



# Empathy & Awareness

*\*You will need a pencil & piece of paper for this module.*

Reminder! E m p a t h y :

What is empathy?  
(it's not "sympathy")



1) Identify with their feelings

~How do they feel?

2) Put yourself in their shoes

~How would I feel?

3) Respond and show your understanding

~What can I do?

# Video Wise Lesson in Empathy



# Empathy Task Part 1

*(\*Your moderator will be looking for you to complete this task.)*



Please select this [LINK](#) to take a survey where you can reflect on your current levels of empathy.

- 1. Keep track of the number you choose for Questions 1-10 on a piece of paper.*
- 2. Add your scores up at the end.*

**1 - Not at all**

**2 - A little**

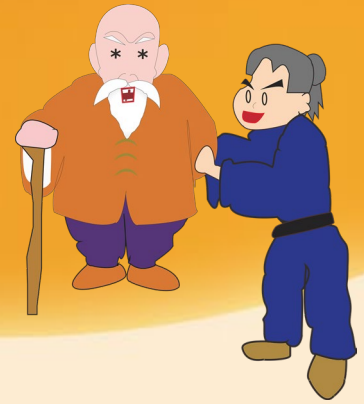
**3 - Some of the time (about 1/2 and 1/2)**

**4 - Most of the time**

**5 - Almost all of the time**

# Empathy Survey Results:

*\*After you add up your points, reflect.*



**10- 30 points:** **This is an emerging area for you.**

Typically, you are reluctant to help others.

Reflect on your answers . . .

Would you like to change how you interact with others?

**31- 40 points:** **In some situations you put others ahead of yourself.**

Empathy might not come naturally in all settings.

You may need to purposely think about how you react and consider all parties involved.

**41- 50 points:** **You often think of others and consider all sides of the situation.**

Yeah! We realize this isn't always easy,

but, keep it up - you never know the difference you might make.

# EMPATHY- “You only understand people if you feel them in yourself”

*-John Steinbeck*



# THE IMPORTANCE OF EMPATHY



# WHO AM I?

A flock of birds is flying in a circular pattern against a golden, hazy sky. The birds are silhouetted against the light background, creating a sense of movement and unity.

**I Am.....**

- *Students - create a 60 sec. list on your paper.*
  - *Write down the first things that come to mind to finish this 'I am' statement.*



Identity is complex! It depends in large part who the world around me says I am.

