursday April 8, 2021

The Art of Mindfully Communicating about Race and Racism

Montgomery College, Rockville MD via Zoom

Not Open to the Public

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

GET FULL DIVERSITY TRAINING IN 4 EFFECTIVE MODULES!

**Cover all your learning objectives with our new
program:**

- MODULE 1: Creating Community in a Diverse Workplace
- MODULE 2: Let's Get Real: Courageous Conversations
- MODULE 3: Responding to a Discriminatory Incident
- MODULE 4: Conflict Facilitation Training

Time frame: Each module meets once or twice a month

Each session: 3 - 6 hours

Participant limit: 95

Location: Zoom or in person (when safe)

Learn more and contact us by email: ellen@stirfry-seminars.com

OUR ONLINE STREAMING FILMS
AND KINDLE BOOKS ARE THE PERFECT
TOOLS FOR YOUR ONLINE CLASSES

DIVERSITYTRAININGFILMS.COM

Streaming video rentals of our documentaries now available in 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: DiversityTrainingFilms.com.