

The Journey

THE WINCHESTER MULTICULTURAL NETWORK NEWSLETTER

There is somebody smarter than any of us, and that is all of us.

Michael Nolan from the book, *Diversity* compiled by Dan Zadra and Kristel Wills

Kids know nothing of racism. We adults teach them.

Ruby Bridges Hall



WINCHESTER
MULTICULTURAL
NETWORK

We Educate, Advocate and Respond.

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Looking Ahead

MARK YOUR CALENDAR

Family Celebration of Dr. Martin Luther King's Birthday

Monday, January 16, 2012 from 3:00 to 5:00 p.m.

Winchester Unitarian Church, Metcalf Hall

(entrance off Mystic Valley Parkway at the corner of Main Street)

The Winchester Multicultural Network (WMCN) and the Family Action Network (FAN) invite all members of our community—and particularly families with children—to join in a celebration of Dr. Martin Luther King, Jr.'s birthday on Monday, January 16. The free event will feature a musical performance by Guy Mendilow, whose band was voted Boston's Best World Music Act for the second time in the *Boston Phoenix* Best Music Poll 2011.

An accomplished educator deeply committed to teaching leadership and communication skills through music, Mendilow leads workshops and teacher trainings and is appointed to residencies at schools across the United States and Brazil. He also collaborates with international mediation organizations like Seeds of Peace, which works with Israeli and Palestinian youth, teen leadership projects like the Breakthrough Collaborative, and social justice efforts like Jaymes Fund for Social Justice. Mendilow holds a Masters in Music and an international Dalcroze Eurhythmics certification from the Longy School of Music in Cambridge, MA.

Growing up in Israel, South Africa, and the United States, Mendilow is committed to cross-cultural understanding through his music, which incorporates influences from across the Middle East, South America and beyond. The *Chicago Tribune* is quoted on Mendilow's website: "It's a folk music of hope and affirmation, sophisticated in its delivery, but easily accessible to listeners everywhere."

Don't miss this wonderful event, which will also feature a display of art and writing by Winchester school children, a book fair, craft activities, and refreshments. Doors open at 3:00 p.m. The concert begins at 4:00 p.m.

MARK YOUR CALENDAR

Are we now living in a Post-racial America?

Combating Racism: A Workshop with Paul Marcus of Community Change

Wednesday, January 25, 2012, 6:00 to 9:00 p.m.
Symmes Room, Winchester Unitarian Church,
478 Main Street

Now that we have a black President, is racism over? This session is designed to provide an examination of race, privilege, and systemic racism and their implications for all our lives. By looking at it in the context of individual interactions within organizations, in communities, and in our nation, participants will deepen their competency for addressing this complex issue. The workshop will be interactive and include a variety of activities as well as a 25-minute film clip.

Workshop Leader: Paul Marcus is a white anti-racist activist, educator and consultant. He is the Executive Director of Community Change, Inc. in Boston, MA (www.communitychangeinc.org)

Founded in 1968, Community Change's mission is to promote racial justice and equity by challenging systemic racism and acting as a catalyst for anti-racist action and learning. Paul taught "History and Development in the U.S." at Boston College for over 30 semesters.

Suggested donation: \$5 to \$10, which includes a light supper from 6:00 to 6:30 p.m. R.S.V.P. is appreciated by January 20th but not required. Please email office@wmcn.org or call 781-729-7100.

The workshop is co-sponsored by the Winchester Unitarian Society and the Multicultural Network.

Winchester In Transition (WIT 2012)

Saturday, February 11 from 9:00 a.m. to 3:00 p.m.
Town Hall Auditorium, 71 Mt. Vernon St.,
Winchester

As the final event in the Multicultural Network's 20th year, we invite members of town government, educators, and representatives from all local organizations, faith communities, and businesses to gather in what we hope will be a multi-ethnic, intergenerational mix of residents to examine how Winchester can capitalize on the various perspectives and energy represented in our community.

How can we work together to share knowledge and resources across the town?

How can we live out the town's human rights statement?

The morning will open with a presentation by Teja Arboleda. Teja established Entertaining Diversity, Inc in 1992 with a passionate mission to teach issues of race, cultural diversity, and human potential through entertainment. As a television producer, director, writer, and entertainer, Teja has spent 23 years creating commercial and educational programs for television.

Teja is African-American/Filipino-Chinese/German-Danish and grew up in Japan. He is the author of *In the Shadow of Race*, an account of his personal experiences as a multicultural, multiethnic, and multiracial American.