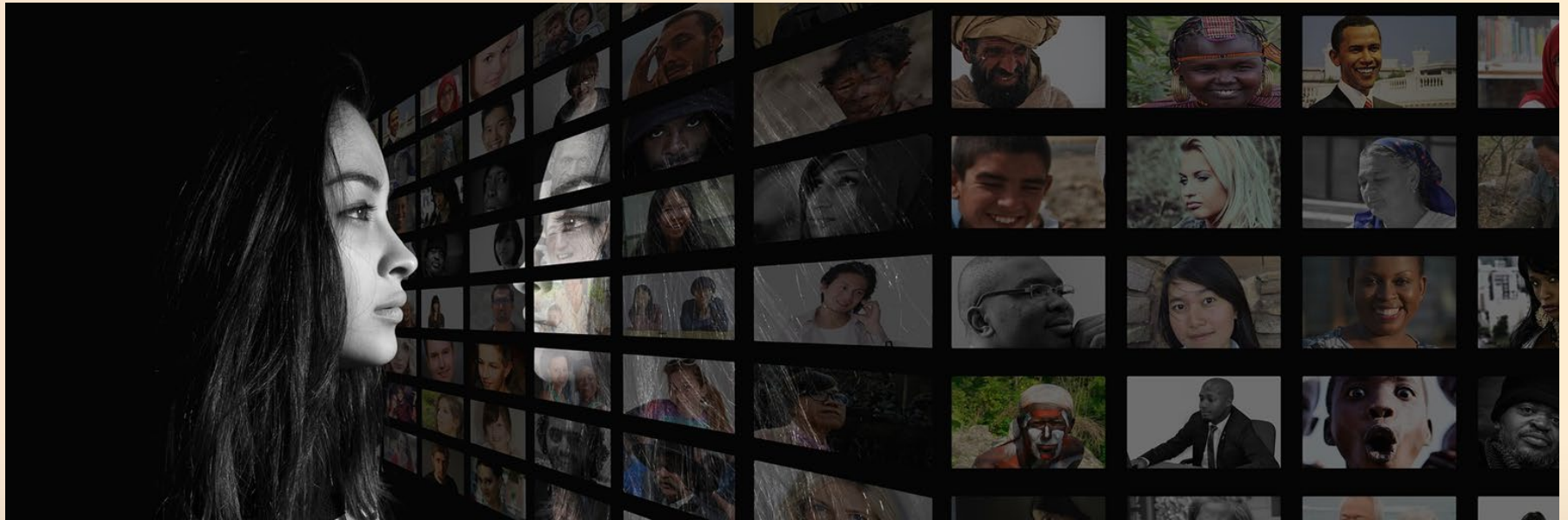


**Who do THEY think I am?:**

- My parents
- My peers
- My teachers
- My neighbors
- Store clerks
- Media

**Identity is also determined by: race, ethnicity, gender, age, wealth, sexual orientation, abled body or disabled, religion.**

“Other people are the mirror in which we see ourselves.” ~(Cooley)



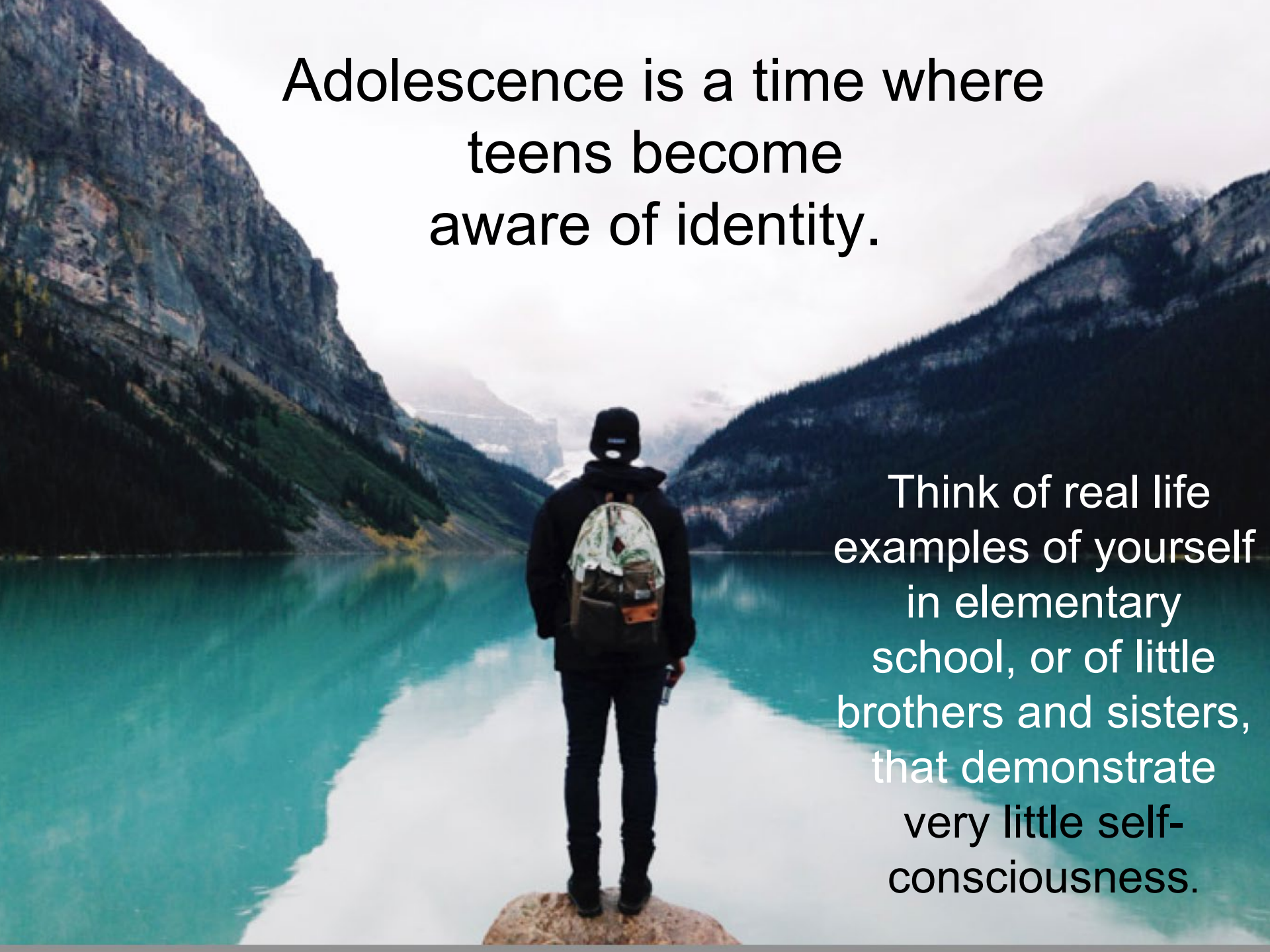
Identity depends in large part who the world around me says I am.



