



Aloha e everyone and welcome to October 10, 2005 of Kaleo O Nani Newsletter!

Goodness its fall! Nature is showing off its leaves of red, gold, almost deep burgundy hues. Luscious and breath taking just for the looking. The sky dims and the clouds pass over us in hues of lt. gray then deeper, deeper and deeper gray with a smattering of blue sky and a hint of the sun trying to peak through as if to say, "I'm here!" Wow, what a lovely paint pallet. No more bare foot outdoors, swimsuits or shorts. Time for sweaters, hot cocoa, lovely brisk walks, harvesting acorn squash and potatoes. Cleaning fall leaves. Oh go ahead jump in the leaves one last time. Thank you Creator for natures bounty, may we all take time to enjoy these gifts of life.

- This months issue expands on last months.
- A Magnificent Women feature (better check it could be you).
- Point to Ponder Diversity Terms
- Tip series 2 questions asked at EWU
- q & a
- Diversity article special guest writer
- Paulette U. Collins Leadership Tips
- The Final Word excerpt from a muslim cleric on tolerance
- Announcements

As always take what you need and discard the rest. This is your life my friends spend it wisely. Enjoy!

Believing in the Human Spirit Of Hope and the Celebration of life!
Nanipuaaalaomaililaulii Aki Linder - Alala Ke'o ke'o White Raven

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Thought provoking exercise: Why do human's consent to unkind acts, deeds, innuendos, outright lies with their silence? Interesting thought isn't it? Think about it!

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MEET A MAGNIFICENT WOMAN SERIES

by Nani Aki Linder

This month I am recognizing a team of Magnificent Professional Women employed at Eastern Washington University Department of Professional Development and External Programs. Whew! That is how I feel after experiencing the essence of five women in particular. As a team they work diligently, professionally, are affective and effective. Most important, humor, laughter and sunshine drip from their collective pores. Many offices probably boast the same type of staff but this one has a unique ability to make all who grace their doors feel totally at ease, at home and cared for yet you know immediately they are strong, astute, no nonsense tend to business 150% ters. I call them the creative 5 and believe EWU administration is extremely fortunate they have chosen to work for this University. They are definitely keepers. So let me tell you about this creative 5 one at a time.

Let's begin with Jessica because she is the voice on the telephone that introduced me to Easter Washington University in December 2004. Jessica is in my opinion a woman of strong views, with a spirit of such grace that all who know her seem to be drawn like moths to light. Her smile is enchanting, but it is her eyes that capture's your heart. Sweet, and caring professional with a capital P, really knows her stuff is well known and liked. She has a deep strength of character. Did you know that in business, the greeter, the first person on that phone represents your institution? She or he had better be a great people person, warm, inviting and know their subject matter because you have about 10 seconds to impress. Image matters personally and via the telephone. Jessica held my attention within that 10 seconds.....way to go Jessica!

Becky, oh my gosh Becky! When I think of her my face lights in a wonderful smile. She is personality plus, intelligent, insightful, empathetic, strong sense of right and wrong but in a way that makes you feel safe. In my opinion she would make a great speaker because she has a command of humor , words and memory that can navigate any stormy seas without breaking a sweat. Of course internally she might be a little jittery but externally what you see is what you get and that is a winning asset to possess because TRUST is the key to all board rooms and indeed friendships. She exemplifies it. Becky, Becky, Becky I think we could be great friends. Of course I would invite you to pick a passionate topic different then mine to wow audiences with. Sigh, I think I just invited a potential formidable competitor to the speaking world!

Then there is Lauri. She is the quiet one at first blush. Every afternoon this quiet paragon transforms herself into a swift riding, courageous flying in the wind on a big and graceful Harley motorcycle riding woman. You go girl! Weeeeeeee Ha! Oh what freedom she has as the wind spirit kisses her face, caresses her hair, and invites her to transform everyday from the quiet, remarkably efficient, very astute, attention to detail, kind and very caring member of the creative 5 team. Capture her now in your minds eye....She pulls up, removes her helmet, gloves, unzips her leather slacks and jacket. Steps off of the bike, wa la, dressed and ready for a days work serving the needs of EWU faculty and students. Just another day at the office. How many women do you know who can ride a Harley, this ain't no wimpy bike! I stand and applaud you Lauri!

