

Cultivating Empathy and Belonging

Source: MIT website

Fostering Empathy in Times of Change-Navigating Together with

Respect and Understanding

ALC Conference, 9.29.23

What you do makes a difference, and you have to decide what kind of difference you want to make.

Jane Goodall



Exploring the Power of Empathy in Communication

- According to the *Harvard Business Review*, organizations that prioritize empathy and actively work on building empathetic cultures see a direct positive impact in productivity and overall employee satisfaction.
- A study by *Businessolver* found that 93% of employees are more likely to stay with an empathetic employer, which could be crucial for retention in STEM fields.
- **Qualtrics** reported that employees who feel a sense of belonging are 3.5 times more likely to be productive, engaged, and motivated in their work.

Source: MIT website





Balancing Free Speech with Responsible Expression:

- Free speech is a fundamental right.
- But, it comes with the responsibility of ensuring that our words do not harm or marginalize others.
- Empathetic communication is key in expressing oneself responsibly, recognizing that the right to speech does not equate to the right to spread hate.



Empathy as a Bridge to Understanding:

- Empathy can bridge gaps and facilitate understanding of divisive topics.
- Rather than speaking from a place of judgment, using empathy helps us to see the perspectives of others.



Building Trust through Empathetic Listening:

- Active, empathetic listening can build trust within teams and communities.
- By truly seeking to understand another's viewpoint – especially when discussing controversial topics like free speech and hate speech – we validate their experiences and create a safe space for dialogue.



Recognizing the Thin Line:

- There's a fine line between free speech and hate speech.
- It's essential to recognize that line and avoid crossing it, even inadvertently.
- Empathetic communication encourages us to be self-aware, constantly reflecting on our words' potential impact on others.

Tips for Building Bridges of Understanding and Inclusivity



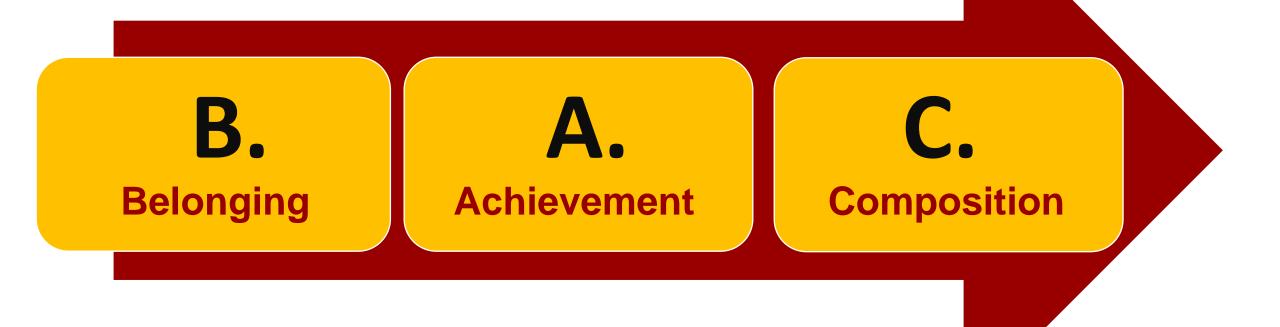
01	Self-awareness is Key	06	Inclusivity in Decision Making
02	Active Listening	07	Be Open to Being Corrected
03	Educate Yourself	08	Celebrate Diversity
04	Open Dialogue	09	Mentorship and Allyship
05	Feedback Mechanisms	10	Continuous Training

Tips for Building Bridges of Understanding and Inclusivity Communication Framework



Ask	Ask for clarification: "Could you say more about what you mean by that?" "How have you come to think that?"	
Separate	Separate intent from impact: "I know you didn't realize this, but when you (comment/behavior), it was hurtful because Instead, you could (different language or behavior)."	
Share	Share your own process: "I noticed that you(comment/behavior). I used to do/say that too, but when I learned"	

Step-by-Step Tips to Engage with MIT's Commitments Using the Acronym: B.A.C. (Belonging, Achievement, Composition)



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B - Belonging



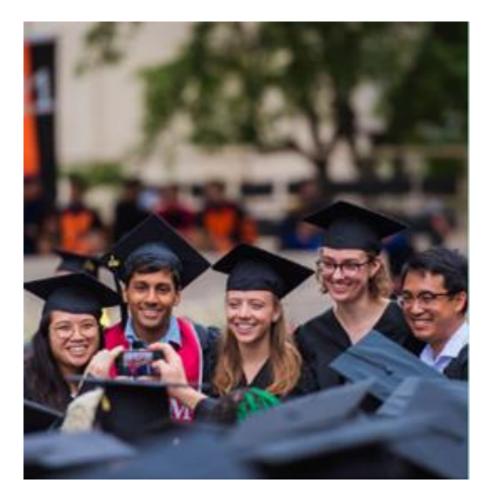


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A - Achievement

06	Equity in Opportunities
07	Reassess Assessment Methods
80	Pathways to Success
09	Maintain Excellence



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C - Composition





Source: MIT website



THANK YOU!

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