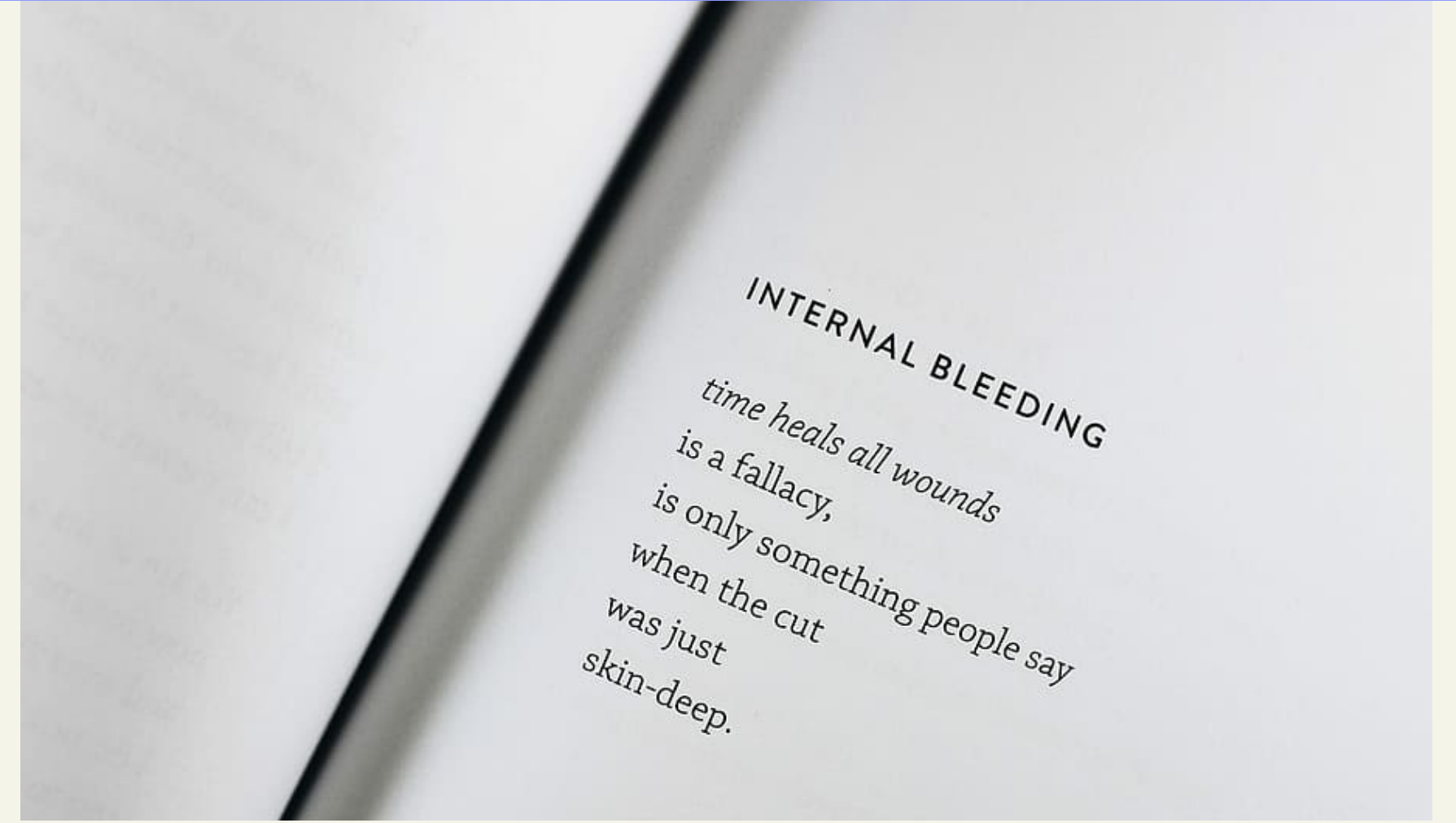


JUSTICE-ORIENTED APOLOGIES



"I'M SORRY"

This phrase is insufficient and meaningless without an acknowledgement of what caused the harm and how it will change, but it is the first step.



"FOR..."

DO: Take responsibility for specific actions that have been identified as harmful.

DO NOT: Say "if you were offended by xyz" - this is gaslighting victims and does not lead to repaired relationships.

Gaslight - manipulate (someone) into distrusting their own perspective and feelings



"MOVING FORWARD, I WILL ..."

DO: Outline a plan of action for moving forward. When the action causing harm is rooted in racism, colonialism or other forms of discrimination, acknowledge your need to continue your education and to discontinue the harmful practice immediately. Commit to doing so.



"WILL YOU FORGIVE ME?"

This step is critical for several reasons. It places you in a vulnerable position, empowering the person or people who were harmed to decide what to do with your apology and emphasizing that this apology is part of the effort being made to repair a relationship. They may accept your apology without forgiving you.

Adapted for this graphic based on a variety of sources that describe the steps of a 4-part apology.