Now we come to Cathy, the artistic Cathy who can make publicity for your project look so simple. What a dream it is to work with her because she captures the essence of you just by listening or reading your words. That takes talent! She is the transformer of ideas in

the realm of media. Her work transmits the ordinary to extraordinary and as she does it the end product captures the spirit of the moment to be memorialized not just for the subject but as her signature to immortality. She unleashes the essence of the project and released the message of hope and hope ladies and gentle is the greatest gift one can bring. She can take another bow for she is the spouse of an American Soldier and we thank her husband, for his service and their son who shares his dad with our country everytime he leaves. Proud to know you Cathy!

Are you ready for the fearless leader of this creative 5? Well what can I say except she has darn good taste in picking speakers for events! LOL! Seriously, Sara reminds me of the energizer bunny who keeps going and going and going. Her eyes twinkle and her smile is infectious. Beneath this very open and friendly exterior is a woman who is firm, deliberate in her decision making skills and I believe could draw out the best in a turnip and the turnip would enjoy doing it and believe it was its idea. She has strength of character. Definitive purpose. Strong people skills that probes the depth of a problem needing to be solved. She has strength of conviction and courage to raise children in truth and encourages expanded horizons within their learning environment.

Thanks for the opportunity to work with you. I am indeed awed and inspired by you.

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MASTERING THE ART OF LIVING DIVERSITY SERIES

Guest writer Paulette U. Collins of Mililani Hawaii is our writer for this month. She has spent 25 years plus in the executive housekeeping business in both Hotel and Hospital Environmental Offices. She is a leader of the first order and has been listed in whose who of leadership as President of the Housekeeping Association of America. She brings a perspective with many years experience leading employees of various ethnic groups, teaching and leading a dynamic association. Her insights bring value to those who aspire to leadership roles.

**Leadership Tips from the former President Housekeeping Association Of America
Paulette Ululani Collins**



As a youngster, my Parents would say to me, "There is no such a thing as no can." Till this very day I truly believe there is nothing I can not do if I truly want to. My dad constantly reminded me of this. I'd say, "No, I can not figure this math problem" and he'd say, "Yes you can," and by golly if it took me three hours to figure it out than that was that. To tell you the truth sometimes I wish he would have just helped me do it but no.....no...no...he stuck to his stubborn ways.

I am the youngest of three girls and one boy. We climbed trees and ate the fruit from them. We played jump rope. We played hide and seek. As the youngest I was usually finding them all the time and needless to say normally it took me a year and Sunday. Not having many toys we learned to make up silly games. One was taking cans (2 for each of us). We found some sticky bean plant; opened the beans from the plant and smeared it all over one side of the can so the cans stuck to our feet and then we would walk on them. It was so much fun.

Rules were kept period! That is the way it was. We had to finish all the food on our plates, no exceptions. This was to learn good manners so if we ever went to someone else's house to eat, we would eat their food. Well what my parents didn't know was when they left the table we would switch food from each others plates. We went to Sunday School every Sunday and sang in the choir. Our homework and chores came before we could play. By 5pm every day we were cleaned up and walking down the road to meet my father coming home from work. He always brought us a candy bar and this was something the three of us sooooo looked forward to.

My sisters had to take care of me when my parents were gone. This was the fun part for me because I really gave them a roll for their money..... Literally! If we went to the movies I'd tell them to give me their money or I would tell on them. If that didn't work I'd sit in the middle of the theater and scream as loud as I could. Needless to say I would get all their spending money and very much enjoyed the movies. When we had to go to the store for my mom I would walk there but on the way back it was piggy back time on one of their backs or again I would come up with some way to get my way. I did a lot of other things that I'm sure my sisters could tell you

themselves.

As I grew into adulthood of course I kept all these super memories with me and I'm sorry to say so did my sisters. Every now and then they remind what a pain I was in those very young years. Although I thought those times were fun it taught me everything I would NOT be for the rest of my life. Yet even during those young years I was a leader.

In retrospect we learned to be respectful. To value everything we got in life. That education was very important. Sharing meant receiving in return and if not than it was okay. That all people regardless of color or race are to be accepted as one of us. That was an easy one because I had friends of all nationalities being brought up in Hawaii. It was emphasized that we would always be respectful of our elders and take all that our kupunas would teach us as very valuable to our future. Lastly we learned, "There is nothing in this world that you can not do if you want to."

I spent 25 and a half years as a Director of Housekeeping in both Medical Centers and a Hotel. In everything that I did in my work life I applied the "there is nothing that I cannot do" philosophy taught to us by our parents. As long as I had the will I would pave my way.

