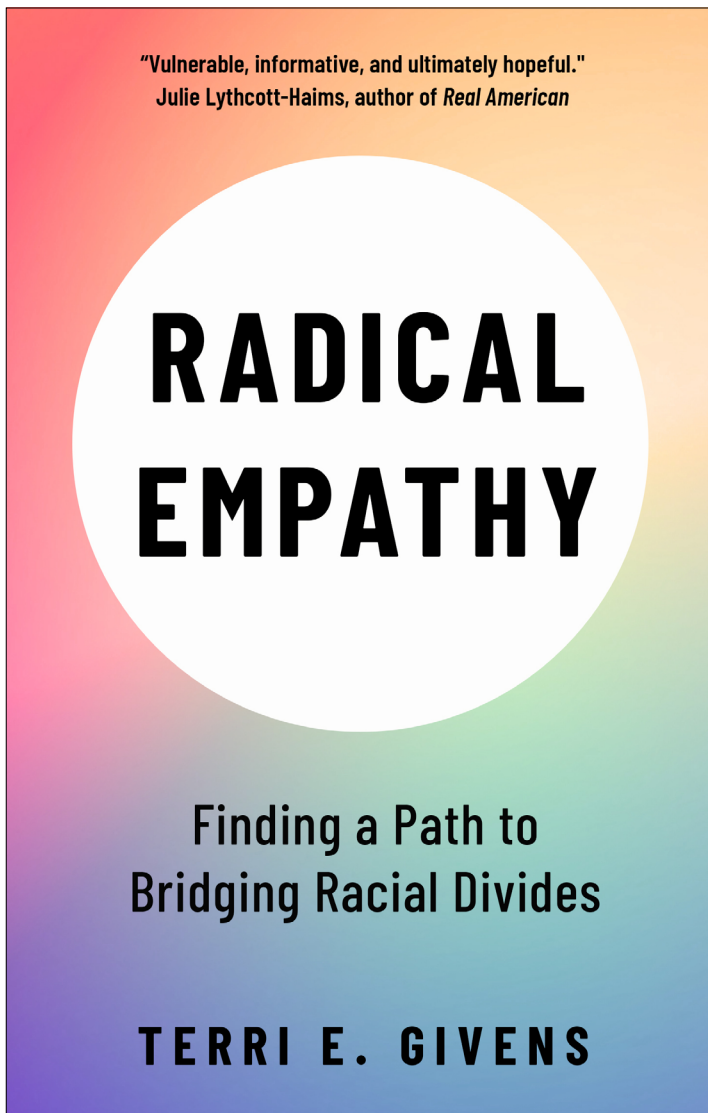


READING GUIDE



This guide provides additional resources to help you in the process of getting to radical empathy.

The book includes many references in the index that are also useful for discussion leaders and facilitators.


New resources are becoming available on a regular basis, check Terri Givens' website for updates [here](#).




Terri Givens offers workshops based on the book, and she is also available for **speaking engagements**, you can contact Terri directly at terri@terrigivens.com

Terri's company, **Brighter Higher Ed** provides professional development for higher education faculty and administrators, including diversity, equity and inclusion programs.

FOLLOW TERRI ON SOCIAL MEDIA

 [@TerriGivens](#) | [@EmpathyRadical](#)

 facebook.com/scholargivens

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 [@tgivens64](#)

 **Policy Press**
PUBLISHING WITH A PURPOSE

CHAPTER 1

BRIDGING DIVIDES: FROM RACISM TO EMPATHY IN THE 21ST CENTURY

Chapter 1 of the book introduces the 6 steps to radical empathy:

1. A willingness to be vulnerable.
2. Becoming grounded in who you are.
3. Opening yourself to the experiences of others.
4. Practicing empathy.
5. Taking action.
6. Creating change and building trust.

