

Statement of Accountability

What are you being held accountable for? Be specific, be detailed. Don't Justify or excuse.

The Plan

Example: This plan will take place over 6 months and include soliciting feedback from everyone I've been involved with over the past three years, working with a therapist to get to root causes, attending relevant classes, and stepping back from events for the duration of my process. I will be working with an accountability pod who will be helping me by reaching out for feedback, looking at feedback provided to identify areas I need to be held accountable to, and meeting with me regularly to discuss my progress and insights.

Accountability Pod Members:

_____ Pod Lead
_____ Pod Member
_____ Pod Member
_____ Pod Member

Pod lead can be contacted at _____

Anonymous Feedback Form Link: _____
(link to example here)

Steps Taken To Date

List initial steps taken so far, such as creating a feedback form, started the process of reaching out to former partners, starting therapy, etc

Timeline

Phase 1: Gather Initial Feedback

Month Starting - Month Ending (example: 1-2 months)

- Solicit feedback and accounts of experiences with _____ through an anonymous form. Information from this form will distilled and further anonymized to be presented to _____ in phase 2
- Reach out to former partners for their experiences and set up repair conversations if desired
- Make public post detailing this accountability plan as written here (provide example)

Phase 2: Identifying Areas of Accountability

Month Starting - Month Ending

- Accounts and feedback will be assessed and distilled by the Pod into a "What will _____ be held Accountable to" report to be presented to _____ and discussed together.
- Communication Plan: Pod posts public update, including what has been learned, actions taken, and commitments going forward. _____ makes a post linking to Pod's writing. Follow up with current and former partners who requested updates.
- Feedback form remains open

Phase 3: Continuing Work

Month Starting - Month Ending

- _____ will produce a monthly accountability report that will outline the work that has been completed. (Link to example)
- Regular meetings with pod and _____ to review insights, progress, education, etc, and discuss where further work may need to be done.
- Follow up with current and former partners and other stakeholders who requested updates
- _____ makes public post updating on insights, progress, and actions taken
- Feedback form remains open

Phase 4: Conclusion

Target End Month

- Accountability Pod produces final report and discusses with _____
- Communication Plan: Pod makes public post, Follow up with current and former partners and other stakeholders who requested updates,

Constraints

The timeline is dependent on how long it takes for reports to be received. This work tends to be emotionally draining for both the persons harmed and the people holding space. Sometimes time off is needed to allow for integration and processing.

The commitment timeline is for ____ months, however, there can be unforeseen barriers to completing within that time frame and it's possible this process could take longer.

Confidentiality

It is the policy of the Accountability Pod to not disclose confidential information belonging to, or obtained through their affiliation with _____ to any person, including their relatives, friends, and business and professional associates, unless _____ has authorized disclosure. This policy is not intended to prevent disclosure where disclosure is required by law. Information gathered from those reporting to have been harmed by _____ will also remain confidential at their request.

Out of Scope

An accountability process does not cover the healing work of the person harmed. That work will be done outside this process through the professional services of educators and therapists. The accountability pod will also not make decisions for _____'s ability to enter an event or community.