**Racial Equity Facilitation**

*Reflection Log (Session 3)*

**Deficit Ideology to Structural Ideology:** What are examples of comments you’ve heard or thoughts you’ve had that reflect racism-infused deficit ideology? What is an example of a policy, practice, or program touted as equity-based in your organization that reflects a deficit ideology or grit ideology? What is a different action or approach that would reflect a structural ideology?

**Planning and Sequencing:** What do you feel is the role of humor in facilitating racial justice learning? When is it appropriate or inappropriate? What is the kind of warm-up activity you find especially useful and engaging? What is the kind of warm-up activity that makes you anxious or uncomfortable? What is an activity you have participated in or used that can be interpreted as using People of Color / BIPOCs / People of the Global Majority as “props” or “learning resources” for white participants? What is a different learning activity that can get to the same learning objectives without doing so?

**Take a-ways:** One thing you want to make sure to remember from todays session?