

# The Journey

THE WINCHESTER MULTICULTURAL NETWORK NEWSLETTER

*Discussions of race and privilege can help form an invaluable ability to recognize systems of power, both around us and within us. This knowledge can empower us all to know better where we came from, who and where we are, and what we can do.*

Peggy McIntosh, Ph.D.



WINCHESTER  
MULTICULTURAL  
NETWORK

We Educate, Advocate and Respond.

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**WINCHESTER MULTICULTURAL NETWORK**

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**Looking Ahead**

**DATES FOR YOUR CALENDAR**

## Saturday Night at the Movies— a Progressive Dinner Party and Movie Nostalgia

Saturday, January 9, 2010, 5:30 p.m. to 10:00 p.m.

Locations: Winchester Community Music School, Jenks Center,  
and the Griffin Museum of Photography

Tickets: \$55 per person, available at the Jenks Center, BookEnds,  
and the Winchester Public Library.

Collaborating with the Winchester Public Library, The Winchester Seniors Association, the Griffin Museum of Photography and the Winchester Community Music School, the Network invites you to enjoy a festive winter evening of music, fun, and food.

Are we going to a movie? No, but the evening's theme revolves around movies and the controversy in Winchester in the '20s and '30s when the prospect of a movie theater being built in town caused quite a commotion. You'll start with a shuttle bus ride from the Jenks parking lot to the Music School where wine, beer, and sparkling water, along with hors d'oeuvres, will be served while you listen to performances of movie music themes and test your trivia knowledge.

Then you return to the Jenks Center for dinner and a performance by Robert Hallisey and Ellen Knight as they present a semi-staged Readers' Theater "Say 'No' to Movies." After that, it's off to the Griffin Museum of Photography for dessert and coffee.

Is this event a fundraiser? No, but all of our organizations are joining to encourage our members and friends to connect with one another in the spirit of building and nurturing community. We hope you will join us!

*Events continued on next page.*

DATES FOR YOUR CALENDAR (continued from p.1)

## Honoring Dr. King: Celebrating Dr. Martin Luther King's Birthday

Monday, January 18, 2010, 3:00–5:00 p.m.,  
Metcalf Hall, Winchester Unitarian Church,  
478 Main St. (use parking lot entrance)

Join the Multicultural Network and Family Action Network for a family celebration of Dr. King's birthday, this year featuring the popular storyteller Doug Lipman. Doug has been a professional storyteller and musician for over 25 years and is also well-known for his coaching of other storytellers.

According to his website, Doug told his first story in 1970 when he was teaching in a school for emotionally disturbed children. Noticing the ability of stories to inspire and empower, he began to combine stories with music. He sings and accompanies his stories with instruments such as guitar, flute, banjo, and accordion.

Doug has performed throughout this country and in Canada and New Zealand—in schools, libraries, synagogues, and universities; on National Public Radio; at the National Storytelling Festival and the Smithsonian Museum. Be sure to come and enjoy this engaging performer on January 18!

Our celebration also will include crafts with Linda Preston and a display of art and writing by Winchester students. Once again, Book Ends will have specially selected books for sale.

The afternoon is free and open to everyone.

## Building Inclusive Community: A three-part workshop with the Rev. Eric Dupee

On Wednesday evenings, January 20, 27, and  
February 3, from 7:00–8:30 p.m. in the Meeting  
Room at the Winchester Public Library

Last year the Rev. Eric Dupee offered a very well-received workshop entitled "Race and Faith." This year his focus will be on using spiritual resources for building inclusive community. In any community, there are implicit cultural norms that operate below the level of consciousness of its members. Often, it is these implicit understandings, rules of behavior and expectations that become barriers to the inclusion of those who come with alternative cultural norms. What happens when cultures collide? How does a community maintain its boundaries and open itself to "outsiders"?

Over the course of these three meeting times, we will look at culture, boundaries, and specific ways a community can

become more inclusive. Even though Eric will draw from resources both within the Christian tradition and secular culture, these meetings are open to anyone with a desire to build inclusive community in any context.

We look forward to this thought-provoking series! For more information or to register call the Multicultural Network (781-729-7100) or email [office@wmcn.org](mailto:office@wmcn.org).

## North Shore Black Women's Association's Annual Luncheon

Saturday, January 16, 2010, 11:00 a.m.–2:00 p.m.,  
Anthony's Restaurant, 105 Canal Street, Malden, MA

Join the NSBWA for their 17th annual Martin Luther King Jr. Memorial Luncheon on Saturday of the holiday weekend. Tickets are \$40 for adults (\$20 for children 12 and under). For more information call Mary Moore at 781-324-7547. Ticket orders can be mailed to NSBWA, Inc., PO Box 206, Malden, MA 02148.

