

LUNA JIMÉNEZ SEMINARS & ASSOCIATES

Personal Transformation
Social Justice
Organizational Change

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HOT LINKS



If you have ever experienced an LJS event, then you know the transformative and healing power of listening. Story Corp's National Day of Listening is an innovative way to bring that experience into your family gathering this holiday season.

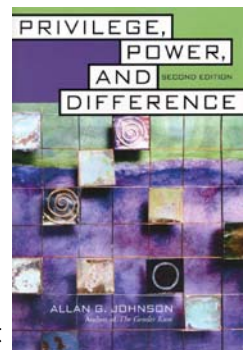
This week, you are asked to interview and record the story of a family member, friend, or community member. The website provides a downloadable Do-it-Yourself guide that helps you generate interview questions and provides other tips to make your Day of Listening experience easy and meaningful.

The site also includes tool-kits for educators and those looking to use this as an opportunity for community service. We invite you to be inspired as you listen deeply to the stories of your family, friends, teachers, and other loved ones. Share your stories and insights on our blog. We can't wait to hear what you discover!

BOOK REVIEWS

Privilege, Power, and Difference By Allan Johnson

Allan Johnson's *Privilege, Power, and Difference* addresses the taboo topic of diversity--power. The first eight chapters are devoted to defining and identifying privilege in all its forms--including its roots in capitalism (see second book review this month for a deeper analysis). Using a mix of theory and real world examples, Johnson successfully endeavors to illustrate for his readers the effects of power and privilege on all of us--and that all of us have a role in making change happen. "The simple truth is that the trouble we're in can't be solved unless people who are heterosexual or male or Anglo or white or economically comfortable feel obligated to make the problem of privilege their problem and to do something about it."



Johnson's conversational writing style works to diffuse defensiveness while inviting readers to think critically about issues such as "white privilege," "dominance," "patriarchy," "heterosexism," and "racism." Normally diversity conversations are more coded and less direct because simply using these words can "turn off" privileged groups from even addressing the issues. Johnson argues, "we have to reclaim some difficult ..., language that has been so misused and maligned that it generates more heat than light. We can't just stop using words like *racism*, *sexism* and *privilege*, however, because these are tools that focus our awareness on the problem and all the forms it takes. Once we can see and talk about what's going on, we can analyze how it works as a system. We can identify points of leverage where change can begin."

Johnson educates his readers about the difference between individuals who may or may not "feel" privileged and how people in social categories are awarded privilege and power by the very nature of one's participation in the system--regardless of if they can "feel" it. He challenges us to interrupt this system of dominance by breaking our silence around privilege. He writes about our ability to choose a "path of greater resistance" that questions the assumptions that keep power and privilege in place.



Women or girls who earn income will invest 90% of that income into their family. Yet women are under-employed, paid less than men when they are employed, and receive less than 2 cents for every development dollar spent.

The Girl Effect is a global movement based on research which asserts that the 600 million girls growing up in countries in the economic south hold the answers to making the world a better place for everyone.

Girls Count: A Global Investment and Action Agenda identifies three key areas: 1) count girls--doing so will make girls more visible to policymakers and reveal where girls are excluded; 2) invest in girls--commensurate with their importance as contributors to the achievement of economic and social goals; and 3) give girls a fair share--explicit and deliberate efforts to overcome household and social barriers will be required for equity in employment, social programs, and protection of human rights.

Please visit this [website](#) or become a fan on [Facebook](#) where you'll learn more and directly support girls in their important public education campaign.

For those of you working to implement organizational change, pay close attention to pages 67-70. Johnson addresses some of the pitfalls of implementing organizational diversity initiatives built upon the "tin cup approach" and the "business case." He writes, "Perhaps more than any other factor, this reluctance to come to terms with more serious and entrenched forms of [power and the unequal distribution of resources and rewards] is why most diversity programs produce limited and short-lived results."

The final chapter outlines some clear actions we can take to transform our relationship to privilege. As Johnson states, "We are not prisoners to some natural order that pits us hopelessly and endlessly against one another." This book offers us a framework for engaging in authentic and healing conversations about privilege and its contribution to systems of inequality. Join us on the LJS blog to add your thoughts to this discussion!

Beyond Poverty and Affluence: Towards an Economy of Care By Bob Goudzwaard, Harry de Lange

Originally published in Dutch in 1986, this groundbreaking book is more relevant than ever given our current economic climate and a perfect companion to Johnson's *Privilege, Power, and Difference*. Distinguished economists, Goudzwaard and de Lange discuss how traditional economic policies create and exacerbate poverty, environmental degradation, the ever widening divide between communities with privilege and access to resource and those without. They argue that our unquestioning faith in the ability of increasing industrial production to alleviate social and economic problems is unfounded and even destructive.

The authors urge that it is time to create a system that values the contribution of human labor in a radically different way. They propose a 12 step program for recovery based on an economy of care and abundance. They outline six paradoxes (time, care, poverty, health, labor, and scarcity) that highlight how current economic practices leave many people behind. Despite a rising need for labor, unemployment continues to skyrocket. Given the preponderance of wealth, many people remain deep in poverty without the time for activities related to the care of children, the elderly and other members of our communities.

This book is a radical departure from commonly accepted economic policy. The authors argue, "A renewed economic paradigm must proceed from the assumption that people need to advance the interests of others. People must be willing to think inclusively. They must choose to be led by considerations other than self-interest, a principle that belongs inextricably to the thought patterns of our society's current economic paradigm." Given the economic climate in the US and globally, it is a timely call to rethink how we view production and how we assign value. Please post your comments on our blog. We look forward to hearing from you!

Upcoming Events:

Take part in our powerful public workshops! Follow the links below for more information on how to register:

[Join LJS in San Jose, California for a special bi-lingual offering!](#)

January 23-24, 2010

"Transformational Communication: Tools for Cross-Cultural Understanding and Inclusion"

Facilitated by Nanci Luna Jiménez, CPF[©],

Barbara J. MacKay, CPF[©]

2-day bi-lingual community workshop hosted by Escuela Popular

Early Bird Registration Deadline December 20th, 2009

To view details or register online [Click Here](#)

Join LJS in Chicago!

April 20-21, 2010

"You Don't Know What You Don't Know: The Facilitator's Path to Authentic Cross-Cultural Practice"

Facilitated by Nanci Luna Jiménez, CPF[©],

Barbara J. MacKay, CPF[©] and Shoshanna Cogan

**International Association of Facilitators North American Conference
Training Workshop**

Register Online Now

www.lunajimenezseminars.com