**Racial Equity Facilitation**

*Reflection Log*

**Connecting with your own wisdom and experience:** What are your racial equity facilitation strengths? What are your racial equity facilitation areas for growth? Describe your most heartwarming facilitation moment and most frustrating facilitation moment. What made these moments heartwarming or frustrating?

**Definition of Equity:** What is your personal definition of equity? Why is creating a shared definition of equity important for group facilitation?

**Mitigative vs. Transformative Equity Facilitation Planning:** What are examples of things that your organization does in the name of equity that might nibble around the edges of inequity but don’t actually create more equity? What would a transformative equity approach look like? How do you operate in the mitigative? How do you operate in the transformative?

**Equity Detours:** Which detour(s) do you personally struggle with? Which detours do you see operating most prominently within your sphere of influence? What is it about the institutional culture where you are that results in this detour being so prevalent?

**Equity Principles:** Which of these principles would be the most transformative in your work if you embraced it? Which of these makes you most anxious about applying within your work? Which of these principles would be most transformative to your institution if your institution decided to embrace it? Which of these principles would be the hardest to apply within your sphere of influence? (illicit the most resistance?)

**5 Abilities of Equity Literacy:** How much progress on the continuum of abilities do you typically make in your work? How much progress on the continuum of abilities does your organization typically make in response to equity concerns? What are the barriers to progress?