The day will include a panel discussion, roundtable conversations, lunch, and group activities.

For up-to-date news on the day, sponsors, and partnering organizations, please go to the website www.gettowitz.org. A suggested donation of \$20 will ensure registration, which can be done via PayPal on the website.

CELEBRATING BLACK HISTORY MONTH:

Excerpts from *Eyes on the Prize* with Judi Hampton

Sunday, February 12, 2012 at 3:00 p.m.

St. Mary's Church Hall, 155 Washington St., Winchester

Eyes on the Prize is an award-winning 14-hour television series produced by Blackside and narrated by Julian Bond. Through contemporary interviews and historical footage, the series covers all of the major events of the civil rights movement from 1954-1985. *Eyes on the Prize* was created and executive produced by Henry Hampton (1940-1998), one of the most influential documentary

filmmakers in the 20th century. His sister, Judi Hampton, will discuss the film clips. Don't miss this opportunity to hear from this revered filmmaker's sister, who is committed to carrying on Henry's legacy.

The event, sponsored by St. Mary's Peace and Justice Committee and the Multicultural Network, is free and all are welcome.

Recommended Multicultural Films

by Mindy Arbo

Go to 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, library.minlib.net, and/or at stores. All foreign films are subtitled. Unless noted, no films are extremely violent or sexually explicit.

F stands for family film, but does not include young children unless otherwise noted..

In A Better World

Winner of Best Foreign Film Oscar in 2009, another Danish masterpiece from Suzanne Bier. The protagonist is a pacifist doctor who splits his time between affluent home and the horrors of an African refugee camp hospital. At home, his betrayed wife has moved out, and they both struggle to help their bullied son who is befriended by an intense newcomer schoolmate with a bent for violent self-defense and revenge. Like the brilliant *Babel*, the focus is on parents and their children, war and love.

For Colored Girls

A very impressive, sensitive and absorbing look into the lives of 10 uniquely different contemporary black American women, many of whose lives intersect. Based on the award-winning play. Real top flight talent all the way around.

Biutiful

Both bleak and exquisitely beautiful, another memorable film by Inarritu. Javier Bardem is a gravely ill Brazilian street hustler struggling to protect his children and care for his ex wife. Elements of magical realism lift this film into the sublime

Red

A very funny (so rare) spoof about an unlikely group of retired CIA killers who join forces to prevent their wrongful elimination. Helen Mirren, Bruce Willis, and Morgan Freeman are all in top form and John Malkovich's delightful wacko is a consistent scene stealer.

The Piano Lesson

The award-winning August Wilson play with an unbeatable cast including Charles Dutton and Alfre Woodard. A hard-working middle class, African-American family in 1930's Pittsburgh is visited by a Southern "hick" relative whose naïve goals for self employment lead to conflict and tension as family members wrestle with their family heritage and how it fits into their futures.

The Skin I'm In

Almodovar's latest brilliance involves a Spanish cosmetic surgeon who loses his beautiful wife to tragedy and embarks on a devious plan to reclaim her. It's wacky and sordid, but if you're open minded, it's still a lot of fun. As usual, Irony rules the day; and in the end, it's all about the Love.

Queen to Play

An unusual tale of an uneducated Corsican housemaid who convinces her reclusive American client (Kevin Kline) to teach her how to play chess. Discovering her passion for such an intellectual pursuit, the beautiful Sandrine Bonnaire meets only opposition from her laborer husband. But she persists and her intense focus is the hub of all that develops.

The Clone Returns Home

A stylish Japanese sci-fi about a near-future dead astronaut's clone who sets out on his own journey of self-discovery. Visually mesmerizing and emotionally strange and touching.

In memoriam: Paul Lynch

We are saddened to report the death of former Network board member Paul Lynch, who passed away on November 5, 2011. Paul's wife Jane was a founding member of the Network and Paul joined the board in

1993, serving until 2001. He was actively involved in the Network's activities and contributed enormously to the Network's early years. Paul will be missed by Network friends and colleagues.

More Multicultural Events of Note

19TH ANNUAL MARTIN LUTHER KING JR. MEMORIAL LUNCHEON

Sponsored by the North Shore Black Women's Association (NSBWA)

Saturday, January 14, 2012, 11:00 a.m. to 2:00 p.m.
Anthony's of Malden, 105 Canal Street, Malden

This year's luncheon will honor several individuals, including Ken Desmond, a Winchester resident. Ken's wife Marion is a longtime active member of the NSBWA and a supporter of the Network. The luncheon's annual theme is "Involvement Makes a Difference." For information or to order tickets (\$45), call Mary Moore at 781-605-0133.

