

**Building Cultures of Mutual Accountability** - Without trust people cannot be expected to work effectively with one another. Without accountability, trust cannot be built and maintained. We all are impacted by systems of oppression. We are all socialized to hoard power, to define accountability as punishment, to pursue perfectionism even when we know that perfect just isn't possible. These socializations lead to transactional organizational cultures that keep us from building equitable, inclusive communities for all. *Building Cultures of Mutual Accountability* is a 60-minute AAPT Winter Meeting session focused on identifying pathways to developing cultures that encourage us to look out for each other, to look out for ourselves, and to grow individually and collectively from wherever we are.

**Some context:** The video [What Are Obstacles to Accountability?](#) was produced by the Barnard Center for Research on Women about a year ago. The video talks about the difficult work of holding ourselves accountable and offering conditions for accountability to others. I want you to watch this video in part because as the public discourse on what it means to be accountable for racial justice, human equity, and social change continues to grow and evolve, it can be difficult for us to think about what that looks like in our everyday lives, in our everyday communities. This video talks about the challenges to accountability and offers us an opportunity to think deeply about what our commitments to equity really mean.

**Here's your pre-work activity:**

1. Watch the video, [What Are Obstacles to Accountability?](#).
2. Reflect on the following questions:
  - What is accountability?
  - What gets in the way of accountability?
  - How can the ways people express shame serve as a barrier to accepting accountability when they cause harm?
  - If you could change one thing about the way accountability is approached/handled within progressive organizations what would that be? You are also more than welcome to share a series of things here.
  - What are you bringing with you to this session? What expectations? What needs?