**What is my social context?:**

**Have I been:**

- Surrounded by people like me?**
- A minority?**
- English speaking or...?**
- Living in a rural, suburban, or urban, or... neighborhood?**

A person wearing a black jacket, a black beanie, and a backpack stands on a rock in the middle of a turquoise lake. The person is looking towards a range of mountains in the distance. The water is very clear and reflects the surrounding landscape. The mountains are rugged and have some snow on their peaks. The sky is overcast.

Adolescence is a time where  
teens become  
aware of identity.

Think of real life  
examples of yourself  
in elementary  
school, or of little  
brothers and sisters,  
that demonstrate  
very little self-  
consciousness.



## Video



# Whitney Kropp, Bullied Michigan Teen, 'So Happy' at Homecoming

By MAGGIE COUGHLAN

10/01/2012 at 10:10 AM EDT

f Share

Tweet

+1 17

141 Comments



This teen was so happy she made her school's homecoming court until she found out it was a joke...Her name was selected as a prank!

Read the article to see how her friends and town rallied around her!

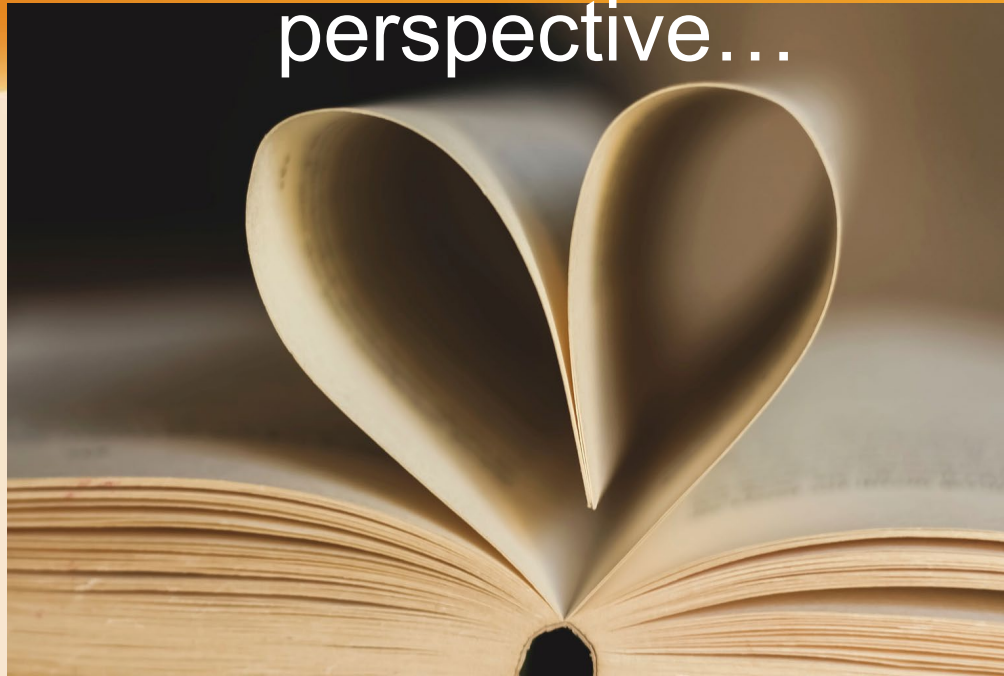
When asked by reporters whether she had a message for others who are bullied, Knopp said:

"Stand up for what you believe in and go with your heart and go with your gut. That's what I did, and look at me now. I'm just as happy as can be!"

<https://www.cnn.com/2012/09/29/us/michigan-teen-prank/index.html>

Before we discuss current events, let's gain

perspective...



There are many current events to ponder, especially in the racial awakening that grew from 2020 events, but first let's gain more understanding of the roots of identity, empathy, dominance, bias, stereotypes, prejudice, hate, privilege, racism...





