Compassion in Society – Embodying the Changes We Want To See

Guest: Wednesday Meditations with Dr. Rick Hanson, July 27, 2022

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How to care for others?
Do No Harm
Dimensions of Diversity

- Race
- Ethnicity
- Age
- Skin Color
- Culture
- Nationality
- Gender
- Religion
- Ability/Disability
- Socio/Economic (class, income)
- Sexual Orientation
- Gender Identity
- Languages (spoken)
- Job
- Education
- Geographic Location / Demographics
- Physical Appearance (weight)
- Physical Appearance/style (dress/clothing)
- Physical Style – (piercings, dress, hair style)
- Work/Study Styles
- Parent/Non-Parent
- Political Affiliation/Beliefs
- Cognitive & Thinking Style
- Military (Veteran)
- Marital/Partnered Status
- 1st gen to go to college
Definitions

- **Diversity** – all the differences – for example, all the difference that come into the workplace
- **Equality** – being fair / equal to all
- **Equity** – being fair to all the differences where people get what they need
- **Inclusion** – including all the differences where people feel accepted and valued
- **Belonging** – ensuring that all people feel like they belong
- **Social Justice** – a way of understanding and coming together to work to create fair, equitable, inclusive and ethical settings. The focus is on freedom from oppression and on equalizing problematic power structures and dynamics
- **Bias/Unconscious bias** – social stereotypes about certain groups of people that individuals form outside of their own conscious awareness
- **The Other** – perceived by the group as not belonging, or feeling not included
Definitions

Note: Over time these things may ratchet up meaning one might start off with a bias against certain people or a dimension of diversity and over time that can intensify leading to something systemic, oppressive or even death. It isn’t necessarily linear though.

- **Death**
- **Oppression**
- **Institutional/Systemic Racism**
- **White Supremacy**
- **Conscious White Privilege**
- **Bigotry**
- **Racism & Isms of the day**
- **Discrimination**
- **Prejudice**
- **Stereotyping**
- **Privilege**
- **Bias**

*Microaggressions cause Macroharm*

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How do we “treat” racism or the isms of the day?

To cure racism or the isms of the day, treat the disease – along with the symptoms.

Individual (personal) – become knowledgeable, check your own biases

As a professional – cultivate cultural compassion – grow cultural sensitivity and competency

Your affiliation with ‘your organization’ understand your privilege and biases as an organization; common humanity focus; uncover systemic issues

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Tree Metaphor

The fruit that is on a tree is contributed to by the roots and soil. Healthy roots and soil contribute to healthy fruit.

To solve some of our social problems today, we must look deeper. What is the root cause or root contributor to these problems?
The Anecdote – Roots Work?

Our current situation has been contributed to by certain factors. These listed (and more) have played a role.

Variables & Contributors
- Country History
- Family history
- Socialization
- Media
- Education
- Exposure and familiarity with those different than yourself

• Judgment
• Bias
• Aggravate and intensify fear
• It’s all about me
• Indifference
• Oblivious, inattentive, thoughtless
• Imposter syndrome
• Hold and maintain power
• Disconnect, dissociate
• Apathy
• Misunderstand, confuse, miss the point

Systemic Racism
- Fear
- Insecurities
- Ignorance, unfamiliar
- Cognitive dissonance
- Unkindness
- Prejudice
- Doubts

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The Challenge – Transformation

How do you go from ignorance to knowledge, etc.?

Ignorance, unfamiliar ——> Familiarity, knowledge
Racist ——> Anti-Racist
Apathy ——> Empathy
Indifference ——> Compassion
Judgment ——> Understanding/Acceptance
Shut down heart ——> Open Heartedness
Hate ——> Love
It’s all about me ——> Just Like Me
Misunderstanding, confusion, missing the point ——> Seeking to Understand Dissociate → Seeking to Connect
Aggravate and intensify fear ——> Mitigating fears
Oblivious, inattentive, thoughtless ——> Mindfulness – being aware of thoughts and feelings
Holding and maintaining power ——> Sharing, caring

To change: Must be able to believe in a mutual benefit and be motivated to change

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If we’re able to change things at the root level, we will start producing those qualities at the fruit level.
The Fish, Lake, Groundwater Metaphor

Many of the solutions that we offer are on the level of ‘the fish’, but many of the problems and challenges are systemic and thus on the lake and groundwater level.

