

Vision CoE: Edwin Brainstorming Notes.

Empathy Definition: Sensitively Feeling Into

It would be helpful to have a clear basic definition of ‘empathy’ and a ‘culture of empathy’. There are different ways the word empathy is used and this causes a lot of confusion about what we are talking about. For the definition of empathy, I go back to the initial coining of the word as ‘feeling into’. So it means to sensitivity feel into our own felt experience in our body (self-empathy) and feel into the feelings of others. This is based on the definition that Carl Rogers used. Being present and sensing into, moment by moment the changing feelings and experience of another and doing this without judgment.

Mutual Openness and Transparency

A Culture of Empathy values supports and flourishes when we can openly share our feelings, as we authentically feel them in our bodies. This allows others to feel into who and where we are. Everyone feels able to express their authentic feelings and that we are open to, listen to, are present with and empathize with then.

https://docs.google.com/document/d/1-uTA1EHjmSERvJTfQBk7IlzT2Ba_rbEwIWLLX38-2tY/edit

Collaboration (Moving from Competition)

(In our Facebook poll this value had the 1st most votes.)

Integration (Moving From Separation)

(In our Facebook poll this value had the 2nd most votes.)

I find one of the major factors of empathy is that it integrates different ideas and feelings.

- **How does it work?** It’s a meshing of feelings.
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Mutual Responsibility (Moving From Blaming/Shaming)

(In our facebook poll this value had the 3rd most votes.)

Instead of blaming each other, we acknowledge we a mutual responsibility. Everyone shares a part of the responsibility to create a more empathic relationship.

Seeing Our Common Humanity

At the core, people have common humanity of shared feelings, desires, and needs. We may not initially sense that, but if we listen to each other long enough, we can sense and feel others feelings and see how we can have those feelings as well. Over time it becomes a knowing of this truth that under the surface people, have these same feelings.

- Problem - is a northwestern term - but not sure what.
- The humanity of the people of color is dismissed.
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Mutuality of Empathy

Empathy is usually seen from an individualist viewpoint. I.e. You as an individual can have different levels of

empathy or need empathy.. A culture of empathy can take this individualistic view but holds the awareness of Mutual empathy.

Glossary of Relational-Cultural Theory Key Terms - JBMTI

"Mutual Empathy "Openness to being affected by and affecting another person. In mutual empathy, both people move with a sense of mutual respect, an intention for mutual growth, and an increasing capacity for connectedness. For mutual empathy to lead to growth, both people must see, know, and feel that they are being responded to, having an impact, and mattering to one another. The growth that occurs is both affective and cognitive and leads to an enlarged sense of community. Supported vulnerability, a feeling that one's vulnerability will not be taken advantage of or violated, is necessary for mutual empathy

Relationality

An awareness and a value that we are in relation within ourselves, with others and the environment. We look at the level of empathy within the relationship, as well as, with each individual. We work to raise the overall level of empathy within the relationship.

Power With (versus Power Over)

Power with is shared and agreements are talked about and negotiated to everyone's satisfaction. In a versus Power Over situation one side is suppressed and dominated.

Willingness to Dialogue With Everyone

An interest in, and willingness, to dialogue with everyone. To continuously expand the circle of connection and interaction with an ever-widening variety of people.

Not using shunning, detachment, banishment, etc to put down people but working toward developing a mutual empathic dialogue.

Imaginative Empathy

Able to take a different perspective and role-taking. Beyond the basic definition of empathy of feeling it, we can also take on different roles and perspectives and sense into those. Like an actor taking on the role of a character and feeling and acting from that perspective. I've seen this in conflict mediation classes that we would talk on the role of characters in conflict and argue from their perspective.

Systemic Awareness

Presence

Staying present versus withdrawal.

An Ethics of Empathy versus Justice

A Constructive View of Conflict In a Culture of Empathy (Karolina)

- **Conflict will come up.**
- a safe space for conflict
- The negative connotation of conflict (suppressing, hiding, avoiding, escalating to violence) to embracing, celebrating, having gratitude, understanding, working for solution, or conflict.
- People don't have the consciousness or skills to be empathic.
- Empathic activities.
- Have An agreement upfront to address conflict with empathy
- The customs, norms, for being able to embrace conflict.

- The dance of conflict
- Interpersonal and internal conflict.
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Empathy and Time (Karolina)

- **Bill** - having a feeling as motivation, we create time for that.
- There is a time limit.. Is a fact of life. We die.
- Regaining space time.
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NOTES

Demanding empathy versus an invitation

What is the goal of culture of empathy?

- Well being
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What is the motivation for a culture of empathy?

The process.

- What are the means. And the end.

Empathy and Systematic Violence

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NOTES TO SORT

Takes a collaboration, integration, refinement.. - g

A way of being.

Comparisons

- Describing what a culture of empathy is not and what it is.
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From Punishment to Setting Limits

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A sensitive openness, connection, communion and oneness with our environment.

A sensitive co creation.. Ver an enemy to be conquered.

Nurture a way of being.

- Rumi.. this life is like a house - every experience is honored.
- Discovery - feeling of discovery
- Curiosity - feeling of curiosity
 - Feeling of amazement
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Being willing to talk with everyone

- But not to every asshole
- Put some parameters
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The vision

- Then fleshing it out.

Mutua

Why articulate a vision of a Culture of Empathy?

- The vision of the culture we desire is missing in our society.
 - There is a lot of criticizing, blaming, etc but not a clear vision of the world people want. People are
 - Against Racism
 - Against Hate
 - Against Misogyny
 - Against Violence
 - Against Patriarchy
 - etc
- In a #CoE we place mutual empathy at the center of the culture
- Can use holacracy as an organizational structure.
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What do we mean by culture?

- The full experience, physical structures, social structures, attitudes, etc
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Principles, Values and Pillars of a Culture of Empathy (CoE)

- 1. A Culture of Empathy is Based on Mutual Empathy
- 2. Committed to taking any conflict into an Empathy Circle for resolution
- 3.

Responsibility: We have the responsibility of creating, maintaining and growing the CoE.