BULLY PREVENTION THROUGH THE EXPRESSIVE ARTS

Saturday, January 14, 2012 from 10:00 a.m. to 2:00 p.m. (lunch included)
Winchester Unitarian Church, 478 Main St., Winchester

Brio Integrated Theater (www.briotheater.org) is collaborating on a workshop with a wonderful group from Maine, The Transformative Arts (www.thetransformativearts.com). The workshop is free but space is limited for this important workshop so registration is required.

Brio founder, Sahar Ahmed Awerbuch, writes: "Did you know that over one in five Americans, approximately 54 million people, have some type of disability? People with disabilities are the largest minority group in our nation. It is the only minority group that any person can join at any time. Yet, there are still profound barriers both physical and attitudinal that limit the opportunities for people with various types of disabilities in our communities."

SAHELI DISCUSSION GROUP: GUPSHUP

Saturday, January 14 from 2:00 to 4:00 pm.
Burlington Public Library, 22 Sears St., Burlington,

Saheli is hosting a lively debate about South Asian arranged marriages—are they alive and well, outdated, not working, or downright dangerous? Drs. Geeta and Rajen Trivedi will be facilitators. Visit the new website www.saheligupshup.org and join the conversation already started.

Saheli, Friendship for South Asian Women is a group dedicated to helping South Asian women in Boston and surrounding areas. Saheli was founded in 1996 as an affiliate of the India Association of Greater Boston (IAGB). It provides friendship, support, guidance, and resources in the areas of career and economic empowerment, physical

and mental health, legal and immigration issues, support for families, and social and cultural volunteer opportunities. Check out the website www.saheliboston.org for information on programs and membership.

CELEBRATE CHINESE NEW YEAR IN WINCHESTER

Sunday, January 22, 2012 at 10:00 a.m.
Winchester High School Auditorium, Winchester High School, 80 Skillings Road

The Winchester School of Chinese Culture will celebrate Chinese New Year with Chinese readings, singing, and dance by students, teachers and parents.

Performances are from 10–11:30 a.m. Lunch will be served from 11:30 a.m. to 1:00 p.m. Lunch tickets are \$5 per person. To order tickets please email wsc.info@gmail.com.

SHEN YUN PERFORMING ARTS

Friday, January 20 to Sunday, January 22, 2012
Boston Opera House, 539 Washington St., Boston,

Jennifer Zhang, the Principal of the Winchester School of Chinese Culture, recommends Shen Yun Performing Arts as a dynamic and entertaining way to explore Chinese culture. Shen Yun is coming to the Boston Opera House as part of its 20-country world tour. See the website and get to know the show by going to www.shenyunperformingarts.org/videos

The Winchester Multicultural Network will receive a 10% donation of our members and friends' ticket purchases from the presenting company. Please follow the steps below to ensure a donation to the Network.

1. Go to www.ticketingbox.com/
2. Find the city "Boston"; select a show time and seats, then check out.
3. At the last step, there is a survey question. Please fill in "Winchester Multicultural Network" at the last text area
4. Your efforts will guarantee that WMCN receives 10% of the ticket purchase price after the Boston performances.
5. If you need help during the online purchase, please call the hotline 1-800-954-4606.

Inspired by the spirit of an ancient culture, Shen Yun Performing Arts brings to life classical Chinese dance and music in a gloriously colorful and exhilarating show. Based on ancient heroic legends and modern courageous tales, Shen Yun Performing Arts and its breathtaking beauty are not to be missed.

More Multicultural Events of Note

EXHIBITS AT THE GRIFFIN MUSEUM OF PHOTOGRAPHY

Please go to the website (www.griffinmuseum.org) for information on programs associated with these exhibits.

Main Gallery

January 5–March 1, 2012

Opening reception January 12, 2012

Ernest C. Withers

Pictures Tell the Story

From the Decaneas Archive

The tale of Ernest C. Withers provides a compelling social history of the African American experience from the late 1940s through the 1970s. In America, these decades encompassed a time of rigid segregation that pervaded sports such as baseball, the rise and advancement of the civil rights movement, and the emergence of widespread popular music in the form of rock 'n' roll. Withers was present to document and interpret these historic events.

