**New Step-by-Step Process**

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Process To Restore Internal Justice with Compassion

1. Notice the toxicity and distinguish the three realities.
2. Engage in humble curiosity and bring mindfulness to your internal reality.
3. Identify and acknolwedge the source pain.
4. Invite the source pain to share with you what it needs in order to be cared for.
5. Acknowledge how you have not been taking care of that pain.
6. Do what you feel called forth to do in order to care for the pain.

Process to Restore External Justice with Compassion

1. Create the space for your truth-telling and consciousness-raising inquiry:
   1. Share your intention for the conversation and why it’s important to you to have this conversation.
   2. Name the known and potential roadblocks and risks you’re concerned about.
   3. Invite them to acknolwedge your purpose in having this conversation.
   4. Invite them to join you in this conversation.
2. Begin the truth-telling and consciousness-raising inquiry:
   * 1. Name the disconnection between what you think might have been their intention and the impact their action had on you.
     2. Hold the space for their self-inquiry by letting whatever arise, arise without judgement and resistance - similar to when you bring mindfulness to your internal reality.
     3. Ask questions, guided by your anti-oppression analysis, to unpack why this disconnection between their intention and impact happened.
        + 1. Tell me more.
          2. Why do you feel that’s true?
          3. Where did you learn/hear that?
          4. Did you know about X?
     4. Support them in identifying their source pain that led to the disconnection for them.
3. Invite them to make amends:
   * 1. As they have shifted away from their own toxic swirl and are now in touch with their internal reality, including their source pain, they are probably more emotionally able to acknolwedge your internal reality even though it is different from their’s.
     2. If they do not ask how to make amends for their actions, invite them to support you in addressing the impact of their actions on you. This may be simply to acknowledge the impact and it may include some other actions as well.
     3. If they do not willing to consider making amends, continue to invite them to unpack what is behind their resistance to even considering.
4. Engage in shared envisioning:
   * 1. Having identified the source of the disconnection and acknowledged the Make amends for themselves and to you
     2. From the internal realities shared, identify shared values, goals, and/or interests.
     3. Based on those shared values, co-create a plan that aligns the intention and impact.

**Factors To Consider**

1. Emotional charge for each person involved
2. Power dynamics
3. Risks involved if they’re toxic, controlling, and/or abusive
4. Not available