

Philly Stands Up Accountability Road Map

An Accountability road map sketches out a process to give it structure while clarifying intentions, goals and allowing you to get a sense of the trajectory and the big picture. Because accountability processes are never linear or clear cut, we use a road map instead of an agenda; Road maps have ample room for construction, road blocks and detours. They help you maintain sense of your overall goals, while remaining flexible and open to re-routing paths and re-imagining the journey once you've started.

The Five Major Phases of Accountability Processes There are endless ways to map out phases of an accountability process, but here are the five most common phases we have charted in our work and experience:

1. **Identifying Behaviors** The first step in a process is that a person must have an awareness and understanding of the actions and behaviors for which they are being called out. This is foundational and can sometimes take longer to accomplish than you might imagine.
2. **Accepting Harm Done** Building on the understanding of what specific behaviors led them to this accountability process, the next step is to acknowledge in what ways these behaviors were harmful-even if harm wasn't their intention. This is the seed of one of the most frequent goals in a process: building empathy.
3. **Looking for Patterns Making Comprehensive Change** to prevent future assault requires broadening the focus beyond the isolated incident(s) that precipitated this process. This means identifying and naming the person's history of abusive/harmful actions and contextualizing these behaviors in their underlying assumptions and socialization.
4. **Unlearning Old Behaviors** The process of breaking habits starts with identifying harmful dynamics and then deepens beyond naming to analysis and understanding. Gaining an awareness and determining the kinds of situations that trigger or enable abusive or harmful behaviors and then having clear strategies to avoid and diffuse the potential path for harm.
5. **Learning New Behaviors Building New Positive**/healing patterns of behavior goes hand in hand with breaking down the old harmful patterns. One of the tools in this stage is role play, where a person can rehearse their consent practices, graceful acceptance of criticism, disclosure strategies, etc. Also important is becoming familiar with their resources to support positive and new behavior [affordable therapy, sites to find jobs, a clearly defined network of supportive friends, membership to the gym, etc.] This phase is very much about understanding the ways to build new behaviors so this skill becomes sustainable and fueled by self-reliance.