I loved my work and I delved into it like there was no tomorrow. My mentor who was a very stately pure Hawaiian woman could get your attention just by looking at you. She was always very fair but firm and gave me so much rope to truly learn the business. She always told me [to learn to listen and don't talk](#). You will learn more than you will ever believe if you do this. Treat all you meet the same as you would want to be treated and all will be well. There is an appropriate place for everything. If we are eating, we eat.....not talk business. If we walk the floors and see something that needs to be brought to our staffs' attention learn to look at them and say nothing. They will know you want to talk to them. MY gosh, the first time I did this I could not believe it but it worked even for me. The good part was that sometimes I looked at them and had praise to give. They would be so happy. Do you know that more people who work are not in it first for the money but to be recognized for all the good deeds they do. I also learned to get to know the Administrative Staff on my level and above and see what their various styles of

managing were. It helped me to relate to them on a one to one basis.

I decided that if I was going to get into management, I had better know exactly what each staff member did and learn how to use all of the equipment. My boss helped me with a 20" scrubbing machine. I will never forget that day. I was holding the machine and she was right behind me holding it too. Well we moved around and she told me how it functioned and than all of a sudden she let it go and there I was doing a 360 degree turn. Of course all the male staff were laughing and my boss was just saying let the machine go it will stop. Well, I did learn to use this machine and every other one there is in housekeeping duties probably on this planet. I can even run scrubber machines with one hand now. Hooray.

To me there is only one way, "the right way" to do everything all the time in this industry. To allow other than this to happen will cause confusion and find you fixing things that never should have been broken in the first place. Are you with me?

Safety must always come first before staff does anything. We had a big sign that said "Safety First: Think before you do." Every day during briefing we would always tell the staff to have a good day and they would say, "AND SAFETY FIRST.....THINK BEFORE WE DO." I was so proud of them.

Let me now just present you with some thoughts that I believe every Great Leader has:

Is motivated by success and forgets the word failure even exists.

Is a risk taker.

Delegates to subordinates for today to attend oneself to long term goals.

Always backs up one's staff. The buck stops with you. Accept it, fix the concern and than speak to your staff (whether one on one or all)

Is able to motivate staff to do what one wants them to do "willingly."

Provides pats of praise every opportunity one has.

Administrative Organizational Charts must exist. But in your dept. you can make it a circle with all staff in that circle. This gets them to know that we are all equal. The only Difference is that we all have different responsibilities each day and together we accomplish all of our goals for the day.

If this is part of your protocol and you run 24 hour shifts: One overlaps the shifts by a half an hour minimum. This gives everyone the opportunity to see each other and it also allows for passing things on, supervisors may check the staff work that is leaving and give them a time to meet with the supervisor upon return to work or if there is time to have them fix it now. Incoming staff are briefed and are told the same thing as the other shifts: Have a good evening or pleasant dreams. [Happy staffs are productive staff.](#)

Recognize Birthdays & Special Occasions. Take a day each month to bring in a cake and the staff brings potluck for lunch. All staff whether working or not are invited and most times they all come.

Allow for staff to grow to their fullest potential if this is their desire. If they are promoted to another department just think how much you had to do with this persons' development. Take pride in staff's meeting another goal.

Emphasizes we are a team. A team that works together succeeds in accomplishing the days work. One get's input from the team when starting a new project or implementing a new processes.

Is a good communicator. Leaves no room for indecisiveness.....everyone is on the same page and ready to participate, give input or say Yes.....we are ready to go.

Looks at "obstacles" not problems. Asks: what, where, how, and when. Does not ask the question why. Take it from a kids rhyme: "Y is a crooked letter and you ought to know better." When you ask the question why you get too many responses so why go there. Great leaders don't.

The mind is powerful. Use it positively.

One has a vision and is definite in getting everyone who needs to be there buy in to it. Motivation is key.

One does not take life so seriously. Take each day as if it were your last and that anyone who would come in to your position would be able to. No one is expendable. One walks out with ones' Integrity in tack and knows that another position is just around the corner.

One love's a challenge and faces it with courage. The opportunity arises.

Plans and Prioritizes. Considers if I have one thing to do today what would it be. Then do it. One will find oneself going on to the next and next thing that had to be done before the end of the day.

Be consistent, trustworthy and readily accept when one is wrong. State it, correct it and moves on. A leader's action will always speak louder than words.