ALSO UPCOMING:

## *The Color Line and the Bus Line*

Friday evening, January 15, 2010

6:30 p.m.—refreshments;

7:00-8:30 p.m.—film and discussion

Unitarian Church, 478 Main St., Winchester

The Social Outreach Committee of the Winchester Unitarian Society invites everyone to a screening of this ABC *Nightline* story about the accidental death of a Black teenager in Buffalo, New York in 1995. The *Nightline* crew that produced the story gives us a perspective on how race, class, and ethnicity intersected in the traffic accident that killed Cynthia Wiggins. The issues at the core of this story are as relevant today as they were then.

## *Traces of the Trade*

The Multicultural Network will sponsor a screening of the documentary *Traces of the Trade: A Story From the Deep North* in February. Producer Katrina Browne tells the story of her family's role in the largest slave trading family in U.S. history, documenting the travels of ten descendants as they travel along the "Triangle Trade" route, also known as the Middle Passage. The film puts to rest the myth that slavery was strictly a Southern enterprise.

Look for information in local newspapers and on our website ([www.wmcn.org](http://www.wmcn.org)). Please make sure the Network has your email address so that we can send you notices of events like this. Just email [office@wmcn.org](mailto:office@wmcn.org).

## Winchester as a Multicultural Community—a Sampling

(We welcome contributions to this column. A sentence or two about a multicultural event or experience will help us spotlight the many wonderful ways in which Winchester is becoming more and more multicultural. Just email [office@wmcn.org](mailto:office@wmcn.org))

- St. Eulalia's Catholic Church hosted forums to promote understanding among Muslims, Catholics, and members of other faiths.
- Muraco Elementary School held a multicultural fair this fall to celebrate the diversity of cultures represented in the school.
- To promote understanding about Islam, the First Congregational Church hosted guest speaker Naila Baloch, Muslim Chaplain at Tufts University.
- The Unitarian church hosted the Rev. David Pettee, who gave a sermon entitled "Crossing Borders: Slaves in the Family." He told the story of recovering family history and challenging the narrative that the institution of slavery was limited to the South.
- Winchester's Jumelage, the sister city program with St. Germain-en-Laye, France, celebrated its 20th anniversary in October.
- *One Winchester, Many Traditions* sponsored a performance by Los Sugar Kings, a multicultural Latin band, at the last Farmer's Market of the season on October 31.
- Several Winchester Multicultural Network board members participated in a workshop designed to inform and encourage those who want to be allies to transgender persons.
- The Griffin Museum of Photography was the setting for Winchester Community Music School faculty members as they performed "Quartet for the End of Time" by Olivier Messiaen. Messiaen wrote the piece while he was a prisoner of war in 1940; the concert complemented the exhibit of photographs by Susan May Tell entitled "A Requiem: Tribute to the Spiritual Space of Auschwitz".
- *One Winchester, Many Traditions* (a collaboration between the Winchester Public Library and the International Connections Committee of the Network) sponsored a program of Afro-Brazilian Capoeira in November. Capoeira is an art form that combines elements of dance, martial arts, music and acrobatics.
- The Multicultural Network's International Connections Committee hosted its tenth annual International Pot Luck Dinner on November 8.
- Two McCall guidance counselors host a monthly Multicultural Club open to all students grades six through eight who are interested in learning more about each other's cultures, traditions, and celebrations.
- Michael Fowlin presented his one-man show to selected elementary, middle and high school classes in November. The show deals with issues of race, discrimination, violence prevention, personal identity, suicide, gender equity, homophobia, and the emotional pain felt by special education children.
- Winchester Reads sponsored actress Marcia Estabrook in the role of Ellen Craft, a light-skinned slave who escaped by dressing herself as a man and posing as her husband William's master.
- The Winchester Unitarian Society hosted a workshop to promote understanding of transgender issues. The workshop followed a sermon on the same topic.
- Author James McBride spoke to a full house in the McCall auditorium on October 21. McBride is the author of Winchester Read's 2009 selection *Song Yet Sung* as well as his memoir *The Color of Water* and *Miracle at St. Anna*.
- In October the Winchester High School Social Studies Department hosted Dr. Zoe Trodd, author of *Modern Slavery*, as a Scholar-in-Residence. Dr. Todd spoke about her research and observations on the nature of modern slavery in different regions around the world, including the United States.
- Professor Sol Gittleman spoke about "The American Immigrant Experience, 1620–2009" at a Friends of the Library program in October.
- A Language-Based Learning Disability Parents Group has been formed with parents representing elementary, middle, and high school students.
- In December The Winchester Public Library had a display of materials that explore the issue of inclusion in schools and in community.



