

# **I Messed Up! Here's What I Learned and How I Apologized**

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# Agenda

Welcome & Introductions

Purpose of Session

Personal Examples

Examples of Bad, Non, and Good Apologies

Personal Reflections

Outline

Examples of Apologies Part 2

Anatomy of an Apology

Strategies for Coping in Moments of Failure/Error

Closing Session

## Purpose for Workshop

We are here to talk about failure, lessons we've learned, and ways we've evolved to ensure we don't have to learn the same lesson twice, or thrice!

We believe discussing failure is essential to expansion, justice, and healing.

Bianca: Personal Example 1

**Experience:** Ashamed for being fully human and honest with current trauma

**Lesson:** Show up as much as possible and be honest, people like seeing you being a human being it models possibility for them.

Bianca: Personal Example 2

**Experience:** creating curricula that are inaccessible and perpetuating ableism.

**Lesson:** accessibility is inclusivity.

Emma: Personal Experience 1

**Experience:** A therapist apologized to me!

**Lesson:** It's incredibly powerful and meaningful to the client when a mental health professional (and someone with inherent power in the relationship) acknowledges fault and pledges to do better.

Emma: Personal Experience 2

**Experience:** Committing microaggressions with colleagues

**Lesson:** Unlearning how I perform racism is a long process and I learned many of those lessons because WOC were willing to confront and teach me



Get ready for some BAD apologies!

Warning for homophobia, sexual violence, and white supremacy.

## Examples of BAD Apologies in the Media

### Kevin Hart

In 2010, in *Seriously Funny*, he tells the audience, "One of my biggest fears is my son growing up and being gay. That's a fear. Keep in mind, I'm not homophobic. . . . Be happy. Do what you want to do. But me, as a heterosexual male, if I can prevent my son from being gay, I will.+"

## Examples of BAD Apologies in the Media 1/3

Kevin Hart's apology:

It's about my fear. I'm thinking about what I did as a dad, did I do something wrong, and if I did, what was it? Not that I'm not gonna love my son or think about him any differently. The funny thing within that joke is it's me getting mad at my son because of my own insecurities . . . I panicked. It has nothing to do with him, it's about me. . .

## Examples of BAD Apologies in the Media 2/3

Kevin Hart's apology:

That's the difference between bringing a joke across that's well thought-out and saying something just to ruffle feathers. I wouldn't tell that joke today, because when I said it, the times weren't as sensitive as they are now. . . (he keeps going)

## Examples of BAD Apologies in the Media 3/3

Kevin Hart's apology:

%d think we love to make big deals out of things that aren't necessarily big deals, because we can. These things become public spectacles. So why set yourself up for failure?+

Kevin Hart On Ellen



Non-apology: Aziz Ansari 1/2

The next day, I got a text from her saying that although ~~it~~ it may have seemed okay, upon further reflection, she felt uncomfortable. It was true that everything did seem okay to me, so when I heard that it was not the case for her, I was surprised and concerned. . .

Non-apology: Aziz Ansari 2/2

She took her words to heart and responded privately after taking the time to process what she had said. I continue to support the movement that is happening in our culture. It is necessary and long overdue.+



## A Good Apology

%00.the truth is any of us who ever ignored the R Kelly stories, or ever believed he was being setup/attacked by the system (as black men often are) were doing so at the detriment of black women and girls. I apologize to all of his survivors for working with him and for taking for to speak out.+  
Chance the Rapper [Interview](#)

## Another Good Apology



**terry crews** ✓

@terrycrews

Follow



You are right. It is not my right to stand for anyone when I'm not the offended party.

I'M GOING TO LET WOMEN HOLD OTHER WOMEN ACCOUNTABLE.

FORGIVE ME Y'ALL. I SPOKE TOO SOON.

**Agent scully** @Incognegro2018\_

Replying to @terrycrews @HerelsGina

Terry it's interesting how you were just commenting that black women had your back during your #metoo 🙄 yet here you are throwing us under the bus in support of @hereisgina. As usually Black men believing in the victim hood of non BW while throwing us under the bus . Disappointing

9:44 PM - 24 Jan 2019

## Another Good Apology



**terry crews** ✓

@terrycrews



Again, I was speaking from MY experience because I have enjoyed working with her. But others experienced differently and I have to respect that. Apologies.

**stiff what? shake bitch!** @thehithatsticks

Replying to @terrycrews

Yes. And it's not so much that you should have stayed out of it, I'm more so concerned that out of all the possibilities of reactions, you chose to stand up for Gina's fake crying anti-black ass..

♡ 402 7:23 PM - Jan 24, 2019



## Another Good Apology



**terry crews** 

@terrycrews



Nah. Cuz this ain't the last time I'll be wrong. Still learning, that's all.

**#Knicks**   @RIPstian3

Replying to @terrycrews

Stop apologizing dude. Geezus Christ lol. You gonna be apologizing every min of your life if you let ppl control your Opinions. Somebody is gonna get offended no matter what you say or do. Might as well stick by what you say and stay true to you

 2,165 7:34 PM - Jan 24, 2019



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## Examples of GOOD Apologies in the Media

BYP100 Chicago Chapter sexual assault  
accountability & healing

# The Power of Apologies

Working with survivors

Connection to trauma recovery

Self Awareness

Connections to Healing Justice



## Anatomy of An Apology

1. Acknowledge specific actions (responsibility)
2. Acknowledge impact (NOT your intent)
3. Be clear about what you will do to change behavior (accountability)

Avoid the following:

1. Empty apology
2. Denial
3. Excessive apologizing
4. Incomplete apologies

## Reflection 1

Think of an experience you believe you are owed an apology; write down your answers to the following questions:

1. What happened?
2. Who was impacted and how?
3. What did you learn?

## Strategies for Coping with Failure

Take a deep breath, take another, and another  
and another

Reflect

Thank whomever has shared another point of  
view with you

Drink water

## Strategies for Coping with Failure

Utilize your support system

Contact your supervisor/mentor

Process your response

Take Action!

I am Sorry...

Think of an instance or situation that you need to apologize for; write down your answers to the following questions:

1. Take responsibility for your actions
2. Acknowledge the impact you made
3. Say the words "I am sorry" or "I apologize"

I'm Sorry...

4. Be accountable for your behavior and the change you will create

5. Be quiet, give them space to process and have their reaction

6. Remember: Forgiveness is not a requisite component of this process

## Closing Activity

Share with us your favorite sweet treat! (It has to have calories) **OR**

Share with us your favorite joke (keep it short and sweet!) **OR**

Your Wu-Tang Name Generator Name

<http://www.mess.be/inickgenwuname.php>



Contact Us!

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