**Racial Equity Facilitation**

*Reflection Log (Session 4)*

**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?)

**Navigating Resistance:** What are some examples of typical resistance you have encountered?

**Thinking about resistance roles:** Have you observed or encountered resistance to equity facilitation? How did that resistance present itself? How did you or the facilitator respond?

* How do you decide whether to engage in productive dialogue with a resistor or to shut it down from the start?
* Which of the resistance roles do you think you are best equipped to facilitate through? Which would be most difficult for you? Why?
* How do you see your personal identity(ies) or life circumstances impacting your role, impact, and experience as an equity facilitator?
* In your opinion, what components make a great co-facilitation partnership? What makes for a bad co-facilitation partnership?
* Have you ever found yourself playing one of these resistance roles during an equity session in which you were a participant? Why were you resistant? What did you need to move through your resistance?

**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?