

LUNA JIMÉNEZ SEMINARS & ASSOCIATES

Personal Transformation
Social Justice
Organizational Change

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Transformations Spring, 2008

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Spring 2008

2008 is off to an exciting start at Luna Jimenez Seminars and we're so glad you're a part of our community. In addition to Nanci's timely column on fostering authentic dialogues about "race" and racism, this newsletter highlights trainings from the first quarter of 2008, book reviews, and upcoming events. On behalf of all of us at LJS & Associates, thank you for continuing to support us as we move forward co-creating meaningful and transformational experiences!

As always, we look forward to hearing from you. Please email us at newsletter@lunajimenezseminars.com.

Warmly,

Profile



Barb MacKay: Wise in the Ways of Facilitation

Barb and Nanci first met five years ago. Given Barb's expertise in the field of facilitation and Nanci's background in cross cultural communication, the professional connection was easy and immediate. "We started to mentor each other in our respective fields and now we're looking at ways to continue merging them," said Barb. An integral member of the LJS team, Barb has co-facilitated with Nanci on a variety of projects, including the Amazon

Recent Highlights

Leading in Our Mother Tongues



At the beginning of the year, LJS conducted a *Transformational Communication* workshop for the Board of Directors and staff members of the Portland, OR based African Women's Coalition. A grassroots organization, AWC is led by African immigrant and refugee women and currently works with over 70 African refugee families. Throughout the evening there was a tremendous amount of healing around "race," class, language, power, and legal status, giving the Board a chance to connect and align their goals for working together more effectively. One of the exercises encouraged

women to speak in their indigenous African languages. For many of them "this was the first time they got to say these words with people outside of their immediate families. It was an extremely powerful experience," said Nanci.

The Strength of Love



Nanci delivered a keynote address at the Sisters of the Road 16th annual Martin Luther King Non-Violence Celebration entitled *Empowered by the Strength of Love*. Sisters of the Road offers a wide variety of services designed to help people

Alliance, Westside San Antonio, and the Columbia River Crossing project.

Barb's previous work as a socioeconomic planner for corporations looking to develop resources on indigenous tribal lands introduced her to issues of social justice and resource allocation. As the owner and founder of North Star Facilitators, Barb assists a diverse client base to "surface their best thinking" through strategic planning, facilitation, and team building. Barb is also an international certified professional facilitator (CPF©), CPF© assessor and a certified trainer with the Institute of Cultural Affairs www.ica-usa.org. (www.iaf-world.org).

When she's not flying around the world for work, Barb loves to practice yoga, garden, and study Vipassana meditation. She is passionate about being present in the world and credits Nanci for "helping me learn to work as an ally for groups who have less power than my own." Barb is the immensely proud mother of two children who are international adventurers studying Capoeira in Brazil and neuroscience in Montreal, Canada.

LJS & Associates is so pleased to continue this rewarding partnership with Barb. Stay tuned to learn more about her work with us!

Hot Links

Our latest Hot Links take you to websites that offer dynamic information about the latest in the realm of facilitation, leadership development, cultural diversity, and social action. Do you have a *Hot Link* to share? Send us your favorite websites and we'll include them in a future LJS newsletter!



With resources for students, parents, educators, and activists, Tolerance.org is a multifaceted website for anyone interested "in dismantling bigotry and creating, in hate's stead, communities that value diversity." This site offers information on how to further tolerance and a searchable database of activities for use with children of all ages. Visit this site often for updates on groups and individuals working to promote diversity and compassionate tolerance around the world.

who struggle with homelessness and poverty find a way to thrive in the community. "A highlight of the celebration, Nanci's keynote brought us back to our Nanci delivers a powerful keynote own hearts and communities to work to create a new, vibrant, and loving world for all," said Monica Beemer, Executive Director. Nanci's a "powerful voice for the movement of equity with love," said Beemer.

Deepening Latina Leadership



(From Left) Lillian, Rangineh, Evelyn, Nanci & Marisa

After a year-long sabbatical Nanci's mentor, Lillian Roybal Rose, joined Nanci and Rangineh Azimzadeh, Associate for LJS, in delivering two workshops for the National Hispana Leadership Institute's fellowship week. During these two days, the LJS team offered both *Transformational Communication* and *Transformational Women: Reclaiming Physical Power* for this year's class of Latina fellows. "I am always amazed at the flexibility of Nanci's thinking," remarked Lillian. She "models an authenticity that creates safety and invites the

a process of self-exploration."

audience to enter

Setting the Stage

Continuing LJS's collaboration with the Amazon Alliance, Nanci facilitated a two day meeting for the Amazon Alliance staff, funders, and members of Coordinator for the Indigenous Organizations of the Amazon Basin (COICA). This meeting was a chance for members to strategize for the upcoming May meeting in Washington, DC. Please see our Upcoming Events for more information.



