

## Accountability

Due to the punitive and carceral culture that we live in, the term accountability is often linked with punishment and exclusion rather than with an opportunity for growth and transformation. In a culture that prioritizes collective well-being, the process of accountability can involve taking responsibility for our choices and the consequences of those choices in the interest of repairing the harm we've caused, as well as our personal and collective evolution.

When we engage in the process of accountability with our community we are:

1. allowing awareness and acknowledging that our actions were out of alignment with our and the community's values;
2. holding space to understand the impact of our actions on others within our community;
3. taking the necessary steps to repair the harm caused with the person or group of people; **and**
4. changing behavior to bring our actions into alignment with our own and the community values.

When we recognize that perfection is not a reasonable expectation, then we realize that there will always be a gap between our goals and our actions, however small. In this state of recognition, we can move from shaming and blaming toward determining appropriate consequences, course corrections, and the process of repair.

*\*Insights formed through experience and the resources listed on the following page*

## Additional Resources

### **Accountability Mapping Information, Daria**

- Daria created Accountability Mapping to support himself and his communities in learning and practicing self-accountability. It synthesizes Transformative Justice principles with practices of Qi Gong and somatic exploration. The course is free to QTBIPOC and there is a sliding scale for all.

### **Fumbling Towards Repair, Mariame Kaba and Shira Hassan**

- A workbook including reflection questions, skill assessments, facilitation tips, helpful definitions, activities, and hard-learned lessons intended to support people who have taken on the coordination and facilitation of formal community accountability processes to address interpersonal harm & violence.

### **Organizing for Community Accountability, INCITE!**

- This resource is an excerpt from a larger toolkit on community accountability put together by INCITE!, a network of radical feminists of color organizing to end state violence and violence in our homes and communities.

### **What is Accountability? The Barnard Center for Research on Women**

- In this 5-minute video, anti-violence activists Kiyomi Fujikawa and Shannon Perez-Darby ask and explore the question of how to be accountable to survivors without disposing of those who do harm.