Action points:

Being vulnerable starts with connecting with your story. What is your story? Start a journal,

draw a picture, take a walk, or do something creative that helps you to connect with your own stories around race. Start with these prompts:

- What was your world like growing up?
- Do you consider racism to be an issue where you live? When did you become aware of racism?
- How are issues of race dealt with in your family?
- Are there stories from your life that stand out for you?
- Reflect on the way that thinking about these stories makes you feel.

RESOURCES



[How to Own Your Story: Finding Courage in Vulnerability](#)

[The Vulnerability of Storytelling](#)

[Ten Lessons for Talking About Race, Racism, and Racial Justice](#)

[Southern Poverty Law Center: Responding to everyday bigotry](#)

[Consider taking the Harvard Implicit Association Test](#)

VIDEO



[The Danger of a Single Story: Chimamanda Ngozi Adichie](#)

Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.

[Let's get to the root of racial injustice | Megan Ming Francis | TEDxRainier](#)

In this inspiring and powerful talk, Megan Francis traces the root causes of our current racial climate to their core causes, debunking common misconceptions and calling out "fix-all" cures to a complex social problem

CHAPTER 2

GETTING TO RADICAL EMPATHY

Chapter 2 of the book looks at becoming grounded in who you are, including having empathy for yourself and practicing empathy.

Action points:

- Do you tend to be hard on yourself? Find ways to find the positive in your experiences, or ways that you have learned from negative experiences.
- Do you create the space to make mistakes? Being vulnerable means being open to making mistakes and learning from them. It is also important to allow others to make mistakes.
- Create a safe space for a friend to share their thoughts and stories around an issue like racism, and be aware of how you are showing empathy to them.

RESOURCES



[There Are Actually 3 Types of Empathy. Here's How They Differ - and How You Can Develop Them All: Understanding the three types of empathy can help you build stronger, healthier relationships.](#)

VIDEO



[The Power of Vulnerability – TEDx talk by Brené Brown](#)

Brené Brown studies human connection -- our ability to empathize, belong, love. In a poignant, funny talk, she shares a deep insight from her research, one that sent her on a personal quest to know herself as well as to understand humanity. A talk to share.

ACTIVITY



[All That We Share \(Danish TV Video\)](#)

We live in a time where we quickly put people in boxes. Maybe we have more in common than what we think? Introducing All That We Share,

CHAPTER 3

MY FAMILY'S STORY: THE ISOLATION OF INTERNALIZED OPPRESSION

Chapter 3 of the book looks at how we need a willingness to be vulnerable. This involves paying attention to what is going on in your community and the way that you interact with others.

Action points:

- Being vulnerable means being honest and truthful—are there ways that you have allowed yourself to be vulnerable with yourself and with others around the issue of race?
- Do you find that your friends and family feel comfortable expressing their feelings and opinions around you?



RESOURCES

[Stepping Out of Your Comfort Zone: Connection and Courage for Positive Action](#)

[Internalized Oppression: We Need to Stop Hating Ourselves | E. J. R. David Ph.D.](#)



- What kind of neighborhood do you live in? Does your neighborhood reflect the diversity of the region where you live? If not, why?
- Do you know people from different backgrounds and cultures? Take the time to listen to people from other cultures and learn more about their life experiences.
- What type of cultural events do you attend? Are you willing to explore events from cultures different from your own?



VIDEO

[Black Self / White World – lessons on internalized racism | Jabari Lyles | TEDxTysonsSalon](#)

Community leader, activist and educator Jabari Lyles discusses his personal journey to understanding and loving himself as a Black man, in spite of growing up among a predominantly white community. Jabari Lyles is an educator, nonprofit leader and community leader in Baltimore, Maryland. His work focuses on positive outcomes for youth and the LGBTQ community, especially LGBTQ youth of color. He is currently Director of the Maryland chapter of GLSEN, the leading national organization championing LGBTQ issues in K-12 schools. This talk was given at a TEDx event using the TED conference format but independently organized by a local community.

CHAPTER 4

RACISM AND HEALTH DISPARITIES

Chapter 4 of the book allows for understanding and taking action to remedy health disparities.

