

Diversity and Accessibility Working Group

Resource Book: Resources for Improving Diversity and Accessibility in Shambhala

Introduction

This **Resource Book** is based on contributions from sangha members. Although far from comprehensive, the Working Group hopes it will help efforts to improve diversity and accessibility in Shambhala.

Contents

Pages

• Accessibility	2
• Diversity (General)	4
• Diversity Training	4
• Communication	6
• Cultural Competency	6
• Culture and Language	7
• Class, Ethnicity and Race	8
• Dharma and Diversity	9
• Family	10
• Film	11
• Literature	12

SHAMBHALA DIVERSITY AND ACCESSIBILITY WORKING GROUP

Resources for Improving Diversity and Accessibility in Shambhala

Accessibility

The Access Board. This site provides guidelines and standards, technical assistance, training, and research; enforcement, publications and links pertaining to accessibility. Available at: www.access-board.gov

ADA Accessibility Guidelines for Buildings and Facilities (ADAAG). This document contains scoping and technical requirements for accessibility to buildings and facilities by individuals with disabilities under the Americans with Disabilities Act (ADA) Available at: www.access-board.gov/adaag/html/adaag.htm

ADA Document Portal: Search portal for all disability related information, ADA and other. Very extensive. Available at: www.adaportal.org

ADA Home Page. Provides links to ADA programs, regulations and publications. Available at: www.usdoj.gov/crt/ada/adahom1.htm

ADA Hotline, Over 35 ADA-focused telephone calls are fielded daily. People using the toll-free hotline to request information are not just persons with disabilities inquiring about their rights under this law. Calls are received from architects wanting technical information on physical accessibility standards, attorneys who need clarification on the ADA, business owners striving to ensure their businesses are in compliance with the law, employers who want to learn exactly what their responsibilities are, as well as many other callers with varying levels of understanding on the ADA. 1-800-USA-ABLE

HalfthePlanet Foundation: “The Disability Resource.” “A nonprofit organization that supports the application of technology to promote the values of the Americans with Disabilities Act (ADA)—independent living, social inclusion, equality of opportunity, economic self-sufficiency, and empowerment.” Available at www.halftheplanet.org or 1875 Eye St., NW 12th Floor, Washington, DC 20006.

Americans with Disabilities Act Facilities Compliance Workbook Evan Terry Associates (Birmingham, Alabama) This resource addresses the legal issues regarding public accommodations, commercial facilities and those buildings connected with state and local governmental agencies and contains an overview of technical specifications, identifying elements along the exterior and interior accessible routes that might be considered as barriers for the disabled and provides simple, cost effective options for barrier removal. Available at: www.evanterry.com

Associated Science and Technical Center. ASTC is a resource center offering accessible practices for museums welcoming visitors with disabilities. Information available at: www.astc.org and www.astc.org/resource/camp/accmmain.htm

Barrier Free Environments, 919 782 7832; PO Box 30634, Water Garden, Highway 70 West, Raleigh, NC 27622

Council for Exceptional Children (CEC). CEC is the largest international professional organization dedicated to improving educational outcomes for individuals with exceptionalities, students with disabilities, and/or the gifted. 877 CEC IDEA or TTY 866 915 5000

Dale Buckstaff. The project manager of the Accessibility Ramp being built at the Boulder Shambhala Center. Dale has learned a wealth of information about this process which she is willing to share. Contact: dale@dalebucksataff.com

Dosia Paclawskyj, PhD, specializes in working with people with mental retardation and is available to consult on this. She is a sangha member on staff at Kennedy-Krieger Institute, part of The Johns Hopkins University. Contact: paclawskyj@kennedykrieger.org

IDEA (Individuals with Disabilities Education Act): The Individuals with Disabilities Education Act (IDEA) authorizes formula grants to states, and discretionary grants to institutions of higher education and other non-profit organizations to support research, demonstrations, technical assistance and dissemination, technology and personnel development and parent-training and information centers.

