**Facilitators’ Racial Equity Checklist**

***Following each dialogue session, facilitators should take some time***

***to debrief and make sure they are working well together.***

**Group dynamics**

􀂃 What went really well in this session? Why?

􀂃 What were our biggest challenges and how did we respond? What

might we do differently the next time?

􀂃 What is our comfort level when the discussion about race “gets

real” and conflict arises or people get emotional?

􀂃 Are we creating plenty of opportunities for everyone to be heard?

􀂃 How does the group respond when the facilitator (leader) is white?

􀂃 What dynamics surface when the facilitator is a person of color?

**How is our partnership working?**

􀂃 How effective are we at working with a diverse group?

􀂃 How does our own life experience shape our perceptions of our

group members?

􀂃 How comfortable are we discussing our own issues of race with one

another?

􀂃 What can we do to support each other’s growth and development in

our work with a diverse group? How can we hold each other

accountable?

**Getting ready for the next session**

􀂃 What do we need to do to prepare for the next session?

􀂃 What changes (if any) in the structure of the meeting might make

people from different racial and cultural backgrounds feel more at

ease? (social time/refreshments; flexible scheduling)

􀂃 What support do we need from one another to work effectively?