# Dominant Group:

(a tension or clash)

**“In the absence of dissonance, this dimension of identity (dominant culture) escapes conscious attention.”**



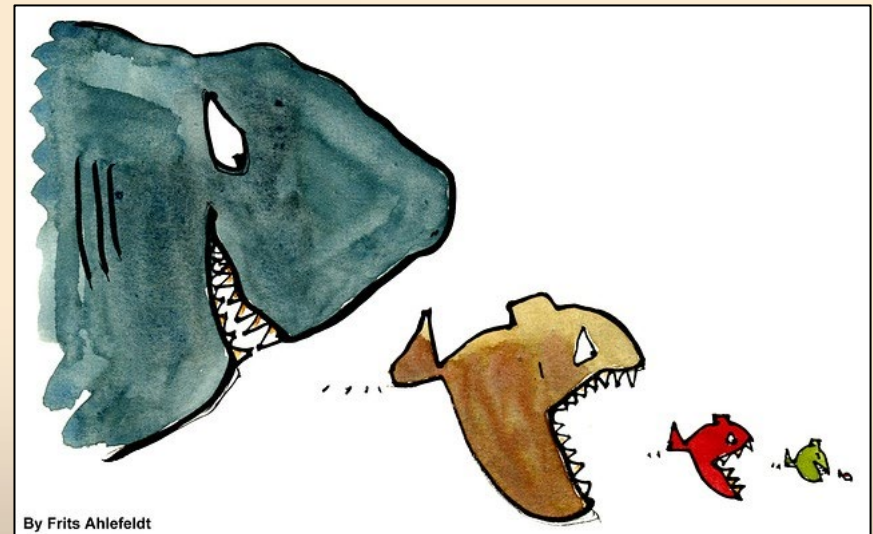
# Dominant Group Questions:

What does it mean to have certain privilege?”

“Does race play a certain role?”

“Does gender play a certain part at all?”

“What does it mean to be white in the United States?”



# REFLECTION:

**What if you aren't part of the dominant group?**

**Were you ever the "other?"**



# Video Othering'



OTHERING GOES BEYOND DEFINING ONE'S SELF AS  
SUPERIOR AND THE OTHER AS INFERIOR

We all have things in common if you take the time to get to know someone for who they really are.