IDEA. A Teacher's Guide to IDEA Disability Categories. Available at:
www.eagle1.american.edu/~cb3148a/idea2/Links.htm

IDEA. Office of Special Education Programs. Contact: 202 205 5507

IDEA, Office of Special Education and Rehabilitative Services, U.S. Department of Education, 330 C St., S.W. (Room 3086), Washington, D.C. 20202 or www.disabilitylawyers.com/Individuals-with-Disabilities-Education-Act.cfm

IDEA Partnership. Available at: www.ideapractices.org

Making Historic Properties Accessible. This site provides recommends an approach to identify and implement accessibility modifications that will protect the integrity and historic character of historic properties. Available at: www2.cr.nps.gov/tps/briefs/brief32.htm

Movie Stars and Sensuous Scars: Essays on the Journey from Disability Shame to Disability Pride by Steven E. Brown. A combination of autobiographical stories about living with a disability, scholarly essays about disability rights and disability culture, and profiles of disability rights leaders, in the context of a world-wide disability rights movement.

Office of Special Education Programs (OSEP). OSEP is dedicated to improving results for infants, toddlers, children and youth with disabilities ages birth through 21 by providing leadership and financial support to assist states and local districts. Available at: www.ed.gov/about/offices/list/osers/osep/index.

Rocky Mountain Disability & Business Technical Assistance Center, Provides informal information & guidance with ADA compliance & enforcement. 3630 Sinton Road, Suite 103, 800 949 4232 ; Colorado Springs, CO 80907 (locally 719 444 0268) or www.adainformation.org or www.ada-infonet.org

Trace Center. College of Engineering, University of Wisconsin-Madison. This site provides information on designing an accessible website and has a library on disability resources. Available at www.trace.wisc.edu

General Diversity

The American Institute for Managing Diversity Inc. AIMD is a nonprofit diversity think tank that works to strengthen both communities and institutions by advancing the diversity dialogue. Available at: <http://aimd.org/nonprofit/aimd/default.aspx>

The Center for the Study of White American Culture. A multicultural organization that supports cultural exploration and self-discovery among white Americans. It encourages a dialogue among all racial and cultural groups concerning the role of white American culture in the larger American society. The Center operates on the premise that knowledge of one's own racial background and culture is essential when learning how to relate to people of other racial and cultural groups. Available at: <http://www.euroamerican.org>

Diversity at Work. Browse this site to get information on books, videos, self-assessment, workshops and online resources that can help with diversity efforts. http://www.diversityatwork.com/tools_books.html

Diversity Leadership Forum. The DLF comprises diverse individuals, organizations, and institutions across all identity groups, who are committed to collaboration and development of the field of diversity. The Resource page of this site has web links for: Ability, Affirmative Action, Aging, American Indian/Alaska Native, Arab-American/Muslim, Arts, Asian American, Biracial/Bicultural, Black/African-American, Consultants, Cultural Competency, Diversity Books, Education, Employment Opportunities, European Culture, Government, Health Care, International/Global Diversity, Jewish, Latino/Chicano/Hispanic and more. Available at: <http://www.diversityleadershipforum.org/Resources.asp>

Diversity Resources. This site contains a broad selection of books, videos, diversity catalogs, training materials, websites, diversity calendars, magazines, and periodicals. Available at: <http://www.state.fl.us/dms/hrm/diverse/resources.html>

DiversityWeb. This site is designed to serve campus practitioners seeking to place diversity at the center of the academy's educational and societal mission. Available at: <http://www.diversityweb.org/>

Socially Engaged Buddhism Resources. This site is maintained as a joint collaboration between DharmaNet International and Buddhist Peace Fellowship. Provides more than 70 links to online Buddhist resources for those wanting to become socially engaged in these areas and more: Addictions treatment, prisons, hospice, women, education, gay and lesbians, peace and human rights and much more. Available at: <http://www.dharmanet.org/engaged.html>.

Tucson Anti-Racism and Diversity Resource Directory. This new resource . . . includes programs and organizations that work to combat racism, suggested activities and events, and books, magazines, and films that are available to individuals who want to take additional steps to learn more and to become active in the fight against racism. Available at: <http://www.ywcatucson.org/ardir/media.html#ageism>.

Diversity Training

Coaching: The ASTD Trainer's Sourcebook. Diversity: The ASTD Trainer's Sourcebook by Tina Rasmussen. A complete training kit developed by diversity expert Tina Rasmussen. The Sourcebook addresses such diversity basics as stereotyping, behavior fundamentals and communications and includes

games and activities; facilitator notes; instruments; training designs; assessments; participant handouts; overheads and flipcharts.

Dismantling Racism by Joseph Barndt. This book focuses on the task of dismantling racism, what can be done to bring it to an end and how to build a racially just, multiracial, and multicultural society.

