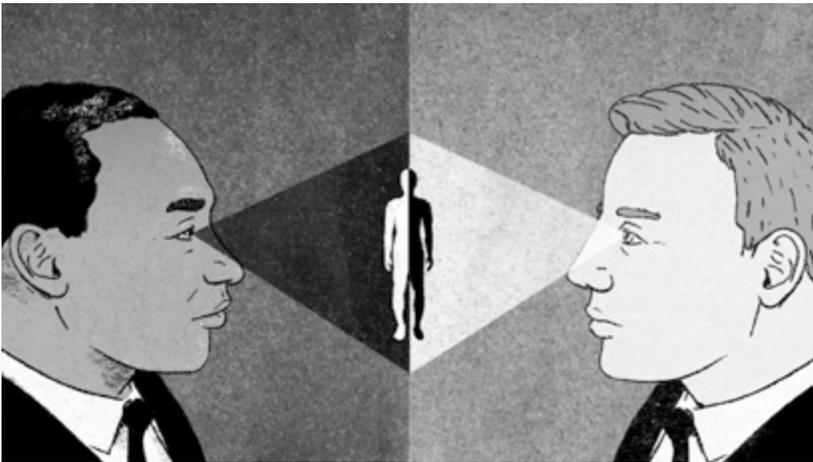


What Whites Can Do



A white woman in one of my recent workshops asked what whites can do so BIPOC folks don't always have to be the ones to tell their stories in order for white people to finally get it. I've pondered over this question for years because it is a dilemma facing BIPOC folks each time there is a diversity workshop. The most common answer I hear from BIPOC folks to whites is: go educate yourself, read a book or figure it out yourself.

On the surface, this seems reasonable enough, but I have yet to witness hordes of white folks immediately running out to the library to educate themselves, let alone having long, honest discussions with other whites on white privilege, fragility or superiority.

So, what can whites do so BIPOC folks don't have to be the only ones to share their stories and struggles? I came up with suggestions that I've heard in my workshops from BIPOC participants about what whites can immediately do.

- Speak up when you see or hear something that is discriminatory. Don't just leave it up to BIPOC folks to be the first to have to speak up or to notice what just transpired.
- Get emotional. Show your outrage and anger when discrimination happens. Stop being casual witnesses and detached observers.
- Stop pretending you don't know what's happening. Ask questions! Look around you! Notice disparities in power, positions and pay differentials and then say/do something about it.
- Talk to your white friends and colleagues about racism, sexism and other discriminatory issues. Initiate the conversation. Don't run away or give up because it gets uncomfortable when they get upset with you or become defensive. Welcome to the pain.
- Support BIPOC folks by being curious. Ask lots of questions such as: What I heard you say was... or, tell me more about what happened, what angered you about what happened? What hurt you about what happened? What was familiar about what happened? What do you need or want? Remember, curiosity is the gateway to empathy.
- Stop saying, "I'm sorry that happened to you." Be moved by what has happened to BIPOC folks and then act as an ally by asking them what you can do to interrupt and unlearn discrimination.

- Stay with the process. Don't rush to a solution or trying to always define what has occurred. Be a good listener and practice how to respond with compassion and caring.
- Remember, whenever you don't say or do something when witnessing discrimination, someone always pays a price for your silence
- Don't wait until you can find the words, it'll come to you. For example, if someone discriminates against your son or daughter, your grandparents, mother or father, you'd immediately do something.

There is an old Jewish saying: "If not you, then who? If not now, then when?"

Lee Mun Wah



• Tea Time with Lee Mun Wah

Get ready to spill some tea with Lee Mun Wah

In this series of interactive 90-minute workshops, Lee Mun Wah will go over some of your most pressing questions or concerns around situations you've been unsure of how to address in the past.

When you register, you can submit any questions, specific topics, or scenarios you would like to discuss with the group. Lee Mun Wah will also provide his insights into the use of mindful facilitation techniques in working with clients on diversity issues, share some of his most intense and intriguing scenarios he was personally involved in, as well as a "behind the scenes" glimpse of his journey and thought processes as he approached some of the most incredibly challenging and confrontational scenarios as a diversity trainer, community therapist, educator and facilitator.

Tea Time Schedule:

Saturday mornings,
9:00am - 10:30am (Pacific Time)

Dates:

July 31, 2021

August 21, 2021

September 18, 2021

October 16, 2021

November 20, 2021

December 18, 2021

Registration Fees: \$50/session price
If you register for 3 or more sessions:
each session is \$25

Registration Information at
stirfryonline.com

By popular demand, we have **changed the format of our Weekend Workshops** to better meet the schedule and budget needs of our participants!

All remaining 3-day workshops for 2021 now reduced to 2 days with a corresponding reduction in price.

See our full schedule of StirFry Workshops at stirfryonline.com

Upcoming StirFry Workshop

When a Discriminatory Incident Occurs

Saturday, August 14, 2021 • 9am – 3pm (Pacific Time)

Facilitated by Lee Mun Wah

\$265 (price includes required materials/shipping)

Often, discriminatory incidents and lawsuits emerge from environments where diversity issues are seldom discussed and where cultural differences are “celebrated” but not practiced or represented. During this workshop, we will explore how to create a culturally competent and sensitive community that is able to embrace and respond to diversity.

Participants will learn:

- Understand how one's personal and community history affects one's self esteem and sense of safety
- Learn ways to respond with honesty and compassion when a conflict occurs that involves a diversity issue
- Create a sense of community and understanding among a diverse culture of people
- Learn how to ask meaningful and intimate questions of individuals from diverse cultures
- Understand how differences (i.e. racial, gender) can affect relationships, communications & behaviors
- Discover how to observe and make use of the intent and impact of all of our communications
- Learn the art of listening and responding cross-culturally

Get Info and Register at stirfryonline.com

