

21-Day Anti-Racism Challenge



This challenge was adapted from diversity scholar Dr. Eddie Moore's 21-day plan which promotes deeper understandings of race, power, privilege, supremacy and oppression.

WEEK 1

DAY 1

RACIAL IDENTITY FORMATION

Option 1: READ [White Identity in America is Ideology, Not Biology](#) by Nell Irvin Painter, author of "The History of White People".

Option 2: LISTEN Norma Johnson recites "[For My White Friends: I Didn't Tell](#)"

Option 3: WATCH [Videos](#) from the New York Times on racial identity in America.

DAY 2

THE POWER OF SELF-DEFINITION

Option 1: READ [Three ways to get started talking about race at work](#)

Option 2: LISTEN [A social experiment on race and privilege in Singapore.](#)

Option 3: WATCH [A split screen video](#) by Brave New Films shows systemic racism Black vs White.

DAY 3

THE INTERSECTION OF WHITE SUPREMACY AND PATRIARCHY

Option 1: READ [Capitalism is built on the backs of black women](#)

Option 2: LISTEN [Without slavery, would the US be the leading economic power?](#) Book excerpt: The Half Has Never Been Told by Edward Baptist.

Option 3: WATCH A music video by Childish Gambino, "[This Is America](#)", dissects America and its racial intersections.

DAY 4

LEVELS OF RACISM

Option 1: READ [21 racial microaggressions you hear on a daily basis](#) using photographs by photographer Kium Kim by Heben Nigatu.

Option 2: LISTEN [The Cause of Racial Death Disparities, COVID-19](#) by Dr. Camara Jones.

Option 3: WATCH Camara Jones [discusses 3 levels of racism](#)

DAY 5

THE INTERGENERATIONAL TRAUMA OF RACISM

Option 1: READ ["The Legacy of trauma, an emerging line of research is exploring how historical and cultural traumas affect survivor's children for generations to come"](#) by Tori DeAngelis, American Psychological Association.

Option 2: LISTEN [How White Parents Can Talk to Their Kids About Race](#) by NPR.

Option 3: WATCH [How do people experience historical traumas?](#)

DAY 6

INTERNALIZED RACISM

Option 1: READ When racism targets us, we internalize that targeting; when racism benefits us, we internalize that privileging. [This page](#) investigates how internalized racism operates.

Option 2: LISTEN American poet, memoirist and civil rights activist Dr. Maya Angelou's recites "[I am human](#)".

Option 3: WATCH [Community leader, activist and educator Jabari Lyles discusses his journey to understanding and loving himself as a Black man.](#)

DAY 7

HEALTH AND RACISM

Option 1: READ [Black Physician's COVID Death Underscores Health Disparities](#) by Dr. Ada Stewart, president of the AAFP.

Option 2: LISTEN [Scientists start to tease out the subtler ways racism hurts health.](#)

Option 3: WATCH [How racism makes us sick](#) by Harvard Sociologist David Williams.

WEEK 2

DAY 8

INTERPERSONAL RACISM

Option 1: READ [What it means to be anti-racist](#) (same topic as above) by Vox.

Option 2: LISTEN [Raising an Antiracist Generation](#) CNN Audio.

Option 3: WATCH [Don't be a Bystander: 6 Tips for Responding to Racist Attacks in everyday life.](#)

DAY 9

INSTITUTIONAL RACISM

Option 1: READ [One page describing continuum on becoming an Anti-Racist Multicultural Institution.](#)

Option 2: LISTEN [The Cause of Racial Death disparities, COVID-19](#) by Dr. Camara Jones.

Option 3: WATCH [Marley Dias talks institutional racism.](#)

DAY 10

RECOGNIZING AND DISMANTLING WHITE SUPREMACIST / DOMINANT CULTURE

Option 1: READ [Psychologist Michael Karson explores the privilege of not understanding privilege.](#)

Option 2: LISTEN ["A Change is Gonna Come"](#) by Al Green.

Option 3: WATCH [Implicit bias in healthcare](#)

DAY 11

RACISM HURTS EVERYONE

Option 1: READ [This website](#) explores the cost of segregation in Chicago in terms of lost income, lost lives, and lost potential from a groundbreaking two-year research.