Diversity Success Strategies by Norma Carr-Ruffino. Self-awareness activities and real-life case studies. Seeing the world through the eyes of a person from another group is a potent process for shifting perspective and gaining multicultural people skills.

Diversity training. TODOS Institute and other organizations offers ongoing training of Buddhists of color and white allies as diversity facilitators. Available at: todos@igc.org.

The Diversity Training Group. DTG features lively, interactive workshops; comprehensive solutions; methods and resources for organizational change. Check out its store. <http://diversitydtg.com/>

“Establishing an Effective Diversity Plan.” This brief article looks at myths and steps to developing a diversity plan. Available at: <http://www.franchise.org/em/mif/FW%20Oct%202004%20Mag%2047-49.pdf>

Implementing Diversity by Marilyn Loden. This guide provides the strategies and tactics used by organizations committed to implementing diversity from the top down.

The Inclusion Breakthrough by Frederick A. Miller, Judith H. Katz, Judy H. Katz. This book focuses on how to make diversity and inclusion a central part of an organization's strategy, instead of the common approaches that put diversity at the periphery of the organization's strategy.

The Managing Diversity Survival Guide: A Complete Collection of Checklists, Activities, and Tips/Book and Disk by Lee Gardenswartz and Anita Rowe. The guide provides ready-to-use, reproducible support materials for employees involved in any stage of diversity training. It also helps you assess your organization's need and readiness for diversity training, prepares you for potential difficulties in training sessions, and improves communication and cooperation with the workforce.

National Coalition Building Institute. The NCBI approach to diversity training: Provide a positive approach that helps people look at what they have in common and how assumptions and stereotypes arise out of confusion but influence actions. NCBI offers one-day workshops that are a series of exercises that open up the potential for honest communication and acknowledge how all of us are hurt and hindered by other people's assumptions about us. Available at: <http://www.ncbi.org>

Uprooting Racism: How White People Can Work for Racial Justice by Paul Kivel. This book has been revised and expanded with more tools than ever to help white people understand and stand-up to racism. (Published by New Society Publishers, May 1, 2002)

Workplace Diversity: A Manager's Guide to Solving Problems and Turning Diversity into a Competitive Advantage by: Katharine Esty, Richard Griffin, and Marcie Schorr Hirsch. Chapters: The Dynamics of Diversity, Women-Gender, People of Color-Race, Older Employees-Age, Religion, Foreign-Born/Ethnicity, Hierarchy and Class, Gays, Lesbians, and Bisexuals-Sexual Orientation, Parents-Work and Family, People with Disabilities, White Men, The Bigger Picture: Changing Corporate Culture and Organizational Systems to Support Diversity.

Communication

The Center for Nonviolent Communication. A global organization helping people connect compassionately with themselves and one another through Nonviolent Communications, a process created by Marshall B. Rosenberg, Ph.D. Available at: <http://www.cnvc.org/index.htm>

Deep Listening. Deep Listening is training in two separate but related abilities: listening to others and listening to ourselves. It uses Buddhist (mindfulness) meditation, Alexander Technique, and Focusing. Programs are held at Centers throughout the Mandala.

Dialogue : The Art Of Thinking Together by William Isaacs. Provides practical guidelines for one of the essential elements of true partnership--learning how to talk together in honest and effective ways.

The Diversity Factor Language Guide. This book represents what we have learned about communicating the dynamics of oppression. The language of diversity makes people uncomfortable. Words like discrimination, oppression, dominance, subordination, heterosexism, racism or male privilege often cause negative reactions. When people speak these words, others begin to focus on what it means for them. It is easier to become defensive, argue the meaning or ignore these interactions than it is to learn how the language of diversity affects others and impacts all our lives. Available at: http://diversityfactor.rutgers.edu/lang_guide1.jsp

The Talking Circle Initiative: Listening and Speaking from the Heart. A practice for working with many issues in our community. Available at: <http://www.shambhala.org/congress/adv-circles/talkingcircleinitiative.html>

The Windhorse Institute. The institute teaches skills to help you achieve positive outcomes in conflict situations. The skills are based on the principles of Courageous Communication©, an approach developed by Windhorse Institute founder Trime Persinger. Available at: www.windhorseinstitute.org

Cultural Competency

52 Activities for Exploring Values Differences by Donna M. Stringer and Patricia A. Cassidy. A manual of activities devoted to values exploration. The activities can be used in: the workplace; the classroom; human resources programs; corporate diversity training; international team development workshops; and conflict management.

