**Racial Equity Facilitation**

*Reflection Log (Session 2)*

**Layers of Racism:** Which layers are you most conscious of and why? Which of these layers do you feel most confident educating others about? Which of these layers do you not feel confident educating others about? Why? How do you see each of these layers playing out in your organization?

**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?

**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?

**Case Studies for Facilitation:** When do you choose to use stories or case studies in your facilitation? What do you hope will be the impact and outcome of group analysis using case studies? How do you bridge your groups from the hypothetical to reality and action?