Funder's come together

Young Latinas Speak Out



Traveling to Washington DC again, Nanci delivered a keynote address and facilitated two small group sessions for participants of Encuentro de Chicas Latinas de Las Girl Scouts, a three day conference for Latinas from around the DC area. The small group sessions for high school and middle school age girls focused on where Latina women get

about themselves and

Encuentro participants pulled into feeling badly

importance of girlfriends. With over 350 girls in attendance, including troops from as far away as Minnesota and Ecuador, "it was very hopeful to witness what Lidia Soto-Harmon has created in just three years time," said Nanci.

The Power of Reconnection



Nanci and Rangineh Azimzadeh conducted a workshop entitled, *No More Drama: Empowering Sisters to be their Fiercest Selves*, for the House of Umoja, an intensive case management and gang prevention program for African American youth. An immensely transformative day, fifteen high school girls moved from conflict to sharing laughter, tears, and a commitment to strengthen their friendships. At the end of the day one of the participants shared, "this is the first time I've been with other black girls and haven't wanted to fight or been in a fight." After a few hours of looking at the "deep-seated effects of internalized oppression, the



During her recent trip to Guatemala, Nanci deepened her knowledge of modern-day Mayan culture, practices and peoples. There are 21 distinct Mayan languages spoken in Guatemala alone today. The Mayan originated in the Yucatán around 2600 B.C., and rose to the height of their influence around A.D. 250 in present-day southern Mexico, Guatemala, western Honduras, El Salvador, and northern Belize. Want to learn more about Mayan cultures? This site is useful for anyone wishing to understand more about the history, customs, geography, and architecture of these vibrant and diverse indigenous peoples.



With its extensive list of topics, Changing Minds serves as an online encyclopedia for those interested in being more effective in the areas of social justice and leadership. From tips about brand management to storytelling, this website is a great place to research new theories and techniques for motivating change. Be sure to click on their leadership page to learn more about different styles and references for additional information.

Do you have a *Hot Link* for us? [Send us](#) your favorite Web sites, and we'll share them with the LJS community in a future newsletter!

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Nanci's Listening

"I'm Not a Racist"

It's almost impossible to escape the "race" conversations that are happening across the United States. From coverage of the Democratic nomination process to the 40th anniversary of the assassination of civil rights leader and activist Martin Luther King, Jr., from conversations about our values as a nation toward undocumented immigrants to the

girls worked out how to come together as sisters," Nanci observed. LJS is looking forward to providing ongoing training to the House of Umoja and their courageous participants.

Authentic Business Leadership

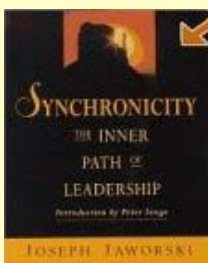


Judy Hollingsworth for her with us which are shown took of Nanci!

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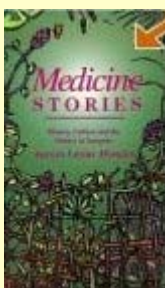
In March, Nanci delivered the lunch-time keynote at *Doing Business with Local Public Agencies*, a workshop designed for small business owners in the Portland metro area. In her talk she encouraged participants to think about how their personal beliefs and backgrounds influence their professional endeavors. Greg Wolley, the workshop organizer shared, "Nanci took our audience of small business owners where no other presenters dared to go: into their hearts and psyches. Our conference suddenly became less about finding the next project and more about realizing the truth and knowledge that resides inside of each and every Nanci starts with a smile one of them." *A special thanks to offer to share her artistic talents here in this beautiful shot she

Reviews



Synchronicity: The Inner Path of Leadership by Joseph Jaworski (1996) .

Jaworski, the son of Watergate prosecutor, Leon Jaworski, uses a unique blend of storytelling and real world examples to outline an approach to leadership that is relationship-based, creative, and intentional. Jaworski, a corporate lawyer whose wife suddenly left him at the height of his career, transformed his personal tragedy into the motivation to set his life on a radically new course. Searching for work with more meaning, he founded the American Leadership Forum (ALF), advancing his ideas about mindfulness and the art of being present as building blocks for innovative leadership. Although this book is over 10 years old, it remains one of the keystones in any leader's library. This book is a favorite at LJS thanks to Jaworski's ability to use personal narrative as the vehicle to transmit new ideas and concrete tools for transformation.



Medicine Stories: History, Culture and the Politics of Integrity by Aurora Levin Morales (1998).

Raised in the mountains of Puerto Rico by Jewish and Puerto Rican parents, Morales is the author of this series of compelling essays grounded in the idea that we cannot separate political transformation from the personal. In its 10th year of publication, this book illustrates the timeless concept that personal healing unfolds in the same context of oppression and alienation that enables abuse to occur. Morales concludes that "individual abuse and collective oppression are not different things, or even different orders of magnitude. They are different views of the same creature, varying only in how we accommodate to them." Similar to LJS's approach to transformation, Morales advocates for storytelling, both individually and collectively, as a means for healing. This book weaves together personal narrative with historical examples of systemic disempowerment while illuminating the potential for "the reclamation of power, the restoration of wholeness and a sense of dignity" for those who have incurred personal and political wounds.

