**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?

**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?)

**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?

**Planting Seeds/Equity Influence:** What posture do you find yourself most often taking when facilitating for equity? What posture would you like to develop? What forms of power do you rely on most often in your equity facilitation? How do you navigate the power others are using in your sessions?