

StirFry Seminars & Consulting

January 2018

THE PATH TOWARDS INCLUSION IS ALSO ABOUT EXCLUSION

A reporter once asked me to talk about inclusion and I said, "Not unless you are also willing to talk about exclusion." Often, in our exchanges about diversity issues, we mainly focus on inclusion and oneness as if we have already arrived and are now enjoying the fruits of working together and valuing each other.

The truth be told, we are still at "Diversity 101." We continue to be under the illusion that representation is the final goal (of inclusion), when in fact, that is only the first step. When we simply honor our differences by way of celebrating ethnic foods, clothing, dances and songs, we are not multi-cultural, but rather multi-holidayed. It is unfortunate that we have not integrated the beauty of our differences into the very fabric of how we conduct business, how we teach, or even how we run our government.

Someone once wrote: *We are all different, but what divides us and separates us is the value we place on those differences.* Right now, we are in the midst of history. We are so politically, socially and religiously polarized that shootings or hate crimes are becoming commonplace events on our campuses, in our workplaces and communities, and even in our places of worship. We lack the resources and training to fully know how to respond to these types of crises, except by way of law enforcement intervention and, subsequently, imprisonment. But, these are only band-aids to a much larger problem.

As a country and as a people, we are at a crossroads. How we decide to respond and to relate to one another will decide the future of our children and our families and our nation. We must begin with what divides and separates us. We must be *willing to* look at ourselves, our institutions and the communities in which we live, and take accountability for how we are a part of the problem and also responsible for the solution.

As Martin Luther King, Jr. once said, "Real peace is not the absence of conflict, it has always been the presence of justice." We must be *willing to* engage and talk about how our differences and our fears divide and separate us. It is only then, by understanding what is not working, that we can move forward with a new understanding- when our differences and similarities are valued, made use of, and integrated into the very fabric of our daily lives and institutions, then the dream of our parents, grandparents and the Lady in the New York Harbor will finally become a reality. Not just for a few select people, but for all of us.

So what is needed is to explore some of the ways that we can address the issue of exclusion by asking such questions such as:

- In what ways do we *avoid* talking about exclusion?
- When issues of exclusion arise, how open and curious are we?
- What is the price people pay who do bring up the issue of exclusionary practices?
- In what ways can we encourage and support talking about exclusion?
- What changes are needed to become more inclusive?
- What kinds of training do we need to become more sensitive to and adept at recognizing exclusionary practices and behaviors?

Lee Mun Wah

MASTERING DIVERSITY TRAINING & FACILITATION

APRIL 20-22, 2018

FRIDAY 2PM-9PM; SATURDAY 8AM-6PM; SUNDAY 8AM-2PM

FACILITATORS: LEE MUN WAH & RAINBOW MARKELL

Too often we are afraid to begin a conversation about race and racism because we have had a bad experience or feel that we will say something wrong or hurtful. This workshop is particularly exciting and satisfying because it allows everyone the opportunity to practice talking to someone who is different from themselves in a compassionate and honest way. Participants will learn that they are not alone in their fears and that all of us lack a "model" of how to begin this type of conversation. The most important ingredient is our sincerity and our willingness to learn and understand each other.

For More Information: 510.204.8840 ext. 103 or www.stirfryseminars.com/BTC

Diversity Documentaries Available for Online Rental!

DiversityTrainingFilms.com

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. 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. 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.

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StirFry Calendar of Upcoming Events

Jan 16, 2017 Eau Claire, WI	Diversity Conversations on Campus Not Open to the Public
Jan 18, 2018 Golden Valley, MN	Cross-Cultural Facilitation Techniques for Educators, Administrators & Staff (Level Two) Not Open to the Public
Jan 27, 2018 Sacramento, CA	What Would Make the Dream Real MLK Celebration 2018- Sacramento • Open to the Public
Jan 31-Feb 1, 2018 Minneapolis, MN	Creating a Culturally Responsive School Community Not Open to the Public
February 2-4, 2018 San Jose, CA	Responding to a Discriminatory Incident at School Good Teaching Conference (North), California Teacher's Association (CTA) • Open to the Public

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

Contact Us: 510.204.8840 Trainings, Films & Diversity Products, ext. 103 • www.stirfryseminars.com • www.diversitytrainingfilms.com

*** Held at the Quan Yin Training Center, 2311 8th Street, Berkeley, CA*