Understands that we are all different, were brought up with different values and should not attempt to change values or cultures. Is respectful and emphasizes when and where you may speak your own language etc. if this in your policy manual for ones' facility.

Takes the role that in business we treat all with dignity and respect. Our role is to care for the patients, clients etc. for that's the job not how we were made or what we are.

Remains current with new technology, attends relevant

seminars, reads trade magazines, attends trade shows and learns from the best in the industry ones' peers. Understands that no one can learn too much.

And finally (for this time) great leaders know there is a higher being watching over him/her. My god loves me and is close by me. How do I know because God does not make junk nor does he gives us more than we can handle. I know through experience and even through all I have been through since November 30, 1999 to present day I would not be here to be writing this to you if it had not been for him.

Me ke Aloha Pumehana (warmest Aloha)

Paulette Collins
Current At Large Advisor to
President Housekeeping Association Of America

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Authors note. Ululani as we call her is going through chemo therapy. She is tackling this health challenge in the same manner as she has in her leadership role. She is facing it head on, listening and not talking, following direction and doing all she can to help heal herself body, mind and spirit. In the process she inspires us all.

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Need a splendid, experienced speaker on [Inclusive Diversity skills, Kids at Risk, Cultural Immersion or Cross Cultural Leadership?](#) Look no further. When you want experience and cutting edge knowledge not taught in any books, pick up the phone and call me; Nani Aki Linder at 509-467-7714. Or email us nani@universityoflife.info. I invite you to refer me for speaker venues that you know. Referring my name or hiring me supports our efforts to advocate for Native American Children and indeed all children. My new website is up check it out and tell us what you think..... www.universityoflife.info.

Q & A:

1. [What is the shelf life of Sunrider Nuplus foods?](#) Excellent question and the answer is five years. This would make wonderful survival food in the event of catastrophic natural disasters. It is pure nourishing food for the cells you simply add warm water mix and eat

or drink. Of course the way I eat it is with calli beverage tea in the morning to keep my cells healthy and again in the evening.

2. [Do you recommend over the counter Goldenseal?](#) I don't recommend you take any medicinal herb without consulting your own physician. However brands and processing of any supplement or herb matters. If you are taking any modern medication it is wise to tell your doctor or pharmacist so they can tell you if there are any contraindications to be concerned about. If you are having surgery the anesthesiologist needs that information as well . Never take risks with your health but injecting anything you haven't thoroughly researched.

3. [I have been reading about the new super bug germs and the mutating of some germs to animals and back to humans. What research is available for the ordinary consumer?](#) There are studies galore out there. Dr. Mercola has many up to date studies as does sunrider international , Mannatech Inc., Living Oils and some very recent studies from the Bella Moss Foundation in the UK. Also the FDA and Health & Human Services have many updated studies. From what I have read there are definite oils when placed in Petri dish with germs kill the serious staph germ. I would recommend you read the studies at the Bella Moss Foundation while they do not recommend any particular brands I personally use living oils because of the purity and process as well as sunrider fruit & vegetable rinse because they do not cause me any harmful side effects.

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Point to Ponder:

Some diversity terms to think about

Definition of terms :

1. **A Stereotype is an exaggerated belief, image or distorted truth about a person or group — a generalization that allows for little or no individual differences or social variation. Stereotypes are based on images in mass media, or reputations passed on by parents, peers associates, teachers and other members of society. Stereotypes can be positive or negative.**

Example: McDonald's had a milkshake sign up for their shake of the month; the picture was that of a Hawaiian woman in a hula skirt and the milkshake. Get the picture? Another is asking an

African American or in the islands a Hawaiian man if they are an athlete. It is a perception that many people hold.

2. A **prejudice** is an opinion, prejudgment or attitude about a group or its individual members. A prejudice can be positive, but in our usage refers to a negative attitude. Examples are dislike for feminists, different life styles, mixed marriages, different faiths or interfaith marriages, city folk vs country folk or wealthy vs poorer and of course dislike of a particular race perceptions.

Research tells us, prejudices are often accompanied by ignorance, fear or hatred. Prejudices are formed by a complex psychological process that begins with attachment to a close circle of acquaintances or an "in-group" such as a family. Prejudice is often aimed at "out-groups." It is my opinion that often people will tend to destroy or attempt to destroy what they do not understand. It is a fear of the unknown.

