

## **You Messed Up, Now What?**

A step-by-step guide for reconciliation by Save California Salmon

1. Establish a system where students are comfortable providing feedback. Your classroom environment should allow students to feel like their voices are valued and have equal power to your own.
2. Inform students that you are learning just like they are and might make harmful mistakes, but that you value their feelings and are committed to being an inclusive teacher
3. Educate yourself on microaggressions
4. Identify and challenge your personal biases. As humans, we are born with intrinsic biases as a form of protection. However, some of these biases are harmful and must be identified and addressed. This could also be known as stepping out of your comfort zone or privilege. We encourage you to look into free online implicit bias training to explore this important step to reconciliation.
5. Show students that you are really listening to them when they confront you, sincerely apologize by acknowledging their feelings, and then ask how you can support them.
6. Immediately apologize to the classroom with educational information on why you were wrong and how your mistake can be harmful
7. Do not make the conversation about you, instead express that you are grateful to your students for being strong and allowing their teacher to make mistakes as they are working to become a better educator
8. Connect students who were harmed by your mistake with mental health resources available at the school
9. Make an overt commitment to doing better when apologizing
10. Provide space for students to express their feelings through art or creative writing assignments. Self-expression activities should not be focused on or even be connected to the incident. Instead, it is simply to remind students that the classroom is a safe space for self-expression and will allow students to process their emotions.