**Racial Equity Facilitation**

*Reflection Log (Session 4)*

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

**Thinking of the SCARF model:** Which domains of threat or reward are most prevalent for you? Which domains of threat are you best at acknowledging and attending to? Which are hardest for you to acknowledge or attend to?

**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?

**Maintaining energy and wellbeing:** What things in racial equity facilitation drain your energy or threaten your wellbeing? What self-care approaches do you take to maintain your wellbeing? How do you know when to take a break from racial equity facilitation? How do you use relationships to fortify your energy?