3. **Discrimination** is behavior that treats people unequally because of their group memberships. Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices. Extreme hate may act out with violence such as when I was physically attacked in Lewiston Idaho because the man thought I was an Indian Woman, how do I know it was hate? He said two words as he struck me, "MOVE SQUAW!" Or being stopped and asked to empty your pockets before leaving a store even though nothing is known to be missing or is missing. The perception here was, "you people come off the reservation and steal anything that isn't nailed down." False perceptions! These are true life incidents.

How do we learn prejudice?

Social scientists believe children begin to acquire prejudices and stereotypes as toddlers. Many studies have shown that as early as age 3, children pick up terms of racial prejudice without really understanding their significance.

Soon, they begin to form attachments to their own group and develop negative attitudes about other racial or ethnic groups, or the "out-group". Early in life, most children acquire a full set of biases that can be observed in verbal slurs, ethnic jokes and acts of discrimination. Some of this is evident in television,

comedy acts and movies we watch that may influence this negative thought processing.

How are our biases reinforced?

Once learned, stereotypes and prejudices resist change, even when evidence fails to support them or points to the contrary.

People will embrace anecdotes that reinforce their biases, but disregard experience that contradicts them. The statement "Some of my best friends are _____" captures this tendency to allow some exceptions without changing our bias. It is also a posture that may infuriate people of color and in most instances sends a red flag up for the "best friend of color". In the reverse that can be for example, a statement such as "for a haole or white person you are not so bad? Or "for a fat person you walk pretty fast". Sending hate mail is another way of showing bias.

How do we perpetuate bias?

Bias is perpetuated by conformity with in-group attitudes and socialization by the culture at large. In these instances we may find that even if you don't agree, conformity (going along to get along) reinforces what I call "consenting to bad or misinformation actions or activities with ones silence." That means even if you know it is not true, you stay silent and in effect become a part of the problem.

Mass media routinely take advantage of stereotypes as shorthand to paint a mood, scene or character. The elderly, for example, are often portrayed as being frail and forgetful, while younger people are often shown as vibrant and capable.

Stereotypes can also be conveyed by omission in popular culture, as when TV shows present an all-white world or all-black or hire a person of the white race to portray a famous Indian Warrior, most recently this happened in the portrayal of King Kamehameha I of Hawaii where a non-Hawaiian actor was hired. Psychologists theorize bias conveyed by the media helps to explain why children can adopt hidden prejudices even when their family environments very clearly oppose them.

Courage is being scared to death -- and saddling up anyway.

-- John Wayne

When budget cuts are necessary **Please DO NOT CUT DIVERSITY FIRST or entirely out.** This has become common practice in many places. I invite you to reconsider cutting this because inclusive diversity touches every life in your office, school, community or work environment and relationships. New work ethics and initiatives of inclusion are being adopted everyday by Corporate America. They see that the need to include minorities in the work place as well as serving the multitudes of diverse customers and clients have direct correlation to their bottom line. Financial Security of their companies, schools, health centers, universities, air travel industry, Military, Government city, state and Federal just to name a few. If we cannot get along with civility and inclusion the alternatives are chaos or worse.

An **alternative solution** could invite those persons or administrations with decision making power to seriously consider hiring an outside contractor, mentor or inclusive diversity person to listen and take complaints , review or redevelop harmony focused work diversity environment workplaces. When complaints appear convincing, the contract person would arrange to resolve issue which increases the potential for a timely resolution.

What's in it for your company and employees ? This keeps work place confidences, upholds the dignity of the person filing a complaint and lessens the harassment from others to “keep quiet” which is often the case now.

Transparency is often the best protector for everyone.

We recommend that ALL reported incidents of stalking and harassment and yes even illegally mandated overload work schedules without paying overtime be addressed in a timely fashion. Errors in judgment come when employees are over tired due to stress, unreasonable work over load or feeling harassed, stalked or otherwise feeling threatened. In some jobs that can cause serious safety consequences to develop and could be considered reckless endangerment for any management or even unions to ignore. Avoid lawsuits which would be the next step in possible civil rights actions or other litigations.

I invite you to call if you wish clarification, more information or want to contract our services to fill the above needs. Our web address is www.universityoflife.info. phone: 509-467-7714 or Email nani@universityoflife.info. Let us look over your current diversity policies, it may need major, minor tweaking or none. We can also tailor a program that specifically meets your organizations needs.