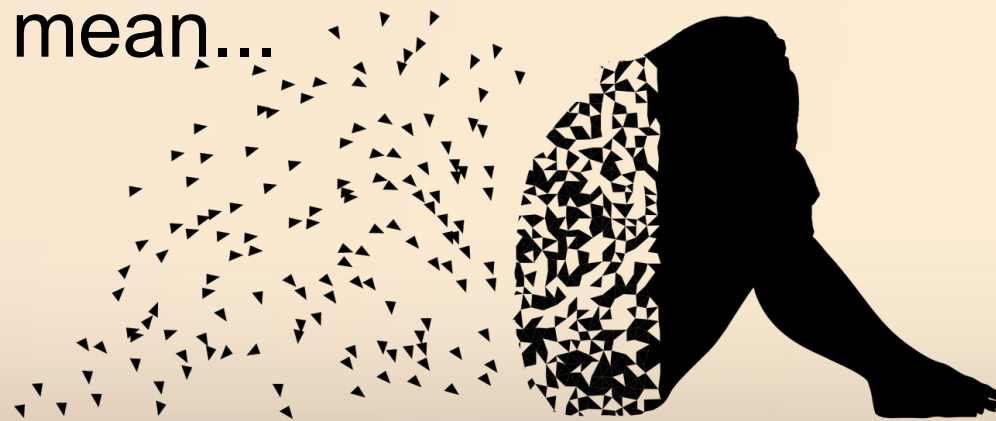


1. We assume that someone is different than us

2. Different = weird

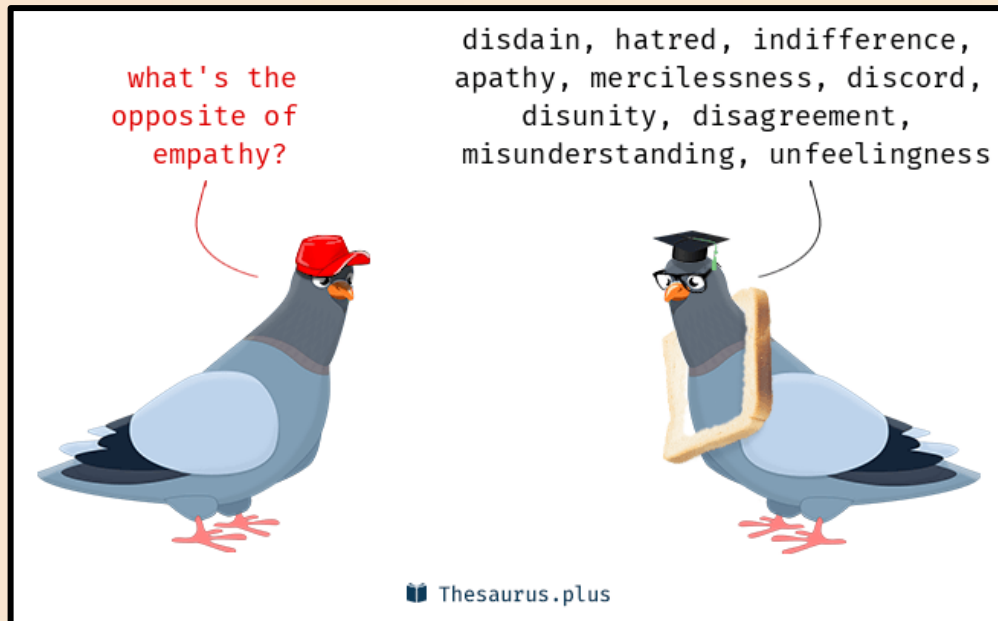
3. Weird = inferior

4. And that thinking leads us to make fun of them, be critical and mean...

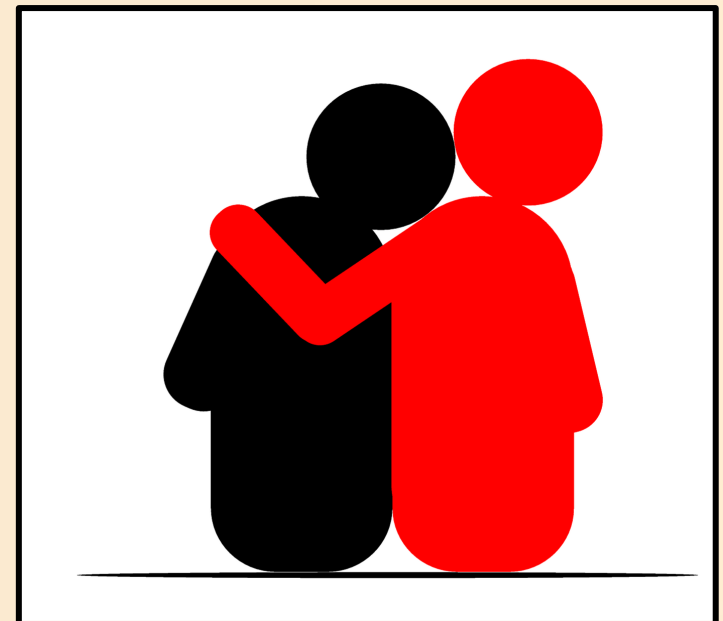




# THE OPPOSITE OF EMPATHY IS...



EMPATHY IS A  
choice





# EMPATHY Activity ...



# Part 2: Empathy Scenarios

<u>Situation</u>	<u>Who is it?</u>	<u>1. How did they feel?</u>	<u>2. How would I feel?</u>	<u>3. How did I show my understanding?</u>
A person who is less fortunate than you				
A person who you wouldn't want to change places with				
Someone who annoyed or frustrated you				
Someone whose opinion you disagreed with				
You choose anyone else you showed empathy to:				



\*continue next slide for LINK>>>>

# Part 2: Empathy Scenario *(sample & link)*

It is said that you cannot understand another person

Name: \_\_\_\_\_ **KEY** \_\_\_\_\_ Per: \_\_\_\_\_ Date: \_\_\_\_\_

**Practice with "Step 3" of Empathy: IN THIS EMPATHY HOMEWORK**

<u>Situation</u>	<u>Who is it?</u>	<u>1. How did they feel?</u>	<u>2. How would I feel?</u>	<u>3. How did I show my understanding?</u>
A person who is less fortunate than you	A girl in my 3 <sup>rd</sup> period class whose clothes are older	sad	depressed	I asked her to join our group for the class project
A person who you wouldn't want to change places with	Our custodian	disgusted	Grossed out	I cleaned up my whole table

Please return to the Google Form and complete

[LINK](#)





# IMPLICIT BIAS

Implicit bias describes the automatic association people make between groups of people and stereotypes about those groups.

