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?