## Recommended Multicultural Films by Mindy Arbo

Go to [filmophile@comcast.net](mailto:filmophile@comcast.net) for more suggestions or to add your own.

Films are available through The Winchester Public Library and its Minuteman Library Inter-library Loans, <http://library.minlib.net>, and/or at stores. All foreign films are subtitled. Unless noted, no films are extremely violent or sexually explicit. **F** = great for families; age specific when noted. Go to [www.imdb.com](http://www.imdb.com) for further film information.

### *The Edge of Heaven*

In a plot that travels back and forth between contemporary Turkey and Germany, this film involves multiple story lines that bear witness to the interconnectedness of all things. As in the amazing 'Babel', the interwoven stories basically come down to the complexity and pain of parent-child relationships, where redemption and hope can appear beyond the grave.

### *I've Loved You So Long*

An astounding performance from Kristin Scott Thomas as a French/English emotionally shut down former doctor, reentering the world after 15 years in prison. In minute increments, surrounded by a loving younger sister with young daughters, Scott Thomas begins to warm to the supportive people around her, and hope becomes a viable possibility.

### *Volver*

What anchors this poignant and funny Spanish film is a whirlwind performance by Penelope Cruz as a voluptuous, abused but triumphant woman surrounded by loving female relatives and friends. When her teen daughter comes close to the same violent experience, Cruz's Inner Mother Bear leaps forth. At the same time, her believed-dead mother returns with secrets of her own. Almodovar grew up in a world of strong supportive women and this is one of his best valentines to them and to the social culture in the remote insulated town in la Mancha where he was raised.

### *The Iceberg*

A brilliant contemporary Belgian farce in the non verbal physical comedy tradition of Charlie Chaplin and Jacques Tati. The mother of a quirky small suburban family gets locked in the walk-in freezer at her fast food job. Surviving the trauma, she becomes obsessed with icebergs and suddenly runs away to find one. Her husband eventually realizes her absence and sets out to find her, while she takes up with a lone fisherman and the two set sail for L'Iceberg. I can guarantee that you have never seen any film quite like this one! **F**

### *Fermat's Room*

Take some Agatha Christie and mix it with some extremely challenging mathematical puzzles and enigmas, and you derive this intriguing Spanish non-violent noir. You don't have to be mathematically gifted to enjoy it, but if you are, this film should really delight you!

### *I Heard the Owl Call My Name*

An older classic that centers on a compassionate young minister and his relationship with the Canadian Northwest Coast Indian villagers of his new parish. In a bleak impoverished settlement of paper shacks surrounded by a magnificent landscape, villagers cling staunchly to their traditions and bemoan the exodus of their young people. One of the very few films to show this unique culture. **F**

### *Warriors of Heaven and Earth*

In 12th c. feudal China, before the vast country is united, an emperor sends an indentured warrior to find and execute a famous soldier who refused orders to kill captive foreign women and children.

Soon after meeting, the two principled soldiers must join forces to protect a caravan of mysterious but precious cargo that is bound for the Royal Palace. Blending depth of character with period and action realism, the director focuses on honor and ethics in the midst of abundant violence. **F**

### *Millions*

Two young Irish brothers lose their beloved mother and move with their caring dad to a new government housing tract in the suburbs, by a railway line. An infamous train robbery causes a million dollar booty sac to wind up in the field playhouse of the youngest boy. A devout saint-obsessed lad, he battles his brother and others—regarding the "right thing to do" with the money. The train robbers locate the sac and begin to close in. Meanwhile, the situation becomes more crazy as the deadline quickly approaches when the pound notes will become worthless as Ireland changes its currency to the Euro. **F**

## Winchester Adopts a Human Rights Statement

On September 24, 2009, the Winchester Board of Selectmen adopted the following statement:

***Winchester is a community that is grounded in respect for every individual and therefore protects all residents, employees, business owners, students and visitors in the enjoyment and exercise of human and civil rights. It is town policy to ensure equal treatment and opportunity to all individuals regardless of race, gender, ethnicity, religion, ideology, socio-economic status, health, sexual orientation, age, military status, or disability.***

Support for a human rights statement for the town has been building in the last few years, particularly following the discussion series, "Race and Place," which the Network initiated in the spring of 2008. The cornerstone of that program was a documentary, *Race, the Power of an Illusion*, and last year the Network received a grant from the

Community Health Network Alliance to bring the series to school faculty, town employees, library staff, and members of the banking and real estate communities.