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In the context of criminal justice and community safety, implicit

## RESOURCES

GUIDES

TOOLS

PILOT SITES

ARTICLES



Principled Policing

IMPLICIT  
BIAS ?



This is often the progression: we label - stereotype - make fun of person - mean - think we're better than them - bully/harass - prejudices – **discrimination** - anger - hate - **VIOLENCE**

What is the problem with stereotypes?

-WE BOX PEOPLE IN AND DON'T GET TO KNOW THEM FOR WHO THEY REALLY ARE. AND, THEY CAN BE VERY HURTFUL.

**STEREOTYPES LOWER OUR EMPATHY**





**EXAMPLE: Stereotypes:** Generalizations used to define a group of people based only on the appearance, words, or actions of one or just a few members of that group.



**Prejudisms:** Stereotypes cause people to form prejudisms.

To be prejudiced means to pre-judge a person.

It is an **attitude**, or unreasonable opinion,

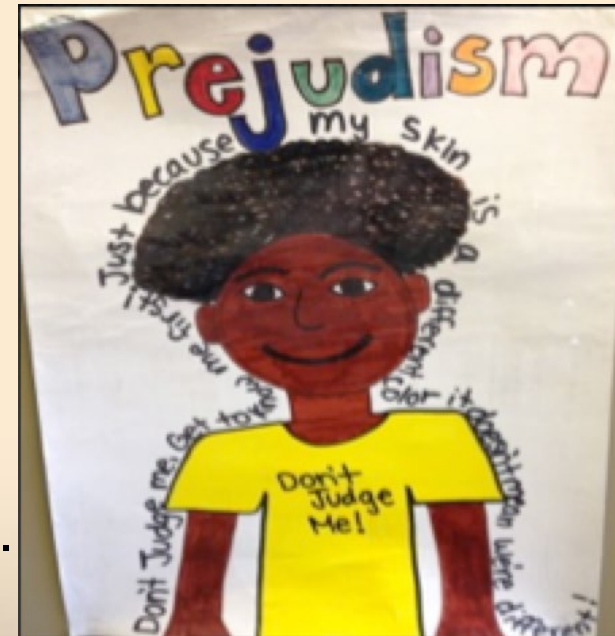
almost always negative about someone because they are

- RACIAL
- RELIGIOUS
- GENDER
- WEIGHT
- SEXUAL ORIENTATION
- STYLE OF CLOTHES

associated with part of a group of people. (It's often based on inaccurate information and not even knowing that person individually)

**Racism** is: Discrimination or prejudisms based on race.

**Bigotry** is: Being intolerant of opinions, lifestyles, or identities differing from his/her own.



❖ Implicit Bias is an unconscious attitude or preference.

“I am looking for a man to fill this new job position.”

❖ Stereotyping is **OVERGENERALIZED STATEMENTS** about people in a certain group.

“All women are too emotional.”

❖ Prejudice is **A NEGATIVE, UNREASONABLE OPINION/ATTITUDE** or having a problem with people in a certain group, but not actually doing anything to them.

“I hate women because they are so emotional.”

❖ Discrimination is the **ACT** of doing something harmful to people in a certain group.

Not hiring a woman because you think she'll be emotionally unstable.

*Additional Reading &  
Videos to expand your  
understanding.*

If Time  
Permits...



## A Starbucks arrest shows how black Americans are robbed of their power

Rochaun Meadows-Fernandez

Thu 19 Apr 2018 12:28 EDT



Men arrested for 'loitering' had no choice but to keep their heads down, out of fear for their lives. For black people, it's a familiar situation



▲ Police officers monitor activity outside as protesters demonstrate inside a Philadelphia Starbucks, where two men were arrested. Photograph: Mark Malota/Reuters

After video footage went viral of **two black men being arrested in Starbucks for "loitering"**, many were outraged. The two men had entered Starbucks for a meeting and were instead faced with the profiling and discrimination black people experience on a daily basis.

The men spent eight hours in jail for a selectively enforced law. But what stood out the most for me about this injustice was the men's powerless compliance through the entire process.

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Starbucks employees have seen white women act out indignantly over missing the caramel on their lattes, and they still receive standard customer service – which does not involve calling any cops. Yet these black men were seen as a threat. In response, they saw no choice but to follow police directions out of fear for their lives. See link to read more...