Atelier Gallery

January 5–March 1, 2012

Opening reception January 12, 2012

Christopher Churchill

American Faith

American Faith is an exploration into the inherent human need to be connected to something greater. It documents faith as a universal part of the human experience and the various ways this is manifested throughout the United States.

Susan Berger

Martin Luther King Boulevard

In 1955, Martin Luther King, Jr., a Baptist preacher in Montgomery, Alabama, led the first Negro non-violent demonstration. That 382-day bus boycott ended with the Supreme Court declaring that segregation on city buses was unconstitutional. In 1963, he led the march on Washington where he told the world that he had a dream. And in 1969, he was assassinated in Memphis, Tennessee, where he had come to support the garbage workers' union. Since Dr. King's death, the Civil Rights Bill has been enacted into law, his birthday has been declared a national holiday and cities all over the nation have renamed streets to acknowledge him. In 2009 Berger embarked on a series of trips around the country photographing along those streets.

Good News!

On November 16, 2011 the Massachusetts legislature passed An Act Relative to Transgender Equal Rights, adding gender identity to the state's existing anti-discrimination and hate crimes statutes. Although the governor signed the bill on November 23, the act takes effect July 1, 2012, and gives transgender people equal protections when seeking employment, housing, credit, and education. The bill also expands the state's hate crimes protections to include transgender people.

Our State Representative Jason Lewis noted in a recent newspaper column that Massachusetts "has a long and proud history of championing civil rights and human rights" and termed the passage of the bill "another victory for civil rights." He pointed out that the transgender community "is widely misunderstood and often faces discrimination and humiliation," which includes harassment at work, denial of employment, and physical assault.

Representative Lewis noted that "Unfortunately, some opponents of the bill pursued a campaign of bigotry and misinformation, unfairly labeling the legislation as the 'bathroom bill'" and using the false arguments that the safety of women and children would be threatened. As a result, the final version of the bill did not include protections within public accommodations (almost any place open to the general public such as hotels, restaurants, bus stations, theaters, parks. The Transgender Political Coalition plans to introduce a bill in the 2013 legislative session that will address this omission (see www.masstpc.org).

Transgender Explained for Those Who are Not is a readable, very accessible book that explains basic terms, discusses the discrimination that transgender people experience, and highlights success stories. Author Joanne Herman touches on a variety of related topics such as religion, sexism, and feminism in short chapters and devotes part of the book to her own story. The Resource section at the end of the book includes a list of ten recommended books, "Tips for Talking with a Transgender or Gender Non-Conforming Person," and web resources. The book is a good investment for someone who wants to know more about the subject of gender identity, a topic that has not been talked about much until recently.

The Journey

THE WINCHESTER MULTICULTURAL NETWORK NEWSLETTER

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The Journey is published four times a year and is one means that the Network uses to carry out our mission to inform, advocate, and respond.

Winchester Multicultural Network

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International Connections

ONE WINCHESTER, MANY TRADITIONS INTERNATIONAL FILM SERIES

January 9, February 13, March 12, and April 9
Mondays at 6:30 p.m. in the Meeting Room of the
Winchester Public Library, 80 Washington St., Winchester

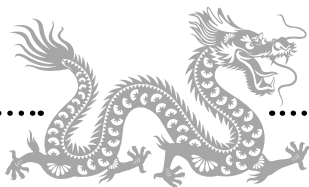
One Winchester, Many Traditions is a collaboration of the
Winchester Public Library and the Multicultural Network.

INTERNATIONAL DROP-IN GATHERING

Thursdays, 10–11:30 a.m.

Meeting Room, Winchester Public Library

Stop in for informal conversation. Children are welcome.



Chinese New Year

This year, the Year of the Dragon, Chinese New Year starts on January 23. Jennifer Zhang, Principal of the Winchester School of Chinese Culture writes: “Growing up, we usually had two weeks off for the New Year. Parents spent most of their time preparing the New Years Eve dinner. We would eat dinner and watch performances on TV until midnight, then go out to set off firecrackers. Chinese New Years eve is the only time the kids can stay up as late as they want. For the days following the New Year, we will visit families, friends, and temples. Since Chinese New Year is not an official holiday, in Massachusetts we celebrate the Chinese New Year on the weekends immediately before or after the New Year date.