BAFA, BAFA. BaFa'BaFa' builds awareness of how cultural differences can profoundly impact people in an organization; motivates participants to rethink their behavior and attitude toward others; allows participants to examine their own bias and focus on how they perceive differences; examines how stereotypes are developed, barriers created, and misunderstandings magnified; identifies diversity issues within an organization that must be addressed. This simulation makes participants personally aware of the issues around culture differences. Available at: <http://www.simulationtrainingsystems.com/schools-charities/bafa.html>

Cultural Competence Survey. This survey, developed by the Multicultural Council, assists organizations to assess their progress towards cultural competence. Available at: http://www.aucd.org/councils/multicultural/Cultural_Compentence_Survey.htm

Multicultural Toolkit (Toolkit for Cross-Cultural Collaboration). The Toolkit discusses barriers to cross-cultural collaboration and provides methods for assessing and improving communication patterns

and cultural competence on an organizational basis and on an individual basis. Don't forget to browse the bibliography. Available at: <http://www.awesomelibrary.org/multiculturaltoolkit.html>

Understanding Diversity: A Learning-as-Practice Primer by Barbara F. Okun, Jane Fried, Marcia L. Okun. This book addresses the issues of diversity from the perspective of individual differences rather than stereotypes. The authors offer information and exercises that help readers learn to assess cross-cultural situations and interact personally and professionally with others who are likely, because of their cultural backgrounds, to have different values, perceptions, behaviors, and expectations of how people should act towards them.

Culture and Language

Affirmative Action Around the World: An Empirical Study by Thomas Sowell. This book moves the discussion of affirmative action beyond the United States to other countries that have had similar policies, often for a longer time than Americans have. It also moves the discussion beyond the theories, principles, and laws that have been so often debated to the actual empirical consequences of affirmative action in the United States and in India, Nigeria, Malaysia, Sri Lanka, and other countries. Both common patterns and national differences are examined. Much of what emerges from a factual examination of these policies flatly contradicts much of what was expected and much of what has been claimed.

The Bodies that Were Not Ours by Coco Fusco. This book constitutes a cultural critique of how ethnicity, gender, and power interface with a new digital, multicultural world.

Borderlands/La Frontera: The New Mestiza by Gloria Anzaldua. "The actual physical borderland that I'm dealing with in this book is the Texas-U.S., Southwest/ Mexican border. The psychological borderlands, the sexual borderlands, and spiritual borderlands are not particular to the Southwest. In fact the Borderlands are physically present wherever two or more cultures edge each other, where people of different races occupy the same territory, where under, lower, middle and upper classes touch, where the space between two individuals shrinks with intimacy"--Gloria Anzaldua.

Culture and truth: The remaking of social analysis by R. Rosaldo. Rosaldo exposes the shallowness of traditional views of culture and then explores the influences of one's cultures on one's beliefs/actions.

The Dialogic Imagination: Four Essays by M. M. Bakhtin. Bakhtin describes the wide yet limited variety of voices that an individual encounters within a given culture and how the individual comes to define his or her individuality despite the influence of these various voices.

A Different Mirror by Ron Takaki. Takaki begins A Different Mirror with the assertion that "[r]ace...has been a social construction that has historically set apart racial minorities from European immigrant groups" (10). He goes on to argue that this construction does not accurately reflect the "rich and complex mosaic" of American diversity. The project of his book, then, is to reflect more authentically the multicultural, multiracial, and multiethnic American character. An exhaustively detailed history, A Different Mirror is an essential primer for anyone interested in American history and its profoundly multicultural nature.

The European Centre for Minority Issues (ECMI) conducts practice-oriented research, provides information and documentation, and offers advisory services concerning minority-majority relations in Europe. <http://www.ecmi.de/rubrik/1/about/>

Orientalism by Edward Said. This book examines the way in which Arabas are viewed in the West.

Woman, Native, Other by Trinh T. Minh-ha. Recommended for anyone struggling to understand voices and experiences of those 'we' label 'other'. — *Religious Studies Review*

The Wretched of the Earth by Frantz Fanon. A distinguished psychiatrist from Martinique who took part in the Algerian Nationalist Movement, Frantz Fanon was one of the most important theorists of revolutionary struggle, colonialism, and racial difference in history. Fanon's masterwork is a classic alongside Edward Said's *Orientalism* or *The Autobiography of Malcolm X*.

