

How to Apologize: Re-Aact

Talking about privilege and oppression is hard, but it is important to do it anyway. One thing we know for sure is that we will make mistakes when we do this work. Learning how to apologize is an important method for addressing mistakes and learning to view mistakes as learning opportunities. Re-Aact is a really simple method of remembering how to apologize if you are made aware that you made a mistake. It is intended to be used in the heat of the moment when your gut instinct may be telling you to fight, flee, or freeze.

Re

Reflect.

Reflect on the situation and listen to people if they indicate you have hurt someone or a group of people.

A

Acknowledge.

Acknowledge and accept responsibility for your actions.

A

Apologize.

Say you are sorry. It doesn't really matter what you intended. If you have made a mistake or violated someone else's dignity, you simply need to address the impact of your actions on the other person.

C

Change your behavior.

Share exactly what you will do in the future to avoid such a mistake. Recognize that your apology is just the beginning.

T

Thank...

the person for sharing the new information.

What is key here is **NOT** to ignore your mistake, or to double down by trying to defend yourself. The best facilitators are constantly reflecting and deepening their own understanding of their work. If we wait until we think we know everything, we will never do the messy work of creating a socially just world. Don't get too bogged down by one mistake. **Reflect. Acknowledge. Apologize. Change. Thank.**