

101 ways to *Celebrate* MULTICULTURALISM

Multiculturalism is the ongoing process of recognizing, understanding, and appreciating differences.



We educate, advocate and respond.

THE MISSION OF THE WINCHESTER MULTICULTURAL NETWORK IS TO:

- promote the recognition, understanding and appreciation of diversity
- advocate for each and every person's civil rights
- confront intolerance

The Winchester Multicultural Network is a tax-exempt, non-profit organization.

PO Box 346
Winchester, MA 01890
781-729-7100

office@wmcn.org • www.wmcn.org

- 62 Lobby public officials to develop strong and clear human rights policies.
- 63 Attend a rally or protest to support peace, equality and fairness.
- 64 Travel the Black Heritage Trail and visit the Museum of Afro-American History.
- 65 Share your home with an exchange student.
- 66 Learn another language.
- 67 Learn about many different religious holidays and work with your schools and community to promote respectful policies.
- 68 Attend an art exhibit or program of music from another culture.
- 69 Call attention to ads and political cartoons that perpetuate racial, ethnic, gender or weight stereotypes.
- 70 Learn about and support organizations that are active in supporting peace and human rights.
- 71 Encourage children to be activists for social justice.
- 72 Ask a local store to sell greeting cards that show children and adults of all backgrounds.
- 73 Be receptive to hearing that you may have said or done something hurtful that was founded on a stereotype.
- 74 Write your local newspaper to appreciate well-written columns and articles on multicultural topics.
- 75 Be willing to tolerate discomfort while confronting stereotypes and discrimination.
- 76 Support stores, companies and businesses that reject discriminatory practices and treat all customers and employees with respect.
- 77 Notice and confront derogatory language used about people of different sexual orientations.
- 78 Learn about the policies of political candidates concerning human rights and multicultural issues.
- 78 Question your assumptions about people with regional accents different from your own.
- 80 Be certain that any club or organization you belong to invites participation from people of all backgrounds, perspectives and beliefs.
- 81 Attend a Special Olympics event.
- 82 In planning any event, make sure that people of all races, ethnicities, sexual orientations, abilities, class and religions are welcome and able to participate.
- 83 Challenge "macho" stereotypes.
- 84 Write a letter to the editor if you notice discrimination in your town.
- 85 Expect to discover your own stereotyped ideas, but know that by acknowledging them, you are taking the first steps toward challenging them.
- 86 Join organizations that promote social and economic justice and develop a list of websites to share with others in your community.
- 87 Make an effort to learn how to correctly pronounce the names of people from cultures different from your own.
- 88 Learn the local customs in places you visit.
- 89 Visit local ethnic communities, shops, cultural events, and restaurants.
- 90 Listen to music from a different culture.
- 91 Volunteer in classrooms to educate youth about your cultural background.
- 92 Don't blame yourself or others for not knowing something or for making a mistake. Appreciate and embrace this opportunity to learn.
- 93 Share stories of your cultural background and encourage others to share theirs with you.
- 94 Make it a point to learn the names of people of African, Asian, Hispanic, and Native American origin who have played significant roles in U.S. history.
- 95 Be aware of historical inaccuracies you were taught about various peoples and their roles in historical events.
- 96 When you find yourself in a social situation in which you feel like a "minority," use your own discomfort as an opportunity to learn about how others might feel when they find themselves in similar situations.
- 97 Think about all the factors that affect the way you see the world such as the influence of your family, where you grew up, your religious background, etc.
- 98 Realize that change, both in yourself and in society, is a process that takes time. Be patient and get support from others!
- 99 Seek out others who will be allies with you on your multicultural journey.
- 100 Know that you can make a difference and act on that knowledge!
- 101 Appreciate your growing multicultural awareness!