Class, Ethnicity and Race

Asian American Dreams: The Emergence of an American People by Helen Zia. "This comprehensive introduction to Asian American history will fascinate anyone interested in an historical and sociological survey of events in the United States foreshadowing the present day participation of Asian American people." --Allison Martin

Black Looks: Race and Representation by bell hooks. hooks produces writing on race and gender in the United States today. In these new essays, she expands on this theme: In a society that increasingly substitutes style for substance, how are the races represented to one another?

Black Skin, White Mask by Frantz Fanon. Frantz Fanon's Black Skin, White Mask, has something for every reader of every color (including white). His insights into the psychological damage resulting from colonialism, self-denial, racism, and other connected phenomena provide a path for those of us still grappling with these issues some forty years after the publication of this text. This book is as compelling as a novel and as enlightening as a mentor.

Guess Who's Coming to Dinner: Celebrating Interethnic, Interfaith, and Interracial Relationships by Brenda Lane Richardson. In the 1960s, when the question "Guess who's coming to dinner?" was posed, the answer often meant that a white family had to make way for an African-American in-law. In this new millennium, the new face at the dinner table may be one of any number of races, ethnicities, and religions. Full of funny and poignant stories, Guess Who's Coming to Dinner? will interest anyone seeking a better understanding of religious, ethnic, or racial differences.

Lies My Teacher Told Me by James Loewen (Winner of the 1996 American Book Award and the Oliver Cromwell Cox Award for Distinguished Anti-Racist Scholarship). Americans have lost touch with their history, and in this thought-provoking book, Professor James Loewen shows why.

A People's History of the United States by Howard Zinn. Known for its prose as well as its scholarly research, A People's History of the United States tells America's story from the point of view of -- and in the words of -- America's women, factory workers, African Americans, Native Americans, working poor, and immigrant laborers.

Privilege, Power, and Difference by Allan G. Johnson. Johnson's goal is to change how people think about the issue of privilege, especially class privilege, and power. Johnson begins by saying we are in trouble. He presents a number of actions that can help to dismantle the system of privilege. We can stop being silent and name what is going on. We can dare to talk about racism, sexism and privilege- just using the words can take courage.

Race Matters by Cornel West. Thought-provoking essays that address a number of controversial issues of concern to African Americans. West analyzes such subjects as nihilism in black America, the crisis of black leadership, affirmative action, black-Jewish relations, sexuality, and the legacy of Malcolm X. His writing style is scholarly and sparse; he does not waste words, and his prose is easy to read.

Women, Race and Class by Angela Davis. "As useful an exposition of the current dilemmas of the women's movement as one could hope for."--Los Angeles Times Book Review.

Yellow: Race in America Beyond Black and White by Frank H. Wu

While the dayglow yellow cover of Professor Wu's book is a gauntlet thrown down to those who would hold onto a stagnant bi-polar view of race, he acknowledges inside the book that his purpose is to get us all to see shades of gray. By the end of the book, while exploring interracial marriage and the importance of multi-racial coalitions, he reminds us that "civil society either founders on factions or is founded on coalitions. We all share a stake in the healing of the body politic."

Dharma and Diversity

Being Black: Zen and the Art of Living with Fearlessness and Grace by Angel Kyodo Williams.

Compatibility with other traditions is an unsung strength of Buddhism. Here, ordained Zen priest Williams makes a compelling case for African-Americans to embrace this practice that originated far from their fundamental roots on the continent of Africa. Publisher's Weekly.

"Buddhism and the Spiritually Challenged," by Winfield Clark. Article describing the experience of a long-term (35 years) paraplegic with long-term (20+ years) Buddhist practice. Contains brief personal history; overview of Buddhist philosophy; the practice of sitting meditation; meditation practice and the disabled. Available at <http://winfieldclark.com/challenge.html>

Dharma, Color, and Culture: New Voices in Western Buddhism. These essays by twenty-six Latino, Asian, Asian American, African American, and Native American Buddhist practitioners highlight how Buddhism can be an effective antidote to suffering and a vehicle for liberation.

Dreaming Me: From Baptist to Buddhist, One Woman's Spiritual Journey, by Jan Willis. A self-described Baptist-Buddhist, Willis relates her personal journey from a small Alabama mining town to a life of teaching and writing about Buddhism.

