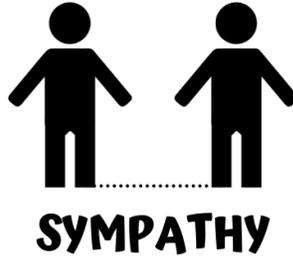


EXPLOITATION - EMPATHY CONTINUUM

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Treating one group *better* than another

Treating others the way *we* want to be treated*

Treating others the way *they* want to be treated*

Observation is judgmental:
They're doing it all wrong...This is so inefficient. I can't believe they don't have a better process...

Observation is projective:
That's not how I would do things if I ran this organization. I ought to give them my advice so they can do better.

Observation suspends judgement:
There must be a good reason why they do things the way they do. I'll ask for an explanation before jumping to conclusions.

The purpose of the site visit is to promote my beliefs and assumptions.

The purpose of the site visit is to validate my beliefs and assumptions.

The purpose of the site visit is to examine my beliefs and assumptions.

This is how we conduct the site visit...

I'll leave it up to you to determine how to conduct the site visit...

How shall we conduct the visit? I can share examples of what we've done before, but would love to hear your ideas too.

This nonprofit helps clients who have experienced trauma - I need to meet with those clients directly as that will play a big role in my funding decision.

If I had experienced the same trauma this nonprofit's clients have experienced, I would want to share my story publicly - so that should be a reasonable request.

What is an appropriate form of engagement, if any, for me to have with your clients on this site visit, given what they have experienced?

We invested a lot in research and strategic planning - therefore we must know the most effective solutions and innovative strategies.

We may not have all the answers, but we are trying to make the world a better place - our intention is what's really important.

Our grantees are tackling the world's toughest problems. We look to the people on the ground for answers, knowing that strategies change as we learn new things.

I never considered whether my site visit would be disruptive...this is standard practice after all.

I wouldn't find a one-hour meeting disruptive if I had a week's notice. They should be fine too.

I know I'm disrupting no matter what. Let's talk about how to make my disruption meaningful, and explore time frames that work best for you.

I'm a guest here. It's their job to make sure I'm comfortable, even if I don't know the local culture and norms.

Good hospitality is universal, so I expect to be treated the way I would be in my home city/country.

As a guest here, it's my job to learn what I can about the culture and norms in advance. While on site, I strive to be flexible, curious, accommodating, and open-minded.

 For more resources on **Site Visits** go to: www.philanthropywithoutborders.com/sitevisits

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