For more information, see: The Groundwater Approach


https://static1.squarespace.com/static/5aebadc0e2ccd1f5bd19b8ad/t/628fd223a6259d2ecc8b017b/1653592613248/GWI+Groundwater+Approach.pdf
How do we “treat” racism or any ‘ism’ of the day?

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- Become knowledgeable
- Understand your relationship to privilege and biases
- Study – learn historical facts
- Be open
- Bridge differences
- Celebrate diversity
- ‘Diversity Made Real’
- Cultivate compassion over your lifetime
- Use compassionate language
- Be authentic
- Recognize common humanity
- Just Like Me
- Embody the values you believe in
- Don’t give up
Becoming Anti-Racist

The Becoming Anti-Racist infographic was created by Andrew M. Ibrahim MD, MSc, a House Staff Surgeon at the University of Michigan. (Thanks to Jim Nau)
https://spirit.diowestmo.org/2020/06/becoming-anti-racist/
**Now What?**

**Individual**
- Your personal commitment
- Your personal vision
- What are you going to do to grow awareness?
- What behavioral changes are you open to making?
- How would you assess or measure your progress?

**In Your Role as a Professional**
- How will you bring this commitment to your work?
- How will you embody these principles (listening, learning, being honest)?
- What are things that you can do to move towards this vision?

**What is your expectation for your organization and the people it serves**
- How can you play a role in creating a compassionate learning organization?
- How can you be an ally?
- How can you be anti-racist and do something for social justice?
- What will your organization stand for, what will it stand against?
- Will the organization ring true from who it espouses to be and who it is?
• Between The World and Me by Ta-Nehisi Coates
• How To Be an Antiracist by Ibram X. Kendi
• The New Jim Crow by Michelle Alexander
• The Poet X by Elizabeth Acevedo
• There There by Tommy Orange
• White Fragility by Robin Diangelo
• Biased by Jennifer Eberhardt Phd
• The Inner Work of Racial Justice by Rhonda V. Magee
• Social Justice and the Power of Compassion by Marguerite Guzman Bouvard
• So You Want To Talk About Race by Ijeoma Oluo
• Understanding the LatinX Experience by Vasti Torres, et. al
• Me and White Supremacy by Layla F. Saad
• Creating a Culture of Self Care by Jeffrey Barnett & Natalie Cooper
• Into the Magic Shop: A Neurosurgeon’s Quest to Discover the Mysteries of the Brain and the Secrets of the Heart by Dr. James Doty (Stanford)
• The Color of Law by Richard Rothstein
• A Fearless Heart, How the Courage to be Compassionate Can Transform Our Lives by Thupten Jinpa
• Stamped From The Beginning by Ibram X. Kendi
• My Grandmother’s Hands – Racialized Trauma by Resmaa Menakem
• Just Mercy by Bryan Stevenson
• The Moon Within by Aida Salazar
• Land of the Cranes by Aida Salazar
• Whistling Vivaldi by Claude M. Steele
• The Racial Healing Handbook by Anneliese A. Singh, PhD
• This Will Be My Undoing by Morgan Jenkins
• Center for Greater Good [https://greatergood.berkeley.edu/](https://greatergood.berkeley.edu/)
• Implicit Association Test [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)
Resources

• Cultural Diversity Books
  https://www.goodreads.com/shelf/show/cultural-diversity
  https://stockton.edu/diversity-inclusion/cultural-competence-humidity.html


• Resources for Hispanic & Latino Americans https://www.cdc.gov/diabetes/ndep/communities/hispanic-latino-american/resources.html

• Cross cultural challenges. Improving the Quality of Care for Diverse Populations http://www.ghi.org/resources/Pages/ImprovementStories/CrossCulturalChallengesImprovingtheQualityofCareforDiversePopulations.aspx

• One Size Does Not Fit All: Meeting the Healthcare needs of diverse populations https://www.issuelab.org/resources/10463/10463.pdf

• Cultural Competence and Ethnic Diversity in Healthcare https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6571328/


• Diversity and Inclusion Toolkit Resources https://www.aamc.org/professional-development/affinity-groups/cfas/diversity-inclusion-toolkit/resources

• The Problem of Othering: Toward Inclusiveness and Belonging https://www.therethingandbelonging.org/the-problem-of-othering/