Interfaith Dialogue. Anyone interested in interfaith dialogue might want to keep this site as a neutral reference. It is a site for understanding the basics of most religions, and denominations within them. <http://www.religioustolerance.org/welcome.htm>.

Lesbian, Gay, Bisexual & Transgenderism in the Buddhist World. Providing Information and Resources on Gay, Lesbian, Bisexual and Transgenderism in the Buddhist Community. This site has links to over 50 LGBT organizations, groups and websites. Available at: <http://nichirenscoffehouse.net/Les-bi-gay.html>

Living Buddha, Living Christ by Thich Nhat Hanh. Thich Nhat Hanh finds in Buddhism and Christianity unqualified love in the form of compassion for all living things and an emphasis on living practice and community spirit.

Notes on Diversity and Accessibility by Dan Hesse. This treatise offers a Shambhala Buddhist view on diversity and accessibility. Also see: **Recommendations for Improving Diversity and Accessibility in**

Shambhala. The treatise and **Recommendations** are the result of work done by the Diversity and Accessibility Working Group, formed after the 2003 Shambhala Congress. Available at the Shambhala Congress Online website, under “Diversity and Accessibility.”

Queer Dharma: Voices of Gay Buddhists by Winston Leyland (editor). Contains personal essays by gays describing how they came to Buddhism, and many of these essays are uplifting, well written as well as inspiring.

Spirit Rock Meditation Center: 5000 Sir Francis Drake Blvd, Woodacre, West Marin, PO Box 169, Woodacre, CA 94973, 415-488-0164. <http://www.spiritrock.org/>

Spirit Rock: Camara M. Ra-Jabari, Diversity & Outreach Coordinator, brings to Spirit Rock Mountain Center a deep belief in awareness as a tool for social change. She is happy to talk to Shambhalian on the topic of diversity. Contact at: 415-488-0164.

Spirit Rock: “It Takes A Sangha: Diversity Practice at Spirit Rock Meditation Center.” by William Poy Lee, http://www.spiritrock.org/html/diversity_it-takes-a-sangha.html

Spirit Rock: Making the Invisible Visible: Healing Racism in Our Buddhist Communities. People of Color and their European American allies have been trying to get the attention of the teachers and sangha members in order to face the underlying racism in our society at large and its manifestation within our Sanghas. This booklet is another step in that ongoing process. Sold in hard copy through the Buddhist Peace Fellowship office. Contact BPF: 510-655-6169; bpf@bpf.org. http://www.spiritrock.org/html/diversity_2invisible

Spirit Rock: Diversity and Accessibility Initiative. Statement of Intention. Available at http://www.spiritrock.org/html/diversity_initiative.html

Turning Wheel, The Journal of Socially Engaged Buddhism. The following back issues of "Turning Wheel" are \$7 for the first issue, \$5 for each additional issue (up to 10), and \$3 for each issue after 10 (includes postage and handling). To order, please contact bpf@bpf.org or call 510/655-6169.

- **Gay & Lesbian Buddhism.** Fall 1992
- **Racism & Buddhism.** Spring 1993
- **Family.** Winter 1995–1996
- **Buddhist Feminism.** Spring 1999
- **Buddhism in Las Americas.** Spring 2001.
- **Getting Old.** Winter 2001.
- **Youth & Buddhist Activism.** Fall 2002
- **Black Dharma.** Summer 2003

“Widening the Circle: Black Communities and Western Buddhist Convert Sanghas.” by Sharon Smith, Historical and Cultural Studies, Goldsmiths’ College, University of London. <http://jbe.gold.ac.uk/7/smith001.html>

Family

The Family Meditation Book by Kerry Maclean. In this book, Ms. Maclean, an expert in bringing meditation practice to the whole family, uses her own firsthand experience to show how important it is for families to regroup and bring a stillness of mind to all they experience.

Boulder Shambhala Center. Claire Crevey is the new administrator coordinator for Family programs at Boulder Shambhala Center. Contact: claire@boulder.shambhala.org or phone at: 303-444-0190 ext 116.

