



**Courage over Comfort.- Brené Brown**

Scripts

<p><b>When you've been harmed</b>          What to say if you're discriminated against, especially in a public setting (virtual session or group setting; works for trolls online too). -From Karen Fleshman, ESQ</p>	<p><b>When you've harmed others</b>          In reality, most of us naturally know the right way to react when <b>we step on someone's toes</b>, and we can use that to help us learn how to react when we commit microaggressions.- From Presley Pizzo, contribution to the Guide to Allyship</p>	<p><b>Apology 101</b>          What to say if you really want to say sorry, with no agenda.  <b>#1</b> the person you are apologizing to does NOT have to forgive you. <b>#2</b> defense of any kind negates the apology.          -From my 11 year old</p>
<p><b>I think I just heard you say "...." am I right?</b> (listen)</p> <p><b>I'm wondering, what were you thinking when you said that?</b> (listen)</p> <p><b>The impact of your words was____.</b></p> <p><b>It's time for you to be accountable.</b></p> <p><b>As the person who was harmed, this is what I need from you to heal _____.</b></p>	<p><b>Center the impacted:</b> "Are you okay?"</p> <p><b>Listen to their response and learn.</b></p> <p><b>Apologize for the impact, even though you didn't intend it:</b> "I'm sorry!"</p> <p><b>Stop the instance:</b> move your foot.</p> <p><b>Stop the pattern:</b> be careful where you step in the future. When it comes to oppression, we want to actually change the "footwear" to get rid of privilege and oppression (sneakers for all!), but metaphors can only stretch so far!</p>	<p>If you want to apologize, and you truly have zero agenda other than repair and support...</p> <p><b>I am sorry for ____.</b>  <b>I imagine that hurt you by, ____ but please correct me if I am wrong.</b>  <b>I am truly sorry for hurting you and will work to not do X again.</b></p> <p><b>Is there anything I can do now/Do you need anything? + Please take your time. I am here if you think of what you need for me to repair.</b></p>