The series energized and inspired many people to think about ways in which Winchester could be a more welcoming community. A public statement of our values (above) is one way.

The town's population is changing, and the statement represents an active and visible demonstration that, as a community, we fully welcome and encourage diversity of all kinds. Now the challenge is to strive to make this a reality for all our citizens and those who work or visit our town.

We appreciate the Selectmen and our Town Manager for their support of this public human rights declaration, which affirms our core values, and we look forward to working with them to determine next steps.

## Learning About Inclusion

"Being like everyone else was something I took for granted" said filmmaker Dan Habib in the introduction to his documentary film *Including Samuel* presented by the Multicultural Network on October 27.\* Habib, a photojournalist, was plunged into the world of disability and became an advocate for inclusion when his second son, Samuel, was born with cerebral palsy. He made the point that people with disabilities are part of the natural diversity of our society and should not be cordoned off or ostracized. That, he said, "is nothing less than segregation—and inclusion is the last frontier of segregation."

The screening was followed by a panel discussion with Habib moderating. Panelists included Sahar Ahmed Awerbuch, Jean Batty, and Joe Petner. Awerbuch is a board member of the Multicultural Network and the Winchester Disabilities Commission. She is the founder and creative director of Brio Integrated Theater. Batty, whose third child was born with Spina Bifida, is the Chairperson of Winchester's Disabilities Access Commission. Her one-minute film (<http://gallery.me.com/jeanzbatty/100018>) showing her son Theo in his wheelchair on the platform of Winchester's train station, unable to travel to Boston to see his beloved Red Sox play, made a strong case for wheelchair access. The Battys, and no doubt other wheelchair users in Winchester, hope that notes to the Town Manager and Selectmen will assist in getting Theo and others on the train. Joe Petner, an award-winning educator, is the retired principal of the Haggerty School in Cambridge, where he was involved in building a new school facility and developing a whole school model of inclusion.

In the discussion following the film, panelists made the following points:

- Disability is only one part of who the person is and every child/person is different with different learning styles and needs.
- People with disabilities should not be defined by a limitation but seen as a whole. As parents and teachers we need to de-stigmatize disabilities, open up conversation, and encourage children to ask questions when they see someone who is different rather than shushing them.
- Inside, we are all the same; we need friends, a sense of belonging, and a feeling of contributing. Everyone has a sphere of influence; if you are in school, you can speak up when someone uses the word "retarded."

Dan Habib spoke eloquently about the need for a cultural shift in the way we see disability, and he felt encouraged that the Multicultural Network includes disability as a characteristic that brings enriching diversity to a community. He shared an example of this enrichment that was provided to him by Samuel's teacher. She felt that the children were very welcoming of a new student from Burundi in Africa who spoke no English because they had learned about dealing with differences and communication challenges in a patient, inclusive way through having Samuel as a classmate.

The program raised the awareness of many of us who are, temporarily at least, able-bodied. We discovered a helpful website: [www.kidstogether.org](http://www.kidstogether.org) and came across a commentary by Kathie Snow who asserts that “to ensure inclusion, freedom and respect for all, we must use People First Language.” Check out [www.disabilityisnatural.com](http://www.disabilityisnatural.com) for more information on Snow and her recommendations for inclusive language.

*Including Samuel* can be borrowed from the Winchester Public Library or from the Multicultural Network.

\*Co-sponsors for the screening included the Disabilities Access Commission, the Winchester Hospital, and the Winchester Parent Advisory Committee. The program was also supported by the Family Action Network, the Winchester Public Schools and the Winchester Savings Bank. The 58-minute documentary has been translated into 17 languages.

# Supporting a Diverse Workforce in the Nonprofit Sector

By Maria Solarez

A study conducted by the Mass Council of Human Services Providers in 2008 presented a timely reminder that, while the boomer generation grays, a diverse workforce remains. While the article examines, then laments, an undervalued and underpaid workforce, it fails to open a meaningful dialogue about how to develop the potential of the less educated workers who wait in the wings.

The support required for the younger workforce presents challenges that the boomer generation may find foreign. Many young urban workers are first and second generation immigrants with strong ties to their home cultures; many live close to or with their families and retain the languages of their homelands. To make ends meet and to make better lives for themselves and their children, many work at more than one job; they have little loyalty to any particular workplace.

