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# The Alliance

*Dedicated to promoting unity, justice, equal opportunity, ethnic awareness, cross-cultural understanding and appreciation for diversity.*

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*The Alliance for Cultural and Ethnic Harmony 616-335-8139*

## Panel Will Speak About Mental Challenges at Nov. 11 ACEH Meeting

People are stereotyped about many different conditions and issues: ethnicity, gender, age, marital status, sexual orientation, economic class, physical and mental health, and others. On Friday, November 11, the Alliance for Cultural and Ethnic Harmony will hear from persons speaking about mental and emotional challenges and their experiences in life.

The meeting, which is open to the public, is at 7 p.m. at the Center for Women in Transition, 411 Butternut, Holland.

Panelist Dennis Hamilton was diagnosed as an adult with Attention Deficit Hyperactivity Disorder (ADHD); Sandy Kiernan is the mother of a son with Down's Syndrome.

The ACEH children's group, UNITY, also will meet. For more information, call 335-8139.

## Ken Cooper Tends to ACEH Website: [www.harmonyalliance.org](http://www.harmonyalliance.org)

What do a machine operator, a former Marine, a champion swimmer, and a ham radio operator have in common?

They are all one person—**Ken Cooper**, the webmaster for ACEH.

Ken is a Holland native; he's been a technical machine operator at Herman Miller in Zeeland for 18 years, and served with the U.S. Marine Corps. At West Ottawa High School, he set swimming records every year from 1976 to 1980 in different events. He set the state record for the backstroke in 1979, and then broke that in 1980—a record he held for two decades until the event was changed—"to allow for faster flip-turns," he says.

Perhaps that speed is part of his expertise in handling the ACEH website—[www.harmonyalliance.org](http://www.harmonyalliance.org). When the ACEH Newsletter is published, Ken immediately turns around and puts it on the website in both pdf and Word formats. For those of you who have had problems opening the Word attachment that comes from the Wellers, try accessing the Newsletter on the website.

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## ACEH Welcomes New and Renewing Members

Thanks to renewing member **Mary Kaechele**.

This is the time of ACEH's annual membership drive: Is it time for you to renew? If you are not sure when your membership expires, email [hpweller@comcast.net](mailto:hpweller@comcast.net) and ask Herb Weller to check on it. If you've never been a member, but appreciate receiving the ACEH Newsletter and "In the Community" emails about diversity events, please consider supporting the Alliance by joining. Our year runs from October 1 to September 30, and you can join for one year or multiple years—see categories below.

Make your commitment to diversity, anti-racism, and cross-cultural understanding in the greater Holland community, by joining the dozens of other people who belong to ACEH. It's easy, it's rewarding, and you'll meet like-minded folks who want this to be a community where all are welcomed and respected.

**Individual:** \$20.00 one year; \$35.00 two years

**Family:** \$30.00 one year; \$50.00 two years

**Nonprofit:** \$40.00 one year

**Business:** \$75.00 one year

In lieu of, or in addition to, paying dues, you may make a pledge of service to ACEH. Checks should be made out to ACEH and sent to Treasurer Bin Lim, ACEH, Box 3007, Holland, MI 49422-3007.



## It's Party Time! Save the Date of Saturday, December 10

Come one, come all—invite your family, friends, neighbors, and people you work with to the annual ACEH Holiday Potluck Party. There will be music, special children's activities, a chance to meet new people from the Lakeshore area and, of course, excellent food that people share from many cultures. This year's party will be Saturday, December 10, starting at 5:30 p.m. at the First United Methodist Church Fellowship Hall, 52 West 10th Street, Holland (use the 9th Street entrance).

More details will be in the December newsletter, but please save the date and we'll see you there!

Kim Romero is this year's party chair, and can use some volunteers to help with planning, setup, and cleanup. Contact her at [kim@lcil.org](mailto:kim@lcil.org)

## Voicing Your Values: How to Speak Up! Against Everyday Bigotry

A friend tells a racist joke. A cousin uses racist names. A classmate says, “That’s so gay” as a put-down. Your neighbor makes anti-Semitic comments.

And you stand there in silence, thinking, “What can I say in response to that?” Or you laugh along, uncomfortably. Or, frustrated or angry, you walk away without saying anything, thinking later, “I should have said something.”

