

# GLOBAL EMPATHY

## TRAINING ACADEMY

February 2021  
(No Expiration Date)

Greetings,

This letter is a request-to-action for all influential business leaders. Minority enterprises have suffered devastating financial hardship during COVID-19. In fact, Black-owned businesses are shutting down twice as fast as any other businesses.<sup>1</sup> Global Empathy Training Academy is an MBE certified corporation launched in 2017. Unfortunately, the college admissions scandal and pandemic greatly affected our college-readiness services. Like many entrepreneurs, we needed to pivot our strategic priorities and took advantage of the downtime as an opportunity to design courses to help people develop empathy in workplace settings.

As a Black woman, wife of a Black man, and mother of three, I have over three decades of personal, educational, and career experience which means over three decades of a contributing lived experience about the dubiously subtle and the outright blatant inequities that exist in organizations. It is heart-breaking, although I am not broken. I am ready and able to help promote healing by teaching empathy in leadership. The current climate of social injustice should be concerning to any ethical leader.

We have a responsibility to dismantle, rebuild, and restore the harm that these corrupt systems cause. Any leader who refuses to yield and listen to stories of people being oppressed, AND not be intentional about alleviating suffering, should not be leading in organizations. I believe that advancing human potential and equity is a part of the privilege of doing business and being a leader.

I have spent thousands of hours conducting research, collaborating with subject-matter experts, and designing a curriculum on empathy. The introductory course is a recommended prerequisite to equity, diversity, inclusion, and belonging training. Our training is designed to help participants learn how to integrate affective, behavioral, and cognitive empathy in understanding one another. Participants gauge personal distress, perspective-taking, and take part in difficult conversations about identifying and eliminating the inequities that exist in structures.

I hope this letter finds you well and encourages you to support Black people. Learn to listen to our stories. Support our businesses. Help protect our brilliance with allyship.

At Global Empathy, we are intentional with partnering with companies serious about preparing for the aftermath of a global pandemic and courageously addressing the current civil unrest in society. The well-being of humanity is at stake. Empathy is vital and we can help.

With gratitude,

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<sup>1</sup>Alcorn, C. (2020, August 4). Black-owned companies are shutting down twice as fast as other businesses. CNN. <https://www.cnn.com/2020/08/04/economy/black-business-coronavirus-study/index.html>