Option 2: LISTEN [The Model Minority Myth and False Flattery of Asian Americans.](#)

Option 3: WATCH Jonathan Metzler discusses ["Dying of Whiteness: How the Politics of Racial Resentment Is Killing America's Heartland"](#) on MSNBC.

DAY 12

CHANGING THE NARRATIVE

Option 1: READ Learn about [strategies](#) The Center for Social Inclusion uses to advance racial equity and how their program help institutions apply these strategies.

Option 2: LISTEN NPR Life Kit on how being "not racist" is not enough and instead we should all strive to be anti-racist through these [helpful tips](#).

Option 3: WATCH ["I'm Not Racist; I'm Color Blind."](#)

DAY 13

REFLECTION

Option 1: READ A study finds that adults view black girls as less child-like and less in need of protection than their white peers: [How black girls aren't presumed to be innocent.](#)

Option 2: LISTEN The Black Eye Peas, "[Where Is The Love.](#)"

Option 3: WATCH [I am not your inspiration, thank you very much](#) by Stella Young, TEDxSydney.

DAY 14

RACE AND THE CRIMINAL SYSTEM

Option 1: READ [Visualizing the racial disparities in mass incarceration](#), Prison Policy Initiative.

Option 2: LISTEN [Law professor on misdemeanor offenses and racism in the criminal system.](#)

Option 3: WATCH [The racism of the US justice system in 10 charts.](#)

WEEK 3

DAY 15

VALUING DIFFERENT WAYS OF KNOWING AND LEARNING

Option 1: READ [Breaking down our bilingual double standards.](#)

Option 2: LISTEN Ayan Salat, a Somali-born immigrant from Kenya recites her poem "[Racism](#)" as part of Common Ground exhibition featuring photographs of refugees taken by Fazal Sheikh.

Option 3: WATCH [A Conversation with Native Americans on Race.](#)

DAY 16

ORGANIZATIONAL CULTURE

Option 1: READ [Why young black professionals are wary of Dallas.](#)

Option 2: LISTEN Employees at the Centers for Disease Control and Prevention have [signed a letter](#) to CDC Director Robert Redfield about a culture of racism at the agency.

Option 3: WATCH [Equal Opportunity? Different Starting Lines](#)

DAY 17

CULTURE IS A SCAFFOLD AND SAFETY NET

Option 1: READ [People of color have to 'code-switch' to fit in with white norms.](#)

Option 2: LISTEN [The Kids Are All Right](#) from Code Switch by NPR.

Option 3: WATCH [Blackface, A cultural history of a racist art form.](#)

DAY 18

REPRESENTATION MATTERS

Option 1: READ [When the media misrepresents black men, the effects are felt in the real world.](#)

Option 2: LISTEN Constance Wu [explains](#) why "Crazy Rich Asians" and "Fresh Off the Boat" are important for people of diverse backgrounds all around the world.

Option 3: WATCH [This powerful illustrative essay](#) shows how history and negative stereotypes have contributed to the belief gap which affects African American youth today.

DAY 19

LBGTQ+ AND DISCRIMINATION

Option 1: READ UCLA School of Law Williams Institute [report](#) on the impact of Stigma and Discrimination Against LGBT People in Texas.

Option 2: LISTEN Denice Frohman performs "[Dear Straight People](#)" as part of Women of the World Poetry Slam 2013 (strong language).

Option 3: WATCH [An introduction to the queer community](#) LGBT 101.

DAY 20

BEING AN ALLY

Option 1: READ [How to be a better ally to your black colleagues.](#)

Option 2: LISTEN [How can white people be better allies to people of color](#) with Travis Jones.

Option 3: WATCH [Screaming in the Silence, how to be an ally, not a savior](#) by Graciela Mohamedi.

DAY 21

COMMITTED TO EQUITY

Option 1: READ [Moving beyond diversity to racial equity.](#)

Option 2: LISTEN ["Mississippi Goddam"](#) by Nina Simone.

Option 3: WATCH [Inclusion Starts with I.](#)

REFLECTION

LISTEN. READ. WATCH. GROW.

21-Day Challenge Reflection

THANK YOU for being a part of the 21-Day Racial Equity Challenge and for your commitment to equity.