In October, the widely known and respected Southern Poverty Law Center in Montgomery, Ala., and its Teaching Tolerance program published, “Speak Up!,” offering guidance for such moments, in a variety of settings: among family, among friends and neighbors, at work, at school, in public.

The guide draws on personal stories from hundreds of people, and also offers training tools, a “Speak Up!” pledge, a place to share your own story, and six general steps to speaking up, which are summarized below. You can order a free copy of “Speak Up!” from the website [www.tolerance.org](http://www.tolerance.org) or by mail from Tolerance.org, Southern Poverty Law Center, 400 Washington Ave., Montgomery, AL 36104.

### Six Steps to Speak Up!

Whatever situation you are in, remember these six steps to help you speak up against everyday bigotry. In any situation, however, assess your safety, both physical and emotional. There is a risk, and that must be acknowledged as you make your own choice to Speak Up!

**1. Be Ready.** You know another moment like this will happen, so prepare yourself for it. Think of yourself as the one who will speak up. Promise yourself not to remain silent. Have something in mind to say before an incident happens. Open-ended questions often are a good response. “Why do you say that?” “How did you develop that belief?”

**2. Identify the Behavior.** Sometimes, pointing out the behavior candidly helps someone hear what they’re really saying: “Janice, what I hear you saying is that all (name of group) are lazy.” Avoid labeling, name-calling or the use of loaded terms when you do this. Describe the speaker’s behavior, don’t label the person yourself. /”If you simply call someone a racist, a wall goes up.”/

**3. Appeal to Principles.** If the speaker is someone you have a relationship with—a sister, friend, co-worker—call on their higher principles: “Bob, I’ve always thought of you as a fair-minded person, so it shocks me when I hear you say something that sounds so bigoted.” Appeal to their better instincts. And then /”Remember that people are complex. What they say one moment is not necessarily an indication of everything they think.”/

**4. Set Limits.** You cannot control another person, but you can say, “Don’t tell racist jokes in my presence anymore. If you do, I will leave.”... “My workspace is not a place where I allow bigoted remarks to be made. I can’t control what you say outside of this space, but here I ask that you respect my wishes.” Then follow through.

**5. Find an Ally/Be an Ally.** When frustrated in your own campaign against everyday bigotry, seek out like-minded people and ask them to support you in whatever ways they can. And don’t forget to return the favor. If you aren’t the first voice to speak up against everyday bigotry, be the next voice.

**6. Be Vigilant.** Remember, change happens slowly. People make small steps, typically, not large ones. Stay prepared, and keep speaking up. Don’t risk silence. /”There a sense of personal disappointment in having not said something when you felt you should have.” /”If you don’t speak up, you’re surrendering part of yourself. You’re letting bigotry win.”/

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*\*Excerpted with permission from the Speak Up! Guide, with quotes from various persons mentioned in the Guide. You can order a free copy of “Speak Up!” from the website, [www.tolerance.org](http://www.tolerance.org) or by mail from Tolerance.org, Southern Poverty Law Center, 400 Washington Ave., Montgomery, AL 36104.*

*The Alliance*

THE ALLIANCE FOR  
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WEB ADDRESS  
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*Bringing People  
Together from Worlds  
Apart*

**Ken Cooper: Webmaster** (*continued from front page*)

You'll also find links to a list of translators and interpreters, various ACEH activities, photographs, and other information.

Ken learned how to develop websites reading many resource books and studying other people's markups. For techies among our readers, he notes the site uses Cascading Style Sheets and that every page is valid XHTML, to specifications maintained by the World Wide Web Consortium. He recommends the Firefox browser ([www.getfirefox.com](http://www.getfirefox.com)) rather than Internet Explorer. Ken has worked many hours to rewrite each page of the ACEH website, and keeps abreast of changes in the standards in order to maintain compliance.

"I am pleased by what the ACEH members are providing for their community," Ken says. "ACEH endeavors to bring all ethnicities together and gain knowledge from each other, and for that I commend them."

He has been married for six years to **Jill**, an ACEH board member and membership chair and active supporter of Pine Creek Elementary School. Their blended family includes Ken's daughter Michelle, 21, and son Kevin, 18, and Jill's daughter Alyssa, 13, and son Daniel, 10. Ken is a licensed (N8UJE) amateur radio operator and enjoys riding his bike and walking.

Many thanks to Ken Cooper, our hard-working webmaster!

The Alliance for Cultural  
and Ethnic Harmony

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