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University Of Life Tip Sheet Series part 9
By Nanipuaaalaomaililaulii Aki Linder

This past week I was humbled and honored to speak at Eastern Washington University on the topic "How do you spell Diversity". Several questions came up that we were not able to answer due to time constraints. I have decided to answer a couple in this column with the intent that the answers may help others who share similar concerns.

1. Have you ever had an incident where a policeman or woman was discriminating against you? Great question and one I wish we had had time to discuss this at the diversity event because we had two city police and one campus police officers as facilitators at EWU.

The answer is yes. Twice. The first incident had to do with stalking. How did I solve it? I was taking an emergency training. Our instructor was a police officer and a former Marine. I confided in him and he advised me never to stop for any police car on a dark road. Instead I was to drive to a lighted area where there are people around or get on your telephone and dial 911 and ask if there is a police vehicle where I was traveling etc. It is always wise to be safe. He took care of the problem, my emergency training officer was also the police chief.

Second incident different state: motorcycle police officer stopped me as I was driving home after picking our daughter up from school. He told me to get out of my pickup, walk around it, walk up and down in front of him. Walk back away from the pickup all the while he sat on his motorcycle. I asked what I did wrong. He said walk until he told me to stop. He did not ask me for my drivers license or pickup registration. He did not get off his motorcycle. Then he said I needed to move my back license plate and drove off. I told my husband, he moved the license plate grumbling because it made no sense. Next day when I went to pick up my daughter at school the same motorcycle police officer pulled up beside me at the school parking lot, gunned his motor sat and stared at me. As soon as the kids started coming out he left. He did this everyday for the entire week. I did not argue. I did not look at him. The other mothers wondered what was going on and thought he was harassing me. My opinion, he did it because he could. My cousin in Hawaii who was a police Lt. says it is called racial profiling.

2. Do you think that your comment about "Native Americans are the most mistreated and it still being accepted" Does that still create division? Not likely but possible since you thought of it. This is why I believe not likely. My intent in telling these true to life incidents is to bring awareness that the problem still exists. In some parts of the country it is worse than in others. When we allow the continued abuse of a nation, tribe, people and stand back accepting it as the norm then we become a part of the problem rather than a part of the solution. The tribes have worked and continue to work hard to bring jobs, equality, fairness to their people. Tribal towns are like every other town. They are physicians, lawyers, teachers, nurses,

administrators, students just like everyone else. Test scores amongst Indian children are amongst the lowest not because they can't do it or they aren't smart because they are. Yet in my experiences stereotyping and bias is so bla'ze and the comments I stated on October 5, 2005 are current and on going. These are recorded incidents. Children are being hurt, some die in mysterious ways. If I do not speak these truths then I am a hypocrite and I become part of the problem by consenting with my own silence. When people are aware they watch their own behavior, sometimes they speak out when they see an injustice or can correct their children's insensitivity. If we continue to look the other way the cycle will go under ground and soon people are apologizing by saying things like, "well not all white people dislike Indians, Hawaiians, Chinese or whatever." WE KNOW THAT! There is good and bad in every race and to cancel out evil one smothers it with good. But first the good people have to stand up and say enough! No more! It is not an easy battle to win but it is doable and it will take awareness from all sides.

Teachers who teach on reservation schools could enroll in cultural immersion and learn about the different tribes and customs. Traditions matter. If you do not respect the culture you are working and teaching in the children are likely to fail not because they can't do it but because teachers do not have all the tools they need to uplift that child. Pride of self and heritage matters. Traditions matter. Respecting the culture matters. Over two hundred years of bashing has taken its toll. It is time to stop the cycle so that the children of brave warriors who share their land with all Americans today can take their seats at the table of life and feel welcomed, at home, at oneness and peace with those who take mother earth for granted. It is because I respect the elders, traditions and Indian people that I fight hard to bring awareness so that our Indian children can rise and become.

We were once the children! My own teacher in Hawaii had no business teaching in a school where he did not like brown children like me. Neither do teachers who do it today. When we know who are mistreating our children in the schools and we say nothing, we consent with our silence. When we watch a child being struck, placed in a padded room, isolated, ridiculed, invited to quit because "your brother didn't make it you won't either", or driven to suicide we consent with our silence. When we do not stand and deliver and see each other as inclusive humans then we become part of the problem rather than part of the solution. Enhancing peoples awareness by telling true to life experiences makes it real and not some abstract theory. It is real life. I am saying in my story telling style, this happened and continues to happen and this is how I know. Make sense?