Buddha in Your Backpack: Everyday Buddhism for Teens by Franz Metcalf, Monk Song Yoon

Building Global Educational Environments. Building Global Educational Environments is an ongoing training series that offers a unique approach to cultural awareness and education in Early Childhood environments. All of our trainings are hands-on, using authentic materials from around the world to help participants incorporate diversity in their classrooms. Available at: <http://Dot@creativitydiversity.com/aboutdiversity.htm>

Children's Books by Thich Nhat Hanh. At this Parallax Press website you'll find 11 great books for children and families, including the Thich Nhat Hanh's award winning book, The Hermit and the Well. Available at: http://www.parallax.org/cgi-bin/static.pl?file=children.html&id=**ID**

Children's Day in Shambhala. For information about Children's Day and The Children's Manual (available from Vajradhatu Publications) go to this Shambhala website: <http://www.shambhala.org/community/childrensday.html>

Children in Shambhala: An Educational Sourcebook. A compilation of talks given by Chögyam Trungpa Rinpoche, and many of our senior students, as well as curricula developed by various local centers, instructions for creating ceremonies, programs, stories, and activities. Includes Shambhala and holiday songs. This and other resources for children can be found the Shambhala Shop: <http://www.shambhalashop.com/>

Family Meditation Resources. Kerry MacLean is offering Family Meditation Workshops at Shambhala centers worldwide. Family Meditative Arts Days bring communities together to enjoy practicing the Shambhala arts as a family and to encourage families to begin sitting together regularly at home. Email her at onthespotbooks@msn.com

Wide Awake: A Buddhist Guide for Teens by Diana Winston. According to Sharon Salzberg, "Wide Awake: A Buddhist Guide for Teens is a wonderful expression of Buddhist teaching, in a clear and accessible form. With relevant examples from the teenage perspective, and guided meditations as pragmatic tools, this book powerfully serves the younger community."

Ziji. Provides family meditation supplies and books. Available at: http://www.ziji.com/kids/child_meditation.html and <http://www.ziji.com/books/child2.html>

Film

Black & White (2000)

"A portrait of white and black culture mixing it up on the streets of Manhattan."

East is East (1999)

In this comedy George Khan tries to maintain his Pakistani ways in a new land with a British wife and multiracial children.

Guess Who's Coming to Dinner (1967). A classic movie about interracial couples which might also give some insight into our response when we're asked: Guess Who's Coming to The Shambhala Center?

Lights in the Shadows (World Trust). American women of Indigenous, African, Arab, European, Jewish, Asian, Latina and mixed race descent use authentic dialogue to crack open a critical door of consciousness.

Remember the Titans (2000) Set in Virginia this fact-based film stars Denzel Washington as a football coach charged with the task of integrating white and black students into a single high-school football team in the early in 1970s. Great illustration of what it takes for true "teamwork" in a diverse organization.

Save the Last Dance (2001) "In a Hollywood where even Denzel Washington doesn't get to kiss his white leading ladies, Save the Last Dance shows remarkable daring in depicting its interracial relationship between Sara and Derek" (San Francisco Examiner). As they fall in love Derek helps Sara recapture her dreams of dancing.

Snow Falling on Cedar (1999)

Based on the award-winning best-selling novel, this film is set on an island in the straits north of Puget Sound, in Washington, in the 1950s. Memories of World War II, internment camps and racism helps fuel suspicion that a Japanese-American murdered a white fisherman.

The Way Home (World Trust). A half Japanese woman, rejected by the Asian Students Union, ends up identifying as a Chicana. A black woman, living with her white mother, talks about searching through the yellow pages for a black hair stylist. A Jewish woman clutches at her abdomen, disgusted by the terror of internalized oppression crawling through her body like worms.

Literature

Book Discussion Group. Jeannie Pickett, who is a senior student with the Baltimore Shambhala Center, is interested in forming a group that reads and discusses works of fiction and non-fiction by authors from different backgrounds including: Amy Tan, Alex Haley, Isabel Allende, Louise Erdrich, Gloria Naylor, John Neihardt, Oscar Hijuelow, Zora Neale Hurston, Michael Dorris, Toni Morrison, Frantz Fanon, Cristina Garcia, Alice Walker, Claude Brown, Maxine Hong Kingston, WEB Dubois . . . just to mention a few. Shambhalians who wish to join her can reach her at: EPicDharma@aol.com

A Shift in Viewing Diversity: Using Five Contemplations. When mind is clouded with selfish intentions, a meditator may use five Buddhist contemplations to shift the focus. These contemplations can be obtained from Jeannie Pickett at: EPicDharma@aol.com