Terminologies for *Beginning* Culturally Intelligent Conversations on Race and Empathy

Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. They encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

Microaggressions

"Relatively slight, subtle, and often unintentional offenses that cause harm" (Pierce, 1970).

◊ From Gloria Ladson Billings: Microaggressions are like "a thousand daily cuts.'"

Empathy

A person's ability to adopt the perspective and experience the emotions of another person.

Compassion

Extends viewpoints and feelings contained in empathy to include the desire to help

◊ Radical empathy—empathy in action (the behavioral change)

Antiracism

"Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably." – NAC International Perspectives: Women and Global Solidarity

◊ From Kendi's *How to Be an Antiracist*: "To be antiracist is to think nothing is behaviorally wrong or right—inferior or superior—with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do."

References

Kendi, I. (2019). *How to be an antiracist* (First edition). One World.

Pierce, C. (1970). *Offensive mechanisms in Black seventies*. Porter Sargent.

Listen to the Conversations

◊ Watch \ Listen to PART 1: A Culturally Intelligent Conversation about Race, Belonging, and Empathy

◊ Watch \ Listen to PART 2: A Culturally Intelligent Conversation about Race, Belonging, and Empathy

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