Action points:

- Learn more about health disparities in your community—follow the local news; look at the website for your local public health office.
- Find and join organizations in your community that are working to address health disparities, for example the American Heart Association, the Red Cross, the American Association of Retired People, and the American Cancer Society.
- Systemic change can come with policy changes. Find out what your local and state government are doing to address racial health disparities, and write to your representatives to ask for change.
- Healthcare providers need to become more aware of bias and the ways that it impacts their treatment strategies—check out the resources from the American Medical Association’s [Reducing disparities in health care website](#)

RESOURCES



From: The White Ally Toolkit Workbook: Using Active Listening, Empathy, and Personal

Storytelling to Promote Racial Equity by David W. Campt, advance edition 2018

Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away

NPR, June 9, 2020 12:03 AM ET, Andrew Limbong

VIDEO



Understanding Unconscious Bias – The Royal Society.

This animation introduces the key concepts of unconscious bias. It forms part of the Royal Society’s efforts to ensure that all those who serve on Royal Society selection and appointment panels are aware of differences in how candidates may present themselves, how to recognise bias in yourself and others, how to recognise inappropriate advocacy or unreasoned judgement. You can find out more about unconscious bias and download a briefing which includes current academic research at royalsociety.org/diversity



SAMPLE ACTIVITY: UNCONSCIOUS BIAS

Brainstorm examples of how unconscious bias occurs in the classroom or community. Use stories like healthcare as an example (see more examples below). Discuss ways to recognize unconscious bias and reduce its harmful impact

Guidelines for discussion:

- Speak from your own experience
- Use I-statements: 'This is what I think or feel ...'
- Be vulnerable when asking for vulnerability from others
- Ask curious questions, dig deeper! 'Tell me more about?', 'What did you mean by...?'
- It's ok to be messy

In order to help people, we need to accept that people will screw up sometimes. Imperfection is part of humanity, a part of learning, and a part of growing.

What is structural racism?

The way that institutions treat POCs differently, such as discriminatory treatment by:

- Education systems
- Law enforcement
- Health care
- Employers
- Retail sector
- Hospitality sector (e.g., hotels, restaurants)
- Housing and lending

The way that white people are supported by being in the dominant group, such as:

- Media images that prioritize whiteness (e.g., television, magazines)
- Personal products that cater to whites (e.g., hosiery, Band-Aids, hygiene products)

The way that white people are more accepted socially, such as within:

- Neighborhoods
- Informal gatherings
- Volunteer organizations

POC coping strategies to deal with the uncertainties of how they might be treated include:

- Extra measures taken to ease white people's fears
- Extra measures to prove credibility
- "The talk" parents give children about dealing with racism by police or others

CHAPTER 5

FINDING EMPATHY IN THE ACADEMY

Chapter 5 of the book looks at creating change in our education system.

There is a great deal of inequality in our education system, and we can all become involved in changing the structures and policies to transform education policy, practice, and culture.

Action points:

- In the US, we need to support equity in public schools—learn more about the situation for schools in your area, and support policy-makers who are calling for improvements in public education.
- Support bond measures and property tax measures that help to support public schools.
- Find organizations that support low-income students—become a mentor or tutor to students who need help.
- Support organizations that help teachers learn history and antiracism, like [Facing History and Ourselves](#), [Bryan Stevenson’s Equal Justice Initiative](#), [the National Museum for African American Culture and History](#), and [the Museum of Tolerance in Los Angeles](#).

RESOURCES

[The Emotional Toll of Racism Inside Higher Ed](#)

Greta Anderson, October 23, 2020

Black students continuously experience, fight against and bear emotional scars from racism, which can lead to increased anxiety and poor mental health outcomes. Some colleges are just starting to address these issues.