ENGLISH AT LARGE

Voice & TTY: 781-395-2374 www.englishatlarge.org

English At Large (EAL) provides free English instruction (ESOL/ESL) to immigrant adults throughout 21 Boston area communities. Every year, trained volunteers help hundreds of adults improve their English language skills and change their lives. EAL coordinates the three English conversation groups that Winchester volunteers conduct on Monday mornings, Wednesday evenings, and Saturday mornings. EAL also offers training to those who would like to help an adult English language learner and then matches the volunteer with someone who has been waiting for a tutor. Within the towns EAL serves, there are approximately 150 learners waiting for a tutor, 14 of whom live in Winchester. Some of the learners have been on the waiting list for more than three years. Check out their website or call to get more information.

Since the Chinese people we know here are mostly the first generation of new immigrants, they do not have all their family members here with them. Therefore, they tend to celebrate the New Year with other fellow Chinese by joining groups such as a university students society, different Chinese associations, or Chinese schools.” According to the website apples4theteacher.com, the Chinese Lunar Calendar is 2,640 years older than ours, and the new year can begin any time between January 21st and February 18th, depending on the date of the New Moon in Aquarius. Each year in the twelve year cycle is named for an animal. The Chinese say that the animal ruling the year of your birth will influence your life.

Community Workshop: Deepening Your Multicultural Understanding

Friday evening, March 9 continuing Saturday, March 10 • Location: to be announced

Watch for more information early in the spring. Plan to come to our annual workshop in March. Community workshops have been the cornerstone of the Network’s 20 years of programming; over 300 people have come together to learn how to address issues of diversity in a respectful way. Again this March the Network is offering its Multicultural Community Workshop, in which participants are invited to learn constructive ways to confront intolerance and injustice through growth in both personal and institutional awareness.

Addressing challenging topics such as race, religion, sexual orientation, class, and mental and physical abilities can be difficult. The workshop provides participants with

awareness, guidelines, and tools to stay in constructive dialogue and build collaborative relationships—all within a safe and structured environment. Workshop participation allows another step forward in building Winchester’s reputation and reality as a welcoming and inclusive community.

With the exception of a \$20 registration fee which is refundable if cancellation is received a week prior to the workshop, the Community Workshop is free and open to all, thanks to support from contributions made to the Network. For more information, contact the Network at 781-729-7100 or email 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)

- Members of Temple Shir Tikvah attended a workshop to promote the understanding of gender identity issues. The workshop was sponsored by Keshet, an organization whose mission is to ensure that gay, lesbian, bisexual, and transgender Jews are fully included in all parts of the Jewish community (www.keshetonline.org)
- The Multicultural Network's annual International Pot Luck Supper attracted over 125 people who enjoyed dishes from all over the world.
- The Hellenic Club of Winchester, founded in 2009, unites residents of Hellenic descent or with Hellenic ties living in our town, and aims to create a sense of community for its members. (www.hellenicclubofwinchester.com)
- More than 65 people attended the screening of the film *Mirrors of Privilege: Making Whiteness Visible*, at the Unitarian Church in November. Rev. John Millspaugh and Trudy Glidden facilitated the discussion following the film.
- The First Baptist Church hosts a Haitian congregation that meets in their space on Sunday afternoons.
- The Church also welcomes an after-school program for Winchester children sponsored by the YMCA in Woburn.
- Caroline Krantz Hirschfeld's stunning photography exhibit, "From Despair to Possibility," was on display at the Winchester Public Library in December. The exhibit raised awareness, both of the beauty of the country of Sri Lanka, and the devastation caused by the 30-year civil war there.
- Several churches in Winchester have been asking for donations to supplement their regular funds designated to help people on an emergency basis. More and more families are experiencing financial difficulties and faith communities regularly give out gift cards for food, help with transportation needs, and respond to other hardships.
- Marcia Walsh, RN organized a cultural history of employees through geography and national flags at the Aberjona Nursing Center. Flags of the countries represented by employees were displayed along with a write-up of the cultural/political climate of those areas.

