

Accountability Recipe

Showing Up:

Consistent exploration of the emotions that arise when accountability is mentioned, such as fear, guilt, anger, shame, confusion, and continuing to show up anyway. Aspiring allies understand that while perfection is not required, doing no harm is a guiding principle. Engaging with other aspiring allies for accountability and support is critical, rather than turning to those whom we seek to be aspiring allies.

Engagement:

Begins with other aspiring allies and doing research on the history and realities of the underrepresented community to whom one seeks to be allies. We learn how the group has been marginalized, colonized, eliminated, silenced and affected by sexual and domestic violence, as well as a community's accomplishments, leaders, communal values, areas of shared experience and expertise, assets, places of preferred engagement, organizations and culture.

Working with Others:

Identify other aspiring allies who should be included, especially across lines of difference and others from similar privilege. Who has begun to do work around a particular issue or has respected relationships with the community? Who can bring other resources?

Risk Assessment:

What are the risks involved in taking a particular action, even as harmless as a certain action may seem? Who might be most hurt and/or endangered? Who else needs to be included?

Action:

Whether an internal or external action, aspiring allies keep the issue at the center to amplify the voices of those whom we seek to be allies.

Mistakes:

Mistakes, unintended consequences, can and do happen. Aspiring allies are willing to accept and assess their role in making missteps.

Reparations:

Aspiring allies take action to accept the impact of their actions, regardless of their intent. They make amends and continue to move ahead without guilt and fear.