[“Yeah, But They’re White”: Students won’t succeed until they believe they can.](#)
[Sarah Webb](#)

[This is the Casual Racism That I Face at My Elite High School: Unexpectedly, the school did something about it.](#)

New York Times, September 24, 2020



CHAPTER 6

LOVE AND MARRIAGE

Chapter 6 of the book looks at how we can learn for and from each other.

Action points:

- Create space for learning about and celebrating the cultural differences of those you care for, friends and lovers.
- Share histories and stories with each other; often you will find commonalities in your family stories. We can understand each other better through our stories—it can be through sharing pictures or watching movies about your home state or city.
- Connect with relatives and listen to their stories, and share them with your spouse and children as part of your family legacy.

RESOURCES



Trends and patterns in intermarriage

By GRETCHEN LIVINGSTON and ANNA BROWN

How to talk to your family, friends about racism and white privilege

Sara M. Moniuszko, USA Today, updated January 7, 2021

VIDEOS



Interracial Couples Talk Family: 'Awkward Moments & Weird Traditions' | VH1

Interracial couples discuss bringing together their very different families along with the weird traditions and navigating those awkward moments.

CHAPTER 7

RADICAL EMPATHY IN LEADERSHIP: CREATING CHANGE

Chapter 7 of the book examines ways of becoming an inclusive leader or supporting inclusive leadership.

Action points to help your workplace become more inclusive and to develop inclusive leaders:

- Start with recruitment practices—does your organization recruit and support employees from diverse backgrounds? If not, encourage your company leadership to develop those programs, being sure to follow best practices:
 - ◊ Connect with networks that go outside of those of current employees, like alumni from Historically Black Colleges and Universities (HBCUs), to ensure a wide pool of talent.
 - ◊ In general, look beyond the Ivy League and elite colleges when developing a pool of talent.
 - ◊ Ensure that recruiters and interviewers are well versed in ways to avoid unconscious bias.
 - ◊ Ensure that the job description and duties are relevant and not inflated to keep women or minorities out.
 - ◊ Provide resources that will allow a smooth transition into a position.
- Make sure company leaders understand that inclusion is about ensuring that everyone's voice is heard, opinions are considered, and value to the team is evident.
- Provide training for managers and provide coaching and mentoring so that they can properly support their employees. Develop clear goals for inclusivity and make sure they are accountable for positive outcomes.
- Value differences and create an environment where people can feel comfortable bringing their "full selves" to work and have safe places to share their concerns.
- Observing daily interactions can be an important way to determine if your company is developing an inclusive culture.



RESOURCES:

Simon Sinek on Empathy:

Leaders practice empathy

One of the most important sentiments any leader can express to someone in their charge is, "I've got your back. There's nothing you can break that I can't help put back together. I believe in you even when you no longer believe in yourself."

Empathy—the ability to recognize and share other people's feelings—is the most important instrument in a leader's toolbox. The daily practice of putting the well-being of others first has a compounding and reciprocal effect in relationships, in friendships, in the way we treat our clients and our colleagues.

Key Takeaways

1. Empathy is the most important instrument in a leader's toolbox.
2. Empathy is being concerned about the human being, not just their output.
3. The true test of leadership: When you ask someone how they're doing, do you actually care?

Video

Website: <https://simonsinek.com/commit/leaders-practice-empathy/>

Getting Serious About Diversity: Enough Already with the Business Case

It's time for a new way of thinking.

by Robin J. Ely and David A. Thomas

How inclusive are you? – a diagnostic tool from Korn Ferry

This diagnostic is designed to help you reflect on how much your behaviors help promote a diverse and inclusive workplace.



VIDEO

Unconscious Bias @ Work – Making the Unconscious Conscious. Life at Google.