A Boston Organization to Know About: Boston Mobilization (MOBE)

Boston Mobilization (MOBE) has been an active part of the Greater Boston peace and justice movement since its inception in 1977 as a local chapter of the nation-wide anti-nuclear organization Mobilization for Survival. The organization does social justice and community organizing with teenagers and is currently engaged in two campaigns: one to increase funding for youth summer jobs, and another, to reduce toxic diesel emissions. Their summer school, which partners with City School, is a six-week summer leadership program. Two Winchester students participated last summer and continue to be active with MOBE, which has also been collaborating with Temple Shir Tikvah. Here's what one of the students wrote about her experience last summer:

It had never occurred to me to think deeply about the real ways that identities such as gender, race, and class impact our society. Joining Boston Mobilization has shown me how I can impact society in a way that reaches deeper than the volunteer work I do, has greatly increased my leadership,

confidence, and skills set, and has shown me the type of involvement I'd always like to have in my community.

—Beryl, 17, Winchester Peer Leaders
and Temple Shir Tikvah

Next summer, MOBE's Sub/Urban Justice Summer Program (bostonmobilization.org/subjust.html) will be partnering with the Summer Leadership Program (www.thecityschool.org/pdf/SLPBrochure%20-%202010.pdf)... They also have internships and jobs during the school year for interested teens (office is in Harvard Square).

MOBE has produced a gem of a little book, *Speak Up! A Personal Stories Project*. This collection of stories by students from schools around New England addresses race and racism with an eye toward improving school climate. Full of students speaking in their own words, Peggy McIntosh calls this "...the most practical book on race work in schools you've ever read." To learn more about the project, or to order a copy, visit the website: www.speakupstories.org.



Seeing Patients by Augustus A. White, III, M.D., with David Chanoff
Reviewed by Dotty Burstein

As the subtitle of *Seeing Patients* suggests, there continues to be bias, albeit unconscious, in the way that medical treatment is delivered. More blatantly stated, if you are sick and want to receive the highest quality medical care, it's best to be a straight white man, even now in the 21st century. The evidence for this stunning observation is based on interviews with leading physicians about how subconscious stereotyping influences doctor-patient relationships, diagnosis, and treatment.

Growing up as a black child in the Jim Crow South but educated in elite institutions further north, Augustus White rose to become Chief of Orthopedic Surgery at Harvard Medical School. From this background and his appointment as the first African-American department chief at Harvard's teaching hospitals, White was perhaps more consciously aware of the medical disparities he observed, not only in the treatment of African Americans but in care for Hispanics, women, the elderly, the gay community, and other individuals who differed from the mainstream. Interestingly, White notes, these disparities in care "work to the detriment of us all" because this "mostly silent problem so profoundly undermines the well-being of our (entire) nation."

Is it likely that these disparities can be remedied? Won't there continue to be an almost visceral reaction to those who are somehow "other", who look or act different, who "don't fit the norm—racially or ethnically or culturally"? Dr. White understands that the only way to eradicate issues of disparity in medical practice is to bring the subject into the medical school curriculum. Because of White's work, third- and fourth-year students now focus on the competencies—interviewing, doing histories, doing sensitive physical exams, making differential diagnoses—that would be required of a doctor in

practice rather than only on the different medical disciplines—surgery, pediatrics, obstetrics, and other specialties—that lead to practice. In this way, physicians acquire the kinds of skills that lead to a far better sense of their patients' social and cultural circumstances; they are in a position to deliver what has become known as 'culturally competent care', whose practice is known as 'humanistic medicine'.

Dr. White leaves the reader with practical suggestions "meant to heighten awareness of cultural issues and enhance the delivery of quality, nondiscriminatory medical treatment". In his view, patients are responsible for "humanizing" their doctor by engaging him or her in small talk or whatever it takes to begin the appointment on a friendly basis. Patients also should inform themselves about their symptoms or disease and consider taking a family member or friend to the appointment for support and an additional set of ears to absorb information. Physicians should have some basic understanding of the culture of their patients, avoid stereotyping them, and "understand and respect the tremendous power of unconscious bias". Physicians should view the appointment time as an opportunity to educate their patients and follow up with a "Teach Back"—the process of making sure patients understand all the instructions for managing care at home. (This is especially important with respect to the use of medicines and other therapies being prescribed.) Finally, White instructs physicians to "assiduously practice evidence-based medicine (EBM)". Perhaps the most important practice for wiping out unconscious bias, EBM acknowledges the fact that quality care depends partly on factors, both social and individual, that cannot be based strictly on scientific methods. In other words, there is an art to the practice of EBM that includes both excellence in treatment and equal treatment.

Winchester Multicultural Network

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The Multicultural Network turns 20 this March!

Events over the next 12 months have special significance as we observe our anniversary year and plan for the future. (Read about our beginnings on back page.)