<https://www.theguardian.com/commentisfree/2018/apr/19/starbucks-arrest-black-men-race-us>

## A Woman Said She Saw Burglars. They Were Just Black Airbnb Guests.



The police were called after a woman didn't recognize a group of Airbnb guests. Kelly Fyffe-Marshall, via Instagram

By [Daniel Victor](#)

May 8, 2018



It was an entirely routine moment: Four people exited the home they had rented on Airbnb in Rialto, Calif., and loaded suitcases

## A Woman Said She Saw Burglars. They Were Just Black Airbnb Guests.

By Daniel Victor

It was an entirely routine moment: Four people exited the home they had rented on Airbnb in Rialto, Calif., and loaded suitcases into their car.

Within minutes, several police cars had arrived and the group was being questioned as a helicopter flew overhead. A neighbor who didn't recognize them had reported a possible burglary, the police said.

They were in fact four creative professionals in town for an event. Now the three black people in the group are suing the Rialto Police Department, saying they were unfairly treated during the April 30 encounter.

“Got surrounded by the police for being black in a white neighborhood,” one of the guests, Donisha Prendergast, a filmmaker and a granddaughter of Bob Marley, wrote on Instagram. “I’m sad and irritated to see that fear is still the first place police officers go in their pursuit to serve and protect, to the point that protocol supersedes their ability to have discernment.”

See link to read more...

<https://www.nytimes.com/2018/05/08/us/airbnb-black-women-police.html>



# Weight Bias

## AND DISCRIMINATION:

### A CHALLENGE FOR HEALTHCARE PROVIDERS

by Melinda J. Watman, BSN, MSN, CNM, MBA



**“Order exists because a system of beliefs and sentiments held by members of a society sets limits to what those members can do.” – James Q. Wilson**

As a clinician and former individual affected by obesity, I have the advantage (or disadvantage) to have seen and experienced weight bias from “both sides of the fence.” Because of this, I want to discuss these things from the healthcare provider perspective to try to understand why even care givers, whose first concern is to “do no harm,” so commonly harbor this bias and what can be done to change it.

Let me preface my remarks by saying my intent is not to single out healthcare providers. Negative reactions toward individuals affected by obesity are equally common and destructive among the U.S. population as a whole. But, I choose to focus on healthcare providers because I am one and can speak from experience.

#### **Roots of Weight Bias**

The roots of weight bias run deep. From the time we are children, we learn fat is “bad” and thin is “good.” There are numerous studies substantiating this with children as young as three years old. Therefore, it should not be

surprising that weight bias is also exhibited by those affected by obesity as well. Clearly, it is almost impossible to avoid the influences of these beliefs.

Consider the following effects of obesity prejudice, all of which are supported in the medical, mental health and social welfare literature:

- Unequal employment opportunity
- Acceptance of being publicly humiliated
- Inferior healthcare when compared to those of normal weight
- Difficulty in accessing individual insurance coverage
- Inhibition in seeking medical care
- Difficulty gaining social acceptance

Unlike children in the school yard, most adults may not deliberately set out to inflict pain, despite many of us bearing witness to people acting on their negative feelings. The general attitude of society is those affected by obesity are “fair game” for overt expressions of dislike,

# Birder in Central Park - 2020

## *How 2 Lives Collided in Central Park, Rattling the Nation*

The inside story of the Black birder and the white woman who called the police on him. Their encounter stirred wrenching conversations about racism and white privilege.



Brittany Newman/The New York Times; Alison Faircloth

Just before 8 a.m., Mr. Cooper was startled from his quiet birding by Ms. Cooper, who was loudly calling after her dog, he said. He asked her to leash Henry, as the park rules required. She refused.

They exchanged words, and as he recorded on his phone, she threatened to report that “an African-American man is threatening my life,” a false accusation. Then as Mr. Cooper continued to film, she called 911.

The video clip shows that before and during the 911 call, she referred to Mr. Cooper as “African-American,” three times. Mr. Cooper’s sister later posted the clip to Twitter, where it has been viewed more than 40 million times.


