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

Lesson: accessibility is inclusivity.
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.
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’s 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:

...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:

ñThat’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:

I 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
The next day, I got a text from her saying that although 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

I 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

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
Another Good Apology

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_
Replies 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

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! @thethatsticks
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..
Another Good Apology

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.
Another Good Apology

terry crews
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❤️ 2,165  7:34 PM - Jan 24, 2019
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'm 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'm 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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