PRACTICES FOR MUTUAL LIBERATION

BOTH PEOPLE

EXPERIENCE

THE MOMENT

AS AN

Embodied

Visceral

Flood

When we cause harm and respond with humility, we can recognize the ways our behaviors impact other people and thereby "unlearn" those behaviors, uprooting the oppressive frameworks we have internalized through socialization. By embracing the opportunity to unlearn, we can not only change our behavior moving forward but also disrupt the cycle by

which harm continues to perpetuate. By taking accountability for the impact of our behavior, we can affirm the other person's experience, acknowledge the harm we have caused, and center their experience, feelings, and needs.

PERSON WHO EXPERIENCED HARM

Affirmation of Experience Acknowledgment of Harm Ownership of Impact Shift of Centering

MUTUAL LIBERATION

PERSON WHO CAUSED HARM
Unlearning
Uprooting Oppressive Frameworks
Behavior Changing
Cycle Disrupting

ACCOUNTABILITY

Practicing accountability involves acknowledging that we have caused harm and apologizing for the impact of our actions. Living our values

intending to (or even recognizing that we have done so), embodying

humility by focusing on the impact of our actions on the other person,

and reflecting compassion by owning and apologizing for that impact.

occurs when we understand that we often cause harm without

PERSON WHO EXPERIENCED HARM

FEELINGS

Hurt
Exhausted (cumulatively)
Cornered

Armored

PERSON WHO CAUSED HARM

Discomfort Uncertainty Anxiety

Defensiveness

INTERNAL/EMOTIONAL

EXTERNAL/RELATIONAL

When we cause harm, we need to extend grace to ourselves by understanding that everyone causes harm, that shame and self-judgment can get in the way of responding to the harm we have caused, and that living our values happens by showing up for the person we have harmed in a way that centers accountability.

EXTENSION OF GRACE

NEEDS

Safety

NEEDS

Transformation

Comfort/Stasis

Status Quo

In terms of being given grace, grace needs to be understood with an anti-oppression lens.

Grace may be extended by those who have experienced harm, but it should not be expected, asked for, or demanded by those who have caused harm. Grace can be a big—and exhausting—act of emotional labor from those who constantly experience systemic patterns of marginalization and harm.

Grace is easier to give by the unimpacted (bystanders) who can hold space to facilitate unlearning.

HUMILITY

Practicing humility involves decentering our own feelings/needs and leaning into being responsive to the feelings/needs of the person we have harmed.

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