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recent controversy over the photo of LeBron James, the first African American man on the cover of Vogue Magazine, I'm encouraged by the dialogue. Our nation is openly addressing deep-seated beliefs and confusions that we hold about racism and the role of "race" in our society.

When I'm listening to people on the street or in my workshops, tuned into a radio or television program, reading blogs or articles written by commentators, pundits, and experts, I can't help but hear the undertones of a defensive position (and sometimes overt, plainly-spoken words) that almost shout "I'm not a racist." Whether made as an upfront disclaimer or subtly woven into the fabric of the message, it's clear that none of us wants to see ourselves as "bad"—the one with racist prejudices.

We live in a society where all of us, from every "race," inescapably receive misinformation about each other and our own groups. Racism is an institutionalized system of oppression based on skin tone. As an institutional oppression, racism is based on power—power by virtue of one's membership in a group. It is beyond individual acts—although these individual acts, biases and prejudices must also be addressed. Racism is imbedded in the policies and often invisible and assumed cultural values which dictate what is "normal" and acceptable in our daily lives. Consciously or unconsciously, we've all absorbed these acts and messages of inequality—by personally experiencing or witnessing them. To have an authentic dialogue about "race" and racism, it won't work to start by defending ourselves.

When you think of someone who is "racist," what image comes to mind? Usually it's a picture of a member of white supremacist group like the Klu Klux Klan or the Aryan Nation. Or maybe it's an image of an ardent segregationist stereotyped as a Southern US white person. Perhaps it is the memory of white Afrikaners in South Africa during Apartheid. It's not possible that racist patterns and attitudes are limited to these populations because racism is a global issue with worldwide impacts. These images often come to mind as "extreme" examples and these groups are scapegoated as "the racists." Racism is not nearly so contained. To end racism, our dialogue must include an honest examination of the biases



Upcoming Events

Chief Diversity Officers Forum, Atlanta, GA

THE JOHNETTA B. COLE
GLOBAL DIVERSITY & INCLUSION INSTITUTE
FOUNDED AT BENNETT COLLEGE FOR WOMEN

In April Nanci will travel to Atlanta to be part of the Women of Color Panel for the Chief Diversity Officers Forum, hosted by the Johnnetta B. Cole Global Diversity & Inclusion Institute. Join us!

IAF East Coast Public Workshop: April 9th & 10th, 2008, Atlanta, GA



LJS will host a 2-day Pre-Conference Session at this year's International Association of Facilitators (IAF) North American Conference. To register for the workshop entitled, *You Don't Know What You Don't Know: The Facilitator's Path to Authentic Cross-Cultural Practice* please visit the [site](#).

Amazon Alliance, Washington, DC



In early May LJS & Associates will facilitate a Steering Council meeting in Washington DC for the Amazon Alliance Forum that will focus on climate change in the Amazon Basin.

Class-Based Inclusion Workshop, Portland, OR



In early June Nanci will present a two day workshop entitled, *Unlearning Classism: Understanding and Healing from the Effects of Classism* for The Sisters of the Road, a Portland based non-profit.

California and Illinois

Check out our next newsletter for updates on additional transformational work happening in late June!

Don't Miss Out! Mark Your Calendars: August 23 & 24, 2008



LJS & Associates is extremely excited to offer a public workshop in Portland, OR this summer. Transformational Communication: Building Relationships for Authentic Cross Cultural Alliances is open to anyone interested in deepening their skills in cross cultural competencies. For more information visit our website at www.lunajimenezseminars.com.

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we each carry that perpetuate—both personally and systemically—racist systems, behaviors and policies. We must acknowledge the power imbalance reinforced by skin tone and the patterns and attitudes we have internalized based on our relationship to that power. We must begin with an understanding that no one “wins” when racism effectively separates people from one another. For real change to occur, we have to cultivate safety and compassion both for ourselves and others. Only then can we reflect on and yes, even apologize for the places where we have acted on or colluded with this oppression—as targets or as non-targets.

What would it take for us to enter this dialogue undefended? What would need to be in place for us to be clear that our goodness as a human being is non-negotiable? In February Australia’s Prime Minister Rudd publically apologized for his country’s history of racist policies toward aboriginal peoples. Images of aboriginal people, white Australians, and other Australian immigrants flashed on screen, bringing tears to my eyes as I witnessed this historic act of at-one-ment. Free from defensiveness, he helped his country move forward with forgiveness and healing.

The United States is primed for similar progress in regards to our conversations about “race” and healing from the effects of racism. Let’s set aside our “I’m not a racist” defenses and reach for that place of compassion and deep understanding in each other and in ourselves.

Send your stories and comments to [Nanci’s Listening](#).

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