- 1 Begin by recognizing, understanding, and appreciating ways in which your own racial, cultural and/or ethnic background have contributed to your character and personality.
- 2 Be aware of "messages" about difference that are unspoken: raised eyebrows, body language, avoidance, etc
- 3 Practice "trying on" different ideas.
- 4 Be aware of your own attitudes about race, ethnicity, and anyone who is "different."
- 5 Encourage girls and women to speak their minds.
- 6 Read a book that offers insight into another culture.
- 7 Ask yourself what prejudices you learned growing up.
- 8 Visit a memorial to the Holocaust and landmarks associated with struggles for human rights.
- 9 Go to a movie created by people from a different culture or with a different worldview.
- 10 Help a girl or woman in your life to do something she didn't think she was capable of doing.
- 11 Remember a time you have been stereotyped and remind yourself how it felt.
- 12 Make it a point to get acquainted with someone from a different country.
- 13 Consider the ways in which some sports logos and team names may be offensive to Native Americans.
- 14 Model inclusive and accepting behavior.
- 15 Learn more about your own family history.
- 16 Talk to others about current events that involve multicultural issues.
- 17 Participate in an interfaith religious service or attend a service that would help you understand others' beliefs.
- 18 Participate in or attend intergenerational activities.
- 19 Volunteer to do something that will put you in contact with people who are different from you in some way.
- 20 Speak up when you see someone being treated unfairly. Don't ignore an incident that is racist, sexist, anti-Semitic, homophobic, etc.
- 21 Ensure that the young children in your life are exposed to books that portray a complete picture of society.
- 22 Be aware of language and the use of terms to describe people of different races, religions, etc.
- 23 Decorate your home or workplace with things that reflect your heritage.
- 24 Be aware of words, images, and situations that suggest that all or most members of a racial or ethnic group are the same.
- 25 Think of how color words are used synonymously or metaphorically: yellow=cowardly, white=purity, black=evil, brown=dirty, etc.
- 26 Notice when elderly people are treated in demeaning ways.
- 27 Be conscious of the ways you may treat boys and girls differently.
- 28 Be aware of the ways in which young people are often stereotyped.
- 29 Attend local Martin Luther King and Black History Month events.
- 30 Participate in a workshop or program to learn about multiculturalism.
- 31 Advocate for multicultural education.
- 32 Thank a teacher for helping students to appreciate a different perspective through an activity, a book, or an interaction.
- 33 Speak out in a non-blaming way against jokes that put down an individual or group.
- 34 Make an effort to be supportive, patient, and compassionate when talking to someone who is learning English.
- 35 Be aware of words or phrases that demean people with physical or learning challenges.
- 36 When your impulse is to disagree, pass judgment, or ignore what someone says, ask a question that will enhance your understanding.
- 37 Make it a point to recognize designated months, such as Black History Month (February), Asian-American Heritage Month (May), Native American Heritage Month (November), National Adoption Month (November), Hispanic Heritage Month (beginning Sept. 15), etc.
- 38 Think about differences that are invisible, such as learning styles.
- 39 Be an advocate for children and adults who have linguistic backgrounds other than English.
- 40 Express ideas as your opinions rather than absolute truths. Use words like, "in my experience," "I believe," or "I feel..." to introduce ideas.
- 41 Help someone from another country feel welcome and accepted in your community.
- 42 Be aware of messages we get through the media about different racial, ethnic, and religious backgrounds.
- 43 Encourage and support young people who are trying to make a difference.
- 44 Volunteer to serve on search committees in your town, school, or workplace and advocate for the hiring of diverse staff.
- 45 Acknowledge that racism exists and be willing to unlearn attitudes and behaviors that may be seen as racist.
- 46 Notice how females, the elderly, and overweight people are portrayed in cartoons.
- 47 Advocate for handicapped accessibility.
- 48 Challenge your assumptions about people in wheelchairs.
- 49 Volunteer in programs that serve the elderly.
- 50 Notice the ways in which products in a supermarket reflect the ethnic backgrounds and tastes of the neighborhood; try shopping in different neighborhoods from your own.
- 51 Be as specific as possible when referring to someone's ethnic background, e.g., Chinese instead of Asian, Dominican instead of Hispanic, Cherokee instead of Native American, etc.
- 52 Recognize that hiring a diverse staff is only a first step. Learn what you can do to help make a workplace welcoming and supportive.
- 53 Listen to and learn from the stories of others who have experienced bias and discrimination.
- 54 Point out prejudice when it happens, even when you know it's not intentional. Be sure to do this in a non-judgmental way.
- 55 Work on committees or teams with people who are different from you—in a different age bracket, from a different economic, religious, or ethnic background, etc.
- 56 Wear a t-shirt or button that promotes multicultural ideas.
- 57 Make it a point to learn about the causes of homelessness.
- 58 Refer to females over 18 as "women" and males over 18 as "men."
- 59 Encourage diversity training for educators, public service personnel, town officials, and personnel at your workplace.
- 60 Make a point of being welcoming to someone new in town.
- 61 Learn about and support school policies that condemn bullying. and harassment of all kinds.