Many members of this new workforce have little knowledge of the labor market; they lack the social infrastructure to network and rely on word of mouth or advertisements to find employment. Formally educated members of this group are in great demand and can command salaries that the for-profit world will pay. Thus, it is not uncommon to find a non-profit workforce with great passion and pride, but low skill levels.

How does the non-profit employer support and nurture these new workers?

The Workforce Training Fund provides grants for initiatives to enhance worker skills. These grants can be written to fund language classes that service non-English speaking workers, software training programs, courses in

communication and customer service skills, and programs to develop the management and supervisory skills of the next generation of leaders.

Collaborations among the state, post secondary institutions, and non-profits provide low-cost or grant-funded certificate programs enable non-profit workers to network with others and develop skills that raise their value in the labor market. Certificate programs typically require one to two years to complete and provide the non-profits with more productive workers.

Tuition assistance tied to the tuition costs of the state university system enables unskilled workers to enter college programs. Obtaining formal education allows non-profit workers to move up within their organizations or, alternatively, into other jobs.

Mentoring programs allow for the exploration of choices during the development of safe, nurturing, one-on-one relationships outside the familiar day-to-day workplace. The mentee learns a cooperative model, which can be passed along to others, and the mentor enjoys the rewards of giving to and supporting the younger worker.

This younger population in the non-profit workforce varies demographically and socio-economically. Understanding how best to support this younger segment of the labor force benefits all involved. This segment deserves the community’s best collaborative efforts, as their dreams and the dreams of their families fuel their commitment to do this important work. In the non-profit sector they are our country’s future leaders. One day they will pay forward the career support that their mentors provided.

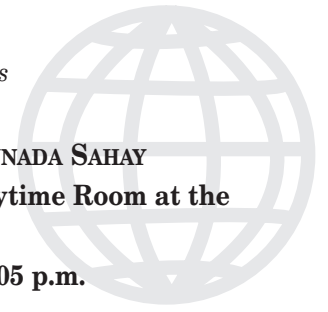


***Disability is part of the diversity of our society.***

Dan Habib, filmmaker (*Including Samuel*)

# International Connections

Sign up for conversation groups and get information about winter activities



## ENGLISH CONVERSATION GROUPS

Three Winchester-based English conversation groups will begin in February. If you are interested in meeting once a week with other learners to practice your English language skills in an informal setting, please send an e-mail to [plilja@englishatlarge.org](mailto:plilja@englishatlarge.org).

## THE LUNCH BUNCH

Join us once a month at different ethnic restaurants in the area. Just make sure our office ([office@wmcn.org](mailto:office@wmcn.org)) has your email address and we'll let you know where and when the next lunch get-together will be.

## ONE WINCHESTER, MANY TRADITIONS

One Winchester, Many Traditions welcomes residents from other countries and celebrates the varied cultural heritages of all of Winchester's residents. It is a collaboration of the Winchester Public Library and the Multicultural Network and is funded by the John and Mary Murphy Educational Foundation.

## MAGIC WISH SCROLLS WITH JEANNIE HUNT

**Sunday, April 11 at 2:30 p.m. in the Storytime Room at the Winchester Public Library**

Ages 8–12 can create an Ethiopian wish scroll book and decorated case. ([www.oneheartarts.com](http://www.oneheartarts.com))

## WARLI FOLK PAINTING WITH SUNADA SAHAY

**Sunday, March 21 in the Storytime Room at the Winchester Public Library**

**Two sessions: 2:30 p.m. and 3:05 p.m.**

Ages 5 and up can learn about and create works in the style of Warli art, which is native to the western region of India. (<http://india.gov.in/knowindia/warlifolkpainting.php>)

## INTERNATIONAL FILM SERIES

Join us for award-winning international films on the second Monday of the month at 6:30 p.m. in the Winchester Public Library Meeting Room

- January 11—*Eat Drink Man Woman* (Taiwan)
- February 8—*Monsoon Wedding* (India)
- March 8—*Keys to the House* (Italy)
- April 12—*Chocolat* (France)

## DROP-IN COFFEE AT CAFÉ DOLCE

**(lower level at 831 Main St.)**

Stop in any time between 8:30 and 10:00 a.m. and treat yourself to coffee or tea and conversation with some of our international residents and friends.

*Would you like to receive our newsletter online? Please email [office@wmcn.org](mailto:office@wmcn.org)*

## Winchester Multicultural Network

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Winchester, MA 01890

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