<https://www.nytimes.com/2020/06/14/nyregion/central-park-amy-cooper-christian-racism.html>



# Video

**CNN health** Food Fitness Wellness Parenting Vital Signs

🕒 Updated 10:15 AM ET, Wed June 3, 2020



From Christian Cooper / Monday  
New York

**NEW DEVELOPMENTS**

WHITE WOMAN CALLED POLICE ON A BLACK MAN IN CENTRAL PARK WHO ASKED THAT SHE FOLLOW THE RULES AND PUT HER DOG ON A LEASH

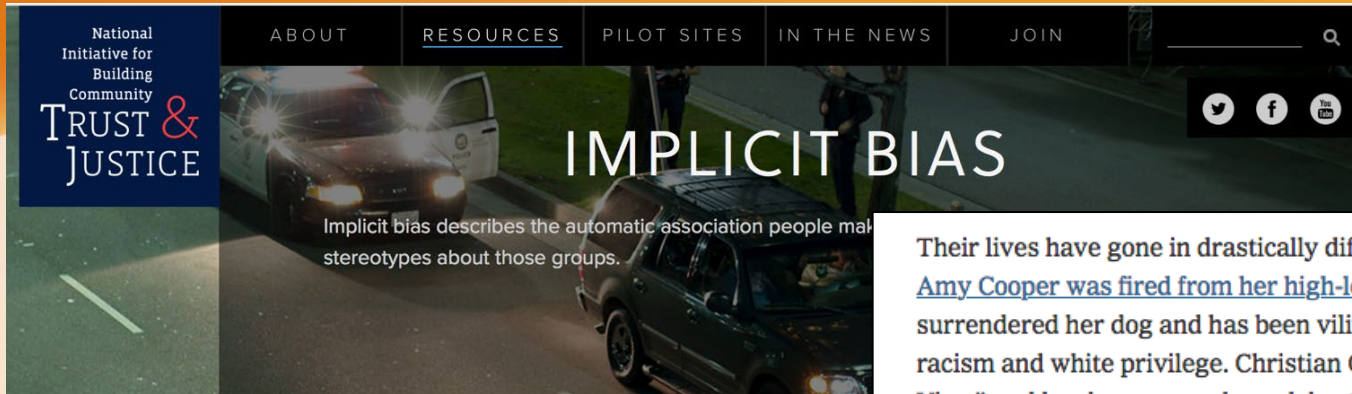
**LIVE**  
**CNN**  
11:51 PM ET  
DON LEMON

Source: CNN

She called police on him in Central Park. Hear his response 03:30

<https://www.cnn.com/2020/05/28/health/parents-raising-white-children-racism-wellness/index.html>

# Birder in Central Park - 2020



National Initiative for Building Community TRUST & JUSTICE

ABOUT RESOURCES PILOT SITES IN THE NEWS JOIN

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In the context of criminal justice and community safety, implicit

Their lives have gone in drastically different directions since then. [Amy Cooper was fired from her high-level finance job](#), temporarily surrendered her dog and has been vilified as the embodiment of racism and white privilege. Christian Cooper has appeared on “The View” and has become such a celebrated figure that a congressional candidate in the Bronx publicized [Mr. Cooper's endorsement](#).

His experience has also been highlighted by prominent Black politicians, from former President Barack Obama to the city's public advocate, Jumaane Williams, during the protests over Mr. Floyd's death.

Mr. Cooper said the encounter touched a nerve and evoked a long history of racism. “It's not about her,” he said in an interview.

“What she did was tap into a deep vein of racial bias,” Mr. Cooper added. “And it is that deep vein of racial bias that keeps cropping up that led to much more serious events and much more serious repercussions than my little dust-up with Amy Cooper — the murder of George Floyd, the murder of [Ahmaud Arbery](#), and before that [Amadou Diallo](#) and [Patrick Dorismond](#) and [Eric Garner](#) and [Tamir Rice](#).”

<https://www.nytimes.com/2020/06/14/nyregion/central-park-amy-cooper-christian-racism.html>

# Race and Privilege




So many of these types of videos online where people think they are above the rules:

CNN US Crime + Justice Energy + Environment Extreme Weather Space + Science LIVE TV Edition

## A Starbucks barista received nearly \$80,000 in tips after being singled out for refusing to serve a customer not wearing a mask

By Alaa Elassar, CNN  
Updated 8:13 AM ET, Mon June 29, 2020



A photograph of a Starbucks barista wearing a colorful, patterned face mask. The barista is holding a white sign with handwritten text that reads: "Thank you everyone for the tips!!! Stay safe". The background is blurred, showing what appears to be a Starbucks store interior. A vertical credit line on the right side of the image reads "COURTESY: AMBER-LYNN GILLES-TRND".

<https://www.cnn.com/2020/06/28/us/starbucks-barista-mask-amber-lynn-gilles-trnd/index.html>

# Video:

 If someone doesn't understand privilege, show them this video



<https://www.facebook.com/watch/?v=1701654019976433>

*Or search YouTube for this title,  
“If someone doesn’t understand privilege, show them this video.”*