Acknowledgement
this happened/bearing witness - this is particularly critical in the context of a world that gaslights individu-
als/communities into believing that their experiences of oppression are fragmented incidents and not part of
a larger system that supports and enables violence and marginalization of their communities.

Emotional Uptake
creating space for folks to feel their feelings, without being policed on the appropriateness, validity, duration
and intensity of their emotional response.

Centre the Hurt
It’s not about our feelings of guilt, but about the feelings and needs of those we have harmed. Those we’ve
harmed shouldn’t have to support us during an apology, nor should they have to coach or cheer for us.

Accountability + Changed Behavior
Taking ownership of our actions, naming and understanding them and changing the identified problematic
behaviors, patterns, thoughts and words. Not providing irrelevant context/justification to minimize the im-
pact of our actions.

Divest From Forgivenes
Invest in the labor of reconciliation, divorced from appeasing our feelings of guilt and focusing on healing
and supporting those we’ve harmed. Apologize without forgiveness as a target, but healing, regardless of
whether we’re forgiven or not.

DEVELOPED BY
Rania El Mugammar
Artist
Liberation/Anti-oppression
Educator & Consultant

@raniawrites
www.raniawrites.com