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The Final Word:
Tomorrow is truly today!

This past two weeks have been delightful in many ways but one way in particular that I would like to share with you. I was on a conference line with people from the UK, Australia, New Zealand, US for a few days. A week ago I received an email from someone in Australia that said, "is this you?" Attached was an article called "From Tolerance to Inclusion" which is what I have been speaking and teaching about for over 6 years now. I was most gratified to read it because it is a positive sign that my work is catching on. The words were delivered from the pulpit of Cityside Baptist Church in New Zealand and were spoken by Ahmed Zaoui a visiting Muslim Cleric. I share **excerpts** and give you the link to locate the entire sermon if you wish to read its entirety.

Submitted by Brenda on Thu, 4:03pm. [stories](#) click here if you wish to read the entire sermon.

[From Tolerance To Inclusion](#)

AHMED ZAOUI

Cityside Baptist Church, New Zealand 21 August 2005

It is an honor and a privilege to speak with you today. Thank you for your invitation and for the many ways you have welcomed and supported me since I arrived in New Zealand. I think back to just over one year ago when a public meeting was held in this Church to commemorate one year since I was granted refugee status. I was very touched to see the photos of the meeting and the procession to the prison. As a Muslim and a scholar of religion, it was particularly heartening to have received such support from a church. It reminds me that, despite these difficult times, there are many bonds between religious communities that we should celebrate and affirm.

A few days ago, I came across a quote by a Native American author, Nani Aki Linder, in which she rejects the discourse of 'tolerance': I am of the opinion that inclusion could replace the word tolerance. Why? Inclusion means that "I can", versus tolerance, meaning you have to put up with me which breeds more resentment. I don't know about you, but I don't want to be tolerated. I want inclusion, to join in partnership with you to enhance our world, city, and community. I want our children together to find the value in seeing everyone worthy of living their values, accepting responsibility, learning to trust and thriving in respect, side by side in joyful common ground."

What does it mean to move from tolerance to inclusion, to move beyond 'dialogue' to a warmer and closer type of connection?

It means, for one thing, that we give priority to making sure that our young know each other, that they understand each other's faiths, that they play together. When I was in Switzerland, my two oldest children attended a public school and participated in the religious classes on Christianity. Some people asked me whether I was troubled that my children were learning about Christianity. I replied that, in contrast, I was happy! My children will become more understanding about Christianity and their classmates more understanding about Islam.

Our hope is with the young, and it is our responsibility to foster this hope and do all we can to ensure that the next generation is mercifully free from the suspicions and prejudices that we may still hold. **Let us do more than tolerate. Let us include each other and celebrate our essential unity under God.**

Salaam Aleikum, peace be upon you.

Inclusive tolerance is beginning to take hold. If a Muslim scholar and cleric can embrace it isn't it a positive step that we in America can take as well? Its something to think about isn't it! Malama Pono, Nani

Important Announcements!

1. University Of Life & Hope, Changing Winds and Women's Summit are teaming together to bring a Diversity Summit to Spokane Washington. Please plan to attend. We are firming plans this week with the facilities, food, working to finalize plans and should have all the information you need in Nov. 10, 2005 issue. Mark your calendars January 27-28. Plan on a full day the 27th and shorter day for the 28th. Local speakers are participating as well as experts from other areas. Vendor space is to be made available.

2. If you attended EWU special event October 5, 2005 and have a question for me I am available to you for the next 5 weeks. Feel free to ask any questions and if I do not have the answer I will find someone who does on diversity. Thank you so much to Eastern Washington University for the wonderful opportunity to bring Diversity awareness to the campus and community at large. There were 300 + estimated students, alumni, community members at this event. The campus is beautiful, the staff is the best and the students attentive, caring, serious about learning the topic and astute. It was a privilege to serve this institution of higher learning.

Contact us about becoming involved in a "Summon The Warriors International Woman's Summit or with suggestions!" nani@universityoflife.info

A Hui Hou! (till we meet again) **Pau** (the end)

Nanipuaaalaomaililaulii - White Raven



As always take what you need from this newsletter and discard the rest. a'ole pilikia! (no problem) I invite you to forward this newsletter to your friends or colleagues. They may subscribe at www.universityoflife.info. It only takes a moment and this is a FREE service.

A hui hou dear hearts until next month November 10, 2005

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