Unconscious biases influence our actions every day, even when—by definition—we don't notice them. These biases are shaped by our experiences and by cultural norms, and allow us to filter information and make quick decisions. We've evolved to trust our guts. But sometimes these mental shortcuts can lead us astray, especially when they cause us to misjudge people. We developed a workshop, Unconscious Bias at Work, in which more than 26,000 Googlers have taken part. The workshop highlights four bias busting techniques which can help mitigate the potentially negative influence of unconscious bias: - Gather facts - Rely on consistent structure and criteria when making decisions - Watch for subtle cues - Foster awareness and accountability

CHAPTER 8

CREATING CHANGE AT THE NATIONAL LEVEL: RESTORATIVE JUSTICE AND WORKING OFF THE PAST

Chapter 8 looks at how we can create change at the national level. It may seem difficult to get involved in change at the national level, but you can start with your community, non-governmental organizations, and local politicians who play a role in policy at the national level.

- Creating change means being involved, and it takes many voices to create change beyond your own community. Are you involved in local or national level politics? Do you vote on a regular basis?
- Choose a few issues that matter to you and pay attention to the positions of your local

and national level politicians. Write letters or call when you want to see them take action.

- Share the steps to radical empathy with your friends and neighbors. Encourage them to be more involved in local and national politics.
- Find ways to bring truth and reconciliation to your community by acknowledging issues that may have negatively impacted different groups in the past and finding ways to support their success going forward. Join a group that advocates for an issue you care about.

RESOURCES

The Facing History and Ourselves website has many resources for teaching about history and racism. Here are some resources related to transitional justice:

[facinghistory.org](https://www.facinghistory.org)

[Transitional Justice in South Africa](#)

[Transitional Justice in Germany](#)

[What is Transitional Justice? From The International Center for Transitional Justice](#)

[Reflections of Healing, Nov 19, 2020 Asheville Symphony Orchestra](#)

This video was produced by the Asheville Symphony in partnership with the Asheville Art Museum with support from the Asheville

Area Arts Council. In the summer of 2020, protests broke out in cities around the country, including Asheville, N.C., to stand in solidarity with the black community following the deaths of George Floyd, Breonna Taylor and others. At that time, dozens of murals honoring the importance of the moment sprang up across downtown Asheville. This project is meant to document these public works of art and this historic time.

Resources for understanding the terminology around race and inequality

[Why Diversity, Equity, and Inclusion Matter October 6, 2016](#)

Monisha Kapila, Ericka Hines, and Martha Searby; Prolnspire



DEFINITIONS

We define diversity, equity, and inclusion based on language from the D5 Coalition, Racial Equity Tools Glossary, and UC Berkeley:

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.

THE CASE FOR DIVERSITY, EQUITY, AND INCLUSION

Four key arguments make the case for diversity, equity, and inclusion:

- The moral or social justice case asserts that each person has value to contribute, and that we must address barriers and historical factors that have led to unfair conditions for marginalized populations. For example, racial equity refers to what a genuinely non-racist society would look like, where the distribution of society's benefits and burdens would not be skewed by race, and individuals would be no more or less likely to experience them due to the color of their skin. From a moral perspective, nonprofits are created to improve society and as such they should be diverse, inclusive, and equitable
- The economic case is based on the idea that organizations and countries that tap into diverse talent pools are stronger and more efficient. Economists see discrimination as economic inefficiency – the result of a systematic misallocation of human resources. In fact, the Center For American Progress finds that workplace discrimination against employees based on race, gender or sexual orientation costs businesses an estimated \$64 billion annually. That amount represents the annual estimated cost of losing and replacing more than 2 million American workers who leave their jobs each year due to unfairness and discrimination. In this argument, organizations should become more diverse and inclusive because it makes economic sense to leverage the talent pools of different populations.
- The market case states that organizations will better serve their customers if they reflect the diversity of their market base. A dramatic demographic shift is under way in the U.S., which will be majority non-white around 2043 according to the Census Bureau. In the private sector, companies such as Deloitte recognize the buying power of minority populations and highlight that diversity is critical to growing market share and bottom line. In the nonprofit sector, clients are our customers, and they want to see themselves represented in the organizations that serve them. Donors are also customers, and organizations and their clients can benefit from the resources of different groups. What's more, organizations with diverse leadership are more likely to understand the needs of a diverse client base.
- The results case is that diverse teams lead to better outputs. Scott Page, author of *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools and Societies*, uses mathematical modeling and case studies to show how diversity leads to increased productivity. His research found that diverse groups of problem solvers outperform the groups of the best individuals at solving problems. Diverse nonprofit organizations, and the diversity of perspectives within them, will lead to better solutions to social problems.

