



# THE ANATOMY OF

# an apology

## Acknowledgement

this happened/bearing witness - this is particularly critical in the context of a world that gaslights individuals/communities into believing that their experiences of oppression are fragmented incidents and not part of a larger system that supports and enables violence and marginalization of their communities.

## Emotional Uptake

creating space for folks to feel their feelings, without being policed on the appropriateness, validity, duration and intensity of their emotional response.

## Centre the Hurt

It's not about our feelings of guilt, but about the feelings and needs of those we have harmed. Those we've harmed shouldn't have to support us during an apology, nor should they have to coach or cheer for us.

## Accountability + Changed Behavior

Taking ownership of our actions, naming and understanding them and changing the identified problematic behaviors, patterns, thoughts and words. Not providing irrelevant context/justification to minimize the impact of our actions.

## Divest From Forgiveness

Invest in the labor of reconciliation, divorced from appeasing our feelings of guilt and focusing on healing and supporting those we've harmed. Apologize without forgiveness as a target, but healing, regardless of whether we're forgiven or not.

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