EFFECTIVE STRATEGIES FOR CONFRONTING RACISM IN CONVERSATION

Adapted from: What's UP?! A group focused on Racial Justice.

Keep in mind the elements of the situation:

- Timing - now or later? Can you come back to it if you are flustered or not informed?
- The environment/setting - workplace, group gathering?
- The relationship - student, peer, friend, co-worker, etc? How does that play into the dynamic?
- Who else is around - other white people? People of color? Children?
- Your motivation to respond? Your intentions? Your goals?
- How you respond can vary each time, based on the above and how you are feeling. It's not static.

Friendly reminder: having the choice about whether or not to address racist or oppressive
Now some tips:

- Know yourself.
 - ◊ Get in touch with your body so you can know what emotions you are feeling to try to have more control over your response.
 - ◊ Speak from your own experience
 - ◊ Have an internal process - collect thoughts, take space and come back to conversation if possible/desired.
 - ◊ Do you need support - get others involved.
- Be vulnerable when asking for vulnerability from others

- ◊ Create a brave space, if possible, for you both to share. Have understandings and agreements
 - ◊ It's ok to not be polished or perfect in your delivery. We MUST make mistakes.
 - ◊ Know that you don't have to understand to accept another's point of view/experience and let others know that they don't have to either - and it's actually not your job to understand and a lot of times you might not ever be able to.
 - ◊ Out yourself as someone with similar thought struggles - "wow I used to think like that and someone told me or I realized I was..."
 - ◊ Be patient - with self and others and ask for help when needed.
- Offer Empathy
 - ◊ Recognize intentions, ask about intentions. Recognize and explore your own, too.
 - ◊ Humanize the other person. Try to understand intentions, their experiences.
 - ◊ Clarify the difference between intentions and impact.
 - ◊ Build relationships if applicable. Show interest.
 - ◊ Ask curious questions, dig deeper! Tell me more about?', 'What did you mean by...?', 'Have you heard how that statement can be interpreted as?'
 - ◊ Use relationship knowledge and care for said relationship.
 - Also...

- ◇ Use I-statements: 'When I hear a comment like that, I feel really disappointed...'
- ◇ Recognize dead ends in the conversation and steer clear or return when more potential exists
- ◇ Try and be in it for the long haul, follow a conversation as far as it goes. Come back to it if more is needed.
- ◇ When appropriate use charm/humor in the conversation.

In order to help people, we need to accept that people will screw up sometimes. Imperfection is part of humanity, a part of learning, and a part of growing.

The full list of strategies can be accessed [here](#).

From What's Up?! Pittsburgh

RESOURCES ON WHITE IDENTITY

Political Scientist Ashley Jardina discusses her 2019 book *White Identity Politics* in an interview with "Story on the Public Square" - Ashley's book is available on Amazon. Given our political divides, how can empathy help us understand those who have a strong White identity and consciousness?

Ashley Jardina interview

Article from Vox from April of 2019: White identity politics is about more than racism

11 Terms You Should Know to Better Understand Structural Racism

Aspen Institute

How to Overcome Unconscious and Hidden Biases

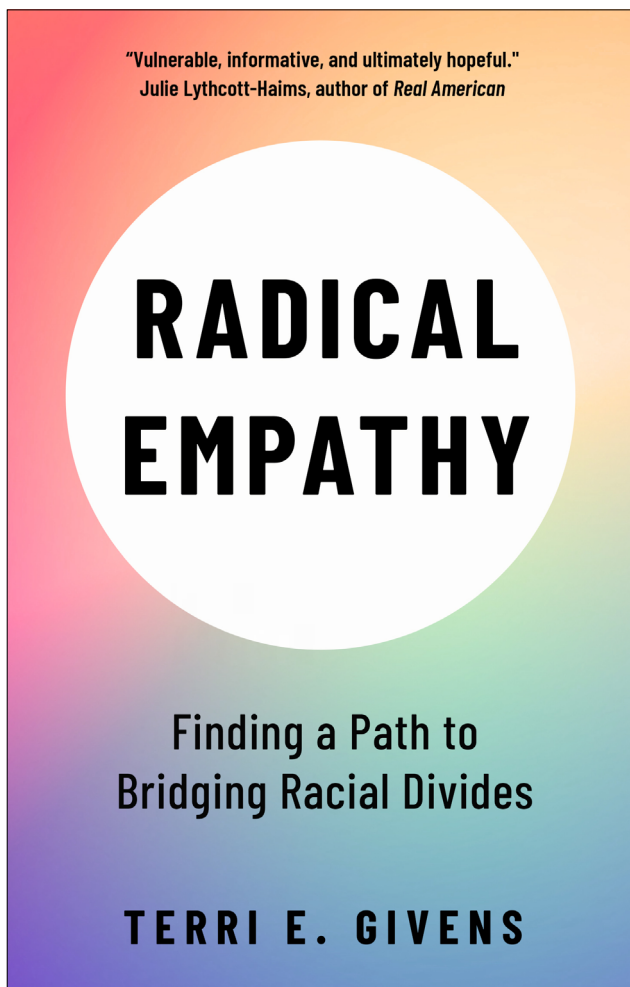
Exploring Racial Bias Among Biracial and Single-Race Adults

PRACTICES FOR EMPATHETIC DIALOGUE

From the White Noise Collective.

Adapted from the WNC Dialogue Practices/
Agreements

- Speak from your own experience.
- Assume good intentions of others.
- Don't assume about others' lived experiences or identities.
- Seek understanding of each others' experiences and ideas (and acknowledge that full understanding might be impossible).
- We learn best when we are uncomfortable.
- Privilege conditions us to expect comfort and to conflate comfort and safety (i.e. white fragility).
- We don't learn when we are comfortable or when we are unsafe.
- We have to push ourselves into discomfort if we want to learn/unlearn.
- Strive for "Both/And", let go of right and wrong, binary thinking.
- Expect and accept a lack of closure.
- Plan to leave with more questions than answers.
- Goal is to leave unsettled, with better tools and understandings, not to find the "right" way or all the answers.
- Move from certainty to curiosity.
- Understand the difference between intent and impact.
- Be accountable for your impact.
- Strive for balance between theory and lived experience.
- Make space for the personal, interpersonal, institutional, and systemic – simultaneously and intersectionally.
- Allow yourself to be both self-critical and self-loving.
- Practice speaking and practice listening.
- Work especially on the one that is harder for you.
- Take care of yourself so you can stay present.
- Cultivate praxis; reflect – take action – reflect and act again.



Radical Empathy Finding a Path to Bridging Racial Divides By Terri Givens

Structural racism has impacted the lives of African Americans in the United States since before the country's founding. Although the country has made some progress towards a more equal society, political developments in the 21st century have shown that deep divides remain. The persistence of inequality is an indicator of the stubborn resilience of the institutions that maintain white supremacy.

To bridge our divides, renowned political scientist Terri Givens calls for 'radical empathy' - moving beyond an understanding of others' lives and pain to understand the origins of our biases, including internalized oppression.

Deftly weaving together her own experiences with the political, she offers practical steps to call out racism and bring about radical social change.

Terri Givens is CEO and Founder of the Center for Higher Education Leadership. A renowned political scientist, she is the author of books and articles on immigration policy, antidiscrimination politics and comparative race politics.

Order online at policy.bristoluniversitypress.co.uk
or from all good bookshops.